

TONY LASHDEN

NOVEMBER 2024

Gender Equality In Programming



Agenda

- 01 Intros and **Overview** of the Session
- 02 Understanding **Power** in Civil Society Work
- 03 Gender **Equality** and Gender **Justice**
- 04 Applying Gender **Analysis**
- 05 Gender Policies in CSOs

+ 10 minutes break



Introducing myself



TONY LASHDEN (THEY)

Expert in **gender mainstreaming** and **emergency response**

x A part of feminist, queer, and human rights movements, as well as feminist philanthropy sector

10 years of grass-roots work + 8 years of philanthropy work

x Worked with globally recognised feminist funders.

In 2023, reviewed, evaluated and helped to release for over 2 MLN of EUR in funding to women's rights organisations and groups

x MSc in Media And Communication, MA in Gender Studies and Law

Academic interests: holistic well-being of movements and resistance to neo-colonisation in philanthropy

Getting to know you

HOW DO YOU WORK WITH GENDER ISSUES NOW?



1 - IN MY ORGANISATION / GROUP WE SPORADICALLY DISCUSS SYSTEMS OF INEQUALITY



2 - WE ARE TRYING TO BE CONSISTENT IN ADDRESSING GENDER INEQUALITY, BUT THIS WORK IS NOT SYSTEMATIC RIGHT NOW



3 - WE HAVE A SYSTEMATISED WAY OF WORK WITH GENDER ISSUES THAT INCLUDES AN OUTLINE OF HOW WE ACCOUNT FOR GENDER



Power


As CSO workers and employees,
we have access to power, resources, spaces, and knowledge that most our beneficiaries don't have.

The usage of power by itself is **not a negative thing**.


It's an **intrinsic part** of how the society works.

Let's identify a couple of examples when we use our power in CSO work or civil activism.

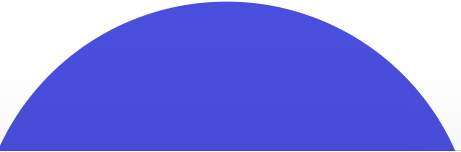
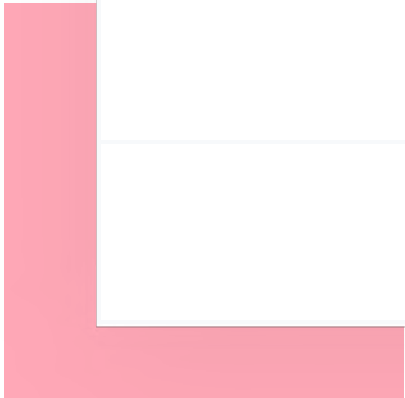
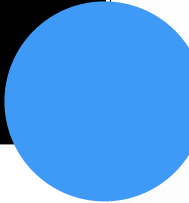
Using Power



Access to Skills
Selecting participants for trainings
Selecting which skills to strengthen
????
????



Access to Resources
Deciding who will be visible
Distributing services
????
????



Access to Spaces
Nominating ppl for conferences
Designing spaces and events
???
???



Positionality —

Our own position in the society, identities and roles we have that affect our decision-making processes, our access to resources and power

It's not possible to be 100% objective and always fair. However, critical reflections on our positionality helps to see how we can better address structures of inequality.

You are selecting **participants for the training**. This is a training **on financial resilience** for young people who experienced **poverty and homelessness**.

