

# Regional Southeast Asia Gender and Diversity Training

## Training Report

1-3 August 2016

Kuala Lumpur, Malaysia

### Summary

This report gives a summary of the Regional Southeast Asia Gender and Diversity Training which was delivered to: National Societies in Southeast Asia, Partner National Societies working in the region, ICRC and IFRC staff. The training took place in Kuala Lumpur, Malaysia between 1-3 August 2016. The training was kindly co-hosted by Malaysian Red Crescent Society.

This report includes the following elements:

1. Biography of the trainers
2. Participant list
3. Background and rationale for training
4. Outline of training sessions
5. Annexes: Agenda and link to training materials and key resources



Minimum standard commitments  
to gender and diversity in  
emergency programming  
Pilot Version

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### **Training Facilitators**

**CHRISTINA HANEEF** [CHRISTINA.HANEEF@IFRC.ORG](mailto:CHRISTINA.HANEEF@IFRC.ORG) Gender and Diversity Advisor, IFRC

Christina is currently the Acting Gender and Diversity Advisor in the IFRC Asia Pacific Regional Office. Since 2015 Christina has been working in the National Society Development Unit in IFRC Mekong Country Cluster Support Team. In both roles Christina has been working with National Societies on strengthening capacity to mainstream gender and diversity in programmes, services, policies and tools, whilst providing support to the network of Southeast Asia gender and diversity focal points. She has previously worked in Bangladesh for an extreme-poverty programme, focusing on women's empowerment, entrepreneurship and violence against women. In Zambia, Christina co-founded a community-led social enterprise and facilitated overseas education partnerships. She has also worked as a researcher on sexual orientation and gender identity for the Rights in Exile Programme, in the U.K.

**NORWINA D. ECLARINAL** [NORWINA.ECLARINAL@REDCROSS.ORG.PH](mailto:NORWINA.ECLARINAL@REDCROSS.ORG.PH) Officer In Charge, International Relations and Strategic Partnerships Office & Gender and Diversity Focal Point

Norwina has been with Philippine Red Cross (PRC) for eleven (11) years and is currently the Officer in Charge for the International Relations and Strategic Partnerships Office concurrent PRC Movement Coordinator assigned at the National Headquarters. Norwina was identified by the leadership as the focal point for Gender and Diversity in June 2015. Previously Norwina has proposed and assisted implementation of Red Cross 143 at the Barangays and Schools in Valenzuela City through trainings such as Disaster Management, First Aid and Basic Life Support, Leadership Trainings and mobilization of volunteers through the Red Cross 143 in the community. In February 2012, Norwina was assigned as Head of Operations for T.S. Sendong (WASHI) where she managed the operations for T.S. Washi affected provinces Northern Mindanao. She also managed PRC Mis. Or. –Cagayan de Oro City Chapter as Officer in Charge as well as overseeing the Operations for T.S. Washi. After Misamis Oriental assignment, she was then assigned at PRC Bulacan Chapter as Officer in Charge from Jan. 2013 until Dec. 2014. She transferred to NHQ as Head of Operations and Movement Coordinator for T.S. Haiyan covering the 10 provinces affected by the disaster until June 2015.



