

Southeast Asia Regional Gender and Diversity Training of Trainers



Bangkok, Thailand

5-8th October 2015

Background

The IFRC recognizes that women and men have different capacities, strengths, needs and vulnerabilities, each of which can impact individual and community resilience to disasters and crises. Individuals and communities can be at greater risk due to their gender or physical and social differences, which cause them to be increasingly vulnerable due to inequality and discrimination, based on these differences. This can relate to a person's gender, age, whether a person has a disability or learning impairment. It can be compounded by a person's socio-economic or health status, their ethnicity (particularly minority groups), their affiliation with a particular religious group or their migrant status. There is substantial evidence worldwide (and within the Southeast Asia region) of the negative impacts on women, girls, boys and men when humanitarian assistance is not adequately sensitive to gender or diversity considerations. However, when gender and diversity equality is actively promoted, it can positively transform and enhance individual lives, as well as societies as a whole.

Gender: the social differences, rather than the biological differences, between men and women. These differences are learned and changeable over time and context. They are shaped by our culture, beliefs and traditions and impact on men and women's roles, attitudes, behaviors and expectations.

Diversity: refers to the differences between people. These differences can be physical or social and can include: gender, sexual orientation, age, disability, HIV status, socio-economic status, religion, nationality and ethnic origin.

As a result of scoping missions in the region and a country-specific planning process which took place in 2014, it became clear that there was a need for key persons in National Societies to be trained as trainers in order to disseminate gender and diversity concepts and its practical application within their National Societies through awareness raising and training. There was also a need for access to gender and diversity sensitive tools and resources to facilitate this process.

Addressing gender and diversity is directly linked to all three strategic aims and enabling actions of [IFRC's Strategy 2020](#) and to ensure these are achieved, IFRC and National Societies are guided by a number of frameworks including the [IFRC's Strategic Framework for Gender and Diversity Issues 2020](#) and [IFRC's Strategy for Violence Prevention, Mitigation and Response](#). Policies such as [IFRC's Gender Policy](#), [HIV/Aids policy](#), and [Policy on Migration](#) also work to guide members and protect the rights of the most vulnerable.

Aims and objectives:

The Southeast Asia Regional Training of Trainers was based on the standards outlined in the [IFRC's Minimum Standard Commitments to Gender and Diversity in Emergency Programming](#). It was designed to comprise interactive group activities that both highlighted the importance of gender and diversity as well as sessions to develop the skills required for training others. An importance was placed on violence prevention and sexual and gender-based violence during the training, due to the importance of the issue and its direct link to gender and diversity inequality.

The objectives were threefold:

- **Increased gender and diversity knowledge and understanding:** Ensure that all participants, both National Society Focal Persons and technical staff, are provided with a basic level of understanding of key concepts and issues related with Gender and Diversity and have some practical ways to integrate gender and diversity approaches within their National Society.
- **For participants to be trained as trainers:** Provide the opportunity for participants to learn how to train others in concepts and tools for gender and diversity. All participants will get to participate in the training and from this, will be graded on their ability to conduct training within their National Societies or in other countries in the region.
- **Increased awareness of available gender and diversity resources:** Participants will gain an increased awareness of available gender and diversity tools and resources available through the Gender and Diversity for Resilience Resource Library as part of IFRC South-East Asia Regional Delegation's Online Library.

Training structure

The training was conducted over four days from 5-8th October 2015: with three days of in-house training at the Mandarin Hotel in Bangkok, Thailand, followed by a one-day field visit to Baan Pramong moo 1, Prasook sub-district, Inburi district, Singburi province, Thailand.

Twenty five participants (21 female and 4 males) attended from:

- Ten National Societies in Southeast Asia: Brunei Darussalam Red Crescent Society, Cambodia Red Cross, Cruz Vermelha de Timor Leste, Palang Merah Indonesia, Lao Red Cross, Malaysian Red Crescent Society, Myanmar Red Cross Society, Philippine Red Cross, Thai Red Cross Society and Vietnam Red Cross Society.
- Five Partner National Societies in the region: American Red Cross (Philippines and Thailand); British Red Cross (Malaysia); Canadian Red Cross (Indonesia); Danish Red Cross (Laos); French Red Cross (Vietnam).
- Two representatives from IFRC (Pacific and Indonesia).

