



UNITED STATES INSTITUTE OF PEACE  
ACADEMY FOR INTERNATIONAL CONFLICT MANAGEMENT AND PEACEBUILDING

## **Men and Women in War and Peace** *A Course for Practitioners and Policymakers*

*March 26 – 28, 2014*

*9:00 a.m. – 5:00 p.m., Room B203/204, USIP Headquarters*

### **Lead Instructor:**

Dr. Kathleen Kuehnast  
Director, USIP Center for Gender & Peacebuilding  
[kkuehnast@usip.org](mailto:kkuehnast@usip.org)

### **Presenters:**

Sanam Anderlini, Co-Founder, International Civil Society Action Network (ICAN)  
Farah Council, Program Manager, South Sudan and Sudan, The Institute for Inclusive Security  
Gary Barker, Executive Director, Promundo-US  
Robert Egnell, Visiting Associate Professor and Director of Teaching, Georgetown University  
Georgia Holmer, Senior Program Officer, Center for Gender & Peacebuilding, USIP  
Palwasha Kakar, Senior Program Officer, Religion and Peacemaking, USIP  
Alison Milofsky, Senior Program Officer, Academy for International Conflict Management & Peacebuilding, USIP  
Steven E. Steiner, Gender Advisor, Center for Gender & Peacebuilding, USIP

### **Course Description:**

“Men and Women in War and Peace” is an inclusive approach toward understanding the dynamic impact of gender roles in conflict and peace processes. This three-day USIP course will provide both practitioners and policy makers with an overview of the key issues, frameworks, principles and practices in gender and peacebuilding. Through a series of expert lecturers, case scenarios, interactive exercises, and mixed media presentations, participants will gain increased understanding of the different roles of women and men in preventing, mitigating and resolving conflict.

By the end of the course, participants will have learned a core set of gender analysis skills and be able to address the following questions with depth of understanding:

- *What is “gender”? Why is “gender” not a synonym for women?*
- *How has the changing nature of conflict impacted women and men? How has sexual violence featured in contemporary conflicts?*

- *How does the understanding of gender roles assist in the analysis of conflict and peacebuilding? How does a consideration of gender apply to the practice of peace processes, reconstruction and stabilization programs, and conflict prevention?*
- *What is the women, peace and security agenda? What are the important international and national legal frameworks? How are they implemented? Who are the key stakeholders?*

### **Course Objectives:**

- Participants will deepen their understanding of the changing nature of conflict and its impact on men and women.
- Participants will learn the central concepts and basic analytic frameworks of gender and peacebuilding.
- Participants will practice applying a “gender lens” to peace processes and conflict prevention scenarios.
- Participants will understand how gender analysis applies to specific peacebuilding sectors such as rule of law, governance, and security.
- Participants will explore the roles and relationships of a range of stakeholders involved in the women, peace and security agenda.
- Participants will examine the implementation of existing international and national frameworks relevant to gender and peacebuilding.

### **Course Requirements:**

- **Participation:** This course is designed to provide skills and knowledge through engaged participation in the class discussions and exercises. Students are expected to attend the entire class and participate actively by drawing on their own professional expertise and personal experience.
- **Readings:** Readings are selected to augment the classroom instruction and will be provided in advance of the course. Students are expected to read the selected assignments for each day’s session. A supplemental reading list will be provided to allow students to explore the topic in further depth. All readings can be accessed online by following the steps:
  - Log on to Moodle by clicking at: <https://academyonline.usip.org>
  - Your user name is your first initial followed by your last name, for example, Adam Smith would use: asmith
  - Your initial password is Usip!123 – this password is case sensitive. You may change your password after your first log-in.

*The syllabus is subject to change.*

## **Day 1: Overview of Gender and Peacebuilding**

Wednesday, March 26, 2014

### **Read-Ahead:**

- Kuehnast, K., de Jonge Oudraat, C. & Hernes, H. (2011). Introduction. In K. Kuehnast, C. de Jonge Oudraat, & H. Hernes (Eds.), *Women and War: Power and Protection in the 21<sup>st</sup> Century*. (pp. 1-18). Washington, DC: United States Institute of Peace. (1-18)
- Vess, J., Barker G., Anderlini, S. and Hassink, A. (2013). *The Other Side of Gender: Men as Critical Agents of Change*. (Special Report No. 340). Washington, DC: United States Institute of Peace.

