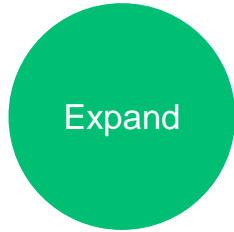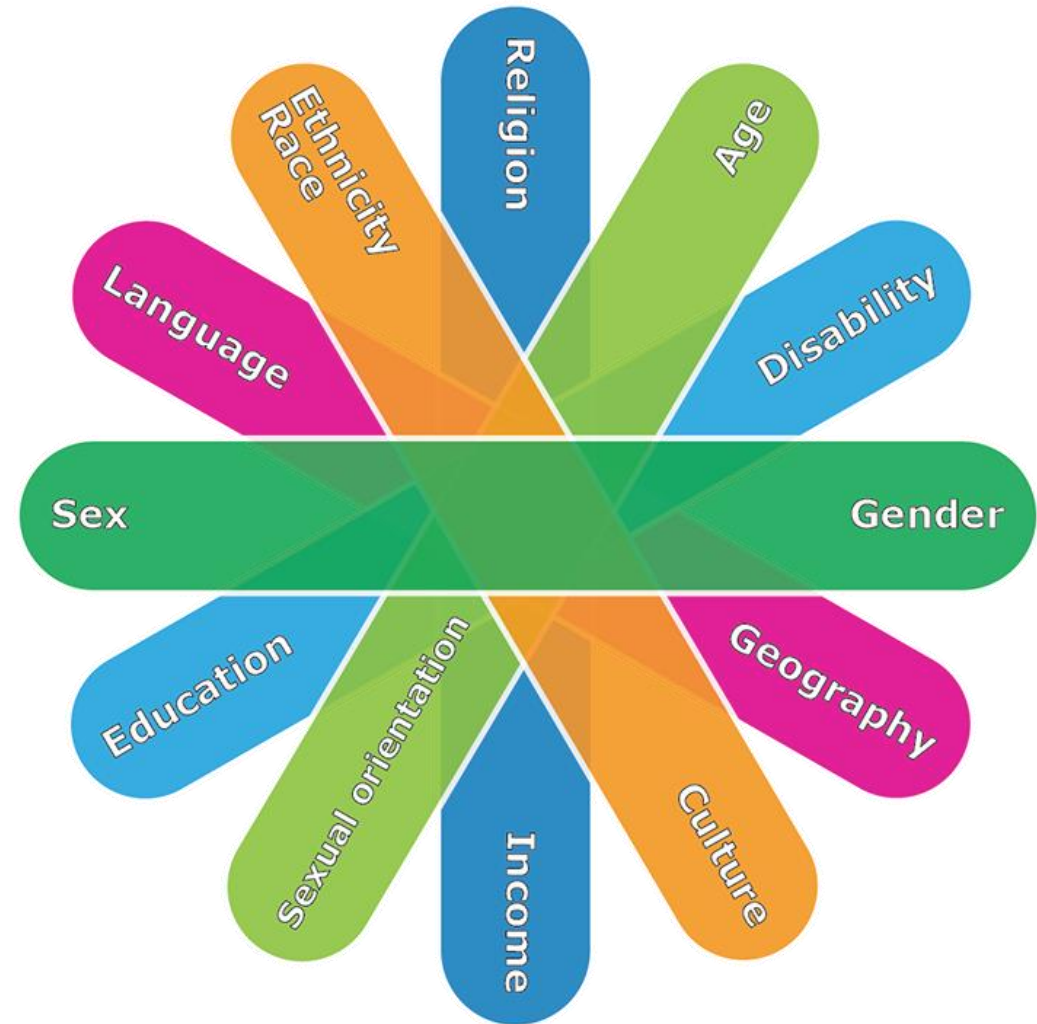# Gender Equality (& Social Inclusion)

Gender-Based Analysis +

Considers the diverse characteristics or identities that intersect with biological sex or gender expression, and which can impact a person/community's experience of policies, systems, and services, and which can limit success and inclusion.