Participants came from diverse backgrounds and expertise including disaster management, disaster risk reduction, health, organizational development, planning, legal and human resources. Among the participants 10 National Society Gender and Diversity Focal Points/Representatives attended. A full participant list can be seen in Annex 1.

The training was co-facilitated by IFRC's Southeast Asia Regional Gender and Diversity Officer, Christina Haneef and Australian Red Cross AVID Programme Regional Manager Asia, Gerard Witham. Guest speakers included Nita Ryarti, Country Programme Co-ordinator, Canadian Red Cross in Indonesia (who also participated in the training), and Devanna de la Puente, UNFPA inter-agency Regional Emergency Gender-Based Violence Advisor.

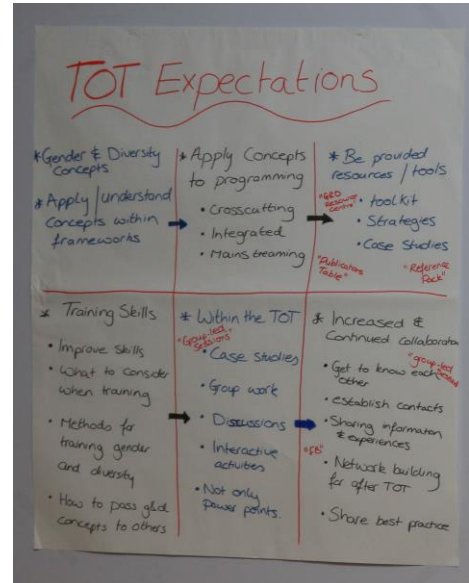
The opening address for the training was given by Khun Phan, Secretary General of the Thai Red Cross Society and Ms. Anne Leclerc, Head of Regional Delegation for IFRC's South-East Asia Regional Delegation.

Overview of the Southeast Asia Regional Training of Trainers

Day one

The training began with a group exercise which allowed participants to introduce themselves whilst reflecting on characteristics and generalisations that people place on men and women because of their gender – specific to their country or community. Some very interesting examples were heard which highlighted, from the offset, how important it is to view gender and diversity within culture, tradition and belief systems. It also highlighted that no matter what country or community you live in there exists attitudes and beliefs that are attributed to people, based solely on gender.

In advance of the training, participants submitted their expectations of the training. These were grouped together and presented in the initial session, allowing participants to agree on and add further comments.



Understanding gender and diversity

The first session '[Understanding gender and diversity](#)' began with an exercise called 'Speed debating.' This involved participants facing one other and discussing key statements (some of which are listed below) relating to gender and diversity, with a focus on times of emergency. This exercise forms part of the IFRC's 7 moves to gender and diversity in emergency programming training, with the main aim being to understand the varying attitudes of others in the room, as well as to reflect on your own personal beliefs and bias.



Gender is just another word for women

In disaster response, the tyranny of the urgent trumps everything. Addressing gender and diversity must wait

In disasters the elderly are dependent and always need help

Men and women can never be equal because they are biologically different

Key definitions and concepts such as ‘sex’, ‘gender’, ‘diversity’, ‘sexual and gender-based violence’ and ‘gender equality’ were then covered as well as an introduction to [IFRC Strategic Framework on gender and diversity issues](#) which aims to provide strategic direction to IFRC and National Societies, and the [Minimum Standard Commitments to gender and diversity \(2015 pilot version\)](#) which provides guidelines and practical indicators to guide the work we do, to ensure our programming is gender and diversity sensitive.



“Yes, [it is important to integrate gender and diversity in Thai Red Cross] when delivering assistance to vulnerable people, or in programmes, you have to consider gender and diversity, as well as in the organization.”