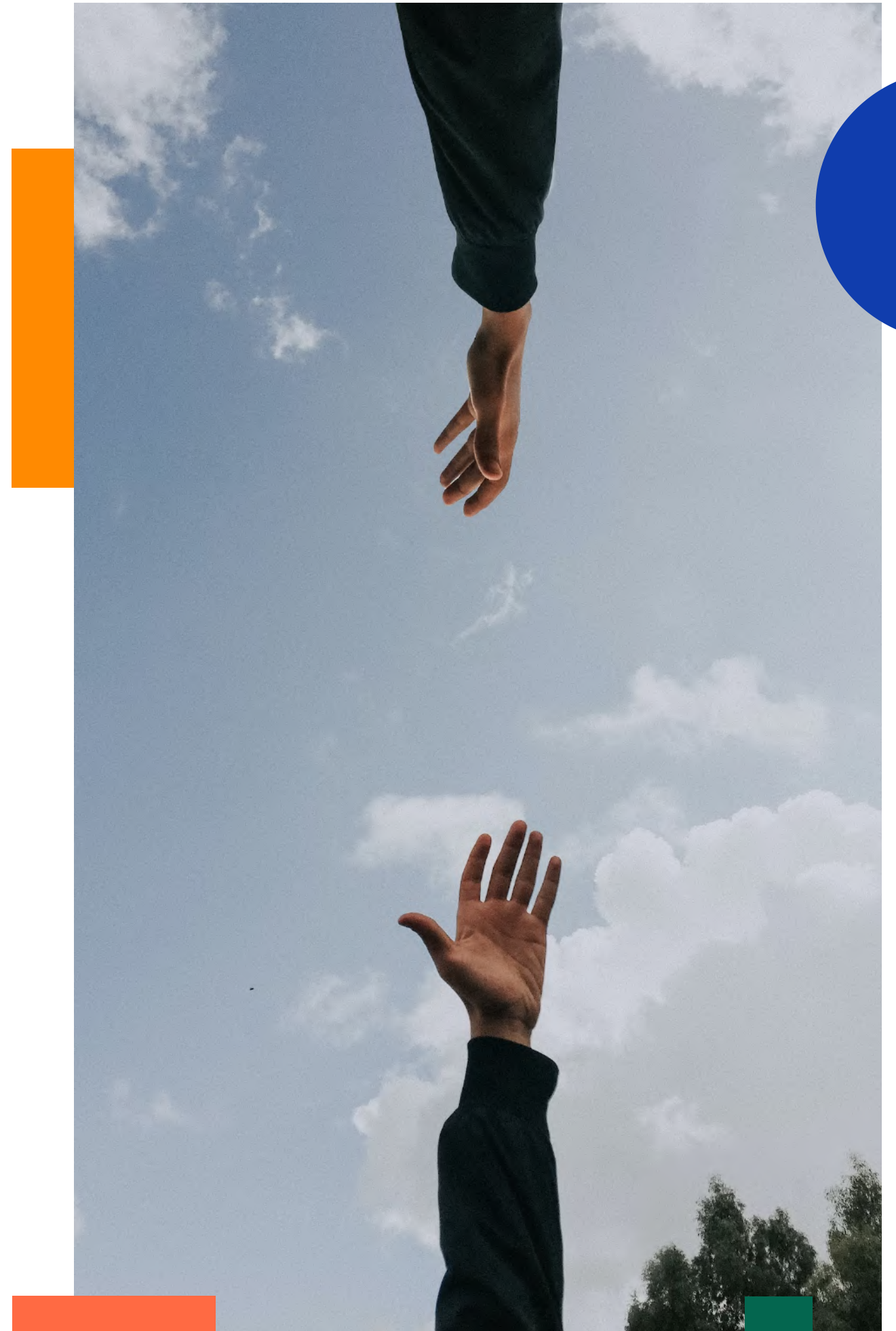
3 questions of positionality:

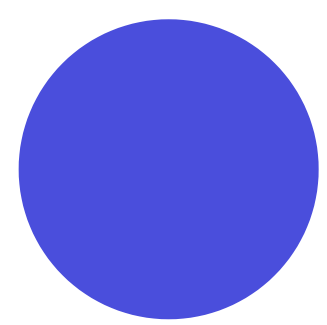
- Who are you in relation to these people? A peer? A member of the community? A distant supporter?
- Which identities, roles, and experiences that you have might influence your decision-making process?
- **What you can do to account for your own positionality in this decision-making process?**



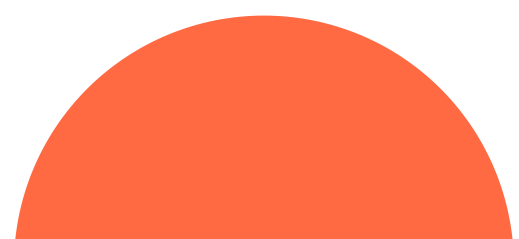
CASE DISCUSSION - WHOLE GROUP

● **What actions\tactics\tips**
you have identified to address your
positionality in this situation?





