



Gender Equality Training

Suggested Learning Pathways

Introduction

CanWaCH's Mandate

The Canadian Partnership for Women and Children's Health (CanWaCH) is a membership of more than 100 non-governmental organizations (NGOs), academic institutions, health professional associations and individuals partnering to improve health outcomes for women and children in communities around the world. Together, we act in solidarity to champion the health rights and needs of the world's most marginalized people. We believe in the power of partnership organizations, united together and working alongside women and children around the globe. We connect experts to leverage this collective power by providing access to knowledge and resources to strengthen impact.

Gender Equality Training Module (GETM)

Canadian organizations continue to work tirelessly to promote gender equality and reflect principles of social justice in and through their work in Canada and around the world. Despite the momentum that has been gained with respect to gender equality and feminist approaches, there remain some gaps that require addressing in order for the vision of the FIAP to be realized. One of those gaps has been identified by organizations themselves: the ability to build capacity and confidence related to gender integration and gender transformative programming.

In response to the need identified by Canadian organizations, the CanWaCH Gender Equality Training Module (GETM) aims to strengthen the capacity of the CanWaCH membership to deliver gender transformative programming. Grounded in feminist principles, this training is adaptive, accessible, and provides a quality virtual experience. The GETM is one element of the broader suite of activities that CanWaCH has undertaken to support its membership to build capacities and opportunities for collaboration and sharing. Since 2020, it has successfully reached over 300 people.

Training Design

The process of developing this training program has intentionally reflected the philosophy behind the training itself: it has been participant-focused, consultative, co-created, and flexible/responsive. The development took place over the course of 2020 and included initial design, detailed content development, consultations, testing, adaptation to a virtual experience, full piloting, and revisions. While a consultant led the training development, the process was reflective of the priorities and preferences of CanWaCH's membership. The top-level design was validated by CanWaCH's Gender Equality Working Group and by Global Affairs Canada gender technical team in 2020. Specific targeted

consultations were held with members of CanWaCH's Metrics Working Group, with the Gender Diversity sub-group of the GEWG, with CanWaCH staff, and with the GAC gender technical team.

Suggested Pathways for Cascading the Training

One of the key objectives of the GETM is to ensure that participants have the capacity to facilitate internal training session(s) to share the lessons learned, key resources, and takeaways from the GETM with their individual organizations, thereby promoting the development and implementation of gender-transformative programming.

To support this process, CanWaCH has developed this training guide and suggested training pathways to help facilitators cascade the GETM. We separated the GETM content to allow facilitators to pick and choose what they need to support organizational and team needs and capacity.

Objective	Duration	Modules	Suggested Activities
Understand and feel confident using basic terminology and definitions related to gender equality and gender diversity.	2h55	Module 1 Facilitator's Guide (Word) <ul style="list-style-type: none"> Session 2: Gender 101 (45 min) Session 4: Gender Diversity (70 min) Session 5: Intersectionality (60 min) 	<ul style="list-style-type: none"> Activity 2.1: Terminology Word Quiz Activity 4.1: Videos Gender Diversity and Development Work: Break-Out Rooms discussion Activity 5.1: Power Walk

Gain a deeper understanding of the concepts of gender equality and gender transformative change.	1h45	Module 1 Facilitator's Guide (Word) <ul style="list-style-type: none"> Session 2: Gender 101 (45 min) Session 3: Gender Equality and Change—Understanding Transformative Change Gender Equality Spectrum (60 min) 	<ul style="list-style-type: none"> Activity 2.1: Terminology Word Quiz Activity 3.1: Illustrating Gender Transformative Concepts
Understand the complexities and diversity that exist within and around gender, with a deeper look into identities that fall outside of the binary understanding of gender and how this can be applied to our work.	2h10	Module 1 Facilitator's Guide (Word) <ul style="list-style-type: none"> Session 4: Gender Diversity (70 min) Session 5: Intersectionality (60 min) 	<ul style="list-style-type: none"> Activity 4.1: Videos Gender Diversity and Development Work: Break-Out Rooms discussion Activity 5.1: Power Walk
Understand the planning and design part of the project cycle with the application of a gender lens.	4h25	Module 2 Facilitator's Guide (Word) <ul style="list-style-type: none"> Session 6: Gender in the Project Cycle (20 min) Session 7: Problem Analysis from a Gender Perspective (50 min) 	<ul style="list-style-type: none"> Activity 7.1: Problem Trees Activity 8.2: Problem Statement Activity 9.1: Back to Problem Trees Activity 10.1: Building a Logic Model

