

IGWG Training Facilitators User's Guide

Introduction

One of the core functions of the IGWG is to provide training workshops, conferences, and seminars on gender and population, health, and nutrition for USAID and the cooperating agency community. Over the past five years the IGWG has written and refined a one-day training guide referred to as Gender and Reproductive Health 101. This compact but complete agenda introduces participants to the basic concepts related to gender and health and to a framework for gender analysis and integration.

The IGWG also offers training materials in five technical subjects that the IGWG has found to complement the CORE Gender 101 agenda. Integrating a technical theme (Gender Integration, HIV + Sexuality, Safe Motherhood, Gender-Based Violence (GBV) and Constructive Male Engagement (CME)) with the Gender 101 course has proved successful in introducing a broad range of audiences and backgrounds to important gender and health issues.

Training is an investment of time and money; the best returns on that investment come when facilitators are well-prepared and training material is tailored to the specific needs of the audience. Therefore, the IGWG offers its online tools and instructions in the form of a menu of materials that users may use to combine methodologies and technical elements to best meet participants' needs.

www.igwg.org/training.aspx

This User's Guide is not in itself a training manual; it is essentially a handbook to assist future facilitators, demonstrating how to craft an agenda using the "a la carte menu" of facilitator's guides and tools available on the IGWG website to meet his/her training objectives. It outlines the necessary components of the proven Gender 101 guide, discusses how to integrate one or more technical areas into that agenda, and how to incorporate participatory activities and methodologies to keep audiences engaged.

Chapter 1: Includes facilitator tips for conducting a successful training, a simple needs-assessment template to send to participants before the workshop, and notes on when to choose an in-person workshop as opposed to an e-learning workshop.

Chapter 2: This chapter discusses the Gender 101 agenda: describes the one-day session, why each core element was selected, and how to condense the material if you have less than one day for your training.

Chapter 3: Describes the categories of activities and methodologies in the "menu" and suggests how facilitators might tailor their agenda to one or more technical areas and order the appropriate sessions to meet training objectives.

Chapter 4: Technical area sample agendas give examples of 2-day workshop agendas that build off of the Gender 101 curriculum but go into greater technical depth in one of the 5 technical areas.

Chapter 1: Notes for Facilitators

Preparing for the Workshop

It is ideal to have a solid profile of your participant group in order to adequately tailor your material. Collecting a needs assessment survey from your participants is one of the simplest ways to identify their skill levels and needs for moving forward. Surveys are best sent out 2-3 weeks before your training date, and participants usually need 4-7 days to complete even a simple form. Information gathered in a needs assessment should directly relate to the material in the workshop and not raise unwarranted expectations; i.e., if you do not plan to address gender integration into CME programs, it is best not to ask a question about the topic in the needs assessment.

You can find a simple needs assessment template at the end of this document. It can be left as-is for the generic Gender 101 session or tailored to be applied to any of the 5 technical areas.

E-Learning vs. In-person Training

The IGWG does offer an abbreviated online version of the Gender 101 curriculum, which is a valuable resource, especially in contexts of severe time and budgetary limitations. In some cases, facilitators have chosen to require that participants take the e-learning module before attending a workshop in order to shorten or eliminate the Gender 101 sessions from the in-person training agenda.

There are benefits and drawbacks to both e-learning and in-person training. Generally, training is more effective when people can come together in person to discuss ideas, share stories and experiences and learn from each other. Therefore, whenever possible, users of the IGWG modules should strongly consider in-person training. However if budget and/or geography make gathering impossible to convene in one location, e-learning is an option to consider.

In-person Positive Aspects	In-person Negative Aspects
In-person groups tend to build rapport and trust during the early sessions, leading to a natural sharing of experiences and stories for cross-learning.	Can be expensive: must provide transport for participants and/or facilitator—sometimes accommodation, meals, etc.
In-person relationships are more likely to lead to future partnerships and networking.	Can be difficult to balance a variety of schedules to allow for travel as well as training.
Can take advantage of a variety of visual aids	
Can take advantage of group activities for experiential learning.	

E-Learning Positive Aspects	E-Learning Negative Aspects
Save money for travel budget.	Sense of distance between facilitator and participants.
Good for areas that have geography or security challenges.	Harder to engage all participants.
Good for cultures and situations that limit women's movement.	Little opportunity for conversation or feedback.
	Technology can malfunction: audio, video, internet provider, electricity, etc.

