

Gender Inclusion Toolkit

GEF AZE II Project

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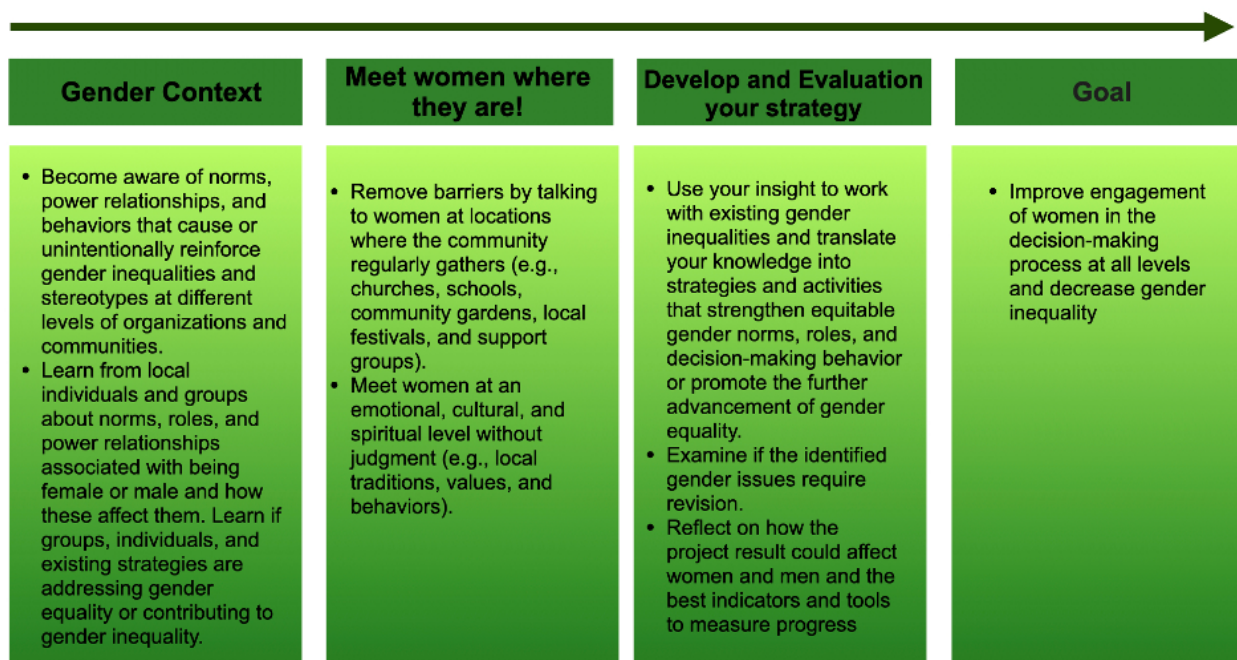
What causes gender equality?

- 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



- 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
<i>Example: Federal government</i>	<i>Provide technical and vocational training programs for the women of Dumagat and provide them employment opportunities.</i>	<i>Low because government has not implemented appropriate solutions or programs</i>	<i>High influence</i>	<i>Yes</i>	<i>Ministry of Education</i>
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
 - 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 (in-person, online, etc.)	Expected outcome in terms of gender integration	Who will lead this action?
<i>Increase participation of women in forest conservation</i>	<i>Women in forest conservation</i>	<i>Short term- engagement with community and support them to develop programs Long term- finding community members to continue conservation activities</i>	<i>Equal participation of male and women in bird conservation</i>	<i>Women groups in conservation of forest</i>

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