Gender **equality**
and gender **justice** deal
with **structures of power**



Gender equality approach

MAIN PREMISE

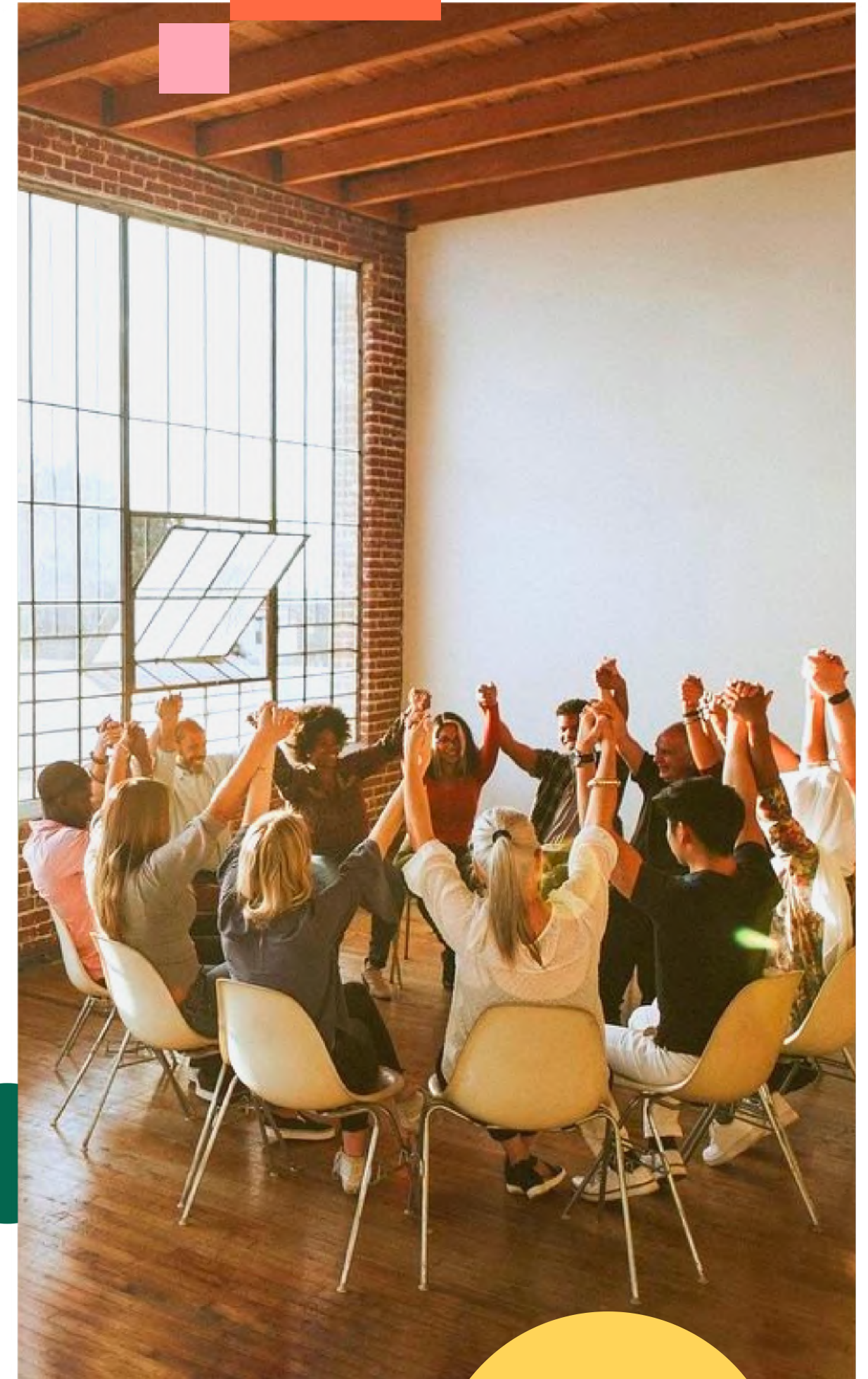
The current system of distribution of resources and power is **unequal**, and we can undertake concrete actions to make it equal

