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Memorial Center Dr. Martin Luther King, Jr. (CMMLK) is a Christian-based organization macro ecumenical that from the Cuban people and their churches prophetically contributes to solidarity and popular participation, conscious, organized, critical, and engaged in the defense of a full life for all and respect for the rights of nature. That contribution is being made from a conception of popular education and a popular, critical, liberating and contextualized theology. Its mission finds expression in the presence of Fe Ecumenical Network for Cuba and the Network of Popular Educators, which have achieved the expansion, organization, autonomy and sustainability in the country with legitimacy, capacity for advocacy and action in the field local and community.

The organization itself is joint in the efforts of the Cuban government, expressed in social policies and practices, to promote ownership and full development of women and men in all fields of society, with special emphasis given the accumulated social and cultural rights in stimulating role of women in the construction of the socialist homeland, from their active and conscious participation in all spheres of life in which they operate with decision capabilities and opportunities. For this, in coordination with other organizations such as the Federation of Cuban Women (FMC) and provincial, municipal and community government bodies, the Memorial Centre Dr. Martin Luther King, Jr. contributes to the implementation of these policies, from the training and support for gender-sensitive processes and impact on the lives of people who are engage in it.

So, on this issue and working against all forms of discrimination, the Center has the following contributions, in the period 2010-May 2013:

**From the formation:**

- Presence in the training processes (Bible courses and local weeks) and social theological and Pastoral reflection and the processes encouraged by the ecumenical leaders in their communities, issues: gender and various forms of discrimination.
- With a bi-annual frequency (2011), the "Meeting women and Reverend gender is carried out Clara Rodes in memoriam". It promotes the biblical-theological reflection from a gender perspective, in order to facilitate construction space methods and tools for gender sensitization and training of church spaces. Forty persons participated (29 women and 11 men), with specific responsibilities for organization and coordination of women's groups in local communities.
- A person participated in the Gender Course of the Ecumenical Service Center for Evangelization and Popular Education (CESEP) in January in Brazil.

- Training Course Gender and power: for the construction of right relationships, with the participation of 141 persons from different regions of the country (93 women and 48 men).
- Course for municipal and national structures about gender approaches in projects for food sovereignty and local development, which had the participation of 32 persons.
- Gender Course in Santiago de Cuba at the request of the members of the Network of Popular Educators in the province. Thirty one persons, (29 women and 2 men).
- Every year the Course on Gender is developed, as part of the Popular Education Training Accompanied Distance (FEPAD) for training people who in their institutions and communities multiply training in this subject. The persons who belong to the networks encouraged by the center are the ones who request the participation, especially more women than men.

**From the accompanying local experiences:**

- The Centre's involvement in the project of local development and food sovereignty, in the institutional strengthening axes, communication and gender counseling. A workshop on gender issues was carried out in the province of Mayabeque involving 22 people, 16 women and 6 men. Popular Educators, health and education workers for all levels of education, government and Cuba's Communist Party of the host municipality, Ministry of the Interior (MININT), chairmen of councils, National Association of Small Farmers , Cuban Association of Agricultural and Forestry Technicians (ACTAF), Cuban Association for Animal Production (ACPA) and agriculture.
- The Gender Project of the National Association of Small Farmers. A workshop on gender issues was made in Granma province for gender activists of the Association, which benefited 25 people, 20 women and 5 men. As part of this project it was coordinated to make a table in the framework of the International Agro ecology and Sustainable Agriculture on "The role of women in sustainable agriculture. Progress and Challenges ", in which a total of 30 people participated, 9 men and 31 women organizations, social movements and academic centers: Mexico, Guatemala, Honduras, El Salvador, Brazil, Dominican Republic, Spain and Cuba .

**From communication:**

- Gender Development Manual of the National Association of Small Farmers (second edition) at the request of the Food Sovereignty Program.
- It has the readings on Gender Selection for Gender module for Popular Education Training Accompanied Distance, produced by the Memorial Center Dr. Martin Luther King, Jr.
- In all the Centre's publications, they use an inclusive language which benefits publication of women and spaces are dedicated to Camino Magazine and Bulletin, to present the issue of Gender and participation of women in different fields of Cuban social life.

### **In the life of the institution:**

- Since 2010, conditions for implementing actions in gender sensitization and education of all staff of the Centre are prepared.
- A diagnosis of gender in the institution was held in 2010 where external consultants who provided a detailed report of the weaknesses, threats, strengths and opportunities attended. Besides, we were supported with training and socialization of tools for making a diagnosis in greater depth and with the participation of all workers.
- During 2011 it was focused on creation and strengthening of Gender and Diversities group of the Centre, aimed at implementing a diagnostic process for design (in 2012) and implementation (2012) of a mainstreaming strategy gender in all areas and work dynamics of the Center, allowing people to live in our daily lives with the values and principles we promote from our training spaces.
- There is a balance in the number of people, men and women on spaces of strategic decision making.

Beyond the composition of the Central and encouraging networks, which showed a predominance of women, popular education methodologies used in the general areas favor the democratic participation of everyone.

We believe that all these efforts are part of a reality that is still under construction, which makes it something unfinished. To continue the search for equity and the disappearance of all forms of discrimination against women is still the way. Some challenges for this are:

- To continue sensitivity at all levels of the social structure in relation to gender issues and the role of women in society.
- To further progress in labor policies which promote equity in terms of schedules and workloads with differences in women and men because they assume different roles in other fields of life.
- To find out alternatives to ensure better distribution of functions to avoid double work day to which women in the social field are exposed.
- To broaden training in areas such as productivity and the rural context, where there is a higher prevalence of macho culture, which limits the development of women just according to their abilities and motivations.
- To promote the existence of a greater number of spaces or institutions where women and men can go for guidance on these issues.
- To forward increasingly, as a society, a view that all issues related to women and gender are necessarily relational, which means the transformation of attitudes and behavior patterns in women, men and every relationship that involve them.