SCAN ME

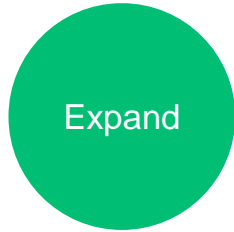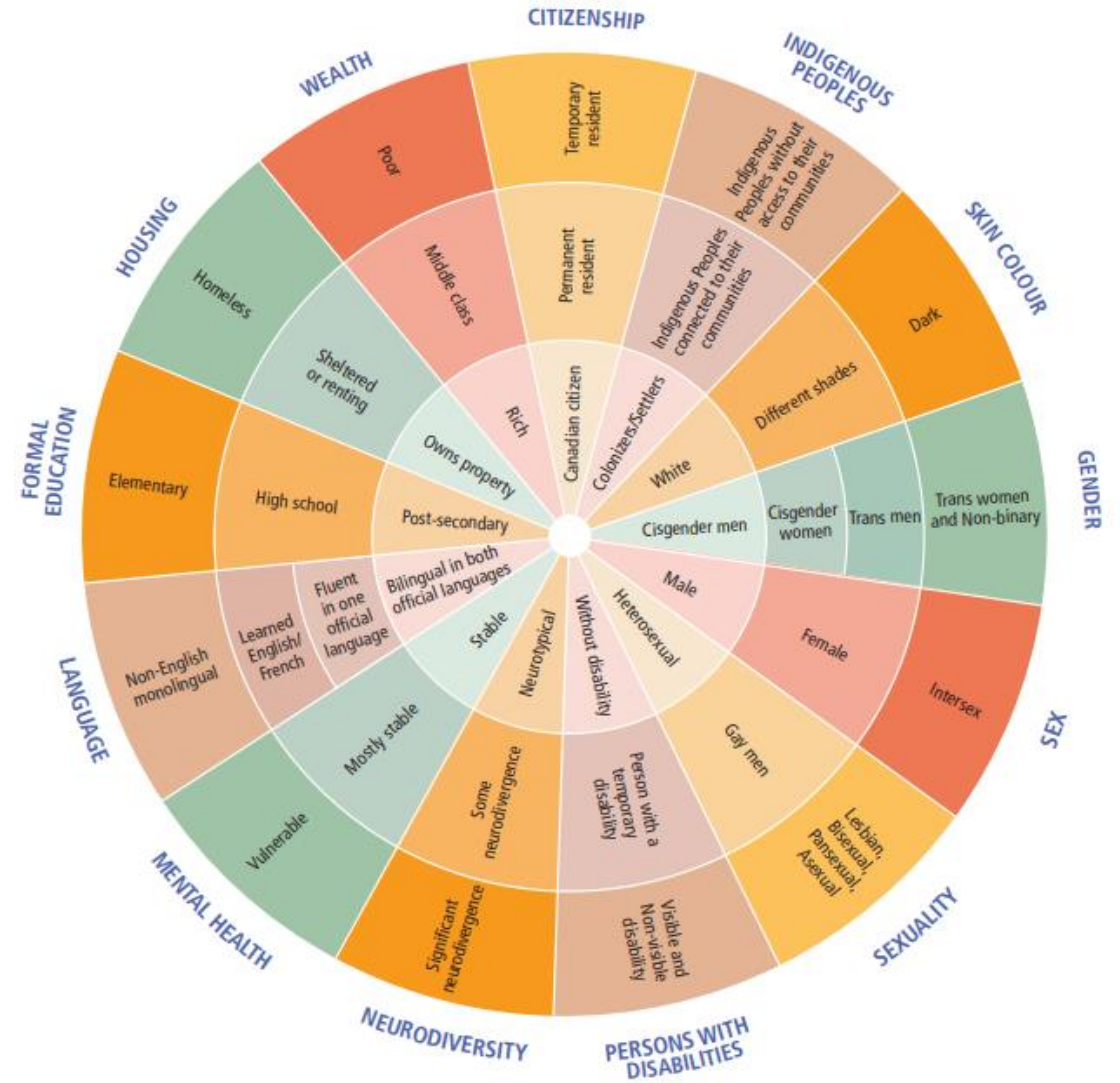Recommend taking the Government of Canada's GBA+ training

Gender Equality (& Social Inclusion)

Expand

Privilege Wheel

Considers spectrums of privilege to identify areas where identity and lived experience can impact access and participation.

