International Federation of Red Cross and Red Crescent Societies

Facilitator Guide: Gender and Diversity vulnerabilities

Gender and Diversity / Semarang / April 2015

**Description**

The first part of this activity is designed to increase the knowledge and understanding of how a person’s gender and aspects of his or her diversity can increase their vulnerability. The second part is to encourage participants to reflect on their own disaster management programmes and strategies in their own countries, discuss how they currently mainstream gender and diversity and how to improve this in the future.

At the end of this session, participants will be able to:

* Identify various aspects of gender and diversity that can lead to vulnerability
* Understand how inequalities and vulnerabilities can impact a person during a disaster
* Understand the importance of addressing gender and diversity needs in disaster management programming
* Reflect on their own country and how disaster management is currently addressing gender and diversity and how it can be further mainstreamed.

**Duration**

60 Minutes

**Materials Needed**

* Landia case study
* Landia role playing position descriptions

**Instructions**Distribute the Landia case study to each participant. Have each group read the case study together out loud and encourage some discussion. Have each group outline the main issues of the case study without going into too much detail. Then distribute a role playing position to each participants. Instruct each participant to adopt the persona of their role and have the group form a single file line ranging from most vulnerable to least vulnerable. Once a consensus has been met, have each participant justify his or her position in line. (approx. 25 minutes)

Then engage the group in a wider discussion on:

* Vulnerability, inequality and their thoughts on ways to address such vulnerabilities when conducting humanitarian aid

Divide the participants back into groups and ask them to reflect and discuss:

1. In what ways do they currently address gender and diversity in your disaster management programming or strategies?
2. What are the challenges in implementing a gender and diversity-sensitive approach (perceived or experienced)?
3. What ways do you think you can further mainstream gender and diversity within your disaster management programming?

After group discussions, ask the groups to provide feedback individually and then have a final discussion about the importance of addressing gender and diversity needs within humanitarian work and take any questions.