



HIV Prevention Gender Toolkit:

Welcome to Day Two!





HIV Prevention Gender Toolkit:

Review of Day One Concepts



Day One Review

1. What percentage of persons living with HIV in the U.S. are women?
2. Name one biological or physiological factor that increase women's and girls' HIV risk?
3. What is the difference between HIV risk and vulnerability?
4. What are social determinants of health and how is gender related to social determinants?

Day One Review

5. What are the four domains of gender?
6. Name a commonly held gender norm and describe how it affects HIV risk and vulnerability?
7. Name one step of gender analysis.
8. Name two levels of gender analysis.

Training Agenda – Day Two

- Review and Preview
- Introduction to Integrating Gender in the Program Cycle
- Integrating Gender in Needs Assessments
- Integrating Gender in Program Goals and Objectives
- **LUNCH**
- Integrating Gender in Program Design
- Integrating Gender in Program Implementation
- Review, Wrap-Up, and Adjourn



HIV Prevention **Gender Toolkit:**

Introduction to Gender Integration in the Program Cycle



Gender Integration Objectives

1. Understand the importance of involving women and adolescent girls, as well as other key stakeholders, in every step of the planning process
2. Apply gender analysis to the iterative processes of program planning
3. Identify the steps involved in integrating gender analysis into the various steps of a program cycle
4. List implementation issues related to staff, partner organizations and participants

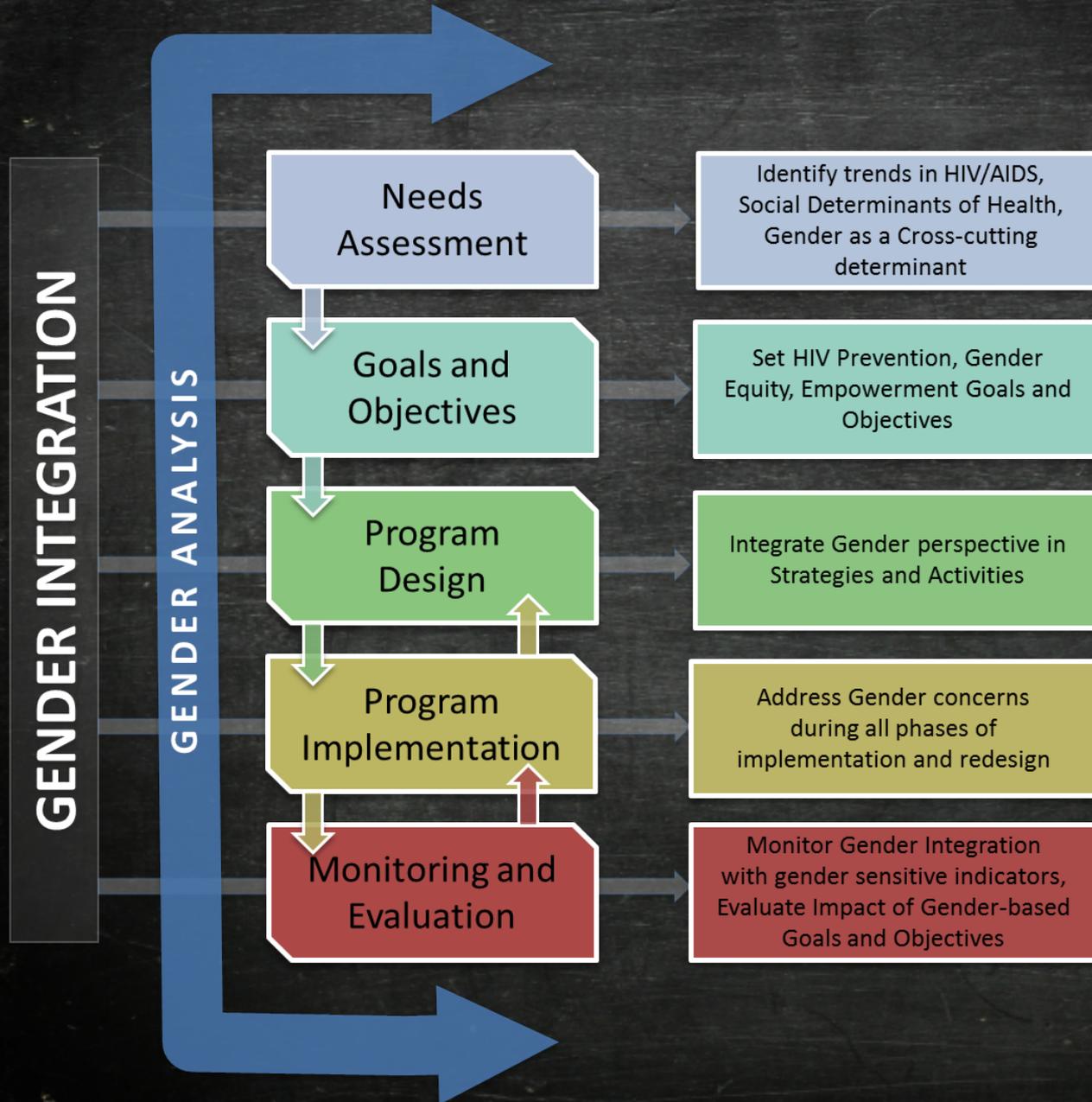
Before you get started: Meaningful
Inclusion and Participation of Women
and Adolescent Girls