Gender Equality (& Social Inclusion)

New Content

Three domains of equality

Access and Control

Human Rights

Decision-making

Who has access and control? **How can we foster equitable access and control over resources and opportunities *within the project and beyond*?**

Whose rights are protected and valued? Who is able to exercise their rights? **How can we protect rights for all and foster equitable exercising of rights *within the project and beyond?***

Who participates in decision-making and whose voices influence decision-making? **How can we foster equitable participation in decision-making *within the project and beyond?***

Gender Equality (& Social Inclusion)

New Content

Gender Equality Coding

GE-3	**Targeted**: GE is principal objective; project designed specifically to address GE; all outcomes in logic model are GE outcomes
GE-2	**Fully Integrated**: There is at least 1 *Intermediate* GE outcome that will achieve observable changes in behaviour, practice, or performance to contribute to GE
GE-1	**Partially Integrated**: There is at least 1 *Immediate* GE outcome that will achieve change in skills, awareness, or knowledge to contribute to GE
GE-0	**None**: There are no GE outcomes

Gender Equality (& Social Inclusion)

New Content

Gender Equality Continuum

No Gender Strategy

Gender Responsive

- Recognizes and addresses differences between men and women, girls and boys
- Recognizes and addresses intersectional experiences, needs, and interests
- Ensures that women and girls will benefit equitably

Gender Transformative

- Also aims to transform power structures that underlie unequal gender relations and norms to improve outcomes
- Encourages men and women to examine harmful norms
- Encourages new behaviours to create more equitable roles/relationships

Gender Equality (& Social Inclusion)