The "Gender and Reproductive Health 101" e-learning course is accessed through the USAID GHeL Center at www.globalhealthlearning.org.

Participants will need to create a username and password to enter the site and access the courses. The course will take about one hour to complete; however, it is self-paced and can be completed at the participant's convenience. Each session includes a Knowledge Check to assess prior knowledge at the beginning and a Skills Recap at the end to reinforce key messages. After successfully completing all of the course components, participants receive a certificate of completion.

During the Workshop

- Facilitators should always arrive early and be well prepared. Participants immediately sense disorder and can become nervous and even distrustful of facilitators in these circumstances. Ensure that the room set-up is well suited for the size of the group, temperature is comfortable, and refreshments are available. Have handouts, PowerPoint and flip-charts ready in advance and organized.
- Present objectives clearly and honestly. Encourage questions. If some participants have expectations that go above the planned objectives, help them to understand what will (and will not be) covered in the day's agenda so they can better align their expectations to your training.
- Use correct verbal communication. Try not to ask yes/no questions. Ask open-ended questions that encourage dialogue, e.g., "Tell me more about that." "Give me an example of that." "That is an interesting perspective—how did you come to that conclusion?"
- Use correct non-verbal communication. Make eye contact with participants. Be open to their opinions and ideas by nodding your head when

they speak. Try to be relaxed at the front of the room. Try not to cross arms or appear “closed off” to the participants.

- Be aware of group dynamics. Encourage quiet participants to speak out without putting them on the spot or making them uncomfortable. Encourage more talkative participants to allow others to share. “Let’s hear from someone else right now...”
- Adults learn best when they can immediately apply new knowledge to their own work or life. Encourage participants to share how they intend to use this new information— or ask for concrete ways in which they can integrate topics covered in the training to their projects and programs.
- Provide closure to each day. Even if you’re running short on time, take 10 minutes to bring the group to a close and allow participants to process the day’s information. Ask each individual to think of the top 1-2 learnings from the day and write them in their date book or journal. Explain that this information will be easy to find for follow-up when they return to the office the following day or week.

Chapter 2: Gender 101—Prerequisite

The Gender 101 facilitation guide is a tested agenda that has now been used in dozens of missions worldwide. Its compact, one-day design takes the audience from basic principals around sex and gender in the morning to more sophisticated gender analysis application in the afternoon. The concepts introduced in Gender 101 are the foundation of the training menu, and IGWG views this core session as a prerequisite to other training around technical topics such as GBV or CME. Sessions such as Defining Gender Terms and the Gender Continuum serve as the basis for moving forward to any conversation around gender analysis or transformative gender interventions. It is essential that participants have a shared understanding of vocabulary and comprehension of how to use the continuum before moving ahead with any technical depth.

It is strongly encouraged that the Gender 101 workshop take an entire day—especially for audiences who are new to gender. The most beneficial outputs stem from dialog; it is important not to rush participants through the sessions, but to allow them to discuss opinions and share ideas about how to apply these concepts to current and future programming.

Agenda: Gender 101

Welcome/Introductions/Agenda	60 minutes
“Vote With Your Feet	45 minutes
<i>Break</i>	<i>15 minutes</i>
Defining Gender Related Terms	45 minutes
IGWG Gender Integration Continuum	90 minutes
<i>Lunch</i>	<i>1 hour</i>
Gender in USAID’s Automated Directives Systems (ADS)	45 minutes
<i>Break</i>	<i>15 minutes</i>
Introduction to Gender Analysis and Integration	120 minutes
Close/Evaluation	15 minutes

However, in cases where this workshop must be kept to a half-day session, the following elements need to be covered to ensure that the audience is introduced to the core components of Gender 101. Please see the half-day sample agenda below. Note that in the half day session, participants are simply introduced to gender issues and terms. Partici-

pants only acquire skills in gender analysis and integration when they are exposed to the full day session.

Agenda: Half-Day Gender 101 “Essentials”

Welcome/Introductions/Agenda*	30 minutes
“Vote With Your Feet”	45 minutes
Defining Gender Related Terms	45 minutes
<i>Break</i>	<i>15 minutes</i>
IGWG Gender Integration Continuum**	75 minutes
Gender in USAID’s Automated Directives Systems (ADS)	45 minutes

*For the half-day session it is important to cut the welcome and introductions to 30 minutes. In order to achieve this, the facilitator will need to skip the pairs exercise and simply go around the room and ask participants to briefly introduce themselves. Asking each individual to answer 3 questions is a good format. Have each participant say their name, their organization and/or position, and ask them a question that directly relates to the agenda. Options could be: what are you hoping to learn here today? What experience do you have in gender programming? What are your thoughts around gender integration? What is your experience with the ADS system?