### **Optional:**

- Ali, NM. (2011). *Gender and Statebuilding in South Sudan* (Special Report No. 298). Washington, DC: United States Institute of Peace.

- 9:00 a.m.      **Welcome**  
*Kathleen Kuehnast*
- Overview of the Course
- 9:30 a.m.      **Understanding Gender in the Context of your Society**  
*Alison Milofsky*
- Icebreaker
  - Thinking through the relationship between gender and social/cultural contexts
- 10:45 a.m.      Break
- 11:00 a.m.      **Film: Men, Peace and Security 2013 Symposium Video**
- 11:10 a.m.      **Gender and Society, Along the Continuum**  
*Gary Barker*
- Establish that gender is not another name for women and that gender identities are not simply a dichotomy between male and female
- 12:30 p.m.      Lunch (*Class Photo with Fitz*)
- 1:30 p.m.      **UN Security Council Resolution 1325 Overview**  
*Kathleen Kuehnast*
- Overview of the gendered framework of international law
- 2:15 p.m.      **Background on the Conflict in Sudan and South Sudan and Peace Agreements**  
*Farah Council*
- 3:00 p.m.      Break
- 3:15 p.m.      **Practical Examination of Women's Inclusion in the Sudan/South Sudan Peace Agreement**  
*Farah Council*
- Divide into three groups, each group analyzes one of the Sudan/South Sudan peace agreements
- 4:30 p.m.      **Wrap-up**
- 5:00 p.m.      **End**

## **Day 2: Women's Role in Global Security**

Thursday, March 27, 2014

### **Read-Ahead:**

- Cohen, D., Hoover Green, A., and Wood, E. J. (2013) *Wartime Sexual Violence: Misconceptions, Implications and Ways Forward*. (Special Report No. 323). Washington, DC: United States Institute of Peace.
- Holmer, G. (2013). *Countering Violent Extremism: A Peacebuilding Perspective*. (Special Report No. 336). Washington, DC: United States Institute of Peace.

### **Optional:**

- Kelly, J. (2010). *Rape in War: Motives of militia in DRC*. (Special Report No. 243). Washington, DC: United States Institute of Peace.
- Boesten, Jelke and Melissa Fisher, (2012) *Sexual Violence and Justice in Post Conflict Peru*. (Special Report No. 310). Washington, DC: United States Institute of Peace.

9:00 a.m.	<b>Recap and Overview</b> <i>Kathleen Kuehnast</i>
9:30 a.m.	<b>Missing Peace 2013 Symposium Video</b> <i>Introduced by Kathleen Kuehnast</i>
9:45 a.m.	<b>Sexual Violence in Conflict and Post-Conflict Settings</b> <i>TBD</i>
10:45 a.m.	Break
11:00 a.m.	<b>Gender, Military Effectiveness &amp; Organizational Change</b> <i>Robert Egnell</i> <ul style="list-style-type: none"> <li>▪ Transformative Changes, Integrating UNSC Resolution 1325 into the Military</li> <li>▪ Framing the goals, an issue of operational effectiveness</li> </ul>
12:30 p.m.	Lunch
1:30 p.m.	<b>The Role of Women in Preventing Violent Extremism</b> <i>Georgia Holmer</i>
2:30 p.m.	<b>Breakout Activity &amp; Discussion</b> <i>Georgia Holmer</i> <ul style="list-style-type: none"> <li>▪ Using case studies, participants work in small groups to increase their understanding of the dynamics of radicalization and explore the unique ways in which women in local communities can – and already do - help prevent extremist violence.</li> </ul>
3:15 p.m.	Break
3:30 p.m.	<b>Breakout Activity &amp; Discussion continued</b> <i>Georgia Holmer</i>
4:30 p.m.	<b>Wrap-up</b>
5:00 p.m.	<b>End</b>

## **Day 3: Gender, Conflict, and Peacemaking**

Friday, March 28, 2014

### **Read-Ahead:**

- Steiner, S. (2013) *Common Strategies for Women in Transition Countries*. (PeaceBrief No. 156). Washington, DC: United States Institute of Peace.