New Content

Key Questions

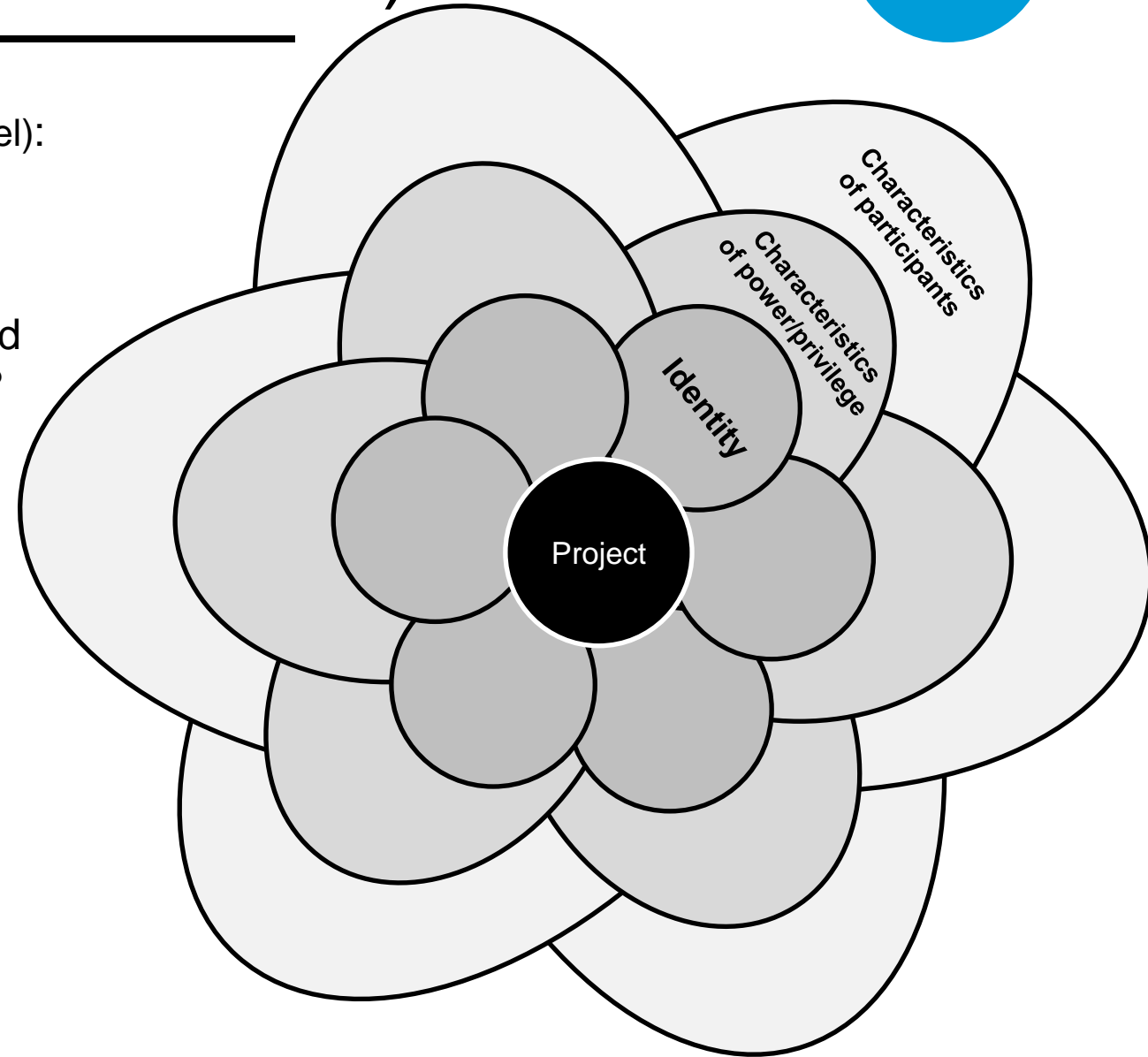| ANALYSIS	STRATEGY	OUTCOMES
Who has what?	How are we contributing to dismantling barriers?	What are the gender equality and social inclusion outcomes integrated into logic model
Who controls what?	How are we contributing to challenging harmful beliefs, attitudes, and practices?	
Who does what?	How are we responding to intersecting characteristics?	What gender equality and social inclusion indicators are integrated into PMF
Who decides? How?	How are we supporting equitable exercising of rights?	
What needs? Whose needs?	How are we supporting equitable and inclusive decision-making and leadership?	What GE rating is appropriate for our project?
Local context	How are we contributing to change in knowledge for gender equality and social inclusion?	
GBA+	How are we contributing to change in practice supporting gender equality and social inclusion?	

Gender Equality (& Social Inclusion)

Activity

Power Flower Activity (riffing on privilege wheel):

- Select a project from a group member

- What intersectional identities/experiences could impact experience and impact for participants?

- What are the characteristics of the people 'in charge' of project delivery or others with power/privilege in the project?

- What are the characteristics of the people participating in the project?

- How might these characteristics impact experience and impact?

- What approaches could be taken to ensure equality of access and results?

Characteristics of participants

Characteristics of power/privilege

Identity

Project

GAC Gender Equality Strategy

New Content

Sample Outline (per FIAP Tool 10)

1. Overview of GBA+ Analysis – *Findings of gender study and intersectional analysis (including barriers and opportunities related to project)*

2. Gender Equality Outcomes - *Identification of results included in LM/ToC*

3. Approach – *Description of key interventions and approaches to delivery of project activities to contribute to gender equality and equitable results*

4. Capacity Building - *Description of sensitization/education/skills building for gender equality integrated into project for stakeholders/participants*

5. Monitoring - *Reference to considerations flowing from analysis above that are integrated into Risk Management and MEAL plans (indicators, etc.) and feminist evaluation approaches that will be used*

6. FIAP Alignment – *Description of how gender equality outcomes/approaches align with FIAP*