### Training Participants

No.	Organization	Name	Sex	Position
1	<b>Brunei Darussalam Red Crescent Society</b>	Ms. Hajah Asmah Haji Omar	F	Deputy Secretary General / Gender and Diversity Focal Point
2	<b>Brunei Darussalam Red Crescent Society</b>	Ms. Rogayah Haji Mohiddin	F	Head of Training and Gender and Diversity Program
3	<b>Cambodian Red Cross</b>	Ms. Mom Chanthy	F	Deputy Director of Health Department / Gender and Diversity Focal Point
4	<b>Cambodian Red Cross</b>	Ms. Dim Vantha	F	Program Officer
5	<b>Indonesian Red Cross (PMI)</b>	Ms. Andreane Tampubolon	F	Head of Restoring Family Links Sub Division / Gender and Diversity Focal Point
6	<b>Indonesian Red Cross (PMI)</b>	Ms. Deasy Sujatiningrani	F	Head of Research & Development Section
7	<b>Lao Red Cross</b>	Ms. Ketkeo Oupalavong	F	Deputy Head of Women Advancement division / Gender and Diversity Focal Point
8	<b>Lao Red Cross</b>	Mr. Bounyong Phommachack	M	Deputy Head of Disaster Preparedness Division
9	<b>Malaysian Red Crescent Society</b>	Mr. Saiful Izan Bin Nordin	M	Manager, International Humanitarian Law, Legal and International Relations / Gender and Diversity Focal Point
10	<b>Malaysian Red Crescent Society</b>	Mr. John Lam	M	Branch Director
11	<b>Malaysian Red Crescent Society</b>	Dr. Ida Zaliza binti Zainal Abidin	F	Perlis Branch Vice Chairman
12	<b>Myanmar Red Cross Society</b>	Ms. Khin Khin Shein	F	Director of First Aid and Safety Services Department / Gender and Diversity Focal Point
13	<b>Myanmar Red Cross Society</b>	Mr. Htoon Lwin Oo	M	Program Coordinator, First Aid and Safety Service Department
14	<b>Philippine Red Cross</b>	Ms. Joahna Celestine P. Bandal	F	Chapter Service Representative / PRC Rizal Chapter
15	<b>Singapore Red Cross</b>	Ms. Celesta Chee	F	Executive/ Community Services
16	<b>Thai Red Cross Society</b>	Mr. Chamnong Sangmahachai	M	Assistant Secretary General for Personnel Management / Gender and Diversity Focal Point
17	<b>Thai Red Cross Society</b>	Ms. Preeyaporn Moungmaithong	F	Instructor in Human Resource Development
18	<b>Timor-Leste Red Cross (CVTL)</b>	Mr. Agapito da Silva	M	Organisation Development ( OD ) Coordinator / Gender and Diversity Focal Point
19	<b>Timor-Leste Red Cross (CVTL)</b>	Ms. Emidia Licina Constancia Belo	F	DRR Manager

20	<b>Vietnam Red Cross Society</b>	Ms. Tran Thi Quy	F	Staff of Social Work Department / Gender and Diversity Focal Point
21	<b>Vietnam Red Cross Society</b>	Ms. Vu Thi Phuong	F	Deputy Director of Human Resource Department
22	<b>British Red Cross (UK)</b>	Mr. Arbie Baguios	M	Regional Officer for South, East and Southeast Asia
23	<b>Canadian Red Cross (Indonesia)</b>	Ms. Nita Ryarti	F	Country Program Coordinator
24	<b>Canadian Red Cross (Sri Lanka)</b>	Dr. Sinha Wickremesekera	M	Consultant, Violence Prevention
25	<b>German Red Cross (Vietnam)</b>	Mr. Ton That Khanh	M	DRR/CCA Programme Officer
26	<b>IFRC Asia Pacific Office</b>	Ms. Clodagh Geoghegan	F	Intern, Disaster and Crisis: Prevention, Response & Recovery
27	<b>IFRC Asia Pacific Office</b>	Ms. Waslat Lema Atifmal	F	Intern, Health Communications
28	<b>IFRC Asia Pacific Office</b>	Ms. Piya Bhalla	F	Gender Based Violence Consultant
29	<b>IFRC Asia Pacific Office</b>	Ms. May Maloney	F	Gender and Diversity Advisor
30	<b>IFRC CCST Bangkok</b>	Ms. Warongrong Tatrakom	F	DRR Officer
31	<b>ICRC (Malaysia)</b>	Ms. Valentina Bernasconi	F	Regional Policy Coordinator
32	<b>ICRC (Malaysia)</b>	Ms. Fiona Barnaby	F	Legal Officer

There were 32 participants (9m:23f) from Southeast Asia National Societies, Partner National Societies (British, Canadian and German Red Cross), ICRC (Malaysia) and IFRC (Bangkok Country Cluster Support Team and Asia Pacific Regional Office). Participants came with a variety of expertise including from Disaster Risk Reduction, Health, Organisational Development, Human Resources, Policy, as well as colleagues with expertise in violence prevention, gender-based violence and gender and diversity. Participants came from all areas of the National Society including directors, regional representatives, co-ordinators, technical advisors and from leadership positions. There was representation from all eleven National Societies who form the Regional Southeast Asia Gender and Diversity network.

**Background and rationale for training:**

National Societies in Southeast Asia and the IFRC Secretariat are guided by Strategy 2020, which lists gender and diversity as a key cross-cutting concern in both the Strategic Aims and Enabling Actions of the Strategy document. Strategy 2020 is linked with the IFRC Strategic Framework on Gender and Diversity issues 2013-2020 which provides strategic direction in areas of gender and diversity.

National Societies and IFRC have been 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 with National Societies being 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.

A [regional gender and diversity training of trainers \(TOT\)](#) was held in October 2015, attended by 10 National Societies from Southeast Asia and 1 National Society from the Pacific. The TOT comprised an introduction to the concepts of gender and diversity and its practical application as well as training skills and methodology. The introduction of the [gender and diversity for resilience resource library](#) was also presented to participants to increase awareness and access to gender and diversity resources and tools.

