

REPORT ON GENDER DIVERSITY & INCLUSION WORKSHOP



WORKSHOP ON GENDER DIVERSITY AND INCLUSION

RESOURCE PERSON

Madhu Bala Nath

Madhu Bala Nath was the Country Representative (India) for EngenderHealth which promotes quality services for reproductive health and family planning in four Indian states. Before that Madhu has spent most of her three-decade long career with UN agencies, working on HIV/AIDS and issues of reproductive and sexual health and women's empowerment. Until January 2021, she served as an independent director on the board of HPL Electric and Power Ltd and presently is serving on the board of HIV/AIDS Alliance and Population Services International in India.

PARTICIPANTS

CAF Staff (27 members)

ABSTRACT

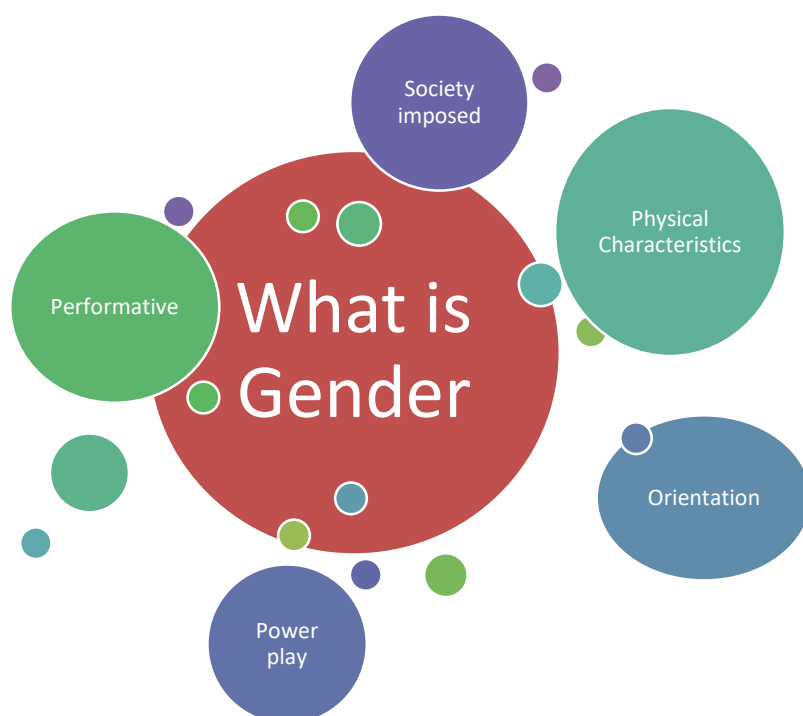
The 2-day workshop on *Gender Diversity and Inclusion* was an orientation on

- Enhancing CAF's understanding on Gender,
- To identify strategies and programmatic areas for CAF to function through the lens of Gender and;
- Understanding how can we Monitor programs to create lasting impact.

One of first exercise or tool, which acted both as an ice-breaker and set the tone for the Workshop was to understand how do we identify ourselves through an adjective, and then followed up with our expectation from the workshop.

The second part of another open floor discussion on

[What is Gender, and here are some answers that emerged from the group](#)



The first day of the workshop focused on the overlays of Gender and Poverty and how they are interconnected, by understanding how Poverty is a lack of Choice, the concepts of *Gender and Sex, The Patriarchal Dividend, Hegemonic Masculinity, Gender Apartheid, Loss of Human Capability, Sectoral Aberrations, Aberrated Discourses, Development Fallacies and the Capability Poverty*. These unique definitions helped the group to understand at a deeper level how gender functions within our own ecosystem and externally. One of the examples was how Patriarchal Dividend – a cultural privilege bestowed on some of us, actually is also an aberration, and in more than one way hurt men, creating dissonance in the society.

[Exercise 2 – Dissonance Generation Questionnaire](#)

The group was given a set of data points and asked to answer them randomly. With each correct answer, the group realized that at some level the answers were driven by their own prejudice, assumptions, and indistinct knowledge about gender. On the other hand, the quantum of these numbers was poignant because it made the audience

acknowledge the gravity of the situation. And therefore, to combat these, few things that was suggested was

1. Understanding the myths, at the grass-root level
2. Behavioral change cannot happen through awareness, as it is a process of unlearning
3. Programmatic *baseline* should study the use, access, and control of resources and not awareness
4. Programs should look at creating joint assets
5. Women face multiple deprivations; therefore, any intervention should look at it from multiple levels
6. How to analyze difference between literacy and education
7. Privilege and Deprivation can co-exist
8. There should be a component of Self-Esteem development in programs, in the form of
 - What is empowerment
 - Have we empowered the self, the community, the immediate ecosystem
 - Advocacy for Policy Change (CAF has a mandate for the same)
 - Measuring the final outcome and indicator through Survival, Visibility, and Freedom. (For examples stated here was to assess if we are working to provide alternative livelihood to sex workers, is it because we think we think we addressing the root cause of the problem i.e prostitution, or we want to give voice and agency)

At the end of the exercise an emotional mapping was also charted and here is the result, through the heat map.



As pointed out, the map which weighs heavier on the negative emotions (left) was indicative of dissonance and a key indicator towards action.

Exercise 3 – Family Silhouette

The audience was divided into three groups, and asked to create imaginary family with names, unique characteristics, and demonstrate how a day in the lives of these families revolved around, from the lens of gender.