Khun Chamnong Sangmahachai, Thai Red Cross Society (Voices from the training)

Training skills and adult learning

This [session](#) explored the basics of training skills using a variety of materials from the [course handbook](#) and explored learning styles and andragogy – the theory of how adults learn. The training cycle was introduced and the first 2 stages were explored in more depth – 1. Learning needs analysis and 2. Planning. The session drew on participants’ existing learning and supplemented this where needed. The areas of course design, setting aims and objectives and seating arrangements were investigated using a variety of training methodology.



Gender and diversity for resilience resource library

One of the key outcomes of the TOT was to increase awareness of participants to available tools and resources related to gender and diversity through the [‘Gender and Diversity for Resilience Resource Library’](#), which forms part of the wider [IFRC South-East Asia Regional Delegation’s Online Library](#). The aim was to introduce participants to the library, how to navigate the site, key features and to the resources contained in the site. This resource library will be ever-evolving with

new resources aimed to support the inclusion of gender and diversity into National Society programmes and activities. The gender and diversity for resilience resource library has many uses and potential for sharing and peer-to-peer learning. These fall under three main areas:

- It should be a platform whereby tools, resources and updates developed by National Societies are uploaded for information sharing and peer-to-peer learning within the region.
- It will be a source of information of tools and resources from inside and outside the Red Cross Red Crescent Movement so that National Societies can easily access these to increase their knowledge and understanding of gender and diversity and how to practically integrate this approach within their work.
- National Societies can request materials that are on the resource library to be translated, in part or in full, to use as reference or to adapt to develop tools, to enhance gender and diversity integration into their programmes and activities.

Introduction to the group-led session

For the final session of the day, participants were divided into five different working groups. Within these groups participants worked together to plan, deliver and evaluate a session, either on day two or day three of the TOT. The content of the sessions were carefully selected to cover areas that would support areas of gender and diversity identified in National Society plans for 2015-2016, as well as to increase knowledge around important aspects of gender and diversity. Groups would be able to apply the skills they learnt through the training skills and adult learning sessions when developing their own session. After each working group session all participants came together to provide feedback. This included a self-evaluation from the group themselves, feedback from participants as well as feedback from the lead facilitators (Christina Haneef and Gerard Witham). Individual feedback would also be given to each participant following the TOT. Key outcomes of this process was to have participants go in more in depth into one area of gender and diversity, to practice the training skills learnt during the TOT and for this to lead to having a pool of trainers within Southeast Asia for future gender and diversity training within National Societies.

By the end of day one, each group had conducted a needs assessment and submitted their session plans. The topics for the sessions, which were allocated by random, are shown below:

Dignity, Access, Participation and Safety of the elderly	Dignity, Access, Participation and Safety of people with disabilities	Gender analysis	Dignity, Access, Participation and Safety of migrants	Gender mainstreaming
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"My main expectation is on building skills in facilitation of gender and diversity, and violence prevention training. Usual training involves a lot of discussion and debates and plenary sessions, which waste a lot of time. It is important to be able to choose the right methodologies, which would engage the participants in a better way, that they could contribute and share experiences."

Ms. Nita Ryarti, Canadian Red Cross, Indonesia (Voices from the Training)

Day two

To ensure that the training was as interactive as possible, each working group was assigned responsibility for either: one of the daily wrap-up sessions; re-capping of the previous day; or to facilitate an ice breaker session. Group three conducted the recap of day one through a game to both re-cap from the previous day and to test one another's learning. Questions were written on paper and rolled up into a cabbage. This was passed between participants within the circle and when the music stopped the participant had to answer the question before moving on.



Violence prevention



The focus of the first morning session on day two was [violence prevention](#). Nita Ryarti, Canadian Red Cross, Indonesia began the day with a presentation that highlighted the types and root causes of violence, the power relations that are so closely linked with violence and how this relates to specific populations such as the youth, the elderly, indigenous populations, women and children. The session continued by looking at the consequences of not addressing the risks of violence, as well as the importance of having a Code of Conduct, Child

Protection Policy and organizational reporting systems. An overview of the Canadian Red Cross' 'Ten Steps to Creating Safe Environments' was given and was highlighted as part of PMI's pathway for violence prevention. A key message was that violence is predictable and preventable and that organizations and communities have an important responsibility to prevent and respond to violence.