Recommendations from the Training of Trainings in October 2015 included:

- A request for an annual training be made available in 2016, to build on the concepts and skills learnt in the TOT. This would a) act to continue capacity building of SEA gender and diversity network members and b) to give an opportunity for other technical staff within the National Society to attend a gender and diversity training.
- Include specific times in the agenda for ‘sharing sessions’ of best practice
- The field visit was seen as a positive reality check for integrating gender and diversity issues at the community level. It was suggested to continue with field visits or include sessions within the agenda to invite external organisations.

This current training aimed to incorporate these recommendations by ensuring space was provided for participants to share their experiences during the discussions, throughout the main agenda. Secondly, a field visit was held on the 3<sup>rd</sup> August. This provided the opportunity to hear from experts within the Movement (ICRC) and externally (Department of Social Welfare, Ministry of Women, Family and Community Development, Malaysia), as well as providing the opportunity to relate the concepts learnt during the training to a more practical experience; visiting a social inclusion initiative in Malaysia.

### **Overview of the Regional Gender and Diversity Training:**

The training is based on an IFRC global tool for Gender and Diversity, called the **7 Steps to Gender and Diversity in Emergencies**. Training was run over 2 days with each module of the training relating to one of the Fundamental Principles of the Red Cross Red Crescent Movement. The training aims to equip participants to be sensitive to gender and diversity considerations in development and emergency programmes and to implement Sector Specific interventions which promote the Dignity, Access, Participation and Safety (DAPS) of beneficiaries. The training was conducted with the kind financial support of the Canadian Red Cross and the Canadian Government Department of Foreign Affairs and Trade. We were very pleased to have had the training opened by Dato' Sayed A.Rahman bin Sayed Mohd, the Secretary General of the Malaysian Red Crescent and Xavier Castellanos, IFRC Regional Director of the Asia Pacific Regional Office.

The objectives of the training were to:

- Increase knowledge on gender and diversity concepts and how the approach is linked with the 7 Fundamental Principles of the Movement.
- Feel confident to articulate the reasons that we should implement gender- and diversity-sensitive programming and some practical ways to achieve it
- Increase capacity of participants to understand the importance of the practical application of gender and diversity (e.g. gender and diversity analysis and mainstreaming in our emergencies and recovery work)
- Confident in the practical use of tools ([Minimum Standard Commitments to gender and diversity in emergency programming](#)) and be able to apply this to assessments and programming at all stages of the programme cycle, and apply it to different stages of the disaster management cycle to ensure the dignity, access, participation and safety of the communities we work with.



### **Participants evaluation and recommendations**

Participants completed evaluation forms at the end of the three days. Based on the feedback the following reflections have been made.

The program was ambitious, but feedback was that it was interesting, helpful and practical and that it taught participants new skills that they felt they could take forward in their own National Society and daily work. A summary of the collective feedback from the evaluations is shown below:

- Overall there was positive feedback on all the sessions, with participants feeling that the majority of sessions were useful to them with a good balance of theory and practice – while some said they would have liked more theory, others highlighted the value of the practical and participatory methodology used and wished this to be increased. Particular sessions that stood out as being most helpful include:
  - The ‘community profiles’ gallery – this allowed participants to practically use the Minimum Standard Commitments to gender and diversity in emergency practice and learn the DAPS framework;
  - The session on the Code of Conduct and prevention of sexual exploitation and abuse (PSEA)
  - A majority of the participants felt that the ‘Dilemma Exercises’ were a good way to link gender and diversity concepts with the Fundamental Principles and gave the opportunity for participants to share their practical experiences based on the situation presented. However other’s felt these exercises could have been enhanced by giving more practical ‘dilemma’ scenarios, which has been well noted.
  - Having the group exercises were seen as valuable to see concrete examples of how to integrate gender and diversity into different areas of work. It was noted that the exercise on Beneficiary Registration and Needs Assessments would have benefited from having examples presented before the group work began.
- With regards to what could be covered in more detail, some participants asked for a greater emphasis on the concepts of gender and diversity first, and others wanted to go further into the practical application – for both extra time was stated as a need to achieve this.
- Some feedback suggested two days was very good timing whereas other suggested having an extra day would have been useful. It was suggested in some feedback that

less time should have been spent on plenary feedback sessions, whereas others felt the plenary provided a good opportunity for sharing of experiences from facilitators and participants in the region.

