



PRESENTS

# GENDER LEARNING SERIES

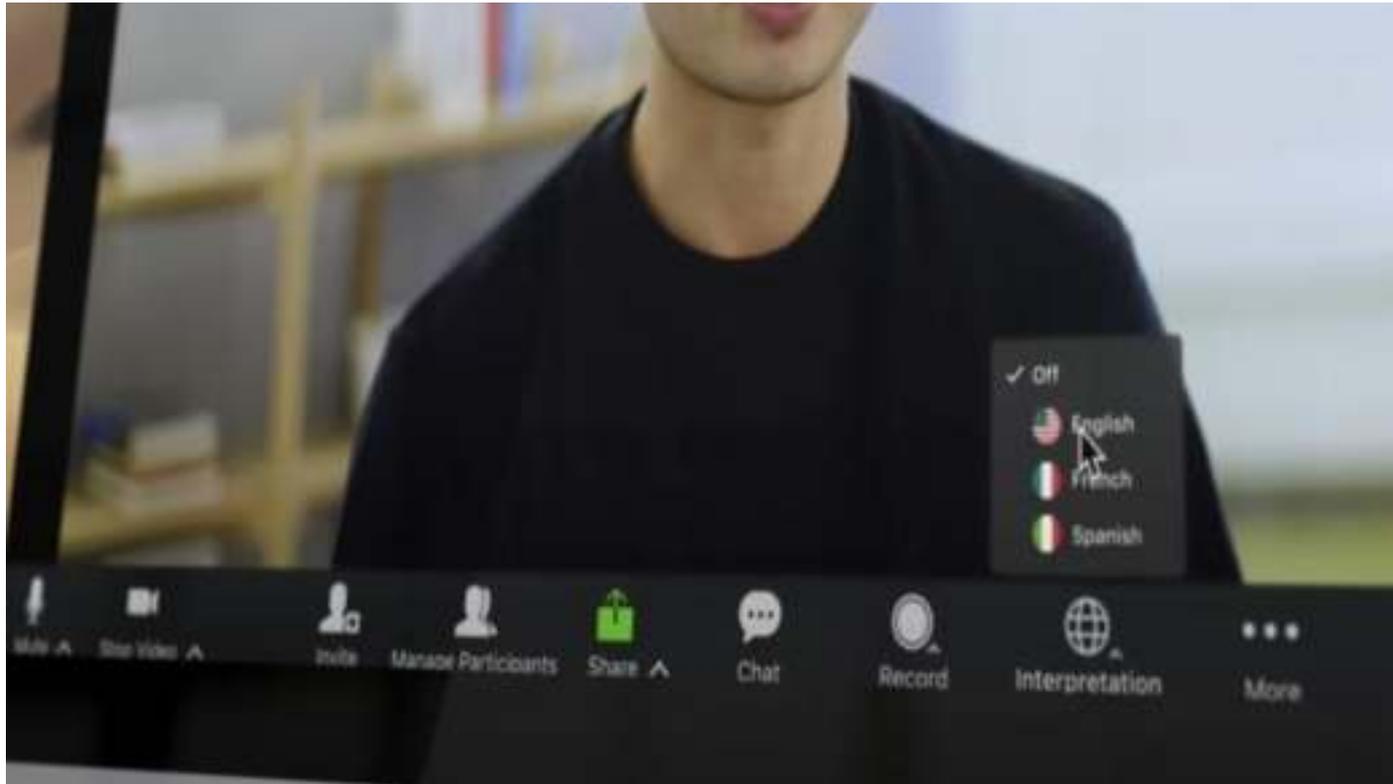
**Session 2: Testing Innovative Solutions with a Gender Lens**

Canada

October 14th



Please choose your preferred language: **English or French**



# Spur Change Program

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## What is the Spur Change Program?

The Spur Change Program is a 5 year initiative, funded by Global Affairs Canada, aiming to increase the effectiveness of Canadian small and medium organizations (SMOs) to deliver sustainable results in support of the Feminist International Assistance Policy and the Sustainable Development Goals.

