



Gender Specialist Foundations

P R E L I M I N A R Y A G E N D A

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Note: there will be pre-reading that covers the introductory concepts and definitions.

Session 1: Gender and intersectionality in theory and practice

Terms like gender, social inclusion, intersectionality, and social justice are becoming commonplace in development and aid sectors. This session will begin by unpacking and reflecting on these concepts in the context of social change and development

Session 2: Decolonizing gender and empowerment

An exploration of the historical, social, and political impacts of colonialism on current norms about gender and sexuality, plus the implications on our work.

Session 3: Gender analysis from an intersectional lens

Gender analysis is a way of thinking that is essential to the work of a gender specialist. This session will introduce the basics of gender analysis from an intersectional lens.

Session 4: Power analysis

To understand how power is central for understanding, analyzing, and addressing gender inequality by exploring the different forms, types, and spaces of power.

Session 5: Gender frameworks and action planning

A multi-part session that explores various frameworks for gender analysis and integration, including the Gender at Work framework and the Gender Integration Continuum. We'll also practice developing a gender action plan.

Session 6: Gender mainstreaming standards

An overview of common standard practices for mainstreaming gender, including gender policy, gender training, partnerships, staffing, budgeting, and risk mitigation.

Session 7: Gender and Monitoring/Evaluation/Learning

The basics of ethics, data disaggregation, and gender indicators.

Session 8: Gender specialists are advocates

Finding allies and influencing decision-makers to make change within your organization.