Sexual and gender-based violence in disasters

Sexual and gender-based violence occurs in every community and every society, and during and after disasters, sexual and gender-based violence is known to increase. This session was facilitated by Devanna de la Puente, UNFPA inter-agency Regional Emergency Gender-Based Violence Advisor. The session, ['Addressing gender-based violence in humanitarian settings in the Asia-Pacific Region'](#) discussed key factors for why sexual and gender-based violence increases in and after disasters, whilst looking specifically at the situation of sexual and gender-based violence in Asia Pacific. The importance of this session was to provide participants with some practical explanations of how we can reduce and mitigate sexual and gender-based violence during disasters and the importance and opportunities of working with external actors. Sexual and gender-based violence is deeply rooted in gender inequality and humanitarian situations are not

gender blind: they will have different impacts on women, men, boys and girls. A key message from the presentation was that “one case is too many.”

Starting with ourselves

[‘Starting with ourselves’](#) focused on the importance of looking not only at our programming and activities but within our organization to ensure we understand our obligations as humanitarian workers to prevent sexual exploitation and abuse. The film [‘To Serve with Pride’](#) was shown, which outlines six core principles we should be aware of when we discuss sexual exploitation and abuse. IFRC’s reporting mechanism was given as an example of having avenues in place so that staff can raise concerns in confidence, as well as what we can do as gender and diversity advocates in our National Societies to prevent sexual exploitation and abuse. Response is extremely important and it is vital that we have systems in place for reporting. However, due to the harmful short and long term impacts of sexual exploitation and abuse, it is fundamental to raise awareness to prevent incidences occurring at all.

Before moving on to the next session on training delivery and monitoring and evaluation, Group 4 led their ice breaking activity "Tsunami-cyclone-earthquake."



Delivery of Training and Monitoring & Evaluation.

This [session](#) explored stage 3: delivery and stage 4: evaluation of the training cycle (see photo, above right). A variety of training methods were used and experienced, and there was a recap on different methods used throughout the course to date. A lot of this session supported groups to prepare for the delivery and evaluation of their own group training sessions. Evaluation looked at techniques to monitor how a training course is going e.g. using barometers, as well as reflecting on Kirkpatrick’s 4 levels of training evaluation and why this is an important aspect of any successful training course. Self-evaluation and peer evaluation was also looked at briefly in preparation for the group training activity and debriefing and feedback process.

Dignity, access, participation and safety of the elderly

Day two concluded with group one's presentation on '[dignity, access, participation and safety of the elderly](#).' Using a combination of group work and a video based in Vietnam, the group focused on both the vulnerabilities and the capacities of the elderly during disasters and how elderly members of the community can and should be important stakeholders in disaster risk reduction and management processes. The session described what we can do in our National Societies to ensure we are inclusive of the elderly in all stages of the work we do.



Day three

To start the day, group five conducted a warm up session with a "home-alone" game followed by a re-cap from day one asking each group questions relating to different issues raised including: addressing sexual exploitation and abuse institutionally through a Code of Conduct; how to evaluate trainings effectively; and tools for violence prevention.

Dignity, access, participation and safety of people with disabilities



Group two began their session looking at '[dignity, access, participation and safety of people with disabilities](#)'. The session started with a quiz on disability statistics and then continued with an interactive activity where-by participants were encouraged to think of the level of vulnerabilities faced by different groups of people e.g. a women who had no use of her legs compared with a man who only had use of one arm. This highlighted the importance of interactions between gender and disability. A key message was that disability is a creation of a person's impairment *and* the barriers in their environment.