*The main outcomes of the program are to increase the engagement of Canadian SMOs in international development and to increase the engagement of Canadians, particularly youth, as global citizens.*



# Housekeeping

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-  This webinar will be recorded
-  Please ensure you are “**muted**” at all times
-  Use ‘**raise hand**’ function to signal your wish to speak
-  Use **chat function** to share your questions/comments
-  We will share slides in FR and EN after the webinar

If possible, **turn on your video** to make it more people-centered.



# Spur Changes' Gender Learning Series

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*Practical, hands-on and peer-to-peer learning opportunities to strengthen the capacity of SMOs to integrate a gender/feminist approach into activities*



# Session 2 - Testing Innovative Solutions with a Gender Lens

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*Tools and approaches to integrate gender equality throughout an initiative, from design to evaluation.*



# Speakers

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Colombe Fourn  
Program Officer  
Gender and Public  
Engagement  
FIT



Lorraine Swift  
Executive Director  
Children for Change



Beverley Carrick  
Director  
Embrace  
International  
Foundation



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# Testing Innovative Solutions with a Gender Lens

October 14, 2020



# Agenda

- Quick overview of FIT program
- Innovation and testing: what does this mean?
- Integrating gender into testing
- Sharing experiences: challenges and lessons learned
- Tips and Tricks
- Breakout Groups



# FIT Program: Quick overview

- Funding and learning program for Canadian small and medium-sized organizations
- Focused on testing innovative solutions that aim to advance gender equality in the Global South
- Funding between \$150-250 K over 6-15 months
- Capacity-building and knowledge exchange a key part of program
- Find more at [www.fit-fit.ca](http://www.fit-fit.ca)





# Canada

Program undertaken with the financial support of the Government of Canada provided through Global Affairs Canada

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# Innovation

- Innovative solutions can include:
  - business models, policy practices, approaches, partnerships, technologies, behavioural insights, financing mechanisms or ways of delivering products and services.
- Transformational vs. incremental innovation
- Global Affairs Canada □ definition of development innovation



# What does it mean to test?

- Identify a research question and hypothesis
- Perform a fieldtest to generate evidence
- Draw conclusions

## The six stages of scaling identified by IDIA

(Source: Insights on Scaling Innovation, IDIA 2011)

