

## Sector Gender Focal Points Network Meeting

Minutes 12 August 2014, convened at UNHCR Office, Executive Conference Rm



### Present

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### Agenda:

1. Progress with contextualizing the sessions
2. Timing and ordering of the sessions
3. Invitations to the Sector Leads and Gender Focal Point Alumni
4. Creating a fun learning environment as a team
5. Pre- and post- training questionnaires
6. Logistics support

### Minutes:

1. Progress with contextualizing the sessions

The Sessions	Facilitators
Gender Marker (analysis and coding).	Melanie & Olivia
Gender Coordination + RRP	Alex & Merrin
Gender and Culture (including disabilities, all generations).	Ruba & Hasan
Gender Analysis and SADD (including unintended consequences).	Melanie
Gender in the Legal Framework. <ul style="list-style-type: none"> <li>• Including session on AGDM (30 minutes)</li> <li>• Including session on LGBTI (30 minutes)</li> </ul>	Daniella Cicchella Bertrand Hasan, with Bertrand and Merrin
Gender in Communication	Maaïke
PSEA	Daniela/Merrin
Self-care and Network Development.	Merrin
Monitoring	Merrin

- Gender Marker sessions.
  - The key activity proposed to participants consists in a review of SRPs for all sectors with the use of the Gender Marker Coding. Participants will also be asked to provide suggestions on how to improve the coding and SRPs.

- Facilitators suggest to look at the following sectors in particular: Education, Protection and Shelter.
  - Facilitators need extra materials (to be provided by GenCap).
- Gender and Culture.
  - Ruba and Hasan propose that the presentation includes academic literature, introduce general terminology and concepts linked to gender and culture and present the findings of the Gender assessments for Syrian refugees in Jordan. Themed group discussions will follow.
  - Comment from GenCap: the session should be made more interactive. The training is designed to be participatory and playful, acknowledging that people experiment and learn more in such conditions. Consider how best to engage people using multiple different ways, including: experientially, auditorily and visually. The key aim of the session is to make participants understand why looking at gender is essential. A way to do this is to get them to reflect on their understanding of gender among their own culture.
  - Suggestions made during the meeting include the “Values line” activity and the building of a “gender tree” by participants.
- Gender Analysis and SADD.
  - IRC making progress on this session.
- Gender in the Legal Framework.
  - Daniela’s presentation is ready from last year’s training.
  - Session on AGDM: Bertrand suggested that he contact another presenter from UNHCR to provide this session. This is to be done in consultation with Merrin.
  - Session on LGBTI: Hasan needs to come up with ways to engage the participants other than lecturing and asking question. For example, the “Myths vs. facts” exercise could be conducted in small groups so that people feel more comfortable/incentivised to share their ideas on a stigmatized subject.
  - The video highlighting the UN’s commitment to protecting human rights, including those of LGBTI is useful material for this session because it calls on all humanitarians to deal with LGBTI equitably.
- Gender in Communication.
  - Aim is to show how communication includes or excludes women, girls, men and boys and how it impacts them. Participants will view different types of media and supports, and will be asked to come up with a gender-sensitive analysis of these communication materials.
  - Merrin provided posters that were used in last year’s training.
- PSEA.
  - Merrin is working on this session. Given that there isn’t a Taskforce functioning in this operation. The focus will be on complaints processes.
- Self-care and Network Development.
  - People who are not on the training but who belong to the Sector Gender Focal Points Network should be invited to take part in this session to participate in the

creation of the Action Plan. Sector Leads will also be invited to participate in the creation of an action plan.

- Monitoring.
  - Merrin making progress on this session. Sector Leads and Gender Focal Point alumni will be invited to this session.

## 2. *Timing and ordering of the sessions*

- The order of the sessions will be as follows:

### **Day One (Monday)**

- Opening of the training by Paul Stromberg and Introduction
- Gender and Culture
- Gender in the Legal Framework
- PSEA

### **Day Two (Tuesday)**

- Gender Analysis and SADD
- Gender Marker
- Monitoring

### **Day Three (Wednesday)**

- Gender in Communication
- Gender Coordination (Sector Leads invited)
- Self-care and Network Development Planning (Sector Leads invited)

In order to compile comments and feedback from participants, participants will be invited to volunteer to by 'eyes and ears' to report back to facilitators on Monday and Tuesday evening and to present summaries of the previous day on Tuesday and Wednesday mornings.

## 3. *Invitations to the Sector Leads and Gender Focal Point Alumni*

- Sector Leads for network development and coordination sessions should be invited to the training. Sector Leads will be invited to attend the Monitoring session.
- Gender Focal Point Alumni would benefit from the Monitoring and Network Development sessions.

## 4. *Creating a fun learning environment as a team*

- A fun learning environment is created by the way facilitators talk to and encourage participants.
- Props proved successful last year: make sure to have flipcharts, notebooks. Encourage people to draw and write on tables. Supplies: modeling clay, coloring pens, stickers.
- Other well used practice: small prizes as incentives to participate.
- Participants will be asked to lead energizers for the group at appropriate times.

#### 5. *Pre- and post-training questionnaires*

- The post-training questionnaire option that is chosen in terms of workshop evaluation is that of a human figure. Participants stick post-its with their comments on the relevant part of the graphic expressing what they learned, liked, found useful, want to learn more about or did not like.

#### 6. *Logistics support*

- The printing of posters and materials can be sorted out on Sunday.
- Hasan or Deborah and Merrin need to go the hotel one day prior to the beginning of the training.
- It would be good to have a detailed program of the sessions.
- During the training, Hasan and Deborah will copy materials on USB keys to be given to participants. Therefore, each facilitator must provide their powerpoint presentation and relevant materials for copy to Merrin by Monday (who will then pass them on to H&D).