

Gender Assessment Tools for Philanthropic Officers



TrueChild is an action tank of leading authorities that promotes gender transformative approaches to reproductive health, educational under-achievement, and gender-based violence. Gender transformative approaches are those which highlight, challenge and ultimately change harmful gender norms. TrueChild is especially interested in the challenges faced by at-risk youth, like those who are of color, LGBTQ, or in disinvested communities. To achieve our goals we conduct four activities: 1) Create white papers and other intellectual collateral; 2) Conduct trainings on gender norms; 3) Partners with community organizations to develop model “best practice” programs; and, 4) Convene policy-makers and leading authorities so that research begins to inform practice.

Below is the “Gender Integration Continuum” (created by the Interagency Gender Working Group (IGWG) developed as a visual tool to assess different degrees of gender awareness. Following it are specific checklists to help guide philanthropic officers and institutions in evaluating the engagement with gender norms and inequities at the level of grantmaking, organizations, programs and policies, and management and staff.

GENDER INTEGRATION CONTINUUM

Gender Exploitive

Sustains traditional stereotypes and inequities (men as aggressors, women as weak, obsessed with appearance) to achieve program/policy goals

Gender Neutral

Ignores gender analysis (most common), fails to challenge harmful norms or inequities

Gender Sensitive

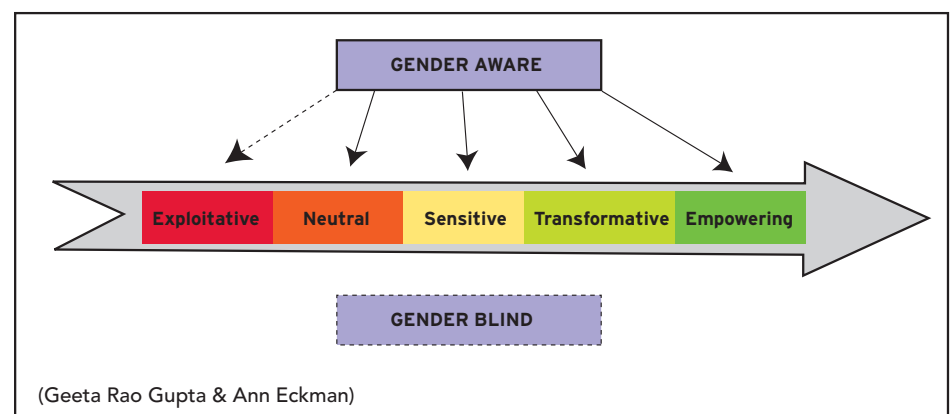
Gender analysis used only to reach specific goals; avoids addressing structural inequities or intersectional analysis of gender and age, race, class, sexual orientation

Gender Transformative

Highlights and challenges harmful gender norms and inequities; “gender mainstreaming” that integrates analysis throughout policy, programs, and vision; engages boys and girls fully as empowered partners in the work.



Gender Integration Continuum





GRANTMAKING ASSESSMENT TOOL

- Develop awareness that challenges and redefines rigid gender norms
- Intersectional analysis that integrates gender with age, race, class, sex/or
- Addresses structural gender inequities impact on girls and women
- Use culturally-appropriate and positive messages
- Engage boys as assets, part of solution, not as problems
- Engage girls as assets, leaders, not as victims or bystanders
- Synchronize work with boys and girls, together or separately as needed

ORGANIZATION ASSESSMENT TOOL

1. New staffer orientation training include gender norms & equity
2. Women and men in leadership (management & board) positions
3. Gender non-conforming/LGBTQ on staff, management & board
4. HR policies address “gender identity & expression”
5. Offers girls/boys same services when needs are same
6. Offers boys/girls different services when needs are different
7. Vision includes transforming gender norms and inequities
8. Vision embraces gender justice and intersectional approach
9. Board and management “get” gender analysis

PROGRAM & POLICY ASSESSMENT TOOL

1. Distinguish between sex and gender, and explain gender norms and equity
2. Challenge and reframe rigid gender norms
3. Integrate gender analysis in every aspect (not just in isolation)
4. Address culturally-specific gender norms
5. Engage young men as co-equals (not villains, bystanders, allies)
6. Engage young women as co-equals (not victims, disease vectors)
7. Gender mainstreaming (gender/women’s concerns integral to all services)
8. Include LGBTQ & gender-nonconforming images, messages
9. Encourage youth to work challenge harmful gender norms in society
10. Address institutional (school, workplace, hospital) gender norms and inequity
11. Directly challenge homo- & trans-phobia, heteronormativity
12. Avoid gender exploitive/stereotypic images, messages

STAFF ASSESSMENT TOOL

Management & Staff understand...

- Gender concepts and definitions
- Gender-based power imbalances and structural inequities
- Culturally-specific gender norms
- Gender's connection with age, race, class & sexual orientation
- Non-conforming genders + LGBTQ

Management & Staff are committed to...

- Being honest about their own gender issues and/or non-conformity
- Challenging compulsory heterosexuality & heteronormativity
- Engaging men as full partners (not villains, bystanders, allies)
- Engaging women as full clients (not victims or disease vectors)
- Challenging systems of gender inequity and power imbalance
- Challenging rigid gender norms of masculinity, femininity
- Gender justice & transformation