- The DAPS framework was seen to be very practical and useful in participants' work going forward
- The background information in the lead up to the training was well received. Materials/handouts were fine for the training and participants requested the full set of materials following the training (please see Annex 2).
- Further information on gender and diversity in M&E was requested, to integrate gender and diversity in the structure and systems of the National Societies' programme cycle. This was an interesting and important piece of feedback and noted for the development of future modules/training sessions in this area.
- It was suggested to conduct a specific training on Sexual and Gender-based violence and increase knowledge on Prevention of Sexual Exploitation and Abuse.
- Feedback included the interest to have more case studies from the RCRC included in the training as examples
- Similar training should be made available on a regular basis. The field visit was seen as a good practical component of the training and this practice should be continued
- IFRC should continue to work with host National Societies and use their facilities for training, as this was seen as a good opportunity to meet the host National Society
- Overall it seemed the training provided many participants with a good basis to continue work on gender and diversity concepts and practical application, with participants stating that the training has supported them:
  - To conduct similar training / sensitisation sessions in their own National Societies: to branch level, to all programme staff and volunteer and senior management level
  - By providing the background for greater dissemination within the National Society
  - In understanding the gender and diversity considerations for needs assessments.
  - Provided skills to ensure gender and diversity is better integrated within the National Society



- Having a clearer understanding and broader knowledge about gender and diversity in emergencies and DRR, and understanding how we need to deliver services and develop programmes based on specific needs.
- With an understanding of how to integrate gender and diversity into concept notes, report writing and National Society's plans
- To see the relevance of gender and diversity and how it will impact the delivery of services

### **Highlights and description of the training sessions**

The training activities used were:

- **Expectations:** Participants were asked to write down their expectations from the training. These fell within the following areas:
  - increased knowledge of gender and diversity;
  - to feel confident in disseminating information about gender and diversity;
  - to learn available practical gender and diversity tools;
  - to link gender and diversity work with the Fundamental Principles;
  - to have materials and knowledge to be able to deliver a gender and diversity training in our National Society;
  - to learn about gender and diversity in disaster risk reduction;
  - to share and learn experiences;
  - to learn some key ways of incorporating gender and diversity into programmes (emergency and non-emergency);
  - how to do a gender and diversity needs assessment;
  - Sex and Age disaggregated data – understand why this is important;
  - To learn about the MSCs.
- **'That's just so Typical':**

This exercise facilitated an introduction of all participants as well as highlighting the impact of gender stereotyping on our own lives. It aims to show the different gender expectations and norms between countries, contexts and how this changes over time.



- **Dilemma exercises:** At the start of each session during the two days, a short scenario was discussed in groups to introduce the session, and to link gender and diversity back to the seven Fundamental Principles.
- **Understanding the issues:** This focused on increasing knowledge of the key concepts of gender and diversity and the rationale for implementing gender and diversity sensitive programmes.
- **Speed Debating:** Within 'understanding the issues', participants were asked to take a side about a controversial statement such as: "In disasters, women are always vulnerable". Each participant had to debate against an opponent. This allowed participants to explore their own views and also myths and stereotypes about gender and diversity in emergencies.



- **The Gender and Diversity Quiz:** Teams undertook a quiz based on real statistics about gender and diversity in the world and specifically within Southeast Asia, such as having to guess the % of the world's population that is under 15, or having to determine what % of the world's population live with a disability, or how many women and girls experience gender based violence in their lifetimes. This quiz allowed participants to build skills in doing a rapid gender and diversity analysis, based on secondary data, that can be crucial when determining vulnerability criteria, or a beneficiary selection process for the delivery of aid.
- **Beneficiary selection and rapid multi-sectoral needs assessment exercise:** The aim of this exercise is to understand key concepts of gender and diversity analysis, disaggregated data, beneficiary selection and prioritisation criteria and how we can start

to identify vulnerability criteria and specific multi sectoral needs. The two forms were perhaps confusing in their similarity however as the group work continued there were good discussions on the considerations of both beneficiary selection and the needs assessment. Although participants did not have time to complete both forms fully, it was noted that guidance can be found in the IFRC Minimum Standard Commitments to Gender and Diversity in Emergencies Programming. There was also an in-depth discussion following this exercise which was seen as necessary by the facilitators to ensure to concepts and practical application of both needs assessments and selection and prioritisation of beneficiaries were well addressed. Practical examples and experiences were given from the Philippines and the experiences during Haiyan to provide good practice examples. This meant that the next session was moved to Day two – however facilitators ensured that all the sessions were covered within the agenda.

