

# Concept Note: Southeast Asia refreshers training and annual network meeting

[Gender and Diversity / Kuala Lumpur](#) / August 2016

## Background

The IFRC recognizes that women and men have different capacities, strengths, needs and vulnerabilities, and that societal norms and expectations based on a person's gender or diversity, can impact individual and community resilience. IFRC, therefore, is committed to ensure that all women, men, girls and boys, inclusive of age, disability, health status, social, religious, migrant or ethnic group live in and actively contribute to inclusive, safe and resilient communities before, during and after disasters.

National Societies have been increasingly working to ensure gender and diversity is mainstreamed and fully integrated within their programming, plans, policies, tools, branch and volunteering development and is approached in a more systematic and strategic way. A number of significant developments have taken place in the region. National Societies have been actively engaged in the development of gender and diversity policies, organizational self-assessments, training, the development of tools based on the [Minimum Standard Commitments to gender and diversity in emergency programming](#), as well as integrating gender and diversity into longer term planning. The Southeast Asia regional gender and diversity network became active in 2015 with endorsement from National Society leadership. National Society representatives (including 10 endorsed focal points) were identified. The first [teleconference](#) was held in September 2015 and the first face-to-face [annual meeting](#) and training of trainers in October 2015.

As per the endorsed Terms of Reference of the Southeast Asia Regional Gender and Diversity Network, the members should convene once a year for a face-to-face meeting. Following the event in October 2015, network members requested to have a refreshers training combined with the next annual network meeting due to the varying levels of expertise of focal points in the region, in gender and diversity approaches.

## Objectives and outcomes

### Refreshers training:

The objectives of the refreshers training, which is to be hosted by Malaysian Red Crescent Society as the Southeast Asia gender and diversity network chair, are:

- Build on the understanding gained from the regional training of trainers, in 2015. Increase knowledge on gender and diversity concepts and how our approach is linked with the 7 Fundamental Principles of the Movement.
- Increase capacity of the participants in the practical application of gender and diversity and how we can ensure the dignity, access, participation and safety of the communities we work with through the use of the [Minimum Standard Commitments to gender and diversity in emergency programming](#)

Expected outcomes of the training are:

- Increased capacity and confidence of gender and diversity network members and trainers in the region to mainstream gender and diversity into plans, programmes and activities
- Participants are equipped with a set of IFRC training resources to enable them to replicate the training, as well as experience in how to execute these. This will further contribute to capacity building of the Southeast Asia 'pool of trainers'; one of the key outcomes from the regional training of trainers, 2015.

- An action plan for roll-out of the training in each National Society

### Network meeting:

The objectives of the regional network meeting are:

- To provide a space for peer to peer learning and exchange between members and identify ways to increase peer to peer support within the network
- To provide support on the regional action plan and to build on this for 2016-17
- Identify ways to measure the impact of our gender and diversity work within National Societies

Expected outcomes of the network meeting are:

- A updated regional plan of action for 2016-17
- Greater confidence and ability of members as focal points, to integrate and advocate for gender and diversity within their National Society
- To identify steps to strengthen country-level collaboration for integration of gender and diversity within National Societies and identify areas for peer to peer support within the network

### Workshop format

**Timeframe:** Three day training (including a one day field visit) and 1.5 day regional gender and diversity network meeting.

**Date:** 1-5 August 2016, **Location:** Kuala Lumpur, Malaysia

**Refreshers training (1-3 August):** Two participants from each National Society in Southeast Asia; including 1 x Gender and Diversity Focal Point and 1 x technical staff member. Representatives from Partner National Societies will also be invited.

**Network meeting (4-5 August):** 11 National Society Gender and Diversity Focal Points /Representatives

The training will be conducted in English and will be facilitated by the Gender and Diversity Advisors in IFRC Asia Pacific Regional Office and Mekong Country Cluster Support Team.

### Requirements of participants:

- Completion of the online course prior to arrival: Gender equality in programme planning - 'Different needs equal opportunities' developed by The Inter-Agency Standing Committee (IASC). The course is available on the IFRC.org learning platform
- The technical staff member must be in a position within the National Society and have the capacity to deliver trainings at a national level following the training to support gender and diversity mainstreaming within the National Societies programmes, plans and activities
- Familiarisation of the [Minimum Standard Commitments to gender and diversity in emergency programming](#) (Pilot, 2015). This will be a key reference document throughout the training.

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