

Gender and Diversity Technical Review Workshop 21-22 November 2017

1. Introduction

In April 2014 the IFRC launched the Regional Resilience Initiative (RRI). The Initiative supports eleven RCRC National Societies (NS) in Southeast Asia and has the goal of reducing the impact of natural disasters on vulnerable communities.

Specifically, the RRI sought to enhance skills and capacities within NS so they can advocate more strongly at national and regional levels for the needs of men, women, boys, girls and diverse groups in disaster risk reduction. This approach was complemented by the strengthening of regional partnerships, both within RCRC networks and with key partners such as the Association of South East Asian Nations (ASEAN) Secretariat and other bodies.

The Country Cluster Support Team (CCST) in Bangkok is in the process of developing an evidence base to illustrate the RRI Gender and Diversity achievements of your National Society and as part of your participation in the regional gender and diversity (G&D) Network. The Gender and Diversity Technical Review Workshop to which you have been invited is a key part of that process.

2. Workshop purpose, objectives and method

The purpose of the workshop is to gather evidence and examples of how the RRI has supported the incorporation of gender and diversity equality/inclusivity into regional DRR policies and/or programmes through the support it has provided to NS and other relevant regional organisations.

The workshop has the following objectives:

1. To create a baseline and endline that illustrates RRI achievements and progress in relation to Immediate Outcome 1120 – *'Increased integration of gender equality into national and regional DRR policies and programs'*.
2. *To provide G&D Focal Points with the opportunity to create their own personal stories of change related to gender and diversity.*

The workshop method will combine storytelling techniques with a Theory of Change (TOC) approach.

Storytelling techniques - as a contribution to the baseline and endline, each participant will tell two short stories (see 3 below). National Society FPs will base the story on their respective NS/country as follows:

Part 1 of the workshop process is to tell a short story describing the 'G&D situation' in your National Society in early 2014 (just before the RRI began).

Part 2 of the workshop is to describe the G&D situation in your NS today (in 2017), again through a short story.

Other colleagues will tell the story from a regional or strategic perspective.

A key starting point for many of you and for your NS, may be when you were nominated as the gender and diversity focal point. This might be a useful landmark to look at for the before and after stories.

If there is more than one participant from your NS coming to the workshop, you may decide to prepare a combined story rather than preparing individual ones.

The storytelling exercise will be complemented with a short **Theory of Change** (TOC) approach. The TOC approach will be explained during the workshop.

3. Preparation Work

To help you prepare for the story telling exercise, could you please think about the questions in the table below. Answering these will help you plan your story (please feel free to add any questions of your own that you think are useful). If you do not know the answers, or were not in post in early 2014, could you please consult with colleagues that can provide some insight/answers.

Early 2014	November 2017
What was the <u>understanding</u> of G&D in the NS? What did people know about G&D? How did leadership/senior management react to the subject?	What is the <u>understanding</u> of G&D in the NS now? What do people know about G&D today? How do leadership/senior management react to the subject now?
What were people's (staff, volunteers) <u>attitudes</u> to G&D in the NS? Negative, positive, indifferent? Was there a focal point for GD in your NS? Did the NS work with any other NSs on GD issues?	What are people's <u>attitudes</u> to G&D in the NS like today? Negative, positive, indifferent? How has the focal point for GD benefited your NS? How has/does the NS work with other NSs on GD today – do you think this peer to peer has been beneficial?
What <u>NS</u> programmes/projects had a G&D dimension?	Which <u>NS</u> programmes/projects have a G&D dimension now? Are there any tools / guidelines / approaches that have supported this? Which ones?
What IFRC/ <u>PNS</u> programmes/projects had a G&D dimension?	Which IFRC/ <u>PNS</u> programmes/projects have a G&D dimension now? Is the NS more engaged in these programmes/projects
What G&D strategies/policies existed in the NS?	What NS G&D strategies/policies exist today?
What G&D training had NS staff received?	What G&D training has been provided to staff over the years? Who provided it? How has it been useful? Has this led to more NS staff being

	aware of GD issues / working and supporting GD activities?
What was the National Disaster Management Office (NDMO – or equivalent body in your country) <u>attitude</u> to G&D inclusion?	What is the NDMO attitude to G&D today?
What NDMO policies/strategies had a G&D dimension?	What NDMO policies/strategies have a G&D dimension today?
Which Ministries/government agencies or departments did the NS discuss G&D with? What were G&D discussions about? Did the National Society have a relationship with or co-operate with ministries or government agencies focused on women, gender, diversity or gender-based violence, e.g. the National Commission of Women, The Ministry of Women's Affairs... etc	Which Ministries/government agencies or departments do the NS discuss G&D with today? What are G&D discussions about today? Has the NS relationship increased/strengthened with government agencies focused on women, gender, diversity or gender-based violence, e.g. the National Commission of Women, The Ministry of Women's Affairs... etc

Important Notes:

1. You will be asked to tell two stories during the workshop. The maximum telling time for each story is **5 minutes**. As a rough guide, this equates to two-sides of typed A4 paper (font size 11-12). Reading aloud two-sides of typed A4 paper takes approximately 5-6 minutes.
2. If you have time, please type-up your stories and bring them to the workshop in both hard and soft copies.
3. If you do not have time to type-up your stories, please ensure you have at least the main points typed up.
4. If there is more than one participant from your NS coming to the workshop, it may be an idea to tell a combined story. One person could tell the '2014 story', and another person the '2017 story' – the choice is yours.
5. With your permission, we may record the stories to help with writing them up afterwards.

Many thanks in advance for your preparation!

In the coming days we will circulate a workshop agenda and outline.