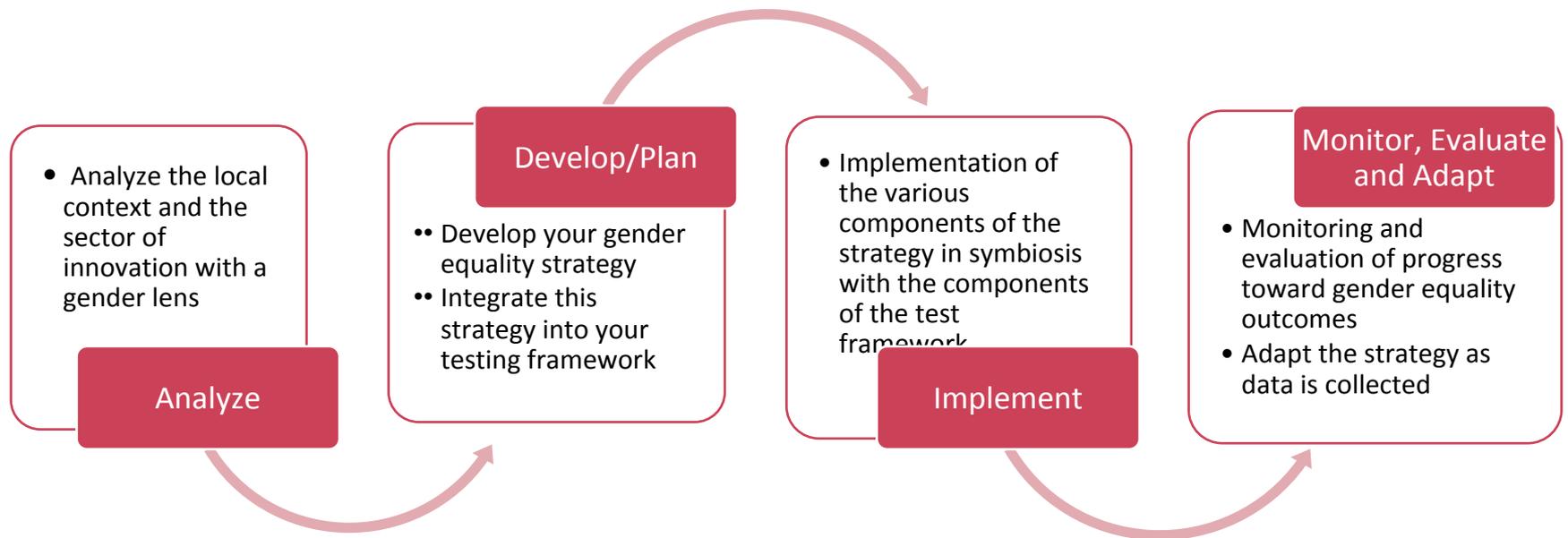


# Why integrate gender?

- Important to integrate gender considerations in the design and testing of an innovative solution due to:
  1. Systemic inequalities
  2. Different impacts on different stakeholders
  3. Power dynamics
  4. Other identity factors



# How to Integrate Gender





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# Analysis Phase



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Question 1: Conducting a good gender analysis is often complicated for many organizations. What is one of the main challenges you face during this stage of your integration?

# How to Integrate Gender: Analysis phase

- Conduct a gender analysis
  - 3 steps: Collect – Analyze – Document
  - Identify and prioritize the key gender issues as they relate to the innovative solution's design, testing framework, and intended results

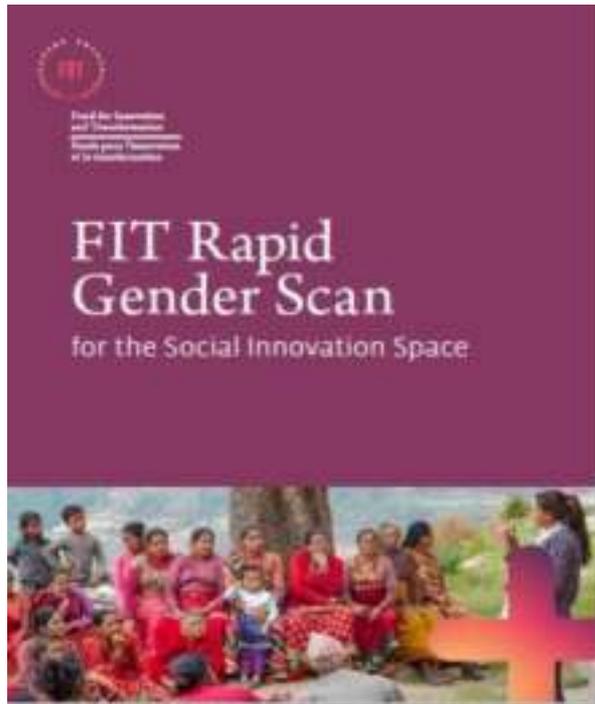
## Tools:

1- Rapid Gender Scan in a Social Innovation Space

2- In depth Gender scan (included in the guide)



# How to Integrate Gender: Analysis phase



Tool #1: FIT Rapid Gender Scan Framework

Key Questions	Primary Domains		
	Innovative Solution Design	Testing Framework	Intended Results
What gender-based constraints or systemic inequalities do women and girls face in the local context?	example: gender issues as they relate to the innovative solution's design.	example: gender issues as they relate to the innovative solution's testing framework.	example: gender issues as they relate to the innovative solution's progress, towards, and achievement of, intended results.
What gender-based constraints or systemic inequalities do women and girls face in the innovation sector?			
How will existing power relations impact the innovative solution's design, testing framework, and intended results?			
How will the innovative solution impact women and men, girls and boys, and people of all genders differently?			