### **Optional:**

- Kuehnast, K., Steiner, S., Omar, M., & Sultan, H. (2012). *Lessons from Women's Programs in Afghanistan and Iraq*. (Special Report No. 302). Washington, DC: United States Institute of Peace.
- Kuehnast, K., Steiner, S., Omar, M., & Sultan, H. (2012). *Peacebuilding Efforts of Women in Afghanistan and Iraq*. (Special Report No. 319). Washington, DC: United States Institute of Peace.

- 9:00 a.m.      **Recap and Overview**  
*Kathleen Kuehnast*
- 9:30 a.m.      **Lessons Learned on Women's Programming in Transitional Countries**  
*Steven E. Steiner*
- Discussion of key insights learned regarding the commonality of challenges related to women's rights and roles in society
- 10:00 a.m.      **Gender and Religion in Peacemaking**  
*Palwasha Kakar*
- Overview of three pillars and the Elimination of Violence Against Women (EVAW) Law in Afghanistan
- 10:30 a.m.      Break
- 10:45 a.m.      **Breakout Activity & Discussion**  
*Palwasha Kakar*
- Break into three groups to analyze Afghanistan case study through the use of the three pillars
- 12:30 p.m.      Lunch
- 1:30 p.m.      **Women at the Peace Table**  
*Sanam Anderlini*
- 3:00 p.m.      Break
- 3:15 p.m.      Activity
- 4:00 p.m.      **Moving Forward: Applying these Concepts**  
*Kathleen Kuehnast*
- Discussion of next steps for implementation of lessons learned
  - Presentation of certificates
- 4:30 p.m.      **Final Evaluations**  
*Kathleen Kuehnast*
- Written evaluations and group discussion
- 5:00 p.m.      **End**

**Optional Readings & Resources:**

- Bastick, M. & Whitman, T. (2013). A Woman's Guide to Security Sector Reform. *The Institute for Inclusive Security and DCAF*.
- US National Action Plan on Women Peace and Security - [http://www.whitehouse.gov/sites/default/files/email-files/US\\_National\\_Action\\_Plan\\_on\\_Women\\_Peace\\_and\\_Security.pdf](http://www.whitehouse.gov/sites/default/files/email-files/US_National_Action_Plan_on_Women_Peace_and_Security.pdf)
- United Nations Security Council Resolution 1325 - [http://www.un.org/events/res\\_1325e.pdf](http://www.un.org/events/res_1325e.pdf)
- United Nations Security Council Resolution 1888 - [http://www.un.org/ga/search/view\\_doc.asp?symbol=S/RES/1888%282009%29](http://www.un.org/ga/search/view_doc.asp?symbol=S/RES/1888%282009%29)
- United Nations Security Council Resolution 1889 - [http://www.un.org/ga/search/view\\_doc.asp?symbol=S/RES/1889%282009%29](http://www.un.org/ga/search/view_doc.asp?symbol=S/RES/1889%282009%29)

## **Presenter Biographies:**

### **Sanam Anderlini**

Sanam is co-founder of the International Civil Society Action Network (ICAN) and a Senior Fellow at the MIT Center for International Studies. In 2011, she was the first Senior Expert on Gender and Inclusion on the UN's Mediation Standby Team. For nearly two decades she has been a leading international advocate, researcher, trainer and writer on conflict prevention and peacebuilding. In 2000, she was among the civil society drafters of UN Security Council Resolution 1325 on women, peace and security. Between 2002 and 2005, as Director of the Women Waging Peace Policy Commission, Ms. Anderlini led groundbreaking field research on women's contributions to conflict prevention, security and peacemaking in 12 countries. Since 2005, she has also provided strategic guidance and training to key UN agencies, the UK government and NGOs worldwide, including leading a UNFPA/UNDP needs assessment into Maoist cantonment sites in Nepal. Between 2008 – 2010, Ms. Anderlini was Lead Consultant for a 10-country UNDP global initiative on "Gender, Community Security and Social Cohesion" with a focus on men's experiences in crisis settings. She has served on the Advisory Board of the UN Democracy Fund (UNDEF), and was appointed to the Civil Society Advisory Group (CSAG) on Resolution 1325, chaired by Mary Robinson in 2010. In 2013, she was appointed to the Working Group on Gender and Inclusion of the Sustainable Development Network for the post-2015 agenda. Ms. Anderlini has published extensively on gender, peace and security issues. She holds an M.Phil in Social Anthropology from Cambridge University. Iranian by birth, she is a UK citizen, and has twin daughters

