Training Design for the Gender Training Toolkit

Gender training facilitators have to address time constraints while accommodating specific staff requests and needs. This Toolkit has been designed with these constraints and training needs in mind. Each session is self-contained, yet can be combined in a variety of ways. However, facilitators' own clear understanding of why they are choosing specific training sessions is essential.

Modules 1-3 provide participants with conceptual and theological frameworks they need to appropriately integrate Gender Analysis Tools, gender-sensitive indicators, and GAD sectoral recommendations that follow in the later modules. It is highly recommended that you start with these first three modules. If some participants already are familiar with this background, they can be utilised as co-facilitators or leaders in small group work and/or encouraged to deepen their own understanding of the basics.

In Module 4, several Gender Analysis Tools are presented. While facilitators may be tempted to present only the tools they know well or tools requested by staff, it is recommended that facilitators present as many of the tools as possible. Each will increase staff effectiveness and flexibility as they work with specific programming challenges in ADPs. Additionally, many of these tools are used by partner organisations. Working knowledge of the standard gender training tools will enhance staff effectiveness with their partners.

Gender-sensitive indicators – Session 4.13 – will enable participants to meet requirements to measure and evaluate the effectiveness of GAD in their development projects. This is also an important session to include for management, who will be empowered to ask important questions as they evaluate current and potential projects.

Module 5, although specifically focused on sectoral interventions, gives gender co-ordinators and ADP managers tools and perspectives they need to effectively integrate diverse strands of project design, implementation, monitoring and evaluation.

Modules 6 and 7, focused on Children in Ministry and Advocacy, present important World Vision perspectives in these particular areas and round off participants' expertise in GAD. By the time the participants reach sessions in these modules, the exercises will also help them integrate concepts, principles and analysis they have learned from Modules 1-4 in their daily work.

Additionally, all offices and ADPs need to be prepared before emergency or relief efforts are required, as part of disaster mitigation training. In Module 8, learning to integrate GAD into every aspect of planning will ensure that staff are well-equipped to meet needs in what is always a difficult and chaotic situation.

This Toolkit's flexibility makes the facilitators' role vitally important. We invite training designers and facilitators to take what is offered here and make it work for the unique needs of their staff. Training design scenarios on the following pages illustrate some examples, which may be instructive for combining sessions to address specific training goals.

Training Design Sample for a Five-Day Workshop:

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Session 1.1	Regional Perspectives on Gender/ Integrating Gender and LEAP	Session 4.4	Session 4.13	Session 6.1
Session 2.1	Session 3.1	Session 4.5	Session 6.2	Session 7.1
Session 2.2	Session 3.3	Session 4.6	Community Practicum	Session 8.1
LUNCH	**LUNCH**	**LUNCH**	**LUNCH**	**LUNCH**
Session 2.3	Session 3.4	Session 4.8	Community Practicum	Session 6.3
Session 2.4	Session 4.9 and 4.10	Session 4.12	Community Practicum	Session 7.2

Session 2.5	Session 4.1 - 4.3	Session 4.11	Community Practicum	Next Steps in Implementation and Continuous Learning

Training Design Sample for a Five-Month Process with One Workshop per Month:

JANUARY (MONTH 1)	FEBRUARY (MONTH 2)	MARCH (MONTH 3)	APRIL (MONTH 4)	MAY (MONTH 5)
Session 1.1	Integrating Gender and LEAP	Session 4.4	Session 4.13	Session 6.1
Session 2.1	Session 3.1	Session 4.5	Session 6.2	Session 7.1
Session 2.2	Session 3.2	Session 4.6	Community Practicum	Session 8.1
LUNCH	**LUNCH**	**LUNCH**	**LUNCH**	**LUNCH**
Session 2.3	Session 3.4	Session 4.8	Community Practicum	Session 6.3
Session 2.4	Session 4.9 and 4.10	Session 4.12	Community Practicum	Session 7.2
Session 2.5	Session 4.1 - 4.3	Session 4.11	Community Practicum	Next Steps in Impmetation and Continuous Learning

Training Design Sample: Biblical Basis of Gender Equity

- In some cases, you may want to offer a devotional series using sessions from Module 2. Below is an example of how this might work for a one-day retreat.
- You could also do one devotional dedicated to GAD each month or each week.

- However you incorporate this, it is important that you include Module 1.1 to ensure that participants recognise the importance of GAD to the big picture of organisational goals and mission.
- You should also ensure that you have enough time for each session so that participants may take full advantage of potential for reflection and growth.