# How to Integrate Gender: Analysis phase

- In-Depth Gender Analysis (IGA) examines how power relations contribute to discrimination, subordination and exclusion
- Goes beyond biological and socio-cultural differences to also explore other identity factors

Tool #1: FIT In-Depth Gender Scan Framework

Key Questions	Primary Domains		
	Innovative Solution Design	Testing Framework	Intended Results
What gender-based constraints or systemic inequalities do women and girls face in the social context?	Example: Gender issues as they relate to the innovative solution's design.	Example: Gender issues as they relate to the innovative solution's testing framework.	Example: Gender issues as they relate to the innovative solution's progress towards, and achievement of, intended results.
What gender-based constraints or systemic inequalities do women and girls face in the innovation sector?			
How will existing power relations impact the innovative solution's design, testing framework, and intended results?			
How does sex and gender interact with other identities such as age, disability, ethnicity, literacy level, and professional or academic status, and how will this impact the innovative solution's design, testing framework, and intended results?			
How will the innovative solution impact women and men, girls and boys, and people of all genders differently?			
How will existing gender and sociocultural norms impact women and girls' access to and control of resources and benefits?			
How will existing gender and sociocultural norms impact women and girls' participation in decision-making?			





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# Develop Gender Equality Strategy



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Pooling Question: Developing a gender equality strategy is one way to ensure that gender will be integrated into an initiative. From the following sections of the strategy, choose the one that is more difficult for you to develop:

1. Define gender equality outcomes to be achieved
2. Develop an action plan to achieve gender equality outcomes
3. Define gender-sensitive indicators for monitoring and evaluation of these outcomes

# How to Integrate Gender: Develop a strategy

- Define your expected gender equality outcomes
  - Define realistic and achievable results within a short timeframe
- Examples:
  - ✓ Increased knowledge of risk factors occurring during childbirth among women aged 15-49 years, their partners and immediate family members
  - ✓ Increased participation of women in leadership and decision-making in an institution X



# How to Integrate Gender: Develop a strategy

- Create a plan to achieve your results (activities, measures, approaches, etc...)
  - Plan relevant activities
  - Appropriate technical and economic resources and mechanisms to ensure the full participation and visibility of women and girls
  - Gender expertise
  - Sensitization and training related to gender issues

\*\*The gender equality strategy plan must be integrated with the testing plan



# How to Integrate Gender: Develop a strategy

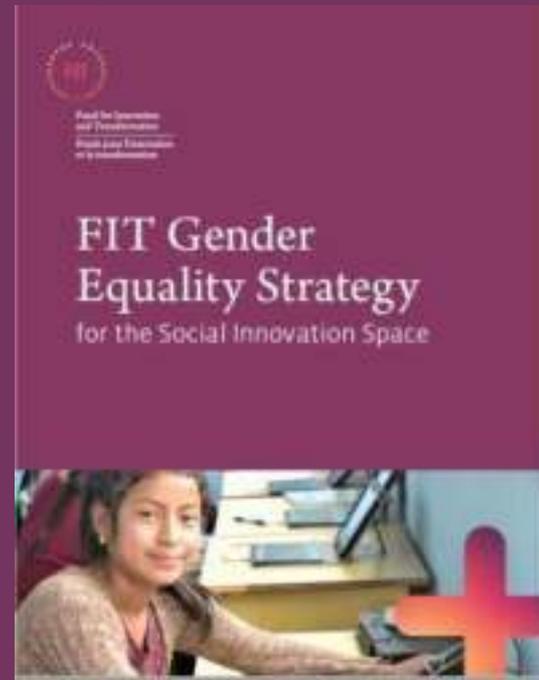
- Develop a monitoring plan to evaluate your work
  - Define gender-sensitive indicators to monitor, measure and evaluate progress towards outcomes
  - Quantitative vs qualitative indicators
  - Regular collection of data, disaggregated by gender and other identity factors where possible.



# How to Integrate Gender: Develop a strategy

- FIT Gender Equality Strategy Guide available [Here](#).