The most interesting thing about this exercise was that 2 out of the 3 groups, brought in non-binary characters, personal family structures, and disability to demonstrate the outlook of gender. It also brought to light, how family economics plays a huge role in accessing basic rights, and on the other hand, there was also an under-current of multiple-deprivation and privilege at play. Overall, it reinstated the concepts of Hegemonic Masculinity, and Patriarchal Dividend at play. However, the biggest lesson that emerged from this exercise was the role of family in the society to either break the norms or create new norms, which can give voice and agency to all members of the family.

The Key Takeaway of the day in Understanding Gender were as follows

- Capability poverty
- Multiple deprivation
- Difference between literacy and education
- Development of self-esteem very important for all genders and should be
- a part of the programmatic response
- What does empowerment mean, and how to incorporate self-esteem
- Advocacy for policy change
- Visibility, Survival, Freedom
- Asset creation

The first day of the workshop was wrapped with two exercises on

- Identifying project ideas on Sexual Orientation, HIV and SRHR.

- The second activity was to create a Call-to-Action document, which would act as brand document for CAF and reflect its gender, diversity and inclusion identity.

A cohort of internal staff was formulated to draft the Call to Action, which includes

Udaya

Mansi Kalra

Sujit Sahu

Shabih

Amit Kapoor

Deepanita De

Day 2 – Monitoring and Evaluation

The day started with a recap on what the group had learned and has distinctly struck them, here are some of the observations.

Definition of Patriarchal Dividend	Multiple Deprivations	Data Analysis tool	New Learnings through Data	Hegemonic Masculinity and the challenges that the LGBTQI community face
Understanding poverty beyond economics	Understanding the nation's wealth and how GDP can be compared to social indices	The anecdotes and stories helped to understand the programs	Learning on creating impact -based programs	As change agents, change should start within the family, before we try to bring change outside
The societal aberrations created a feeling of hopelessness	Self-esteem as an objective for programs	Aspirations and Ambition within gender on People's Development	Stop being judgmental, and look inwards, before we talk down as them, they, us	Putting empowerment into perspective
Seeing men as partners instead of bracketing them and removing them from development discourse	Respecting each other for who they are and the choices that they make	The meaning of multiple-deprivations		

To further the conversations and the learnings, many examples were also highlighted to help the audience distinguish between what stands

for a holistic program and objective-driven program – weighing in also the cause and the consequence dilemma. Here resource person, Madhubala Ji also presented some of the experiences in the Jail of Afghanistan, and the Director Searching, which was set up post partition in India. In both these stories women experienced gender-based violence at home, and therefore preferred an alternative, which was strongly against the societal norms. The highlight of the story was to emphasize on happiness as an impact factor rather than the outcome.

For strong monitoring approach, few things that were stated are

1. Monitoring should always have comparative indicators
2. Apart from baseline, midline and endline, we would explore how we may assess shifts in KABP – Knowledge, Attitudes, Beliefs and Practices in selected programme, through a questionnaire/appropriate methods.
3. Monitor changes in Condition and in Position (For example, social standing, decision-making etc.)
4. We need to understand Practical Needs and Strategic Needs
5. Understanding Frameworks of Empowerment
 - Access the control of resources through processes and power
 - Are women able to assert
 - Recognizing Oppression
 - Challenging Ideologies
 - Discovering Self
 - Collective Resistance

How can CAF mainstream Gender Diversity and Inclusion?

- Is there a need to do Gender Audit and Social Audit. Such audit findings which should also be reflected in the management letters
- Understanding of Gender responsive Budgeting for achieving gender mainstreaming (Suggestion: Financial papers should have a paragraph on Gender programs)
- There is a need to enhance the scope of Gender Diversity and Inclusion team, therefore, a sub-committee should be created from within CAF who would be champions for the Gender Diversity and Inclusion
- Board committee in place to help CAF in GDI
- There needs to be a clear understanding on how Gender Diversity and Inclusion is constituted in all work and life of CAF
- Capacity Building Workshop to be added to the Annual Plan
- Advisory group to be advise on GDI while creating programs
- Conforming to the existing laws like POSH and Maternity Benefits
- Enablers for D&I: Flexi Timings, linking with a Crèche in the neighbourhood, Reserving a staff position for LGBT
- CAF would try to relook at projects and try to implement it by using the tools and ideas learned in the session
- Create a plan of action to take the discussion to our partners
- Create a staff handbook that will incorporate what GDI means to CAF

Collated Feedback

(Based on weighted average)

- Expectations Met - 4.6
- Objectives met - 4.7
- Relevance of the Content - 4.7
- Relevance of Methodologies - 3.7
- Relevance of the Materials - 4.9
- Logistics and Management - 4.9
- Discussion and explanations - 4.2
- Usability of materials for future - 3.9

Overall score - 4.5

Total Number of participants – 27

Impact of the webinar (participant say)

- More clarity needed to understand where to start with addressing consequence on causes
- Will try to incorporate the learnings in my life
- Was made aware of the Gender Apartheid
- Learned to changes ourselves first before changing others
- Unlearning the conventional barriers, and spread a positive outlook
- Gained new perspectives, learned terminologies related to prevailing situations in the society
- Changed opinions about LGBTQI community
- Helped to see things from different lens
- Enhanced knowledge on how to include program outcome through Gender lens
- Motivated to stand for women and LGBTQI community
- Focus should be on solutions
- Tools used were reflective
- Thought provoking and eye-opening session