AM	AM	AM	LUNCH	AM	AM	AM
Session 1.1	**Session 2.1**	**Session 2.2**		**Session 2.3**	**Session 2.4**	**Session 2.5**
World Vision's Gender History, Policy and Work	From Genesis to Galatians	Incarnational Power: The Magnificat		Jesus Challenges the Gender Dynamic	Jesus Challenging Gender Roles/ Gender Images in the NT	Scripture Search in the Community: Using Gender Lens

Training Design Sample: HIV/AIDS and Health Sector Workshop:

MONDAY	TUESDAY	WEDNESDAY

Session 1.1	Session 3.4	Session 5.5
World Vision's Gender History, Policy and Work	Strategic Gender Needs and Practical Gender Needs	Gender Analysis and Health

Session 2.1	Session 4.9	Session 5.5
From Genesis to Galatians	Empowerment: Goals, Definitions and Classifications	Gender Analysis and Health

Sessions 2.3 & 2.4	Sessions 4.1, 4.2 and 4.3	Session 5.5
Jesus Challenging Gender Roles / Gender Images in the NT	Introduction to Gender Analysis Tools; Introduction to	Gender Analysis and Health

LUNCH	LUNCH	LUNCH
Session 3.1 Sex and Gender/ Gender Roles	**Session 4.4** Harvard Analytical Framework: Access and Control Profile	**Session 5.7** HIV/AIDS
Session 3.2 WID to GAD	**Session 4.5** Harvard Analytical Framework: Analysis of Factors Influencing…	**Session 5.7** HIV/AIDS
Session 3.3 Women's Triple Role	**Session 4.5** Harvard Analytical Framework: Analysis of Factors Influencing…	Next Steps in Implementation and Continuous Learning

Training Design Sample: Focus on Children (five days or five months):

DAY 1 OR MONTH 1	DAY 2 OR MONTH 2	DAY 3 OR MONTH 3	DAY 4 OR MONTH 4	DAY 5 OR MONTH 5
Session 1.1	Integrating Gender and LEAP with Children	Session 4.4	Session 4.13	Reflection on Working with Children
Session 2.1	Session 3.1	Session 4.5	Session 6.3	Session 7.1
Session 2.2	Session 3.2	Session 4.6	Community Practicum	Session 8.1
LUNCH	**LUNCH**	**LUNCH**	**LUNCH**	**LUNCH**

Session 2.3	Session 3.3	Session 4.8	Community Practicum	Session 7.2
Session 6.1	Session 4.9 and 4.10	Session 4.12	Community Practicum	Session 7.3
Session 6.2	Session 4.1 - 4.3	Session 4.11	Community Practicum	Next Steps in Implementation and Continuous Learning

Training design sample: Focus on advocacy (five days or five months):

DAY 1 OR MONTH 1	DAY 2 OR MONTH 2	DAY 3 OR MONTH 3	DAY 4 OR MONTH 4	DAY 5 OR MONTH 5
Session 1.1	Integrating Gender and LEAP with advocacy	Session 4.4	Session 4.13	Reflection on workingwith children
Session 2.1	Session 3.1	Session 4.5		Session 7.1
Session 2.2	Session 3.2	Session 4.6	Community Practicum	Session 8.1
LUNCH	**LUNCH**	**LUNCH**	**LUNCH**	**LUNCH**
Session 2.3	Session 3.3 and 3.4	Session 4.8	Community Practicum	Next steps: integration of advocacy into gender programmes
Session 7.1	Session 4.9and 4.10	Session 4.12	Community Practicum	Next steps: integration of advocacy into gender programmes
Session 7.2	Session 4.1 - 4.3	Session 4.11	Community Practicum	Next steps: integration of advocacy into gender programmes

Training design sample: Focus on HEA (five days or five months):

DAY 1 OR MONTH 1	DAY 2 OR MONTH 2	DAY 3 OR MONTH 3	DAY 4 OR MONTH 4	DAY 5 OR MONTH 5
Session 1.1	Integrating Gender and LEAP with HEA	Session 4.4	Session 4.13	Reflection on workingwith HEA
Session 2.1	Session 3.1	Session 4.5	Session 4.13	Session 6.1
Session 2.2	Session 3.2	Session 4.6	Community Practicum	Session 6.2
LUNCH	**LUNCH**	**LUNCH**	**LUNCH**	**LUNCH**
Session 2.3	Session 3.3 and 3.4	Session 4.8	Community Practicum	Next steps: integration of HEA into gender programmes
Session 8.1	Session 4.9 and 4.10	Session 4.12	Community Practicum	Next steps: integration of HEA into gender programmes
Session 8.2	Session 4.1 - 4.3	Session 4.11	Community Practicum	Next steps: integration of HEA into gender programmes

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