*□ This document includes tools to complete an In-depth gender scan, an example template for a gender equality strategy, and a checklist.*





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# Gender Equality Markers



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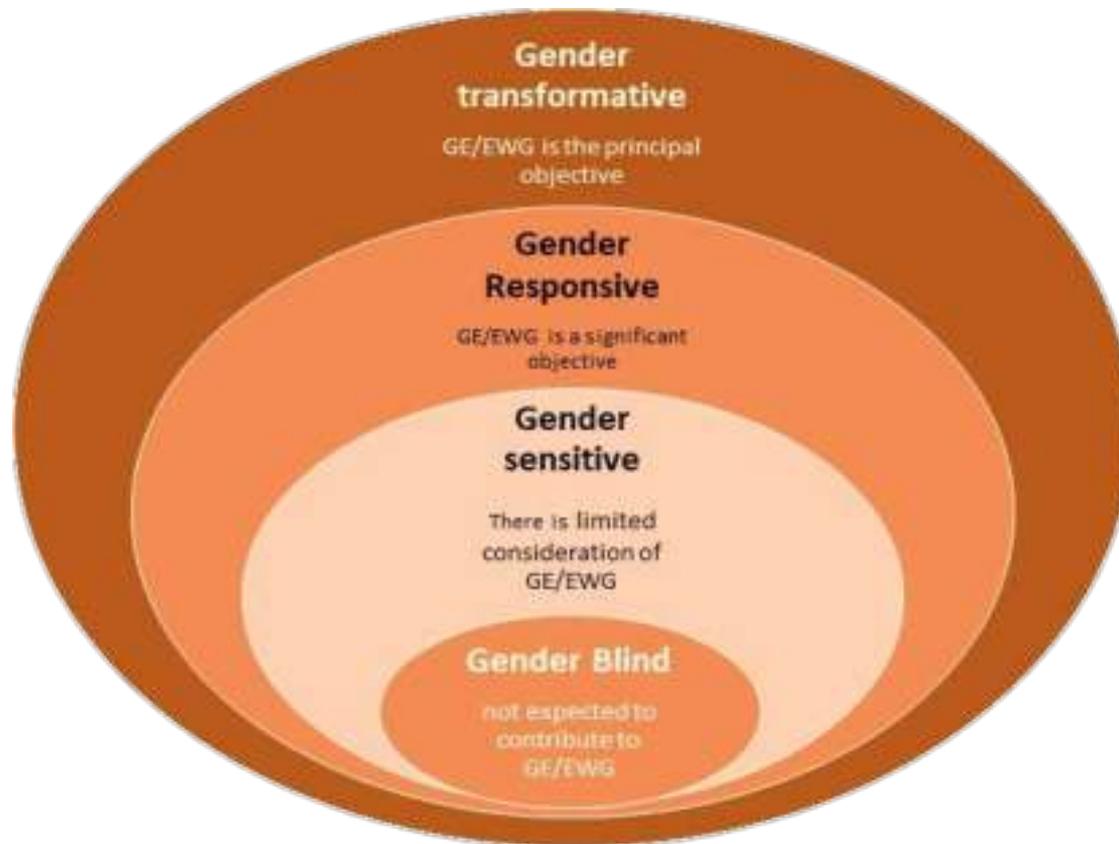
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**Question: Are you familiar with the concept of the Gender Equality Marker? Do you use them in your planning and reporting?**

1. Yes, we are familiar with this concept and we use it in our organization.
2. We have an approximate knowledge of this concept, but our organization uses it.
3. We have already heard about this concept, but our organization does not use it.
4. No, we do not know this concept and we do not use it in our organization.

# Gender Equality Markers (GEM)

- FIT's Gender Equality Markers tool available [Here](#)



# Sharing Experiences

Lorraine Swift (Change For Children)