- **Gender and Diversity Advocacy:** An overview of the key IFRC frameworks that guide our work on gender and diversity both strategically and operationally were provided, as well as links to global frameworks and commitments. Following this, a short exercise was conducted with the aim of practicing advocacy skills within a National Society or IFRC on why gender and diversity is important. Each group was given a different role and asked to come up with reasons they would use to highlight the importance of gender and diversity in each situation. One example was “The Operations Manager of your National Society is very busy. You note that the Emergency Plan of Action does not contain gender or diversity focused activities or beneficiary analysis. *Convince him to include these.*”
- **The Gallery of Community Members (Gender and diversity for DRR):** Participants were presented with a scenario of a community in Indonesia. The community was prone to hazards and had previously experienced an earthquake. Participants were presented with fictional profiles of 6 affected people. By dividing into teams, each group spent between 5-10 minutes with each community member, to understand their profile and then using post-it notes identified the specific sectoral needs of that individual, as well as to identify some protection risks and areas of capacity for each individual. One example of the profiles was of a fifteen year old girl (Ayu), who has been blind all her life. She has learnt to navigate her surroundings over the years, however if Ayu travels further from her house or goes to a new place she needs a family member to assist her. She is concerned that if an earthquake hit her community, she would face trouble evacuating. The aim of this exercise was to use the Minimum Standard Commitments

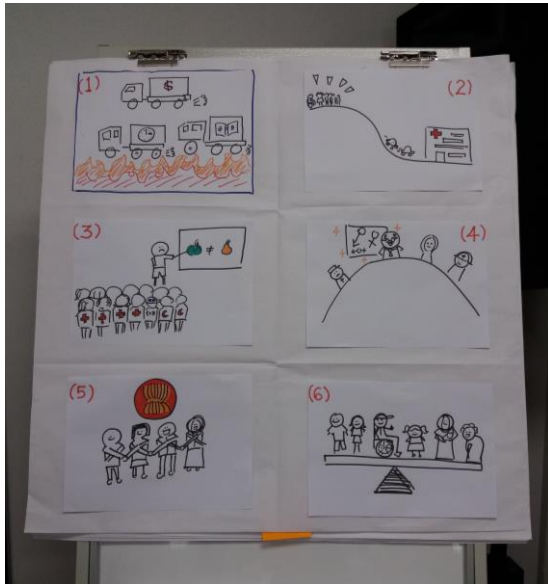
(MSCs) from a disaster risk reduction perspective and to look within needs of a community e.g. health, food security, WASH to understand the specific needs of each person, as well as what capacities they have that could be harnessed should another disaster hit. At the end of the exercise participants were asked to identify whether the needs and approaches they identified fell under Dignity, Access, Participation and Safety.



- **Developing a Gender and Diversity sensitive Emergency Plan of Action:** The participants were split into group to develop a gender and diversity sensitive emergency plan of action (EPOA). The two sectors chosen for the exercise were Health and WASH. Participants were asked to: identify three gender and diversity questions or types of data they would collect as part of a needs assessment; develop a short criteria for who their target beneficiaries would be; and identify some activities in their given sector based on the analysis. Participants used the Minimum Standard Commitments to Gender and Diversity in Emergency Programming, to identify the relevant actions and activities that promote beneficiaries' Dignity, Access, Participation and Safety. Time was quite short for the exercise to be fully put into practice but the feedback from the groups highlighted some important ways of ensuring gender and diversity needs are met through more specific and refined activities.
- **Storyboarding:** Participants used a community development activity called 'storyboarding' to identify some practical solutions to the challenges that had arisen in implementing gender and diversity sensitive action both operationally or within their National Society e.g. the Code of Conduct or Child Protection policies. This activity

allowed for creative and group problem solving on some key issues that participants have or feel they will face in applying gender and diversity practically in their National Societies.

Some examples of the storyboards are shown below:





### Action Plans

Based on the story boards participants were asked to reflect on some key action points that they could take forward from the training. On day 3 participants were asked to identify a short term and long term action that they could work towards in their own organisation.

Some short term action points included:

- Sensitisation sessions in each National Society
- Reviewing the National Society Gender and Diversity Strategy or Policy
- Disseminating the Code of Conduct
- Integrating gender and diversity into pre and post disaster needs assessments
- Translation of key documents (e.g. MSCS) and adaption to local context, for wide dissemination in the National Society
- Gender and Diversity self-assessment in the National Society
- Photo competitions to promote gender and diversity
- To be the voice of gender and diversity in the National Society
- Providing greater support to their National Society gender and diversity Focal Point
- Analysing the needs of different groups in disasters
- Developing short presentation topics for National Society governance
- Disseminating information in the National Society
- Include gender and diversity in National Society action plans
- Roll out of training
- Mainstreaming and integration of gender and diversity in all projects and programmes

