

Agenda: Gender and Diversity Training of Trainers

[Gender and Diversity/ Bangkok](#) / 5-8 October 2015

Day one – 5 October

Time	Agenda	Facilitators/Presenter	Session objectives
08.30 - 09.00	Registration		
09.00 - 09.30	Welcome from Thai Red Cross, Host National Society Group photo	<i>Khun Phan, Secretary General, Thai Red Cross</i> <i>Anne E. Leclerc, HoRD, IFRC</i>	
09.30- 09.45	Introduction of participants General housekeeping and overview of agenda	<i>Christina Haneef</i>	<ul style="list-style-type: none"> • To get to know all participants • To highlight the diversity in the room and introduce that gender and diversity is contextual
09.45 – 10.00	Expectations for the training	<i>Christina Haneef</i>	<ul style="list-style-type: none"> • To review the expectations of participants
10.00 – 10.15	Pre test	<i>Christina Haneef</i>	<ul style="list-style-type: none"> • To develop a baseline of participants understanding of key concepts
10.15 - 10.45	Tea Break		

10.45 – 12.15	Understanding gender and diversity	<i>Christina Haneef</i>	<ul style="list-style-type: none"> • Define the concepts ‘sex’, ‘gender’, ‘diversity’ and gender equality • Understand IFRC’s approach to addressing gender and diversity • Identify some key considerations for planning and delivering gender and diversity-sensitive training
12.15 - 13.15	Lunch		
13.15 - 15.15	Training skills and adult learning with activities	<i>Gerard Witham, Australian Red Cross</i>	<ul style="list-style-type: none"> • Articulate how adults learn and three learning styles • Identify the four stages of the training cycle • Formulate better training objectives
15.15 – 15.45	Break		
15.45 – 16.05	‘Gender and diversity for resilience resource library’	<i>Christina Haneef</i>	<ul style="list-style-type: none"> • Introduce participants to the key features of the Gender and Diversity for Resilience Resource Library • Participants will know how to navigate the resources and next steps for developing gender and diversity-sensitive tools •
16.05 – 16.10	Wrap-up of day 1 sessions	<i>Christina Haneef</i>	<ul style="list-style-type: none"> • Summary of the day’s sessions and key learning objectives
16.10 – 16.25	Group-led session (methodology)	<i>Christina Haneef</i>	<ul style="list-style-type: none"> • Explanation of the group-led sessions • Explain the methodology behind creating a pool of trainers in the region
16.25 - 17.30	Planning for group-led sessions	<i>Christina Haneef and Gerard Witham</i>	<ul style="list-style-type: none"> • Time allocated to conduct needs assessment and session plan
19.30pm	Welcome Dinner		

Day two – 6 October

Time	Agenda	Facilitators/Presenter	Session objectives
08.30 - 09.00	Participants sign in		
09.00 – 09.10	Recap from Day 1	<i>Group-led</i>	<ul style="list-style-type: none"> For the group to lead the session using the skills learnt during day one
09.00 – 09.15	Overview of the day's agenda	<i>Christina Haneef, IFRC</i>	
09.10 – 10.00	Violence Prevention	<i>Nita Ryarti (Canadian Red Cross)</i>	<ul style="list-style-type: none"> To understand the different types and root causes of violence The importance of a child protection policy, code of conduct and reporting mechanisms Introduction to a tool to use for ensuring safe environments
10.00 – 11.00	Sexual and Gender-Based Violence in disasters	<i>Devanna de la Puente, (UNFPA inter-agency Regional Emergency GBV Advisor)</i>	<ul style="list-style-type: none"> To understand the link between gender and violence To know the exacerbating impact of disasters to sexual and gender-based violence Provide practical approaches to mitigate to sexual and gender based violence
11.00– 11.05	Ice breaker	<i>Group-led</i>	<ul style="list-style-type: none"> For the group to lead the session using the skills learnt during day one
11.05 – 11.35	Tea Break		
11.35 – 12.50	Starting with ourselves	<i>Christina Haneef</i>	<ul style="list-style-type: none"> To understand our obligations as humanitarian workers for the prevention of Sexual Exploitation and Abuse in line with our Code of Conduct
12.50 – 13.50	Lunch		