Gender and diversity analysis

Group three's session looked at [gender and diversity analysis](#). A gender and diversity analysis ensures we know *who* are affected, *how* they are affected and that we *understand* the needs, capacities and vulnerabilities of these individuals and groups to ensure that we respond appropriately. The session used a variety of methods to engage participants in the key concepts as well as



giving practical examples from their own experience. The group highlighted the importance of using sex and age disaggregated data and using gender and diversity analyses to inform all stages of programming.

Dignity, access, participation and safety of migrants



Group four focused [migration](#), including the four stages of the migrant journey and the risk factors for migrants at each stage. Using an interactive mapping exercise and a problem tree, it was clear to see the different risks at each stage as well as some of the root causes identified by the participants. This session also looked at what National Societies can do to reduce these risks and the potential challenges in doing so. An important point raised during the session was the increased risk for women and girls to sexual exploitation and abuse during all stages of a migrants journey, which highlighted the interaction between gender and migration.

Gender mainstreaming

The final working group session by group five, focused on [gender and diversity mainstreaming](#). Many of the previous group presentations looked at how to approach gender and diversity (ie. people with disabilities and the elderly) within our programming. This session looked at the importance of mainstreaming these approaches within the work we do, as well as focusing on how well gender and diversity is mainstreamed within our own organizations. Participants were asked to look at different aspects such as: Leadership, Accountability, Capacity and Culture.



"The implementation of the concept of gender and diversity is not to be a one-off or done in an ad-hoc manner. It has to be integrated into the system on permanent basis. Hence, in our capacity as the auxiliary to the government, this message needs to be disseminated to all and not just among us internally."

Mr. Saiful Izan Bin Nordin, Malaysian Red Crescent Society (Voices from the training)

Day four

A field visit, organized with the Thai Red Cross Society, provided an opportunity to experience practically how gender and diversity can be integrated within community-based disaster risk reduction (CBDRR) programmes to increase overall community resilience to disasters.

The community visited was Baan Pramong moo 1, in Singburi province, Thailand. The community had been part of the Thai Red Cross CBDRR programme since 2005. In

2015, Mr. Kritsana Tuenjui, the Village Leader developed a new 'Disaster Prevention and Mitigation Plan'. In this it outlined the inclusion of elderly members of the community having key roles in the preparedness and response to disasters in their village. It is also inclusive of both men and women from the community. The community has a list of all the members of the village, their house location and whether people have impairments or disabilities. From this the community has ensured they have measures in place to address specific needs during a disaster. The field visit involved an introduction by Mr. Kritsana Tuenjui, followed by a question and answer session on how to ensure gender and diversity sensitive community disaster risk reduction projects. The community then conducted a simulation of their disaster evacuation plan. The final activity involved speaking with the community about their needs and priorities during a disaster and assessing whether the communities current 'Disaster Prevention and Mitigation Plan' took these into consideration.

The final activity involved participants looking at key entry points and opportunities for inclusion of gender and diversity within their own National Societies. The aim would be for these entry points and opportunities to complement and be integrated within the formal planning process of National Societies. These action plans were then expanded on by National Society Gender and Diversity Focal Points, during the Southeast Asia Regional gender and diversity network meeting which followed the training, to highlight ways in which these actions could be achieved, what support would be required, how they would be monitored and a tentative timeframe in which to address these.



“Use DRR as the entry point to promote the integration or mainstream of gender and diversity sensitization. Gender and diversity mainstreaming requires a lot of commitment and work from National Societies, particularly from the management level.”