Some long term action points included

- Having gender and diversity focal points, not only at Headquarter level but also at the branch and chapter level
- Support to building a pool of trainers in the National Society
- To ensure gender and diversity is integrated into every programme
- Implementing gender and diversity in DRR programmes in schools
- Focus on greater disability inclusion within programmes
- Advocate to Senior Management & Governance/Leadership on the importance of gender and diversity mainstreaming within programmes
- Integration of the current training package/select modules into other trainings
- Implementation plans for policies

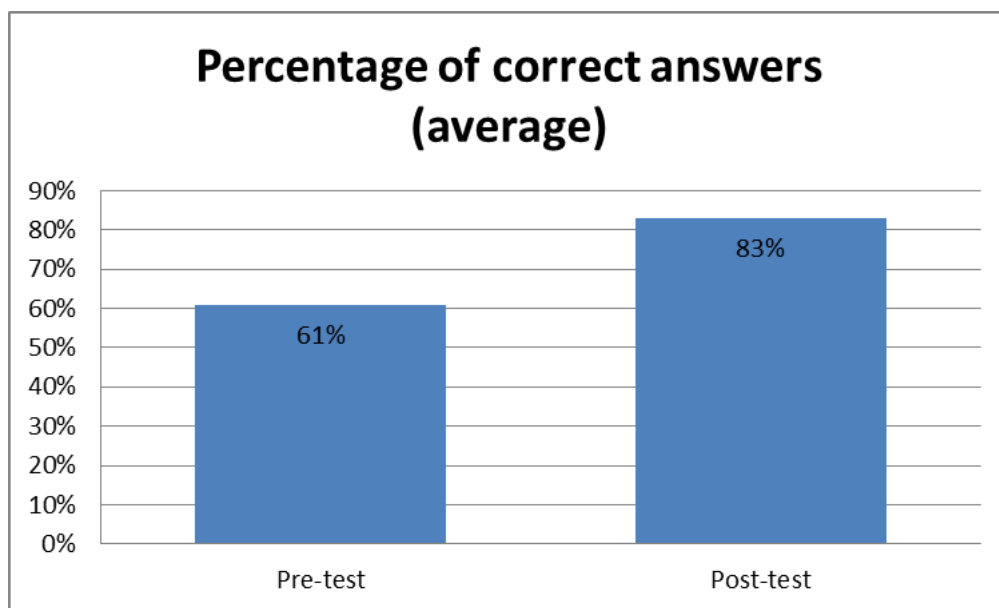


- Focus on greater gender and diversity inclusion within disaster risk reduction programmes
- Impact analysis on gender and diversity
- Develop posters for branch level offices based on the MSCs
- Enhance co-ordination with all partners on gender and diversity (internally and externally)
- Focus on sexual and gender-based violence in programmes
- Roll out of the '7 Moves' training in the National Society

Support is available and can be provided by the IFRC Gender and Diversity Advisor as required.

### **Pre and Post tests**

Pre and posts tests were completed by participants. The average scores of the tests are shown below:



### **Day 3 – Field visit**

The two-day training was followed by a one-day field visit. This comprised a half day sharing session where external speakers were invited. Mr Xavier Castellanos, Regional Director of the IFRC Asia Pacific Regional Office opened the field visit and highlighted the importance of co-operation and partnership in our work on gender and diversity. Malaysian Red Crescent proceeded to introduce the speakers for the day.

The first presentation was by Mr Pathmanathan s/o R.Nalasamy, Principal Assistant Director of the Department for the Development of Persons with Disabilities, Department of Social Welfare. The presentation focused on *“The Function of the Department of Welfare, Malaysia and their implementation of Gender & Diversity.”* This presentation included: an overview of the gender and diversity context in Malaysia; some insights into experiences from the Malaysian East Coast flood 2014/2015 and examples of social inclusion initiatives the Department of Social Welfare works on in Malaysia. It is hoped that this would encourage participants to connect with the relevant ministries of their Government following the training to see where the linkages are in their National context.

The second presentation of the day was given by Ms. Valentina Bernasconi and Ms. Fiona Barnaby from the ICRC on Sexual Violence in conflict and other situations of violence, and ICRC’s approach. This was an important presentation to not only highlight the work our partners in the Movement are engaged in with regards to sexual violence but also highlighting the importance of this, in conflicts and disaster situations. An ICRC-IFRC resolution on [Sexual and Gender Based Violence: joint action on prevention and response](#) was adopted at the 32<sup>nd</sup> International Conference in December 2015 and therefore, this was valuable insight into the work of the ICRC and how we can work together going forward.

The session closed with Dato’ Sayed presenting each of the participants with certificates and thanking our speakers.