** For the half-day session, the continuum section needs to be cut down by 15 minutes in order to finish on time. You can do this in a variety of ways: have each triad only place 1 case study on the continuum, have each triad place the same 3 case studies so the large group only needs to process three case studies, follow the guide as it is, but only discuss half of the case studies placed on the continuum before moving forward.

The Gender 101 design can be used in its original “generic” format or paired with one or more technical areas, depending on the audience. In particular, a facilitator can tailor the definitions they discuss, as well as the examples they use in “Vote with Your Feet,” the gender continuum, and the gender analysis/integration case study exercises to incorporate a specific technical focus on safe motherhood, GBV, CME, and/or HIV and sexuality. By using the menu of options and carefully selecting the right discussion questions and case studies, the IGWG menu allows each facilitator to tailor their Gender 101 workshop to the specific needs of his/her audience.

Example: A facilitator needs to give a 1-day Gender 101 workshop for 20 HIV specialists. The facilitator would download the Gender 101 1-day guide from the IGWG website and read the design thoroughly. In order to apply the workshop to the HIV technical audience, the facilitator goes to the HIV + Sexuality tab to find multiple options of processing questions and case studies specifically designed for those working in HIV and AIDS. By integrating these process questions and case studies into the generic Gender 101 design, the facilitator is able to tailor his/her design for the technical audience.

Chapter 3: Activities & Methodology

A variety of methodologies are used in both the Gender 101 design as well as the complimentary technical components. These diverse agendas enable full participation from the group, cater to a range of learning styles and provide an experiential learning environment for maximum results.

The following sections list each methodology separately with notes about why these can be effective methods, how they are best utilized, and which IGWG activities exist in each category for facilitator use. The shaded activities denote core sessions that are part of the prerequisite Gender 101 session.

Setting the Stage

These “ice-breaker” activities are essential for all workshops. They are used to accomplish several goals: encourage group participation from the very beginning, help the facilitator to gauge the “mood” of the room, help the facilitator gauge participants’ expectations for the workshop, set the right climate for the entire day, allow participants to bond with each other to allow for greater sharing of experiences in later sessions.

There are a dozens of sample “Vote with Your Feet” questions on the IGWG website. Facilitators can either draw from the list for one technical area, such as Safe Motherhood—or they can mix and match “Vote with Your Feet” questions from a variety of technical areas.

Title of Activity	Relevant to the following technical areas:
Welcome, Introductions, Review of Agenda	All
Vote With Your Feet, with examples bank	All

Developing a Shared Vocabulary

Definitions are important. For the remainder of the session and for USAID-related work moving forward, participants will need to be able to understand and use a specific set of vocabulary. Terms such as "transgender," "gender equity," and "empowerment" mean different things to different people. To move forward, and for the sake of dialogue throughout the workshop, there must be an agreement on the generally accepted definition of each term.

Definitions can be handed to a participant via a glossary handout or PowerPoint presentation. However, retention of new vocabulary is far greater if participants take an active role in discussing the definitions themselves.

Facilitators are encouraged to identify the vocabulary words necessary for discussion during their session, and include a definition activity early in the workshop. Groups of suggested vocabulary words can be found under each “available training” link. It is recommended that each agenda not include more than 10 vocabulary words, or the session will run on too long and participants may lose interest.

Title of Activity	Relevant to the following technical areas:
Definitions	All
The Gender Game	All
What do we mean by GBV?	GBV
Sexual Orientation and Gender Identity Definitions and Myths, Part A	Gender, Sexuality, and HIV

Title of Activity	Relevant to the following technical areas:
Act Like a Man, Act Like a Woman	All
Images of Male and Female Roles	All
Myths and Realities: GBV	GBV
Sexual Orientation and Gender Identity Definitions and Myths, Part B	Gender, Sexuality, and HIV
Life Cycle of GBV	GBV
How is GBV Perpetuated at Different Levels?	GBV

Shaping our Sexualities: Sexual and Gender Norms	Gender, Sexuality, and HIV
What is Sexuality?	Gender, Sexuality, and HIV

Expository Activities

These “groundwork” activities allow participants to begin thinking about such difficult subjects such as gender, gender-based violence, sexuality, and social norms—and how these subject impact health and health programming. They are critical in allowing participants the opportunity to ponder new ideas, challenge widely-held norms and beliefs, and open their mind to outside opinions and perspectives. In day-to-day work, people rarely have the opportunity to discuss theory. Thus, expository activities are designed to allow participants to put their daily responsibilities aside and open their minds to new ideas and possible interventions. Expository activities encourage dialog and creative discourse.

