

# Lighting the Pathway to Women's Leadership:

## The need for the GLOW Red network to advance women's leadership within the International Red Cross Red Crescent Movement

**T**he RCRC Movement is still predominantly represented by men at the top leadership level. Now, women's leadership in the International Red Cross and Red Crescent (RCRC) Movement is at a critical juncture. Since its establishment in 2017, the GLOW Red network has driven key actions in the RCRC Movement and improved the experiences and trajectories of women throughout the RCRC Movement. However, there remains a strong need for further progress.

### Summary of findings

The below outlines the key findings of an independent review of GLOW Red's our years of action, conducted by Humanitarian Advisory Group. Overall, This review found that since its inception, GLOW Red has made significant strides in advancing women's leadership within the RCRC Movement. The network has contributed to building a community that is changing the experiences of women in the RCRC Movement worldwide. It has achieved these gains through providing tailored support, supporting connection through networking, advocating for policy shifts and adapting its model to try and meet the needs of a diverse range of women.

The research found:

- ✓ GLOW Red has been critical in strengthening women's leadership within the RCRC Movement
- ✓ GLOW Red has put women's leadership on the agenda for the RCRC Movement
- ✓ GLOW Red offers the right activities and initiatives, to the right people, at the right time to strengthen women's leadership within the RCRC Movement
- ✓ GLOW Red has had a catalytic role in shifting resolutions and policy to better support women's leadership.

I think GLOW Red has changed the game a lot....all of a sudden everyone is talking about gender equality.

I think they have been wildly successful. When I first started there were no women.



94% of survey respondents agreed or strongly agreed that GLOW Red influenced policy and decision-making so that it strengthens women in leadership

**GLOW**  
**red**

### Intended outcome:

Change the electoral face of the international governance of the Movement by 2022 with the aim to reach gender parity



### Achieved outcomes:

- Putting women's leadership on the RCRC Movement's agenda through 2 resolutions passed, 3 regional commitments made, and 1 working group established
- 92% of National Societies who submitted replies to GLOW Red's reporting mechanism against the resolution reported concrete actions to advance its implementation
- Increased visibility of women leaders' contribution to the RCRC Movement through 1 movement-wide research report, 25 events and webinars, and 88 Voices published on 100 voices. (The 100 Voices project gathers stories of inspirational RCRC women from the very beginning of the Movement until present day)
- A minimum of 2 women from each region are standing for the 2022 IFRC Governing Board election

### Intended outcome:

Increase and strengthen the pipeline of future women leaders, enabling and supporting high-potential women from staff and volunteers for leadership positions beyond 2022



### Achieved outcomes:

- 38% of women who were elected in 2019 had undertaken the Governance Training Program offered by GLOW Red
- 83% of survey respondents reported increased confidence as a result of GLOW Red's activities
- 83% of survey respondents reported strengthened leadership knowledge and skills
- 50% of GLOW Red member interviewees reported mentoring women colleagues to strengthen their leadership skills
- Creation of spaces for women leaders to learn from and support each other – e.g. GLOW Red Peer Support Group



The review found that the momentum created by GLOW Red over the last four years can be leveraged to advance a more inclusive agenda for women's leadership in the RCRC Movement.



There was consensus that the RCRC Movement needs a stronger vision to support women's leadership throughout the RCRC Movement. It is important to note that it is not GLOW Red's role to remove the structural barriers that still exist for women across the RCRC Movement, but rather support the shift in part by challenging the status quo.

**GLOW Red must continue to be supported to facilitate, push, and challenge the RCRC Movement to move beyond commitments and develop a global vision for women's leadership.**