

# Why Gender and Development(GAD) Is Important to Our Work

## **WHY GENDER AND DEVELOPMENT (GAD) IS IMPORTANT TO OUR WORK**

In this module, Gender and Development (GAD) is linked to World Vision's Core Values, Mission Statement and policies. Participants explore connections between the organisation's daily work and gender issues, gender concerns, gender concepts and gender analysis. This engagement lays the groundwork for in-depth gender training in Modules 2-5.

**Session 1.1 World Vision's Mission Statement, Core Values and GAD Policy** During this session, the facilitator presents an overview of the mission statement, core values and gender policy, as well as a historical overview of key individuals, events and initiatives in Gender and Development as a critical element in World Vision's journey. Group discussion centres on implications for Transformational Development in Area Development Programmes (ADPs) and an initial assessment of the relationship between policy and current reality.

## **WORLD VISION'S MISSION STATEMENT, CORE VALUES AND GAD POLICY**

### **Objectives**

- Understand the link between the organisation's mission statement, core values and GAD
- Know World Vision's GAD policy
- Learn the history of gender in the particular context of World Vision
- Address questions and issues that staff may encounter in supporting implementation of this policy

**(Estimated Session Time: Just over 2 hours)**

# Session Flow and Description

## Introduction - 20 minutes

- Have participants share their name, position and a brief description of one instance when they were alerted to the importance of gender awareness in their work.
- Share session objectives with participants.
- Elicit participants' expectations for this gender training experience

## Plenary Group Presentation of World Vision Mission Statement and Core Values - 20 minutes

### Discussion Questions

*Handout 1.1a, World Vision Mission Statement*

- Why does an organisation have a mission statement?
- Why is the mission statement important as an organisation continues its journey?
- Why is gender awareness essential in carrying out this mission?

*Handout 1.1b, World Vision Core Values*

- In what ways are you aware of the organisation's core values as you do your daily work?
- How do these values impact internal and external relationships in the organisation?
- Why are they important for GAD?

*Handout 1.1c, Vicious Cycle to Virtuous Cycle*

- How is the gender lens affected by World Vision's Mission Statement and Core Values?
- How can this help us develop a deeper understanding of the reality in which men and women live?

## Small Group Discussion - 20 minutes

Activity 1.1a, Matrix of Core Values and Mission Statement

Assignment: Explore potential development scenarios that can transform the vicious cycle (real world) into the virtuous cycle (transformed world).

## **Plenary Group Debriefing - Matrix of Core Values and Mission Statement Discussion - 20 minutes**

Drawing from your experience and small group discussion, articulate two or three reasons you believe development interventions can lead to or support a Transformational Development process in the community.

## **Plenary Group - 20 minutes**

### **Discussion Questions**

*Handout 1.1d, World Vision's Gender Activities: A Brief History*

- In what ways does the Gender and Development journey within the organisation mirror the journey to transformed relationships?

*Handout 1.1e, World Vision Policy on Gender and Development*

- Policy is a statement about what is expected of colleagues working in this organisation. Why did World Vision develop a specific GAD policy?
- How does the GAD policy affect the organisation's management?
- How does GAD policy impact work in Area Development Programmes?

## **Small Groups - Gender Co-ordinators and GAD policy - 20 minutes**

### **Discussion Questions**

- Why is it important for Gender Co-ordinators to have a good working knowledge of the history, mission statement and policy of the organisation?
- What specific challenges have you encountered or do you expect to encounter as you support implementation of this policy?
- What is your role in implementing GAD policy?

## **Post-Session Assignment: Becoming a Gender Equity Witness - 5 minutes**

- Research the organisation's history in gender- related issues and projects in your region or country. What gender issues do women face? What gender issues do men face? Are transformed gender relations being addressed?

- Set up a file for GAD policy where it can be easily accessed and make copies for colleagues.

## **Materials**

### Handouts and Activities

- Handout 1.1a, World Vision Mission Statement
- Handout 1.1b, World Vision Core Values
- Handout 1.1c, Diagram of Link between Mission Statement, Core Values and GAD
- Handout 1.1d, World Vision's Gender Activities: A Brief History
- Handout 1.1e, World Vision Policy on Gender and Development
- Activity 1.1a, Matrix of Core Values and Mission Statement

## **Facilitator Preparation**

- Study World Vision's Mission Statement, Core Values, GAD policy and GAD history.
- Make copies of Handouts 1.1a-e.
- Make copies of Activity 1.1a for participants.
- Review all discussion questions.
- Prepare presentations based on Handouts 1.1a-e.
- Prepare copies of discussion questions and assignments for small group work.

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Revision #1

Created 10 February 2024 04:47:24 by Pooja Thyagi

Updated 10 February 2024 04:47:48 by Pooja Thyagi