Lesu Waqaniburotu, IFRC Pacific (Voices from the training)

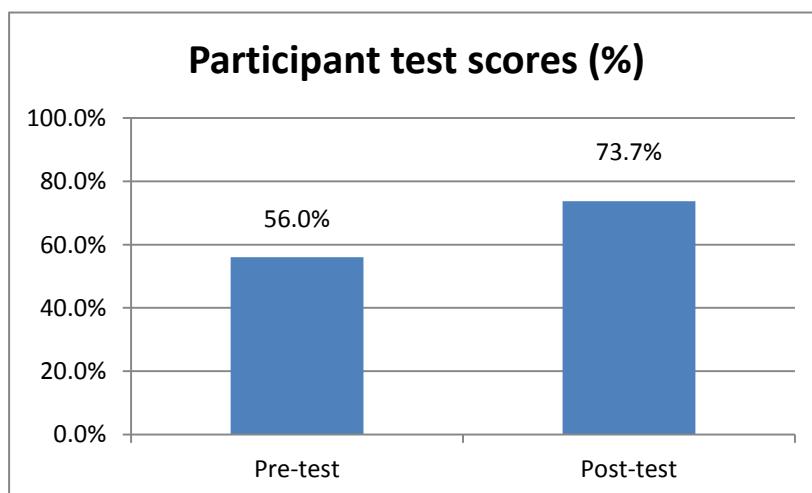
Outcomes and evaluation

There were three expected outcomes from the training of trainers:

- 1) **Increase knowledge and understanding:** By the end of the training all National Society Gender and Diversity Focal Points and technical staff will have an increased awareness and knowledge of key concepts and issues related with gender and diversity and IFRC's frameworks and approaches.
- 2) **Create a reference pool of trainers in the region:** Provide the opportunity for participants to learn/build on how to train others in concepts and tools for gender and diversity. All participants will have participated in the trainings and from this, will be assessed on their ability to conduct trainings within their National Societies or in the region, and be graded accordingly.
- 3) **Increase awareness of tools and resources:** By the end of the training the Gender and Diversity for Resilience Resource Library will have been made available to participants to support the integration of gender and diversity within programmes. Participants will feel confident using IFRC South-East Asia Regional Delegations Online Library and understand the process to request tools to be translated, based on their overall National Society planning process.

Pre and post test

Participants completed a pre-test and post-test which included questions on gender and diversity as well as on training skills and adult learning. The graph below shows the average percentage scores from the start of the training until the end.



Key learning outcomes from participants

On day three of the training, participants were asked to reflect on their key learning outcomes from the training and write, in a few words, what this would be. An overview of these key learnings can be seen in the text box below:



Examples of key learning included:

- Leaving with a clear meaning of **gender and diversity concepts**
- Our roles in **disaster preparedness and management** and how to handle vulnerable groups
- **Training methodologies** for conducting an effective training and how to use key **training tools** to plan an effective session
- The awareness of a great Southeast Asia **resource library**
- Ways of **gender mainstreaming** into National Society approaches
- Considerations for conducting a **gender analysis**
- Gender and diversity in migration, including the **migrant journey** and RCRC roles.
- How to conduct training, especially what to consider **for gender and diversity training**
- A variety of **training techniques** that encourage participation
- **Sexual and gender-based violence** is very important to address and we could do more to prevent it, as violence is predictable and “one case is too many”
- **Marginalized people** can be overlooked and it is our responsibility to ensure that they are included in all stages of programming
- The four steps of the adult **training cycle**: needs analysis; planning; delivery; evaluation



Participants post-training evaluation and recommendations

Feedback forms were returned from 18 of the participants. The overall results were positive and this feedback has helped significantly in evaluating the TOT as well as understanding what could be improved and included for future trainings.



Recommendations:

Based on participant feedback, observations of the training, and feedback from facilitators the following recommendations have been made:

- ❖ To continue updating the Gender and Diversity for Resilience Resource Library as part of IFRC's South-East Asia Regional Delegation's Online Library. This was seen as being rich in references, tools and resources, both from inside and outside the Red Cross Red Crescent Movement that would be important to facilitate gender and diversity work in the region.
- ❖ If there was to be a next training of trainers, a full five days would be recommended. Within this time, sessions should include techniques for training at different levels of the National Society e.g. National Society management, staff at the community level as well as advocating with external partners for a gender and diversity approach.
- ❖ It was recommended to have a refreshers training in 2016 because gender and diversity is a very broad area and every National Society addresses it differently. There are varying levels of understanding and knowledge of gender and diversity within the region and within National Societies with varying levels of experience. Therefore, this would be important for further development on gender and diversity concepts and their practical application.
- ❖ For future trainings, have a smaller group of participants and include specific times in the agenda for 'sharing sessions' of best practice to allow participants who have already been successfully implementing gender and diversity in their own country share how this inclusive approach took place.
- ❖ The field visit was seen as a positive reality check for working with communities while integrating gender and diversity issues. It was suggested that in addition to including practical

sessions outside of the training venue itself, we could invite people to participate or present who represent one of the diverse social groups we discuss during the training.