Content-Based Lecturettes

The term “facilitation” suggests that the information already exists within the group members, and thus answers can be found through probing questions and group work. As typical audiences are of experienced professionals, IGWG training modules attempt to facilitate in all possible situations. But sometimes, conceptual frameworks and information about USAID regulations are best communicated by a straight lecture or PowerPoint presentation. With the correct preparations, these presentations can continue to engage participants by encouraging questions and dialogue about slides—as well as communicate new information to the group. The following lecturettes have corresponding PowerPoint presentations within each technical area link on the IGWG site.

Title of Activity	Relevant to the following technical areas:
Why Engage Men and Boys?	CME
How Prevalent is GBV? What are its RH Consequences?	GBV
Intro to Gender and Safe Motherhood	S-Motherhood

Brainstorming/Guided Discussions

This methodology allows for group learning, but with a guided outcome. Participants are encouraged to work together to discover their own results, but at the end of the activity, it is appropriate for the facilitator to add some additional information. Whereas expository activities are grounded in opinion and new ideas, the brainstorming/guided discussion activities look for some sort of learned outcome. Wrap-up to these activities should be handled delicately; facilitators do not want to appear critical of or disappointed in participant results. Rather they should make additional suggestions or pose additional processing questions to help the group get to their anticipated end result.

Title of Activity	Relevant to the following technical areas:
Gender, Justice and the Home; Gender, Justice and the Community	CME
Why Does She Stay? Video and Discussion	GBV
How Gender Affects Safe Motherhood Across the Life Cycle	S-Motherhood

Title of Activity	Relevant to the following technical areas:
Gender in USAID's Automated Directives System (ADS)	Gender
Addressing GBV through USAID's Health Programs (PPT)	GBV
Gender Continuum (with "Examples Bank")	Gender
Frameworks for Engaging Men (with Case Studies)	CME
Types of CME Intervention Activities	CME

Action Planning	All
Action Planning: Gender, Sexuality, and HIV	Gender, Sexuality, and HIV

Programmatic Guidance

Many of the participants for IGWG trainings come from a technical perspective. Whereas they might find theory interesting, they are most engaged when they have the opportunity to directly apply new knowledge to their current work. Therefore, the following activities were designed to allow participants to see what gender integration looks like and for participants to work in groups to think through the application of new concepts and brainstorm ways to improve future programs using specific examples and cases.

Gender Analysis and Integration

These are a specific set of frameworks and methods for participants to use in order to integrate gender components into their projects and programs. The Programmatic Guidance presentations and tools assist participants with the what, while the Gender Analysis and Integration activities will help participants with the how.

Title of Activity	Relevant to the following technical areas:
Problem Tree	All
Introduction to Gender Analysis and Integration (with bank of case studies in each area)	All
Gender Analysis for HIV	Gender, Sexuality and HIV
Gender Integration Exercise for GBV	GBV
Overview of Principles and Elements of Gender Integration	Gender Integration
Integrating Gender Throughout the Program Cycle	Gender Integration

Chapter 4: Technical Area Sample Agendas

Gender Integration

If there is time to go beyond the 1-day prerequisite Gender 101 workshop, the following 2-day agenda is recommended to offer the Gender 101 elements with more in-depth sessions around gender integration. This longer agenda focuses on techniques for integrating gender into programs and projects and is based on the “Manual for Integrating Gender into Reproductive Health and HIV Programs: From Commitment to Action.” Participants gain an understanding of the principals and elements of gender-integrated projects as well as skills-building in integrating gender into the six steps of the project cycle.

Please find detailed facilitator’s guides and handouts for each activity in the IGWG Training Facilitator’s Menu.

