Gender Inclusion Toolkit

GEF AZE II Project

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What causes gender equality?

- Sociocultural factors (e.g.,education, religion, beliefs, values, demographics, social classes, sexuality, and attitudes) shape gender, political, economic, social, and cultural norms that can prevent women from fully participating in the sustainable management of natural resources.
- Different social identities, such as ethnicity, physical ability, and age, can interact with gender inequality to prevent women from fully participating in decision-making process.

Toolkit Goals

- Understand the causes of gender inequality in a community
- Identify the groups affected by gender inequality
- Develop a strategy to help women get involved in the decision-making process

Step 1: Understand the local gender context

Gender Context

- Become aware of norms, power relationships, and behaviors that cause or unintentionally reinforce gender inequalities and stereotypes at different levels of organizations and communities.
- Learn from local individuals and groups about norms, roles, and power relationships associated with being female or male and how these affect them. Learn if groups, individuals, and existing strategies are addressing gender equality or contributing to gender inequality.

Meet women where they are!

- Remove barriers by talking to women at locations where the community regularly gathers (e.g., churches, schools, community gardens, local festivals, and support groups)
- Meet women at an emotional, cultural, and spiritual level without judgment (e.g., local traditions, values, and behaviors).

Develop and Evaluation your strategy

- Use your insight to work with existing gender inequalities and translate your knowledge into strategies and activities that strengthen equitable gender norms, roles, and decision-making behavior or promote the further advancement of gender
 - Examine if the identified gender issues require revision.
 - Reflect on how the project result could affect women and men and the best indicators and tools to measure progress

Goal

 Improve engagement of women in the decision-making process at all levels and decrease gender inequality

- Review information about the community (e.g., demographic, historical, political, civic participation, key leaders, past concerns, etc.).
- Identify and learn about the root causes that may prevent women's participation in decision-making processes as agents of change (e.g., power structure, discounting of the problem, cultural norms, etc.).

Step 2: Meet women where they are! Which individuals or groups are affected by gender inequality? Who are the drivers of gender equality and gender inequality? Where do they gather?

- Consult partner organizations and advisors to identify differences between the roles and needs of women and men in the locality (e.g., gender experts, civil society organizations, and women's groups)
- Determine whether partner organizations and advisors have gender expertise, training, or a focal point to address gender inequalities
- Meet women where they are! Reach out to women outside the conservation sphere (e.g., at schools, community events, events for children, churches, etc.).

Worksheet 1:

Use this worksheet to identify the potential roles of different stakeholder groups in gender mainstreaming.

Potential stakeholder groups	Potential role in gender integration	Level of Engagement (low, medium, high)	Level of influence (low, medium, high)	Focal point on women? Yes / no	Possible Contacts
Example: Federal government	Provide technical and vocational training programs for the women of Dumagat and provide them employment opportunities.	Low because government has not implemented appropriate solutions or programs	High influence	Yes	Ministry of Education
Federal government					
State / regional government					
Municipal government					
Businesses / Private sector					
Schools					
Civil Society organizations					

Step 3: Develop your strategy: How you are going to create change?

Determine whether the gender context requires action.

- If so, translate your knowledge of the local gender context into strategies for improvement:
 - Determine how to articulate the gender gaps/barriers to stakeholders
 - o Explore how to communicate the benefit of increasing gender equality
 - Define specific actions that could improve gender inclusion

Worksheet 2:

Use this worksheet to develop a strategy to encourage equality in your project. While brainstorming possible actions, consider the following:

•	What will motivate your target
	group to support change?

- How are you going to create message points that will resonate with them?
- How will you share what you learn, and who will you share it with?

Proposed action	Stakeholder groups to involve	Where/how to implement action (inperson, online, etc.)	Expected outcome in terms of gender integration	Who will lead this action?
Increase participation of women in forest conservation	Women in forest conservation	Short tem- engagement with community and support them to develop programs Long tem-finding community members to continue conservation actives	Equal participation of male and women in bird conservation	Women groups in conservation of forest

External Resources

- Conservation International Gender Equality
- Government of Canada Gender Equality Tools and resources
- International Climate Initiative Gender In the IKI
- IUCN Gender equality
- OECD Toolkit for Mainstreaming and Implementing Gender Equality
- Reef Resilience Network Gender Equity
- The Bill & Melinda Gates Foundation's Gender Equality Toolbox