

Cover slide

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A civil rights activist from The Bronx, New York, Tarana Burke founded the MeToo Movement in 2006.

The “#MeToo Movement” took a new turn in October 2017, with the first media reports about the decades-long behaviour of Hollywood producer Harvey Weinstein, and his practices of sexual misconduct, abuse and harassment.

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About 10 days after the first media reports, actress and activist Alyssa Milano posted this tweet. It caught on, and quickly.

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There were many news reports and even some academic writing on the #MeToo movement in the short time it's been in existence. This is a quote from an article in the Economist magazine, which hits the nail on the head – the MeToo movement did not put a spotlight on a new problem. Sexual misconduct has been around for centuries. The spotlight was focused on the fact that sexual misconduct is grossly underreported - for so many different reasons, most of which stem from culture.

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Impacts of the #MeToo movement were swift, and harsh. Public reports of sexual misconduct, harassment, and assault caught everyone's attention, all over the world and across every industry.

on October 18, only 3 days after Ms. Milano's #MeToo call to action, THIS tweet caught public attention.

American Olympic gold medalist McKayla Maroney was already a well-known figure for her athletic success... and for this facial expression during an Olympic medal ceremony in which she received a silver medal and became an instant meme.

In her tweet, Ms. Maroney shared with the world that she was sexually molested by the US Gymnastics women's team doctor, one Lawrence Nassar. For 30 years Mr. Nassar used his position of trust in order to abuse young women. With Ms. Maroney, he started when she was only 13 years old.

The next day, USA Gymnastics released a statement that is all too familiar and expected. They were: Strengthening policies, enhancing procedures, increasing awareness, working to keep everyone safe. But, despite the fact that USA Gymnastics cut ties with Nassar two years earlier, in 2015, the 14 months that followed clearly demonstrate that their statement was mostly hollow.

Here is what the next 14 months looked like for USA Gymnastics:

- In November 2017, Nassar pleaded guilty to ten counts of criminal sexual conduct with minors under the age of sixteen.
- By January 18, a total of 135 women came forward to accuse Nassar of sexual assault.
- On February 5 Nassar was sentenced to up to 125 years in prison for the sexual assault of minors.
- The entire Board of Directors of USA Gymnastics resigned.
- USA Today revealed that only weeks before the scandal exploded, the CEO of USA Gymnastics said that they were doing “pretty good” when it comes to their safeguarding practices.
- American NPR (National Public Radio) then revealed that actually, the CEO of USA Gymnastics knew they were not doing *pretty good*. In fact, the CEO had instructed his staff to keep quiet.
- Pretty much everyone with an official role in the organization was tainted, and dozens were forced out of their jobs, or worse, charged with crimes.
- The president of USA Gymnastics resigned, and



- Three months ago, USA Gymnastics filed for bankruptcy.

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** NOT ONLY AN AMERICAN THING **

February 9, 2018, The Times of London published what became the biggest story in the charity world, also known as the Oxfam Scandal.

Oxfam is a charity dedicated to the alleviation of poverty. It was founded in 1942, and it is a confederation of 20 independent charities around the world, led by Oxfam International. The focus of this scandal is on Oxfam GB.

The story in the Times revealed that Oxfam fired four men and allowed three others to resign, including the country director, who was allowed “a phased and dignified exit in order to not risk the charity, its work or its reputation”, after an internal investigation showed that the men had partaken in sexual misconduct while on mission in Haiti following the 2010 earthquake. That included, among others, paying underaged girls for sex — while the young girls were also beneficiaries of the charity’s relief work in the country.

Of course, Oxfam issued a statement. They reviewed, strengthened, committed, etc. When that wasn’t enough, they took out full page ads in major publications, in which they were “so sorry”, reminding people that they are still doing good work.

On March 5, 2018, the British Parliament ordered an inquiry into the sexual exploitation and abuse in the aid sector. On July 23, 2018, the House of Commons releases its report.

A primary characteristic of this last year and change resulting from the “MeToo Era”, is the highlighting of previously underreported cultural failures in organizations, this report contains some very important readings that are worth mentioning.

- Safeguarding (**see definition below**) is hard and costly, but is not optional. IT SHOULD BE TREATED AS A FUNDAMENTAL ELEMENT OF PROGRAMMING.
- Policies are not worth the paper they’re written on if they are not embedded into the DNA of the organization. It is the role of LEADERSHIP to make sure that every part of the organization is living these values.
- Parliament called on the Charity Commission, which is the regulator with authority over CISV International, to MONITOR and UPHOLD standards on safeguarding.

The Charity Commission immediately launched a taskforce on safeguarding, warning of underreporting and updating reporting guidance for charities.

Definition of safeguarding: Safeguarding is a term used in the United Kingdom and Ireland to denote measures to protect the health, well-being, and human rights of children and youth (among others), to allow them to live free from abuse, harm and neglect.

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** HOW DOES THAT RELATE TO CISV? **

In CISV:

- The number of serious incidents reported to CISV International is on the increase.
- The need to enhance our safeguarding and child protection practices is evident.
- **Child protection is our top priority** - it must be embedded in our organizational culture, and drive all of our decisions.

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The risks of mishandling reports of serious incidents are significant. Our consultants at PWC, as part of their work on the programme review, flagged this as a “significant sustainability danger” for CISV.

Our “ambitious growth ambition”, in the professional eyes of our consultants, must be accompanied by the professionalization of our operations, starting with our risk management operation.

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CISV International is already taking steps in this direction. At the Global Conference, our Members told us that growth must go hand-in-hand with quality and safety. We have built this into our 2019-2021 strategic plan:

- **Child Protection and Safeguarding certification** - mandatory for all programme staff and leaders.
- Verification and audit process to ensure compliance with policies.
- Professionalization of CISV International’s Risk Management operations.

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Go through what CISV International is doing

Option: Hand to Regional Risk Manager

** Discussion points – what NAs / Chapters should be doing to enhance their safeguarding culture?

Any others?

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Safeguarding, child protection, and risk management are a lot more than policies, procedures, forms, checklists, and guides.

Keeping children safe as our utmost top priority must be part of our culture, part of our DNA. It has to be a primary consideration in everything we do.

CISV must be, and will be, a safe environment for children and youth, everywhere.

It starts at the top – every person in this room is a person with a leadership role in CISV. We all have the responsibility to make child protection a top priority in our own CISV community.

Training opportunities exist. Look for them, insist that your volunteers get trained, ask for more training if you need to.

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Create an environment that is supportive of disclosure – where everyone feels safe to disclose cases, or suspected cases, of misconduct – and have confidence that their disclosures will be handled in an appropriate, safe manner.

CISV International has created a confidential reporting channel, where anyone can report any case, or suspected case of sexual misbehavior of any nature – regardless of when it may have happened.

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Discussion questions – in small groups. Depending on the setup, can also be “turn to the person next to you to discuss”.

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Summary. Questions.