In addition to feedback and recommendations from the training, participants were asked what they would do different having participated in the training. Some responses are highlighted below:

- ❖ Reviewing National Society Vulnerability and Capacity Assessments to include a gender and diversity approach within the tools.
- ❖ The application of innovative methodology in trainings, workshops and meetings.
- ❖ To focus on the development of a code of conduct for the National Society.
- ❖ To include gender and diversity into all National Society plans of action in the future.
- ❖ To be increasingly gender-sensitive in terms of hiring of staff and volunteers and ensure that there is always a gender balance.
- ❖ Ensure gender and diversity is cross-cutting throughout different programmes.
- ❖ To use the training resources, from this TOT, as a guideline to apply different types of delivery techniques in future training.
- ❖ To use the [minimum standard commitments to gender and diversity in emergency programming](#), as well as the [IFRC Strategic Framework on gender and diversity issues](#) as a guide for the development of project indicators.

Next steps:

There are some key next steps that would help to ensure gender and diversity approaches are taken forward from the TOT and integrated in National Society program plans, and activities. These include:

- Participants to work with program managers and technical staff within their National Society to convey the main messages of the training and advocate the importance of gender and diversity;
- To follow up on the entry points and opportunities, developed during the TOT and subsequent network meeting, to further the inclusion of gender and diversity in National Society formal plans and processes;
- To ensure the continued collaboration between participants, within National Societies, who attended the training to support one another in integrating gender and diversity and when conducting training at the National level. The pool of trainers will also be available to facilitate peer-to-peer support in the region if extra capacity is required for specific trainings.
- To maintain relationships with gender and diversity National Society focal points; to provide support to focal points as well as communicating successes and lessons learnt. This will provide focal points with a holistic understanding of gender and diversity developments in the National Society as well as being able to feed back to the Regional Network which will help support peer-to-peer learning in the region.

Communications

Web Story: during the TOT, a web story was developed, '[Out of the Shadows](#)'. The web story highlights the importance of addressing sexual and gender-based violence (SGBV) in the region and the focus of this issue during the training. It also highlighted the importance of SGBV in disasters, particularly in the lead up to the 32nd International Conference in December 2015.

Facebook group: one of the key expectations mentioned in the forms, participants submitted prior to the training, was to have increased and continued collaboration in the region so as to share experiences and best practice. As a way to facilitate this a Facebook page 'Red Cross Red Crescent Gender and Diversity Network Southeast Asia' was created – initially for the purpose of supporting discussions during the TOT itself but with the option to use this as a platform for collaboration after the training. During the training pictures and updates were posted and it has since been used to share links and updates from the region.

Voices from the training: during the training participants were asked their expectations and experience of the training as well as their ideas around gender and diversity. Some of these have been included within this report but to read all, please click [here](#)

For further information

Please visit the [Training of Trainers page](#) of the IFRC's South-East Asia Regional Delegation's online library for access to all the resources used during the training.