FOCUS

Restorative: we try to restore justice in the present by filling in the gaps which appeared in the past

IN PRACTICE TRANSLATES TO

Gender **sensitive approach:** we identify how beneficiaries are affected by gender inequality and try to create actions to address this



Gender **justice** approach

MAIN PREMISE

The current system of distribution of resources and power is **unequal**, and it should be **critically revised** to eliminate structures of inequality

FOCUS

Transformative: we try to create new practices and knowledge to change the power structures around us

IN PRACTICE TRANSLATES TO

Gender **transformative approach:** we identify how beneficiaries are affected by gender inequality and try to create actions that would help them to de-construct systems of this



Example: responsible parenthood



GENDER EQUALITY / GENDER SENSITIVE APPROACH

Men are less involved into parenthood, because of the cultural stereotypes and social pressure. We need to **create safer spaces** for men **to learn skills associated with parenthood** taking into the account their specific gendered experiences

GENDER JUSTICE / GENDER TRANSFORMATIVE APPROACH

Men are less involved into parenthood, because of the cultural stereotypes and social pressure. We need to create an **advocacy campaign** that will **transform cultural norms** that prevents men to engage more as parents, and simultaneously address issues of unpaid care labour for women

Example: leadership in CSOs



GENDER EQUALITY / GENDER SENSITIVE APPROACH

Despite the fact that more women are engaged in CSO work, they are **less likely to have positions of leadership**. To address this, we host **a series of trainings strengthening self-confidence** and senior managerial skills among

GENDER JUSTICE / GENDER TRANSFORMATIVE APPROACH

Despite the fact that more women are engaged in CSO work, they are less likely to have positions of leadership. To address this, we launch a research that investigates structures that maintain status quo in CSOs leadership and then come up with actions to transform them

Gender **analysis**

A process of identifying how social roles, cultural norms and stereotypes, as well as existing structures of power connected to gender are influencing specific lived realities of our beneficiaries