In the afternoon participants visited a project site of the Ministry of Women, Family and Community Development, Bengkel Daya Klang. Bengkel Daya Klang is a center which provides vocational training skills to people with disabilities. It provides people with disabilities, skill building opportunities that will allow them to be more competitive in the job market. This aims to build their confidence, their independence as well as providing a social network for the service users.

A presentation was given by Ms. Hamidah binti Hassan, Principle Assistant Director, Policy and International Relations, Department of Social Welfare and Mr Azhar Toriang, Chief Assistant Sheltered Workshop of Bengkel Daya Klang. The presentation highlighted the number of valuable services provided by the centre and the overall aim of the Ministry of

Women, Family and Community Development in setting up such institutions. This was followed by a tour of the center and an explanation of the activities. After the tour participants had the opportunity to discuss with people who were using the service about their experience in the center and also how it has supported them in their day to day lives. This informal meeting provided a valuable perspective on the importance of applying the concept of Gender and Diversity in all National Society programmes. It also highlighted a central part to our gender and diversity approach; ensuring that we ask and understand the specific needs, capacities and priorities of people in our communities who will be engaged in the programmes and services we provide.

During the debrief with both the representatives from the Department of Social Welfare and Bengkel Daya Klang, it was clear that this had been a good opportunity: to come out of the training room and experience first-hand the importance of gender, diversity and social inclusion as an approach in all our work and to experience some of the initiatives taking place in Malaysia.

Overall the field visit aimed to promote the importance of partnership and collaboration within the Movement, with communities, with external agencies and government, on issues related to gender and diversity. Increasing partnerships with government, United Nations Agencies, Civil Society Organisations and Community-based Organisations is essential for knowledge sharing, building the capacity of IFRC and National Societies and understanding how to harness these relationships to ensure we address the needs of those most at-risk in the communities we work for, in the most efficient and effective way.

**Mr Azhar Toriang, the Chief Assistant Sheltered Workshop, Bengkel Daya Klang presenting to participants**



**Participants being shown around the Bengkel Daya Klang**



**Bengkel Daya Klang staff with participants at the end of the field visit**



**ANNEX 1: Training Agenda: In classroom**

Time	Monday 1 August	Tuesday 2 August
0900-09.30	<p><b>Registration at 8.30am</b></p> <p>Opening speeches Group Photo</p>	<p>Recap of Day 1</p> <p><b>Move 4: Integrating gender, diversity and GBV prevention into programming</b></p>
09.30 – 10.15	<p>Introductions from participants Objectives and Expectations Agenda and structure of the workshop Pre-Test</p>	<p><b>UNITY</b> and Gender &amp; Diversity</p> <p>Dilemma Exercise</p>
1015-1100	<p><b>Move 1: Understanding the key issues</b> <b>HUMANITY</b> and Gender &amp; Diversity</p> <p>Dilemma exercise Core Concepts explained</p>	<p><b>Move 4: continues</b></p> <p>DRR – Gallery Walk</p> <p>Using the MSC document to do a needs, capacity and risks analysis</p>
1100-1115	<p><b>Tea Break</b></p>	<p><b>Tea Break</b></p>
1115-1200	<p><b>Move 1: continues</b></p> <p>Quiz Time Rapid secondary Gender and Diversity Analysis</p>	<p><b>Move 5: A practical framework for integrating gender, diversity and GBV prevention into our operations</b></p> <p><b>NEUTRALITY</b> and Gender &amp; Diversity</p> <p>Dilemma</p> <p>The Minimum Standard Commitments to Gender and Diversity in Emergency Plans of Action (EPoAs) – how to use it practically in plans and activities/budgets for emergencies</p>

1200-1230	<p><b>Move 2: Gender, diversity and GBV prevention in humanitarian action</b>  <b>IMPARTIALITY</b> and Gender &amp; Diversity          Dilemma exercise          'Non-Discrimination in Disaster Response'</p>	<p><b>Move 5: Group work continues</b>          Feedback from each sector</p>
1230-1330	<p><b>Lunch Break</b></p>	
1330-1500	<p><b>Move 2: continues</b>  <b>Core concepts explained:</b> gender and diversity analysis, sex and age disaggregated data  <b>Group work:</b> Beneficiary Analysis and Registration Exercises</p>	<p><b>Move 6: Starting with ourselves</b>  <b>VOLUNTARY SERVICE</b> and Gender &amp; Diversity          Dilemma exercise          'To Serve with Pride' – Prevention of Sexual Exploitation and Abuse          Code of Conduct and Child Protection</p>
1500-15.15	<p><b>Tea Break</b></p>	<p><b>Tea Break</b></p>
1515-1650	<p><b>Move 3: Advocating about Gender and Diversity issues</b>  <b>INDEPENDENCE</b>          Dilemma exercise          Organisational Policies and global frameworks</p>	<p><b>Move 7: A part to play – individual/organisational action plan</b>  <b>UNIVERSALITY</b> and Gender &amp; Diversity          Dilemma exercise          Storyboards to make an NS 'action plan' for roll out of this training and for GD mainstreaming in your NS</p>
1650–1715	<p>Final wrap up</p>	<p>Post test          Final wrap up and closing          Briefing for field visit</p>
Evening activity	<p><b>Group Dinner</b></p>	<p><b>Free evening</b></p>





