

**APC MEETING, 13-15 May 2019**  
**GENDER SESSION, WORKSHOP CONCEPT (Time – 2hrs)**

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**BACKGROUND:** In the Gender Equality Paper, we have boldly said that gender equality will be deliberately integrated (mainstreamed) into our work.

The Paper says we will develop a partnership strategy to support our partners’ institutional capacity to **integrate gender equality into programming**. We have also said we will develop indicators and **report on results and outcomes**; and that we will **lead wider organizational change**.

**METHODOLOGY:** What does this look like in practice? We will work in three groups of three or four, one topic per group. Each group will work on the topic for 30 min. They will then present to the group (5 min each) and this will follow with a 20 min discussion per topic, culminating in an action plan at the end of the three presentations (15 min).

**INSTRUCTION:** Self-select into groups, ensuring there is an Alliance implementing member in each group. On the left are statements that are based on the Gender Position Paper with relevant questions to discuss in the group. Thinking about the jurisdiction of each of the boxes headings to the right of these statements, workshop what actions we can realistically incorporate into our work to ensure we bring our intention to life.

**TO DO BEFORE THE F2F MEETING:** Read the Gender Position Paper and understand what it is committing us to. Think about how these commitments will need to roll-out across our work. If anyone has a tool already developed that they could recommend as useful for any of the topics, below, please share it in advance of the meeting. In the subject of the email, please label it: APC Gender session – Tool for consideration, Topic 1 (or 2/3 etc).

What we say we should do	Alliance Member / project lead	Local Partners	Other Alliance members involved in programs (funding partners, donor leads, ...)
<p><b>TOPIC 1: GENDER INTEGRATION INTO PROGRAMMING</b></p> <p>A gender analysis is a pre-requisite to guide planning, design, implementation, &amp; MEL.</p> <ol style="list-style-type: none"> <li>1. What will we accept, at a minimum, as a gender analysis?</li> <li>2. How would you expect to see the findings of a gender analysis coming through in design/implementation?</li> <li>3. Any tools to recommend? Or what kind of tool do we need to develop?</li> </ol>			

<p><b>TOPIC 2: MONITORING, EVALUATION AND LEARNING</b></p> <p>A gender sensitive MEL process will be used to reveal if an action tackles / addresses the needs (practical and strategic) identified for all genders and whether it has a result (output level, short term), an effect (outcome level, mid-term) or an impact (overall objectives, long term) on gender relations.</p> <ol style="list-style-type: none"> <li>1. What would we expect to see in a project to make sure that we are able to do so?</li> <li>2. How could we report and learn from our findings (at country and organizational levels)?</li> </ol>			
<p><b>TOPIC 3: ORGANIZATIONAL CHANGE</b></p> <p>Members are committed to contributing to the development of a gender equity culture, which consists of a wider organizational change process.</p> <ol style="list-style-type: none"> <li>1. What would be the main components of this process (e.g. in terms of capacity building, evolution in structures, etc.)</li> <li>2. How to plan for resources (human and financial) in an effective and efficient way?</li> <li>3. What priority milestones, outputs and / or outcomes would we be aiming at?</li> </ol>			