### **Farah Council**

Farah Council leads Inclusive Security's work in South Sudan and Sudan promoting the inclusion of women in national and bilateral peace processes. Her team's efforts aim to support women coming together across divisions to determine how to add value to any process striving to bring peace. Often, citizens have little or no access to high-level decision making following conflict. Yet their engagement, especially that of women, remains a critical component of effective, relevant, substantive peacebuilding and reconstruction. Farah also directs Inclusive Security's strategic advocacy efforts to multilateral and bilateral institutions working in both countries in order to link women's voices and priorities directly to policymakers nationally, regionally, and internationally. Previously, Ms. Council worked with World Learning in the Civil Society and Governance division, consulted with the UN Development Programme on issues of inclusion of civil society, and coordinated the School for International Training's acclaimed course, Policy Advocacy for Effective Governance. She has over a decade of experience working in localized community development. She received her MA in Conflict Transformation from the SIT Graduate Institute.

### **Gary Barker**

Gary Barker is Executive Director of Instituto Promundo, a Brazilian-based NGO that works locally and internationally to promote gender equality and end violence against women, children, and youth. He has coordinated research and program development on engaging men and boys in gender equality in Africa, Latin America, and Asia, and served as a consultant to the World Bank, World Health Organization (WHO), United States Agency for Development (USAID), The Joint United Nations Programme on HIV/AIDS (UNAIDS), United Nations Children's Fund (UNICEF), United Nations Population Fund (UNFPA), and the government of Brazil. Barker holds a PhD in Child Development from Loyola University, Chicago, and a Master's Degree in Public Policy from Duke University.

### **Robert Egnell**

Robert Egnell (PhD London) is a Visiting Professor and Director of Teaching with the Security Studies Program, as well as a senior faculty advisor for the Georgetown Institute for Women, Peace and Security. He is currently on leave from a position as Associate Professor at the Swedish National Defence College. Robert is also the founding director of the Stockholm Center for Strategic Studies, a think tank created in 2005 in response to a growing demand for accurate, objective, and non-governmental research and policy advice in the Swedish and international contexts. Dr Egnell is also a captain in the Swedish Army reserves with operational experience from the first Swedish battalion in Kosovo in 1999-2000. Dr Egnell's research and expertise can perhaps best be summarized as “the conduct and effectiveness of peace and stability operations”. This means that he over the years has studied state-building and security sector reform, counterinsurgency in Iraq and Afghanistan, gender in military operations, civil-military coordination for effectiveness in peace operations, as well as the connection between security and development.

### **Georgia Holmer**

Georgia Holmer is a senior program officer in the Center for Gender and Peacebuilding at the U.S. Institute of Peace. Holmer leads the Women Preventing Extremist Violence (WPEV) project, which seeks to identify and strengthen the roles that women play in building community resilience to violent extremism. Since 1996, Holmer has worked on programs to understand and prevent violent extremism, terrorism, radicalization, and conflict. She served as a terrorism analyst for the Federal Bureau of Investigation (FBI) for ten years, assigned long-term to the U.S. Embassies in Athens and Copenhagen, and spent four years working as an analytic consultant and trainer in the U.S. national security community. She holds a master's degree in international relations from Boston University and a bachelor's degree from the School of International Service at American University.

### **Palwasha Kakar**

Palwasha L. Kakar is a senior program officer for Religion and Peacemaking at the U.S. Institute of Peace (USIP). Kakar joined USIP after four years with The Asia Foundation where she was the Afghanistan



director for Women's Empowerment and Development. Prior to joining the Foundation, Kakar led the Gender Mainstreaming and Civil Society Unit in the United Nation Development Program's Afghanistan Subnational Governance Program managing a small grants program for Afghanistan's civil society initiatives. Kakar also served as program manager for The Gender Studies Institute at Kabul University. She has experience working with the World Bank Group on gender, social justice and environmental issues surrounding their various projects in the region. Kakar moved to Afghanistan 2004 to work with the Afghanistan Research and Evaluation Unit (AREU), an independent research organization, on women's participation at the local levels in the National Solidarity Programme (NSP). Before moving to Afghanistan, she was the director of the Newton Peace Center (currently Peace Connections) a faith-based civil society organization. An Afghan-American, she has experience teaching and researching religion, gender, security and local governance. Kakar has published research regarding women's participation in local governance, Pashtunwali-Afghan customary law, Afghan women's identity, and social spaces in Afghanistan. Her research has taken her to Afghanistan, Pakistan, Bangladesh, Egypt, Israel, Palestine, Jordan and Syria. She earned a Master's degree focusing on gender, politics and religion from Harvard University's Divinity School and a Bachelor's degree in Religion and Global Studies focusing on peace and conflict from Bethel College in North Newton, KS.