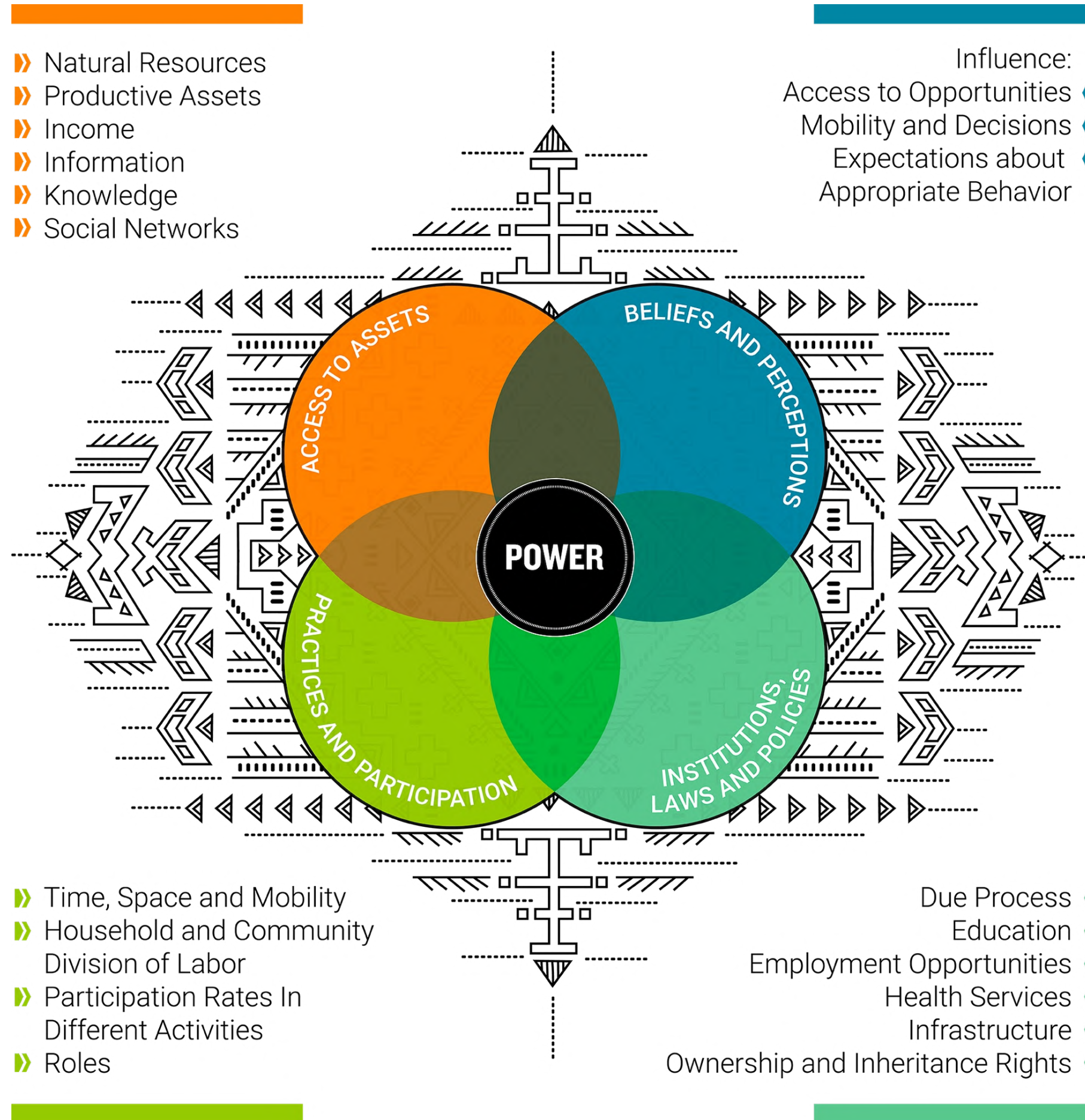


Access to Assets:

Access to the resources necessary for a person to be a productive participant in communities. These include tangible assets such as land, capital, and tools, and intangible assets such as knowledge, education, and information.

Practices and Participation:

The norms that influence men and women's behavior also structure the type of activities they engage in and their roles and responsibilities. Captures information on different roles, capacity to participate in different types of economic, political, and social activities, and their decision-making.



Beliefs and Perceptions:

Draws from a cultural belief system or norms about what it means to be a man, woman, or a gender nonconforming individual in a specific society. These beliefs affect behavior, gender expression, participation and decision-making capacity. They also facilitate or limit access to education, services, and economic opportunities.

Institutions, Laws, and Policies:

Dimension focuses on formal and informal rights, and how they are dissimilarly affected by policies and rules governing institutions, including the health system.