Meaningful Inclusion and Participation of Women and Adolescent Girls

- Meaningful involvement of the women and adolescent girls will:
 - Increase program and service responsiveness to the unique needs of participants
 - Ensure the Gender-based Constraints are addressed
 - Promote women's and girls' ownership of the program

Meaningful Inclusion and Participation of Women and Adolescent Girls

- Women and adolescent girls living with and affected by HIV/AIDS should:
 - Live in the community in which the program/support services are available
 - Reflect cross-section of age, race/ethnicity, SES, culture and language spoken, sexual orientation
- Developing an HIV Planning Group with representation from women and girls
 - Tool 9: Program Planning Group Checklist



Integrating Gender in HIV Prevention Program Cycle



HIV Prevention **Gender Toolkit:**

Integrating Gender in Needs Assessments



Integrating Gender into the Needs Assessment

Assessments determine the:

- Nature and extent of HIV epidemic
- Major risk behaviors, factors, and determinants
- Underlying sociocultural, economic, political, health factors
- Needs and capacities of different stakeholders
- Gaps between identified problems/needs and available resources

GENDER ANALYSIS

Needs Assessment

Goals and Objectives

Program Design

Program Implementation

Monitoring and Evaluation

Linking Gender Analysis to Needs Assessment

Needs Assessment	Gender analysis
1. Nature and extent of HIV epidemic 2. Major risk behaviors, factors, and determinants	Step 1: Identifying Gender Differences
3. Underlying sociocultural, economic, political, and health factors	Step 2: Analyze Underlying Gender Relations and Inequalities
4. Needs and capacities of different stakeholders 5. Gaps between identified problems/needs and available resources 6. Possible solutions	Step 3: Assess the Consequences for Programming

Needs Assessment with Gender Lens

- Is data disaggregated by sex, gender, age, race/ethnicity and sexual orientation?
- Does it include information on the quality of life?
 - Housing, employment, income, poverty-level, education
 - Family size and composition
 - Prevalence of substance abuse,
 - Intimate partner violence (sexual, physical, emotional)
- Does it determine differences on access and barriers to HIV prevention, care, and support services as experienced by women and girls, men and boys?