**ANNEX 2: Agenda: Field visit Day 3**

**Regional Southeast Asia Gender and Diversity training (field visit)  
Kuala Lumpur, Malaysia, 3 August 2016**

<b>Time</b>	<b>Wednesday 3 August</b>
<b>0900-0915</b>	<b>Arrival 8.30-9.00</b> Welcome by IFRC
<b>0915 – 1115</b>	Presentation by the Department of Welfare, Ministry of Women, Family and Community Development, including time for Q&A <i>“The Function of the Department of Welfare, Malaysia and their implementation of Gender &amp; Diversity.”</i>
<b>1115-1145</b>	<b>Tea Break</b>
<b>1145-1245</b>	Presentation by the International Committee of the Red Cross, including time for Q&A <i>“Sexual violence in conflict and other situations of violence: ICRC response”</i>
<b>1245-1430</b>	<b>Lunch Break and travel to the project site</b>
<b>1430-1700</b>	Visit to “Bengkel Daya Klang” center, of the Ministry of Women, Family and Community Development
<b>17.00</b>	Departure from the site visit to hotel. Note: This may take around two hours
<b>Evening activity</b>	<b>Free evening</b>

### **ANNEX 3: Training package**

The full training package has been uploaded to the Southeast Asia Online Library. The agenda and resources including videos can all be downloaded for use in training within your National Society or IFRC delegation. You can contact Christina Haneef, IFRC Gender and Diversity Advisor (Christina.haneef@ifrc.org) should you have further questions on the use and adaptation of resources.

URL: <https://sites.google.com/site/drrtoolsinsoutheastasia/gender-and-diversity/southeast-asia-refreshers-training-and-annual-network-meeting>

[Gender and Diversity >](#)

### **Southeast Asia Refreshers Training and Annual Network Meeting in Kuala Lumpur | 1-5 August 2016**

National Societies have been increasingly working to ensure gender and diversity is mainstreamed and fully integrated within their programming, plans, policies, tools, branch an 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 de policies, organizational self-assessments, training, the development of tools based on the [Minimum Standard Commitments to gender and diversity in emergency programming](#), diversity into longer term planning. The **refreshers training is combined with the annual network meeting**, 1-5 August 2016 in Kuala Lumpur.

See related [concept note](#) | [field visit agenda](#) | [training session agenda](#) | [Final evaluation form](#)

#### **Southeast Asia regional gender and diversity network**



The network became active in 2015 with endorsement from National Society leadership. National Society repre focal points) were identified. The first teleconference was held in September 2015 and the first face-to-face annu in October 2015. As per the endorsed [Terms of Reference of the Southeast Asia Regional Gender and Divers](#) convene once a year for a face-to-face meeting.

On 4-5<sup>th</sup> August, a second meeting for the **Southeast Asia Regional gender and diversity network** was held and c This was attended by all 11 National Society focal points/representatives (3M, 8F) in the region. During the 1.5 c on their personal and collective achievements and successes, since the first annual meeting in October 2015.

Objectives of the network meeting:

- To provide a space for peer to peer learning and exchange between members and identify ways to increase peer to
- 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.

Common challenges to integration of gender and diversity were also discussed and solutions were identified going forward. The meeting was an excellent opportunity to bri better get to know one another and to share experiences and lessons learnt. A key outcome from the meeting was an updated regional action plan outlining ways to: better share members; increase dissemination of the Minimum Standard Commitments to Gender and Diversity in Emergency Programming; and raise awareness within the National Soci Governance and Senior Leadership.

For further training resources please visit the training page of the Regional Gender and Diversity Training of Trainers that was held in October 2015:

<https://sites.google.com/site/drrtoolsinsoutheastasia/gender-and-diversity/regional-gender-and-diversity-training-of-trainers-2015>

For more information, resources and tools please visit the IFRC Southeast Asia's online library gender and diversity pages:

<https://sites.google.com/site/drrtoolsinsoutheastasia/gender-and-diversity>