



Mainstreaming gender & beyond

For more information on the
Pathways of Women's Empowerment
programme please contact:

Email pathways@ids.ac.uk

Website www.pathways-of-empowerment.org

**A leadership practice and
skills development workshop
for gender specialists in
development agencies**

Hosted by the international research consortium
Pathways of Women's Empowerment

This is a four day workshop designed to enhance the leadership practice of gender specialists employed in large international development organisations – bilateral, multilateral and international NGOs.

Participants will be encouraged to engage with their understanding of power and how they exercise power and to analyse organisations and strategies to effectively promote a gender equality agenda within them. They will draw on their own experience to learn, reflect upon and interactively engage with the findings from a recently completed study undertaken by the Pathways Consortium on what makes an effective gender specialist, and build their skills in feminist practice (including visioning, political work, strategy, relationship building, resourcing, communication and managerial work). The workshop will be jointly facilitated by Rosalind Eyben (Pathways researcher) and Aruna Rao, one of the world's leading authorities on gender equality and institutional change.



Background to the workshop

Pathways of Women's Empowerment is an international research and communications programme established in 2006 which links academics with activists and practitioners to find out what works to enhance women's empowerment.

Our aim is to make these pathways of change visible and to build on them to inspire a radical shift in policy and practice. By involving policy actors and practitioners directly in our research and learning, we hope our work will be in itself a catalyst for change.

In 2007-2008, a group of gender specialists working in a number of different international organisations became participants in a Pathways research project designed to investigate and reflect upon and then share with others their experiences in seeking to strengthen their organisations' capacity to promote gender equality and women's empowerment. In particular, this group was concerned with what has been learnt so as to strengthen the strategic capacity of feminists working in global development policy spaces. Those involved in this reflection were keen that their findings be shared more widely and proposed that Pathways organise a workshop targeted at staff working in

international development organisations with 'gender mainstreaming' responsibilities. They suggested that both those from official development and international non-governmental organisations would be eligible so as to allow for greater sharing and empathy between these two sectors that are faced with many similar challenges. Such a workshop would not only disseminate the experiences and learning from the project but as importantly be an opportunity for those participating to learn and share with each other, reducing their sense of isolation and burden of responsibility and providing opportunities for networking.

This workshop is designed both to learn from experienced practitioners as well as to develop new insights in feminist leadership and organisational change. It will also build strategic and practical skills.

About the facilitators

Rosalind Eyben is a research fellow at the Institute of Development Studies and a core member of the Pathways consortium. Prior to her research career, she was a senior staff member in DFID, including being responsible for DFID's gender equality policies. Rosalind became fascinated by the tactics and strategies she and colleagues employed in seeking to put gender equality and women's empowerment more solidly and centrally onto the international development agenda. But she had neither time nor support to help her reflect more systematically and critically about what she was doing. Thus, the Pathways project was initiated to make this possible for others.

Aruna Rao is a Co-founder and Senior Associate of Gender at Work – an international collaborative that works to promote women's empowerment and gender equality through institutional change. Beginning in 1994, Aruna led a team that pioneered a new approach to gender and organisational change in BRAC, Bangladesh. She has consulted widely with UN organisations, academic institutions, governments, and NGOs both international and national on gender equality, development and institutional change issues. Aruna has written extensively on gender equality and institutional change issues; among her publications are *Gender at Work: Organizational Change for Equality* (1999), and *Gender Analysis and Development Planning* (1991).

Both Aruna and Rosalind have very extensive experience in facilitating skills development workshops for staff of international development agencies.



Objectives of the workshop

By the end of the workshop participants should have:

- Analysed power and how they and others exercise power and organisational structure and functioning related to promoting gender equality goals;
- Analysed the strategic pathways they are pursuing for women's empowerment and gender equality;

- Related the findings from the Pathways project to their own experience and explored the relevance of these for their own professional practice;
- Developed a capacity for reflective practice that will enable their continuous professional skills development
- Established an informal learning community of gender specialists.

Content and style

The workshop will be participatory and encourage a process of engagement with the issues, with time for shared and individual learning and reflection. There will be space for participants to explore their own concerns and for adjusting the programme to fit these. The workshop will make use of the findings from the Pathways research project including video-ed interviews with some of those who have been involved in the project. Participants will be asked to undertake a short preparatory task prior to the workshop. A follow-up programme is integral to the workshop. Details will be decided by the participants but could include individual mentoring and support and a process of shared learning through an email group.

Topics to be covered include:

- Understanding power**
 - Power in Organisations
 - Power in Individuals
 - Power in Collectives
 - Strategic Pathways for Women's Empowerment and Gender Equality
 - Identifying promising pathways of change
 - Analysing my theory of change, in relation to that of others inside and outside my institution

Strategies and Practical Skills

- Mutual learning and sharing
- Debating the experiences of the Pathways participants

Building a community of learning

In detail

Participants

The workshop is planned for up to 25 staff from multilateral and bilateral agencies and international NGOs who are currently employed as women's rights or gender specialists in policy positions in headquarters, regional or country offices. We will look for a balance in terms of organisational affiliation and applications will be reviewed with this balance in mind.

Duration

The workshop will start at 7pm on Monday 3 May 2010 and will finish at 3pm on Friday 8 May. Participants are welcome to arrive any time during the Monday but would be expected there at the latest in time for supper at 7pm.



Location

The workshop will be held at Dunford House Conference Centre, near Midhurst in West Sussex [http://www.dunfordhouse.org.uk]. Dunford House is equidistant from Gatwick and Heathrow airports and arrangements will be made for participants to be met by taxi at either of these airports. The Pathways programme and the IDS frequently use Dunford House for workshops and we can confirm their website statement that Dunford House is most beautifully situated in a lovely, quiet spot, with a staff dedicated to creating an ideal learning environment.

Cost

The charge for the workshop is £1900 per participant. This includes all fees, study materials, and follow up support, plus four nights stay and all meals at Dunford House (including access to wireless broadband) and pre-arranged transport to and from Gatwick or Heathrow airport.

Pathways Workshop 3-8 May 2010

Please fill in the form below or complete the electronic version which you can download from www.pathways-of-empowerment.org/events_pathways.html and return to genderandbeyond@ids.ac.uk

Closing date The closing date for application is 5th March 2010 but the majority of places are likely to be confirmed before that date. A deposit of £500 should be paid at the time your application is accepted and the remainder by Friday 23 April.

Application Form Mainstreaming Gender and Beyond

Please write in CAPITALS

Your name.....
Organisation.....
Email.....
Tel number.....
Address.....
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Zip Code.....

Your current position within the organisation.....
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Your reasons for wishing to participate in the workshop (use extra sheet/fill in on line if preferred).....
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Details of the person in your organisation responsible for paying the fee
Name.....
Email.....
Tel number.....
Address.....
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Zip Code.....

NB Please do not enclose any payment with your application at this stage – we will contact you to confirm your place. But please note demand for places will be high and numbers are limited so return your details as soon as possible.

Please cut out this coupon and post to Jeanne Grant, Institute of Development Studies, University of Sussex, Brighton BN1 9RE, United Kingdom