

[Note: This draft proposal, based on the proposal presented to the Anglican Church of Uruguay, is provided to assist others in preparing a proposal for a Gender Desk.]

PROPOSAL FOR GENDER DESK

Anglican Church of _____

“Many of us are not well versed with gender issues. And many equate gender issues to women’s issues. We need a lot of training to make our colleagues aware that when we talk of gender, we are talking about men and women, boys and girls, and trying to uplift the disadvantaged gender.”

— Gender Budgeting Tool Kit of Anglican Women’s Empowerment 2008

GENDER: refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context time specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context.

MISSION STATEMENT:

The Gender Desk of the Anglican Church of _____ will seek, within a faith perspective, to raise awareness of issues related to gender equity; and to advance the implementation of the Anglican Consultative Council’s Resolution 13-31 in order to achieve equitable sharing of access to resources, responsibilities and decision-making by both men and women, and thereby uphold the dignity of every human life.

ACTIVITIES:

- Develop and deliver educational programs to raise awareness of the details of Anglican Consultative Council (ACC) Resolution 13:31 and of related gender equity measures adopted in the Beijing Platform for Action of 1995.
- Develop leadership training programs for both lay women and men at the diocesan level to enable those who feel they have no voice to add their insights to church policies.
- Organize annual meetings to bring together women from all parishes in the diocese to raise awareness of an array of themes, including the United Nations Millennium Development Goals (MDGs), environmental sustainability, peace-making and gender equity issues; to envision and strategize for action on grass roots level; and to encourage and develop parochial networks of women leaders.
- Support the formation and development of faith-based men’s groups such as the Order of St. Andrew.

- Collect data and update information within the parishes to identify gender issues, including gender architecture.
- Collaborate with Anglican networks and faith-based women's groups, such as the International Anglican Women's Network (IAWN), Mothers' Union, Asociacion de Mujeres Anglicanas (AMA-Peru), Unión de Mujeres Episcopales Anglicanas de Brazil (UMEAB); and other nongovernmental organizations (NGOs) working on gender issues.
- Provide access to information on issues affecting women and men through printed materials and digital media.
- Report to the Bishop on results of all programs and data collection.

PROPOSED BUDGET:

EXPENSES	Amount per annum Currency	NOTES
PERSONNEL SALARIES		
Program Administrator		Based on part-time 20hr. week in first year of program, including benefits
NON-PERSONNEL SERVICES		
Rent		In-kind Diocesan Space contribution
Utilities		In-kind Diocesan contribution
Telephone		
Travel		Bus Transportation for program administrator to parishes
Office Supplies		
Meeting Expenses		Includes participants' transportation, food and program materials
Printing		
Technology/ Office Equipment*		Estimated cost for 1 laptop computer, 1 printer, 1 phone/fax machine
Office Furniture*		1 desk, 3 chairs, 1 filing cabinet
		*One-time Costs
TOTAL EXPENSES		