Women’s Leadership in Global Health
and the role of international NGOs in advancing gender equality

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University of Utah
Who are the players in global health?

- Universities
- Non-Profit Organizations
- Donors (Private, Governments)
- United Nations Agencies
- Research and Publishing Companies
- Private Sector, Public-Private Partnerships

*Working together, working separately...*
Women tend to lead smaller organizations... smaller organizations (<100 employees) are three to four times more likely to be led by women than both medium-sized (250-999 employees) and large organizations (>1000 staff).

Why does it matter?
Everyone has the right to attain equal levels of participation in leadership and decision-making regardless of gender. And more than that, we were united in the knowledge that gender equality widens the talent pool, adds diverse perspectives, and strengthens global health*

Women do lead, but:

- Women make up 75% of the global healthcare workforce, but hold only 25% of the top leadership roles.*

- More generally, 34% of global managers are women (across sectors).**

- In 2017, among the top 50 universities in the USA, women held just over a third of global health faculty positions and a quarter of directorships in global health centers.***

* Women in Global Health: [https://www.womeningh.org/our-approach](https://www.womeningh.org/our-approach)


The field of global health is paying attention:
WHO is also committed to advancing gender equality in its own workforce, as well as in scientific and technical advisory bodies, and among temporary advisers and consultants. Strategies to close the gender gap by the end of this decade fall into the broader context of diversity, and are in line with World Health Assembly Resolution WHA50.16 on the "Employment and Participation of Women in the Work of WHO" and other resolutions of the WHA and the UN General Assembly.

WHO Gender Policy, 2002
https://apps.who.int/iris/bitstream/handle/10665/67649/a78322.pdf;jsessionid=C9BBBA6ACF4D2886531F4A401FFEE2B7?sequence=1
In 2016, the WHO deputy and assistant directors were made up of 70% men and 30% women.

In 2017, Dr. Tedros’ deputy and assistant director generals are made up of 36% men and 64% women.

Join the conversation at #WomensGH
Women-led Global Health Organizations
My (ongoing) journey
Does this ring a bell?
Exploring days

- High school peer educator
- College peer educator
- College coursework (but no rock-n-roll)
- College research and mentorship
Career

- Clinic
- HIV/AIDS hotline
- Ipas
- SHIFT NC
- EngenderHealth
EngenderHealth’s strategy

- SRHR completely intertwined with gender equality
  - Women and girls are able to access high-quality SRHR information and services and to participate as equal members of society
  - Communities support women, girls and young people in exercising their SRHR and participating as equal members of society
  - Health systems and other institutions provide high-quality, gender-equitable SRH services
  - Policies, laws & processes promote gender equality and support SRHR
How are we walking the walk?

- Leadership
- Board
- Staffing
- Internal policy
- External work – program strategy
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<th>Commitment to gender equality</th>
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Challenges & opportunities
Thank you!

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