- Session 8: Understanding a Rights-Based Approach to Gender Equality (55 min)
- Session 9: A Holistic Approach - Understanding the environmental factors of inequality (70 min)
- Session 10: Towards Design for Gender Equality—Gender Aware and Gender Transformative Theories of Change and Logic Models (70 min)

Be able to apply a gender lens to problem analysis and to recognize gender-related power dynamics between key stakeholders that support inequality.

3h15

Module 2 Facilitator's Guide (Word)

- Session 6: Gender in the Project Cycle (20 min)
- Session 7: Problem Analysis from a Gender Perspective (50 min)
- Session 8: Understanding a Rights-Based Approach to Gender Equality (55 min)
- Session 9: A Holistic Approach - Understanding the environmental factors of inequality (70 min)
- Activity 7.1: Problem Tree
- Activity 8.2: Problem Statement
- Activity 9.1: Back to Problem Trees

Gain practical experience building a Logic Model with gender equality outcomes.	1h30	Module 2 Facilitator's Guide (Word) <ul style="list-style-type: none"> Session 6: Gender in the Project Cycle (20 min) Session 10: Towards Design for Gender Equality—Gender Aware and Gender Transformative Theories of Change and Logic Models (70 min) 	<ul style="list-style-type: none"> Activity 10.1: Building a Logic Model <p><i>*You will have to provide a problem tree for participants if not doing the previous activities from Module 2.</i></p>
Understand the implications (needs, challenges and risks) of gender transformative programming for key areas of implementation.	2h45	Module 2 Facilitator's Guide (Word) <ul style="list-style-type: none"> Session 6: Gender in the Project Cycle (20 min) Session 10: Towards Design for Gender Equality—Gender Aware and Gender Transformative Theories of Change and Logic Models (70 min) Session 11: Implementation - Planning for transformative change (75 min) 	<ul style="list-style-type: none"> Activity 10.1: Building a Logic Model Activity 11.1: Implementation Instructions—Planning for Transformative Change Activity 11.2: Refine our logic models <p><i>*You will have to provide a problem tree for participants if not doing the previous activities from Module 2.</i></p>

Understand gender transformative and feminist approaches to MEAL.	1h40	<p>Module 1 Facilitator's Guide (Word)</p> <p>Module 3 Facilitator's Guide (Word)</p> <ul style="list-style-type: none"> Session 3: Gender Equality and Change—Understanding Transformative Change Gender Equality Spectrum (60 min) Session 13: MEAL on a Gender Equality Spectrum (40 min) 	<ul style="list-style-type: none"> Activity 3.1: Illustrating Gender Transformative Concepts Activity 13.1: MEAL Across the Gender Equality Spectrum
Understand gender transformative and feminist approaches to MEAL and how to construct and select quality indicators to support gender equality outcomes and gender transformative programming.	2h50	<p>Module 3 Facilitator's Guide (Word)</p> <ul style="list-style-type: none"> Session 13: MEAL on a Gender Equality Spectrum (40 min) Session 14: Quality Indicators for Gender Equality Outcomes (70 min) Session 15: Data Collection Tools and Sources for Gender Equality Indicators (30 min) Session 16: Accountability—data for whom? Using GE data to strengthen programming and women's/girl's participation (30 min) 	<ul style="list-style-type: none"> Activity 13.1: MEAL Across the Gender Equality Spectrum Activity 14.1: Quality Indicators for Gender Equality Outcomes <p><i>*You will have to provide Logic Models if not doing the activities from Module 2.</i></p>

Understanding the project cycle with a gender lens + gaining practical experience.

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Module 2 Facilitator's Guide (Word)

Module 3 Facilitator's Guide (Word)

(3h45)

All activities for Modules 2 and 3 can be used.

The CanWaCH team is available to guide you as you adapt the training to the needs and availability of your team.