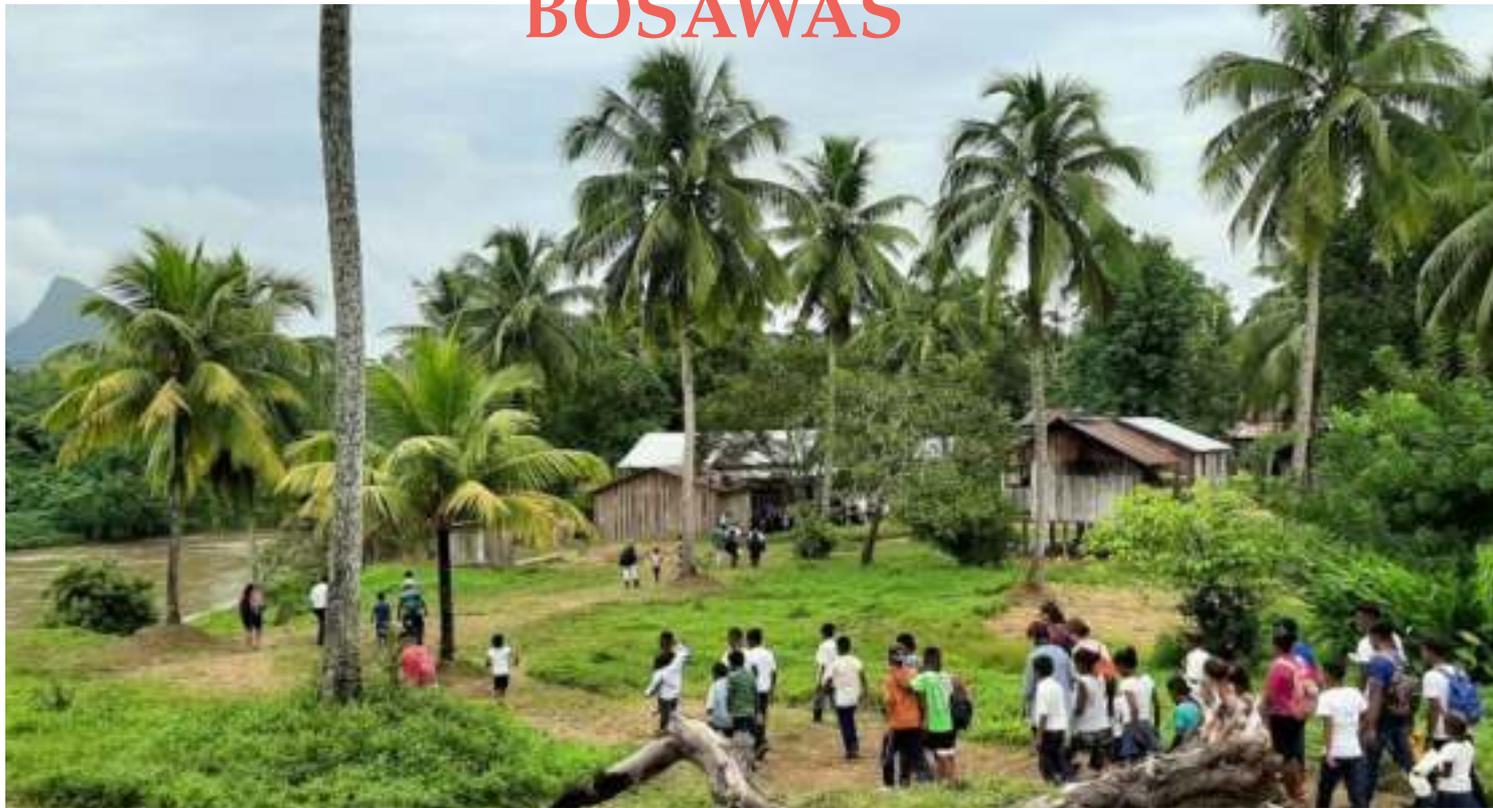
Beverley Carrick (Embrace International Foundation)





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# Technology & Training for Quality & Equality in BOSAWAS



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# Innovation Hypothesis:

Teacher pedagogy in remote indigenous communities will improve as a result of teacher completion of a culturally and linguistically adapted and gender-sensitive MOOC and improved teacher access to high quality culturally, linguistically, and gender-sensitive appropriate teaching and learning materials.



# Gender Equality Strategy / Adapted Activities

The COVID Pivot has forced us to move our gender sensitivity and gender equality training activities on-line.

## Training:

- Community facilitators and project staff – who then go on to training teachers in a replica format.
- Direct on-line training with the teachers.
- Community workshops with parents, elders and community leaders have been postponed to next year.

## Training Design:

- Guide participants to question their beliefs, norms, practices and behaviors around gender.
- Look at their society and particularly the project beneficiaries through the lens of intersectionality, exploring what life is like to be indigenous and female in the Miskito communities.
- Focus on trying to feel what indigenous women feel, and then reflect upon those feelings.



