Starting with Ourselves: Staff Transformation as the basis of Gender Transformative Programming

CARE’s Social Analysis & Action (SAA)

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Community-led change process

**Goal:** Empower vulnerable communities through the advancement of equitable gender, social and power norms

Facilitating change in individual and collective agency, relations and structures
(1) Strengthen capacity to reflect on own biases and beliefs that influence work; enhance comfort with talking about sensitive issues; and build comfort with new perspectives and ideas.

(2) Build staff, partner and organizational capacity.

(3) Continuously strengthen the SAA process.
From SAA to Gender Integration

Social Analysis and Action (SAA) based Gender Capacity Building
1. 3-4 days SAA based training
2. Staff reflects and identifies one gender stereotype which they are currently practicing in their own lives and which they would like to challenge and change
3. On last day of training they share the challenges they faced in changing and also how difficult it is change them in 3 days.
4. This sets the stage for staff reflections and realization on the “challenges in challenging” gender stereotypes and social norms which have been socialized over a lifetime...

Monthly GTC Reflect Practice
1. This agenda is Integrated in the existing monthly meeting of the project teams
2. A Reflect Practice Format is developed and used during the monthly reflections to guide the discussions. (this is combined reflections for community level changes and staff level changes)
3. Team members voluntarily share the gender stereotypes they are challenging in their own personal lives.
4. The ripple effect
5. The trend in types of gender stereotypes challenged...
4. The team also discusses what is changing in the communities
Frequency, follow up and challenges…

• At project level: Monthly
• At Hub level: Quarterly

• Follow up:
  - Change stories (voluntary)
  - Role models and champions (voluntary)

• Challenges:
  - Regularity of meetings
  - Time constraints
  - Low hanging fruits vs. difficult masculinity/ femininity related stereotypes
A male staff from one of the projects, shared on day 1 of the SAA training that his wife had some health issues and doctor had advised her not to get pregnant. To keep the wish of his own mother, he was pressuring his wife to conceive despite the risk to her life.

During the course of the four days SAA training, he started reflecting and discussing with his mother and wife. On day 4 he shared that he and his wife had decided to go for adoption and also to adopt a girl child.

The next challenge he shared: to convince his mother…
Progress so far on GTC Integration in Projects

- **Number of Total Projects**
  - FY13-14: 0
  - FY14-15: 38
  - FY15-16: 44
  - FY16-17: 28

- **GTC Integrated Projects**
  - FY13-14: 0
  - FY14-15: 3
  - FY15-16: 14
  - FY16-17: 2

- **Total Staff Trained**
  - FY13-14: 40
  - FY14-15: 50
  - FY15-16: 149
  - FY16-17: 233

(Chart showing the increase from FY13-14 to FY16-17)
Thank you

Merci

Gracias

Shokran