Agenda: Two-day Gender Integration

Day 1	
Welcome/Introductions/Agenda	1 hour
“Vote With Your Feet”	45 minutes
<i>Break</i>	<i>15 minutes</i>
Defining Gender and Related Terms	1 hour
<i>Lunch</i>	<i>1 hour</i>
Gender Framework Domains	2 hours 15 min
<i>Break</i>	<i>15 minutes</i>
Gender Continuum	1 hour
Questions/Reading Assignments/Wrap Up	15 minutes
Day 2	
Welcome/Recap/Day 2 Agenda	<i>15 minutes</i>
Gender in USAID’s Automated Directive System (ADS)	1 hour
<i>Break</i>	<i>15 minutes</i>
Overview of Principals and Elements	40 minutes
Integrating Gender Throughout the Program	1 hour

Cycle, Review of the Six Steps and Examples	
<i>Lunch</i>	<i>1 hour</i>
Small Group Work	1 hour 30 min
<i>Break</i>	<i>15 minutes</i>
Poster Session and Debrief	50 minutes
Questions/Wrap Up/Evaluation	30 minutes

Safe Motherhood

If there is time to go beyond the 1-day prerequisite Gender 101 workshop, the following 2-day agenda is recommended to integrate the Gender 101 elements with more in-depth sessions around Safe Motherhood. This training is ideal for program staff working in Safe Motherhood who want to build their skills on integrating gender into their programming. The module provides capacity building on foundational gender and gender analysis concepts and tools, with a special focus on how gender impacts safe motherhood.

Please find detailed facilitator's guides and handouts for each activity in the IGWG Facilitator's Menu.

Agenda: Two-day Gender + Safe Motherhood

Day 1	
Welcome/Introductions/Agenda	1 hour
"Vote With Your Feet"	45 minutes
<i>Break</i>	<i>15 minutes</i>
Defining Gender and Related Concepts	1 hour
Introduction to Gender and Safe Motherhood	1 hour
<i>Lunch</i>	<i>1 hour</i>
How Gender Affects Safe Motherhood across the Life Cycle	1 hour 30 min
<i>Break</i>	<i>15 minutes</i>
Gender Continuum with Safe Motherhood Examples	1 hour 30 min
Questions/ Wrap Up	15 minutes
Day 2	
Welcome/Recap/Day 2 Agenda	15 minutes

Introduction to Gender Analysis and Safe Motherhood	1 hour
<i>Break</i>	<i>15 minutes</i>
Applying Gender Analysis and Integration in Safe Motherhood	2 hours
<i>Lunch</i>	<i>1 hour</i>
Gender in USAID’s Automated Directive System (ADS)	1 hour
Action Planning	30 minutes
Close and Evaluation	15 minutes

Gender, HIV and Sexuality

If there is time to go beyond the 1-day prerequisite Gender 101 workshop, the following 2-day agenda is recommended to integrate the Gender 101 elements with more in-depth sessions around their technical expertise. This training is for program staff working in HIV and sexuality who want to build their skills to integrate gender into their programming. The module provides capacity building on areas such as sexual discrimination, gender identity and gender integration into case studies.

Please find detailed facilitator’s guides and handouts for each activity in the IGWG Facilitator’s Menu.

Agenda: Two-day Gender + HIV and Sexuality

Day 1	
Welcome/Introductions/Agenda	1 hour
“Vote With Your Feet”	30 minutes
<i>Break</i>	<i>15 minutes</i>
Act Like a Man, Act Like a Woman	1 hour 15 min
<i>Lunch</i>	<i>1 hour</i>
Gender in USAID’s Automated Directive System (ADS)	45 minutes
What is Sexuality?	1 hour 30 min
Shaping our Sexualities (break during group work)	1 hour 45 min
Wrap-up, questions	10 minutes
Day 2	

Sexual Orientation and Gender Identity Definitions and Myths	45 minutes
Action Planning for Your HIV Program	45 minutes
<i>Break</i>	<i>15 minutes</i>
Gender Continuum	1 hour
<i>Lunch</i>	<i>1 hour</i>
Gender Analysis Domains	1 hour
Gender Integration Case Studies	1 hour 30 min
<i>Break</i>	<i>15 minutes</i>
Close and Evaluation	15 minutes

Constructive Male Engagement

If there is time to go beyond the 1-day prerequisite Gender 101 workshop, the following 2-day agenda is recommended to integrate the Gender 101 elements with more in-depth sessions around their technical expertise. Through an extended exploration of men’s roles in family planning, sexuality, STIs, safe motherhood, and violence against women, this session allows participants analyze the social impact of the different RH experiences of men and women and identify how some types of men’s involvement perpetuate unequal power relationships. The module focuses on gender-integrated programming that fosters constructive engagement of men and also provides capacity building on foundational gender and gender analysis concepts and tools.