# Gender Equality Activities (continued)

Training activities are exploring context:

- Female teachers have less opportunity for pedagogy training.
- Female teachers are less likely to have completed high school, and thus are not paid a formal salary by the Ministry of Education.
- Female teachers are the ones responsible for cleaning the classrooms, and for providing supervision of the students.
- Female teachers are less likely to occupy director positions at the schools.
- School curriculum and instruction is in the dominant colonial language (Spanish), and female teachers have less contact with the outside world.



## Challenges:

- Connectivity
- Limitations of on-line workshops
- Re-negotiating project timelines to perhaps allow for some in-person workshops in 2021

## Opportunities:

- Profile women and their stories as examples of the people on the front lines of this pandemic – innovators, those doing everything they can to safeguard their families and communities.
- Celebrate and honour these women so that locally and globally we can understand the challenges of the pandemic, and learn more about how we can support them in their struggle.





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Kyanninga Child  
Development Centre

Helping children reach their full potential

# Inclusive E-Learning for Rural Ugandan Youth



# Impact of Self-directed E-Learning on Ugandan Students

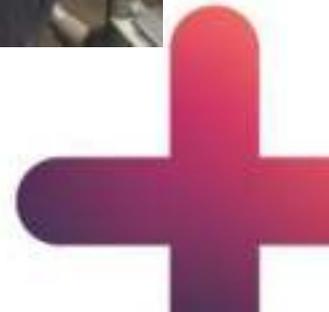
**Goal:** To improve learning outcomes especially for girls and Children with Disabilities

## **Cognitive Learning Skills:**

- Math
- Literacy

## **Non-Cognitive Skills:**

- Self-Confidence
- Intrinsic Motivation
- Level of Aspiration



# Attitudes towards Disability



# Baseline Testing



- Math & Literacy Tests
- CATCH Questionnaires
- Interviews
- Focus Group Discussions



# Gender Equality Strategy

- 1. Aim:** This project aims to **address inequality** for girls, including CwDs, and to **reduce the barriers** to inclusive, safe, quality education
- 2. GE Outcomes:** Increased self-esteem, confidence, level of aspiration, knowledge of STEM subjects
- 3. Mainstreaming GE & girls' rights** in intervention
- 4. Using gender sensitive project data**
- 5. GE & Inclusion Training**
- 6. Ensuring labs are a safe place for girls & CwDs**



A woman in a red and grey patterned dress stands on the left, gesturing with her hands as she speaks to a group of students. The students, wearing red school uniforms, are seated at a wooden table. In the background, there is a clock on the wall, a water dispenser, and a small flag. The scene is set in a classroom or meeting room.

# Challenges

- Impact of COVID: School closures
- Obtaining genuine feelings & opinions from students in a school setting (rather than what is expected of them)

# Tips and Tricks

- Take advantage of the knowledge and experiences of your local partners
- Use an inclusive approach
- Take advantage of the flexible testing environment
- Consider and integrate gender before starting your testing
- Anticipate gender-related risks
- Ensure you have sufficient resources to integrate gender effectively



# Stay Connected

- Check out our website ([www.fit-fit.ca](http://www.fit-fit.ca)) for more gender resources and to sign up for program updates
- Follow us on Twitter ([@fit\\_fit\\_ca](https://twitter.com/fit_fit_ca)), [Facebook](#) and [LinkedIn](#)
- Upcoming events:
  - Spur Change learning series / FIT Micro-Learning on Gender – October 28th
  - More gender events to come in Nov/Dec





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# Thank you

Q&A

# Breakout Rooms

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Beverley Carrick  
**Baseline and  
analysis**

Breakout room 1  
EN



Lorraine Swift  
**Adapting Gender  
activities in the  
context of COVID**

Breakout room 2  
EN



Colombe Fourn  
**FIT GES Guide and  
FIT GEM**

Breakout room 3  
FR/EN



Sarah Harrison  
**Rapid Gender  
Scan**

Breakout room 3  
EN

# Report Back

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- One note-taker per group to share 2 takeaways

# Thanks everyone !

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- Recording will be available
- Outcome document to follow to registered attendees of the webinar- if you would like to have your contact details shared, please add your e-mail to the document
- Please take a moment to do our survey