Tool 10 : Integrating Gender in Needs Assessment

Activity: Identifying GbCs in a Needs Assessment



Break
15 minutes

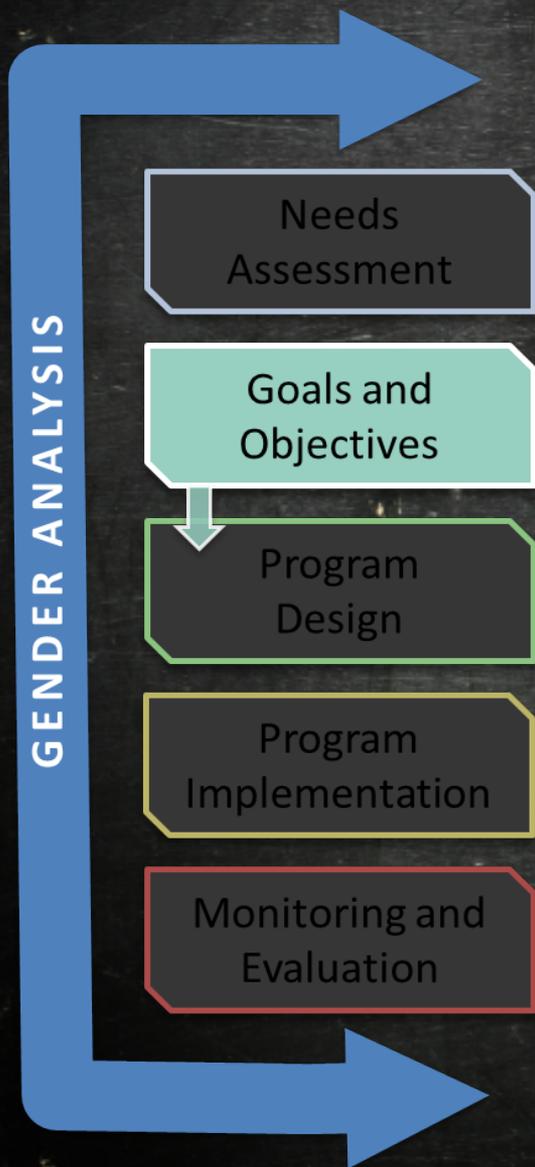


HIV Prevention **Gender Toolkit:**

Integrating
Gender in
Program Goals
and Objectives



Integrating Gender-based Goals and Objectives



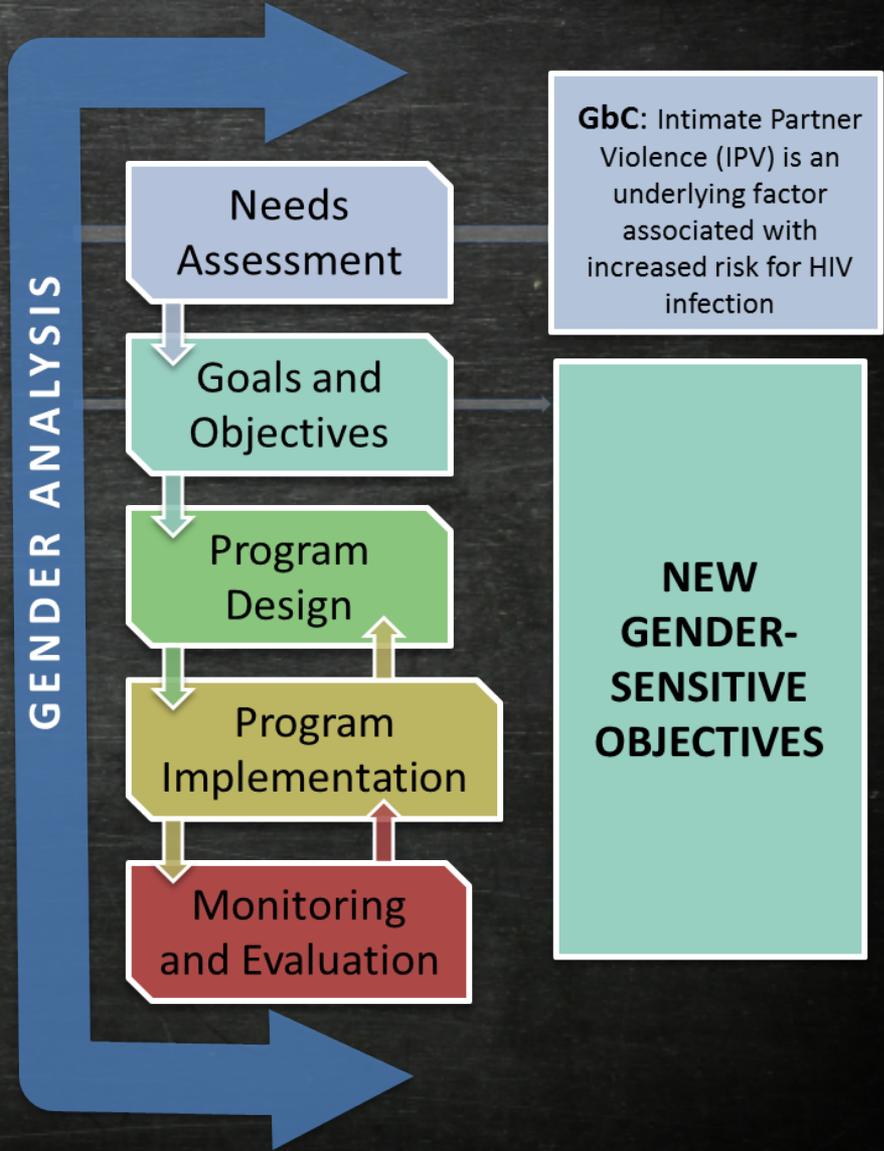
- Goals and Objectives should:
 - Address GbCs and maximize GbOs
 - Strengthen the synergy between HIV prevention and gender-based goals

Gender Integration Case Study

Current Goal / Current Objective

Goal: To reduce new HIV diagnoses among African American women ages 25-44 at high risk through heterosexual contact in County X

Objective: By the end of 2015, condom use among women and girls completing the program in County X will increase by 50%



Program Goals

- **Current Goal:**
 - To reduce new HIV diagnoses among African American women ages 25-44 at high risk through heterosexual contact in County X
- **Gender Responsive Goal:**
 - To reduce IPV among African American women age 25- 44 at high risk of HIV infection through heterosexual contact in County X.