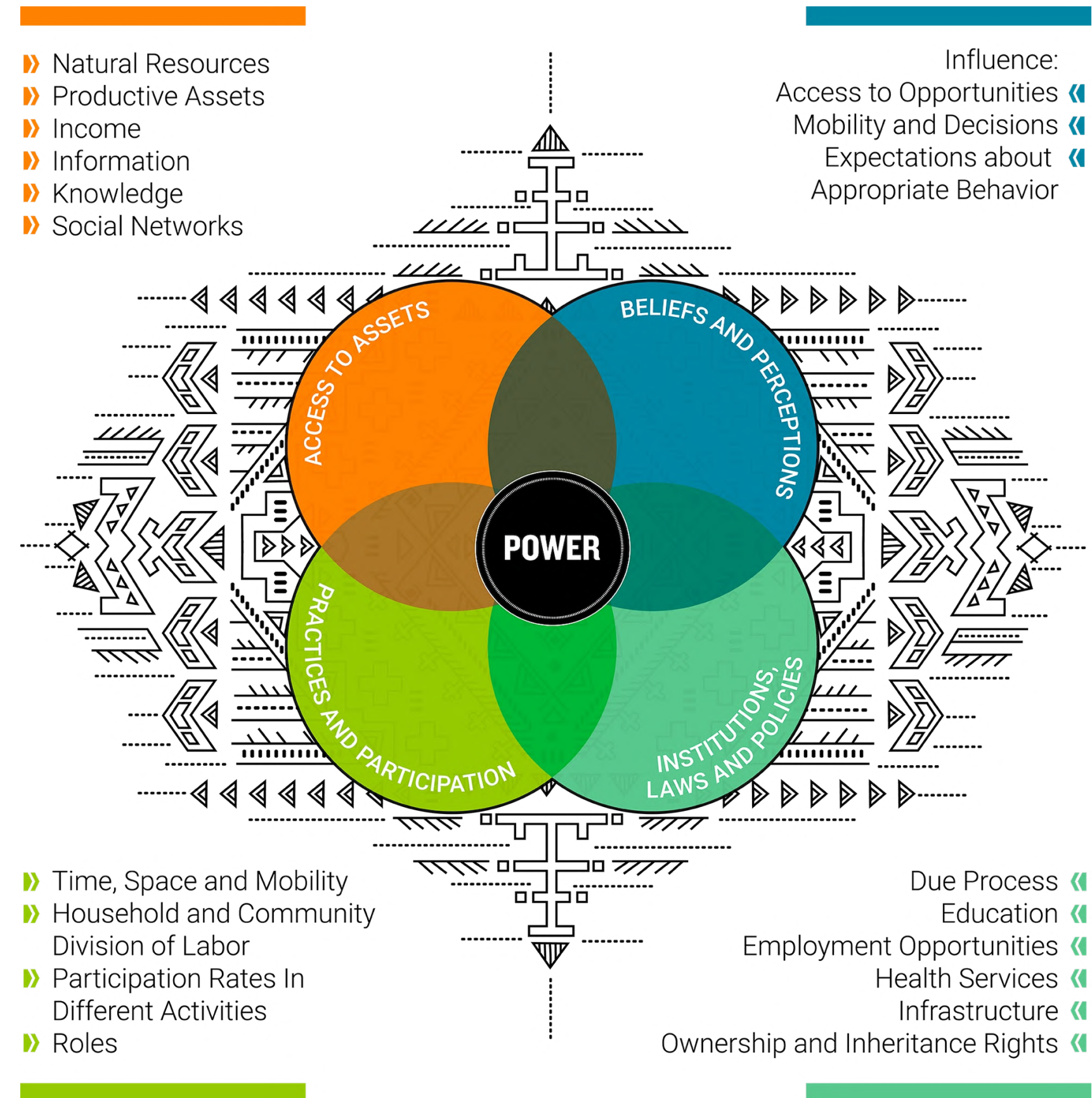


A break - 10 minutes

You are preparing for a conference gathering for **youth workers** who are working with vulnerable communities, specifically with **young people with disability**. Select one area of gender analysis that you find most relevant in your country context that would contribute to either gender equality or gender justice during the preparation of the conference

