

FACILITATOR GUIDE

MODULE 1

FOUNDATIONAL CONCEPTS IN GENDER INTEGRATION

OVERVIEW

Duration: 1.5 hours

Target Audience: Program staff

Format: Virtual or in-person

Materials and equipment required:

If virtual: Basic video conference platform with chat function.

If in person: Flip chart, markers, projector.

Prerequisites: None.

Learning Objectives

By the end of this session, participants will be able to:

- Understand key gender and inclusion concepts
- Identify and analyze gender norms that affect project outcomes
- Apply basic gender analysis methods in any program context
- Design inclusive, gender-responsive community engagement strategies
- Integrate gender into everyday decisions across roles and sectors

AGENDA

Time	Activity	Format
5 minutes	Icebreaker and introductions	Chat function / plenary discussion
10 minutes	Key concepts	Quiz and presentation
20 minutes	Gender norms and gender transformative programming	Presentation, discussion, and quiz
25 minutes	Gender integration in practice	Brainstorm, quiz, and case study
25 minutes	What does this mean for your role?	Discussion
5 minutes	Key takeaways & further resources	Presentation

SESSION OUTLINE

Icebreaker

The suggested icebreaker can be changed as per your preference.

1. Key concepts

- This section is intended to get everyone on the same page with regards to the key concepts in gender equality and gender integration. Ask participants to raise their hands or write in the chat if they would like to define any of the concepts on slides 6 and 7. This slide is animated, so the definitions will be revealed once everyone has had a chance to participate.

- The differences between gender equity, gender integration, and gender equality are covered in slide 8. Ask participants to match the definitions to the concepts by raising their hands or writing in the chat. The answers can then be revealed.
- Slide 9 depicts the difference between equal treatment and true equality

2. Gender norms and gender transformative programming

- This section covers the basics of gender transformative programming. The section starts with the main reasons why gender equality should be integrated into programming across various development sectors. If your participants all belong to one of these sectors, you may wish to adapt the slide to focus on the most relevant sector (slides 11 and 12).
- Slide 13 is an interactive exercise to get participants thinking about the gender norms that have an impact on women and girls. Ask participants to contribute their ideas however they feel comfortable.
- The main features of gender transformative programming are covered in slide 14. This is followed by an interactive exercise, requiring participants to sort which statements refer to gender transformative approaches and which do not (slide 15). The answers are revealed on slide 16.

3. Gender integration in practice

- This section focuses on conducting a gender analysis and strategies for engaging communities in gender integration work.
- Begin with an introduction to gender analysis (slide 18) and then take participants through the key questions that guide a gender analysis on slide 19 (noting that this is by no means an exhaustive list of questions).
- Slide 20 introduces the socio-ecological framework (SEF) as an example of a framework that can guide and ground gender analysis.
- Slide 21 brings together the SEF with gender analysis. Starting with the individual level, ask participants to think of possible questions to ask in a gender analysis by raising their hands or writing in the chat. Reveal the example question provided then move on to the next level of the SEF.
- In slide 22 we move on to community engagement. Ask participants to share how their program integrates gender in the communities where they engage key influencers and provide some key considerations on slide 23, emphasizing the

importance of ethics and participation for meaningful community engagement and gender integration more broadly.

- You can then move into a case study scenario (slide 24) where you will present a community health program and ask participants to brainstorm activities. Allocate 15 minutes to this activity. You can divide the group into as many subgroups as you feel are optimal, given the overall group size. Ask one person from each group to report back in plenary, with a summary of the group's discussion.
- If this is a virtual training, you will need to assign people to breakout rooms and float between the different rooms to make sure the groups understand the assignment and provide further guidance if needed.
- Next, present some gender-responsive and transformative solutions on slide 25.

4. What does this mean for your role?

- The activity on slide 27 can be done in plenary or in smaller groups, as per your preference. Ask people to share some examples of how gender integration applies to their role and if they see any opportunities to strengthen this within their organization(s).
- Slide 28 summarizes the key takeaways from this module. Ask participants if they would like to share any additional takeaways, feedback or have any questions. End the session.