Please find detailed facilitator’s guides and handouts for all activities in the IGWG Facilitator’s Menu. There are also alternate agenda examples (including one that features M&E) in the archives section of the IGWG website.

Agenda: Two-day Gender + Constructive Men’s Engagement

Day 1	
Welcome/Introductions/Agenda	1 hour
"Vote With Your Feet"	45 minutes
<i>Break</i>	<i>15 minutes</i>
Defining Gender and Related Concepts	1 hour
Act Like a Man, Act Like a Woman OR Images of Male and Female Roles	1 hour 15 min
<i>Lunch</i>	<i>1 hour</i>

Problem Trees and Gender Analysis	2 hours 45 min
Day 2	
Welcome/Recap/Day 2 Agenda	15 minutes
Gender, Justice and the Home	1 hour 15 min
<i>Break</i>	<i>15 minutes</i>
Gender, Justice and the Community	1 hour 30 min
<i>Lunch</i>	<i>1 hour</i>
Why Engage Men in RH and How Has the Field Evolved?	1 hour
<i>Break</i>	<i>15 minutes</i>
Framework Introduction—PowerPoint and Case Studies	1 hour 15 min
Types of CME Interventions	1 hour
Close and Evaluation	15 minutes

Gender-Based Violence

If there is time to go beyond the 1-day prerequisite Gender 101 workshop, the following 2-day agenda is recommended to integrate the Gender 101 elements with more in-depth sessions around their technical expertise. This introduction to GBV focuses on intimate partner violence in the context of health. Workshop participants explore the types of violence GBV includes, violence that occurs through a woman's life cycle, and its impact on women's health. Recent DHS and WHO data and country-specific health data is discussed. Participants also explore the myths and realities of GBV and why many women remain in violent relationships, as well as examine strategies to address GBV and how to apply these to their own projects.

Please find detailed facilitator's guides and handouts for all activities in the IGWG Facilitator's Menu. There are also alternate agenda examples (including one that features M&E) in the archives section of the IGWG website.

Agenda: Two-day Gender + Gender-Based Violence

Day 1	
Welcome/Introductions/Agenda	1 hour
"Vote With Your Feet"	45 minutes
<i>Break</i>	<i>15 minutes</i>
Defining Gender, GBV and Related Concepts	1 hour
Myths and Realities of GBV	30 minutes
<i>Lunch</i>	<i>1 hour</i>
The Life Cycle of Violence Against Women	1 hour 30 min
How Prevalent is GBV? What are the RH Consequences?	30 minutes
How is GBV Perpetuated at Different Levels?	2 hours
Questions/ Wrap Up	10 minutes
Day 2	
Welcome/Recap/Day 2 Agenda	15 minutes
Why Does she Stay? Video and Discussion	1 hour
Addressing GBV Through USAID's Health Programs	50 minutes
<i>Break</i>	<i>15 minutes</i>
Gender Continuum with GBV examples	1 hour
<i>Lunch</i>	<i>1 hour</i>
Introduction to Gender Analysis and Integration	1 hour
<i>Break</i>	<i>15 minutes</i>
Gender Analysis for GBV Case Study and Exercise	1 hour 45 min
Close and Evaluation	15 minutes

Pre-Workshop Survey

[Name of Workshop]

[Date]

[Location]

[Your Full Name]

The pre-workshop survey is designed to give the training team a better understanding of your background, experiences and skills in the technical content areas of the workshop as well as your expectations. This will help to ensure that the workshop is relevant to your needs. Please complete the questionnaire and return it to [Name] by [deadline] at [email address].

1. Please rate your knowledge and skills related to the following areas on a scale of 1–4.

Put an X in the box that best represents your answer.

How do you rate your knowledge of / skills in:	1 Poor	2 Moderate	3 Good	4 Excellent
Basic concepts related to gender				
Gender integration				
[Optional question about technical subject]				
[Optional question about technical subject]				



2. Share an example of a challenge related to gender or gender integration you have encountered recently in your work:

3. What specific kind of information about gender, gender integration [and/or technical focus] are you looking to receive at this workshop?

Thank you for completing the questionnaire. We look forward to meeting you in person!

