

## GENDER FOCAL POINT CAPACITY DEVELOPMENT PROGRAMME 2019-2021

The GICHD Gender Focal Point Capacity Development Programme helped build sustainable capacity for gender and diversity mainstreaming in the mine action sector. Participants acquired the knowledge and skills to become an effective Gender Focal Point within their organisation.

### GET TO KNOW

**NATALIA M. MORALES CAMPILLO, Gender Director - Campaña Colombiana Contra Minas (CCCM),** participated in the GICHD Gender Focal Point Capacity Development Programme 2019-2021. Check out her experience and achievements as a GFP below!



### MAIN ACHIEVEMENTS SINCE DECEMBER 2019

'We formalised terms of reference for the gender team. Following that, we established a whole Direction and field team.'

'For each area of operations, we have gender focal points based on the field.'

'We designed a gender mainstreaming tool for humanitarian demining organizations that gave us the opportunity to see what was working and what was missing. Thanks to the gender mainstreaming tool, we have designed a specific strategy to include gender and other differential aspects such as disability and ethnicity for each area of operations.'

'We conducted a gender and diversity analysis for each area of operations.'

'We have adopted a policy of prevention of gender-based violence, both inside and outside the organization.'

'We actively include members of the LGBTTIQ community in our operations teams.'

'We are continuing our work on the prevention of gender-based violence, conducting online and in-person workshops.'

### WHAT'S NEXT?

'The CCCM managed to reach 67% of women in the organisation. Fulfilling the inclusion of women in our teams, we now have the great and new challenge that they reach leadership positions.'