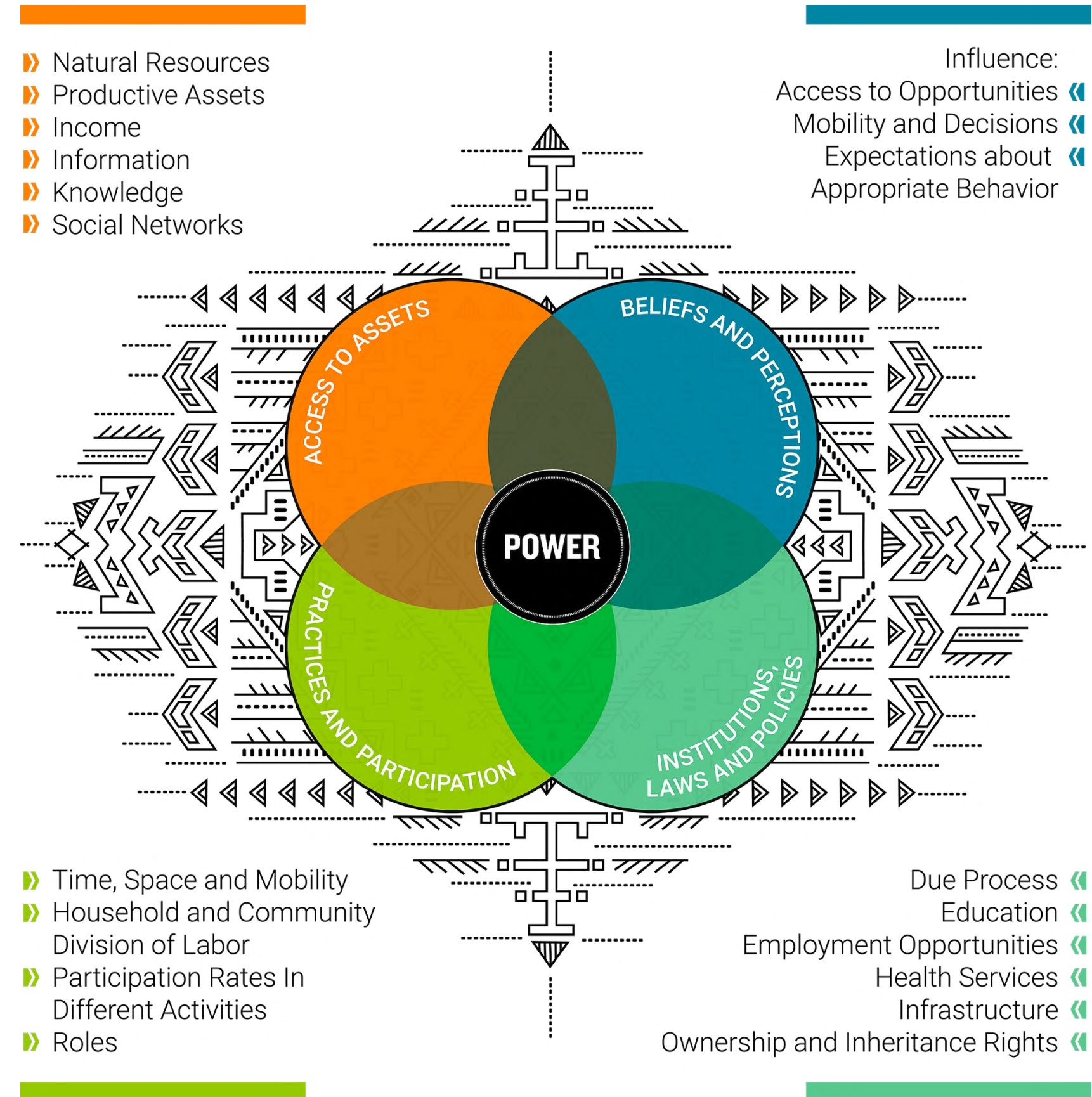
3 questions for discussion:

- Why are you prioritising this particular area of analysis?
- How do you think, do you need any knowledge or skills that you currently don't have in your organisation to analyse other sectors of gender analysis?
- If so, what are they?

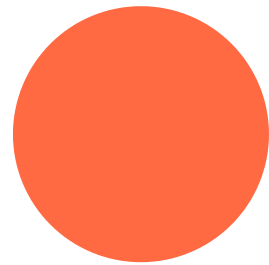


CASE DISCUSSION - WHOLE GROUP

What sectors have you selected?
Any specific knowledge and skills needed for further analysis?



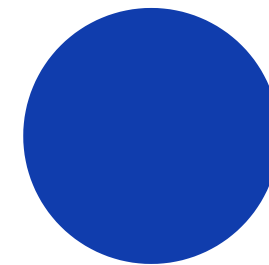
Gender Policies



Organisational

Shows our understanding of how **gender systems affects our organisation** (who are our leaders, who are our employees, what salaries do we pay, whom we hire and not hire, how do we ensure well-being, parental leaves, etc).

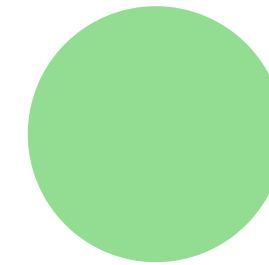
Can include specific commitments to equal employment, anti-discrimination policies and staff well-being



Programmatic

Outlines our understanding of how **gender system affects our beneficiaries** and what we are planning to do about it

Can include specific commitments to gender equality or gender justice in terms of programmatic priority areas, indicators of success,



Holistic gender policy

Combines programmatic and organisational gender policy and adds **organisational strategic vision of how to challenges structures of patriarchy**

Can include mid and long term goals in relation to gender equality and gender justice

Pitch

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