### **Kathleen Kuehnast**

Kathleen Kuehnast is director of the Gender & Peacebuilding Center at the U.S. Institute of Peace (USIP). She is co-editor of the volume, *Women and War: Power and Protection in the 21st Century* (2011), which focuses on the gap between international commitments such as UN Resolution 1325 and the harsh realities facing women in war, as well as the critical role women play in peacebuilding efforts. As a socio-cultural anthropologist, her work examines the impact of political and economic transitions on societal gender roles, including how social networks and social capital intersect with local practices of conflict resolution. For fifteen years of her career, she worked in the international development field, primarily with the World Bank and the Asian Development Bank, where her research included such topics as conflict drivers in Central Asia; community driven development in post-conflict reconstruction; migration impacts on gender roles. Kuehnast holds a PhD in socio-cultural anthropology from the University of Minnesota.

### **Alison Milofsky**

Alison Milofsky is a senior program officer in the Institute's Academy where she specializes in curriculum development and teacher education as well as training design, facilitation, and intergroup dialogue. Milofsky also develops curricula and workshops for the Institute's Global Peacebuilding Center, which introduces young audiences to peacebuilding through multimedia exhibits and educational programs. Milofsky edited the Institute's *Peacebuilding Toolkits for Educators* and provides workshops for educators on how to infuse peacebuilding concepts into their teaching. She has conducted programs for educators in Southeast Asia, the Middle East and Central Asia, as well as workshops at conferences

throughout the U.S. Milofsky teaches the Academy's facilitation course and teaches intergroup dialogue at the University of Maryland. She regularly conducts trainings on communication and negotiation skills for U.N. peacekeepers in Africa. Before joining the Institute in 2002, Milofsky was associate director of the Anti-Defamation League's Washington, D.C. regional office, where she designed and implemented anti-bias education programs and trained police officers on hate crimes and extremism. Earlier, she served in Peace Corps/Slovakia as a teacher trainer. Milofsky holds a bachelor's degree from McGill University and a doctorate in education policy, with a specialization in curriculum theory and development, from the University of Maryland.

### **Steven E. Steiner**

Amb. Steven E. Steiner (ret.) is the Gender Advisor to the Center for Gender & Peacebuilding at the U.S. Institute of Peace. He has served previously in the Department of State's Office of Global Women's Issues and the Office to Monitor and Combat Trafficking in Persons. He also was the director of the Department's Iraqi Women's Democracy Initiative. Steiner served for 36 years in the United States Foreign Service. He completed tours of duty at the Embassy in Moscow and the State Department's Offices of Soviet Union and West German Affairs and served as the Deputy Director of the Department's Operations Center, its 24-hour crisis management facility. He served from 1983 to 1988 as Director of Defense Programs on the National Security Council Staff. He was named by President Reagan as the U.S. Representative to the Special Verification Commission, the implementing body for the Intermediate-Range Nuclear Forces Treaty (INF), and was named by President Bush in September 1991 to serve as the U.S. Representative to the Joint Compliance and Inspection Commission, the implementing body for the Strategic Arms Reduction Treaty (START). Ambassador Steiner received the Secretary of State's Distinguished Service Award in 2002, Presidential Meritorious Service Awards in 1990 and 1992, and the Arms Control and Disarmament Agency's Superior Honor Award in 1993. In May 1983, he received the Department of State's Superior Honor Award for his work on European security issues. Born in Pennsylvania, Steiner received a BA in Political Science from Yale University in 1963 and a Master's Degree in International Relations from Columbia University in 1966. He is a member of The Council on Foreign Relations, The Washington Institute on Foreign Affairs, and the US-Afghan Women's Council, and serves on the Board of the Council for a Community of Democracies.