13.50 – 14.35	Delivery of training and M&E	<i>Gerard Witham, Australian Red Cross</i>	<ul style="list-style-type: none"> • Prepare for the delivery of their training sessions • Explain 4 key areas for training evaluation
14.35 – 15.25	Planning for group-led sessions	<i>Christina Haneef and Gerard Witham</i>	<ul style="list-style-type: none"> • To give participants time to develop their group-led session
15.25 – 15.55	Tea break		
15.55 – 16.00	Participants submit group work		
16.00 - 17.20	Participant led session - Group 1	<i>Christina Haneef and Gerard Witham</i>	<ul style="list-style-type: none"> ▪ To learn about a key area of gender and diversity ▪ To apply the training skills learnt during the TOT ▪ For the lead facilitators to assess the training skills of the group
17.20 – 17.30	Day-2 wrap up		

Day three – 7 October

Time	Agenda	Facilitators/Presenter	Session objectives
08.30 - 9.00	Participants sign in		
09.00 - 09.10	Recap from previous day	<i>Group-led</i>	<ul style="list-style-type: none"> • For the group to lead the session using the skills learnt during day one
09.10 – 09.20	Warm up activity	<i>Group-led</i>	
09.20 – 10.40	Participant led session – Group 2	<i>Christina Haneef and Gerard Witham</i>	<ul style="list-style-type: none"> ▪ To learn about a key area of gender and diversity ▪ To apply the training skills learnt during the TOT ▪ For the lead facilitators to assess the training skills of the group
10.40 – 11.10	Tea Break		

11.10 – 12.30	Participant led session – Group 3	<i>Christina Haneef and Gerard Witham</i>	<ul style="list-style-type: none"> ▪ To learn about a key area of gender and diversity ▪ To apply the training skills learnt during the TOT ▪ For the lead facilitators to assess the training skills of the group
12.30 – 13.30	Lunch		
13.30 – 13.40	Warm up session	<i>Group-led</i>	<ul style="list-style-type: none"> • For the group to lead the session using the skills learnt during day one
13.40 – 15.00	Participant led session – Group 4	<i>Christina Haneef and Gerard Witham</i>	<ul style="list-style-type: none"> ▪ To learn about a key area of gender and diversity ▪ To apply the training skills learnt during the TOT ▪ For the lead facilitators to assess the training skills of the group
15.00 – 15.30	Tea break		
15.30 – 16.50	Participant led session – Group 5	<i>Christina Haneef and Gerard Witham</i>	<ul style="list-style-type: none"> ▪ To learn about a key area of gender and diversity ▪ To apply the training skills learnt during the TOT ▪ For the lead facilitators to assess the training skills of the group
16.50 – 17.05	Post-training test		<ul style="list-style-type: none"> • To assess the effectiveness of the training to meet its learning objectives
17.05 – 17.30	Day-3 wrap up and overview of Day four field visit.		

Day four – 8 October

Time	Agenda	Facilitators/Presenter	Session objectives
07.30 – 10.00	<p>Drive to Thai Red cross field site</p> <p>Participants sign in for the day en-route</p> <p>Recap from previous day</p>	<i>Group-led</i>	
10.00 - 12.30	<p>Introduction of the Thai Red Cross CBDRR project</p> <p>An overview of the project by the Village Leader</p> <p>Simulation exercise</p> <p>Q&A with community members</p>	<i>Thai Red Cross/IFRC</i>	<ul style="list-style-type: none"> • To learn about the Thai Red Cross' CBDRR programme and their inclusive work of men, women, the elderly and people with disabilities
12.30 - 13.15	Lunch		
13.15 – 14.00	Group Activity – Gender and diversity sensitive contingency planning	<i>Christina Haneef, IFRC</i>	<ul style="list-style-type: none"> • To identify key protection considerations and risk factors during a disaster • Identify areas of gender and diversity sensitive programming
14.00 - 14.45	Action plans and mapping exercises	<i>Christina Haneef, IFRC</i>	<ul style="list-style-type: none"> • To identify action points and the process required to achieve these action points • To identify entry points for the National Society and externally to increase their gender and diversity integration • To align gender and diversity within National Society country planning
14.45 - 15.00	Post-training feedback		
15.00 – 15.30	Certificate presentation		
15.30 – 18.00	Travel back from field site		