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Gerard Witham, AVID Program Regional Manager, Asia, Australian Red Cross: gwitham@redcross.org.au

Annex 1: Participant list

No.	Organization	Name	M/F	Position
1	Brunei Darussalam Red Crescent Society	Ms. Datin Hajah Siti Hajar Bte Pokss Dp Haji Awg Yussof	F	Director for Gender and Diversity
2	Brunei Darussalam Red Crescent Society	Ms. Pg Hajah Zabaidah Bte Pg Kamaluddin	F	Legal Advisor
3	Cambodian Red Cross	Ms. Mom Chanthy	F	Deputy Director of Health Department
4	Cambodian Red Cross	Ms. Dim Vantha	F	CBHFA Project Officer
5	Cruz Vermelha de Timor Leste	Mr. Agapito da Silva	M	Organizational Development Coordinator
6	Cruz Vermelha de Timor Leste	Ms. Martina Mendonca	F	Dili Branch Coordinator
7	Palang Merah Indonesia	Ms. Andreane Tampubolon	F	Staff, Disaster Management
8	Palang Merah Indonesia	Ms. Deasy Sujatiningrani	F	Staff, Planning Bureau
9	Lao Red Cross	Ms. Ketkeo Oupalavong	F	Deputy Head of Gender Unit
10	Lao Red Cross	Ms. Sychantha Kitthivong	F	Technical staff, Vientiane Capital RC office
11	Malaysian Red Crescent Society	Mr. Saiful Izan Bin Nordin	M	Manager, International Humanitarian Law, Legal and International Relations
12	Myanmar Red Cross Society	Ms. Khin Khin Shein	F	Director of first aid and services division

13	Philippine Red Cross	Ms. Norwina D. Eclarinal	F	Officer In Charge / International Relations and Strategic Partnerships Office
14	Philippine Red Cross	Ms. Ana Mariquina	F	DRR Officer
15	The Thai Red Cross Society	Mr. Chamnong Sangmahachai	M	Assistant Secretary General for Personnel
16	The Thai Red Cross Society	Ms. Benya Suphanithasnaporn	F	Staff, International Relations Department
17	Vietnam Red Cross Society	Ms. Tran Thi Quy	F	Staff, Social Work Department
18	Vietnam Red Cross Society	Ms. Tran Thi Ngoc Chau	F	Staff, Human Resources Department / Gender and Diversity technical staff
19	American Red Cross (Philippines)	Ms. Dominica Aquino	F	Technical Project Assistant - Admin Tindog Tabang Leytano (TTL) Program
20	British Red Cross (Malaysia)	Ms. Michelle Yeo	F	Country Support Officer (Mongolia, DPRK, Timor-Leste & China)
21	Canadian Red Cross (Indonesia)	Ms. Nita Ryarti	F	Country Program Coordinator
22	Danish Red Cross (Laos)	Ms. Niphaphone Bounnhong	F	Program Coordinator of ICMNCH
23	French Red Cross (Vietnam)	Ms. Nguyen Thi Nhat Hoai	F	Program Manager
24	American Red Cross (Thailand)	Ms. Ms. Rattaparon Pongpattana	F	Senior KM and M&E Assistant
25	IFRC Indonesia	Ms. Florensia Malau	F	National Society Development Coordination Manager / Gender Focal Point

26	IFRC Pacific	Mr. Lesu Waqaniburotu	M	Regional DRR Manager
27	Australian Red Cross (Thailand)	Mr. Gerard Witham	M	Avid Program Regional Manager Asia
28	IFRC SEARD	Ms. Christina Haneef	F	SEA Regional Gender and Diversity Officer
29	IFRC SEARD	Mr. Herve Gazeau	M	SEA DRR Project Manager
30	IFRC SEARD	Ms. Warongrong Tatrakom	F	DRR Officer
31	IFRC SEARD	Ms. Angeline Tandiono	F	KIM Officer

Annex 2: Agenda

International Federation of Red Cross and Red Crescent Societies

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		
			<ul style="list-style-type: none"> Introduce participants to the key features of the Gender and Diversity for Resilience Resource

15.45 – 16.05	'Gender and diversity for resilience resource library'	<i>Christina Haneef</i>	<p>Library</p> <ul style="list-style-type: none"> • 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 (Country Programme Co-ordinator) 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
			<ul style="list-style-type: none"> For the group to lead the session using the skills learnt during day one

11.00– 11.05	Ice breaker	<i>Group-led</i>	
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		