Program Objectives

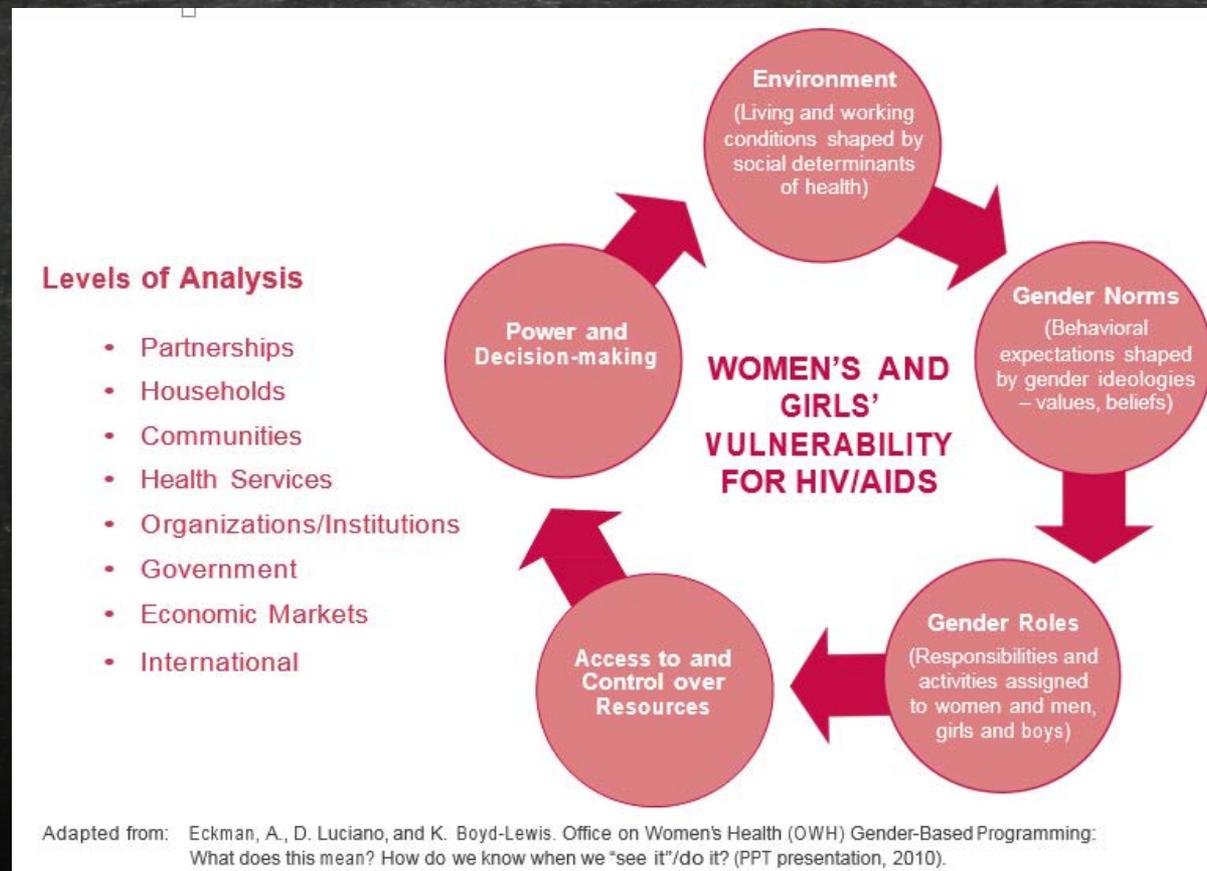
Current Objective:

- By the end of 2015, condom use among women and girls completing the program in County X will increase by 50%

Gender Responsive Objective:

- By the end of 2015, increase by 50% the perception of risk for HIV infection among African American women ages 25-44 who are in steady sexual relationships with a male partner in the program area by providing HIV prevention education workshops

Gender Responsive Objectives: Multi-level and Link to Gender Domains



Activity: Gender Responsive Objectives



Examine Existing Program Goals and Objectives

- Re-examine and revise existing program goals and objectives to ensure they attend to GbCs and GbOs
 - Seek to link the components of HIV prevention to gender
 - Examine each domain of gender
 - Rely upon your assessment data and the ongoing results of your gender analysis

Lunch



HIV Prevention Gender Toolkit:

Integrating Gender in Program Design



Integrating Gender in Program Design

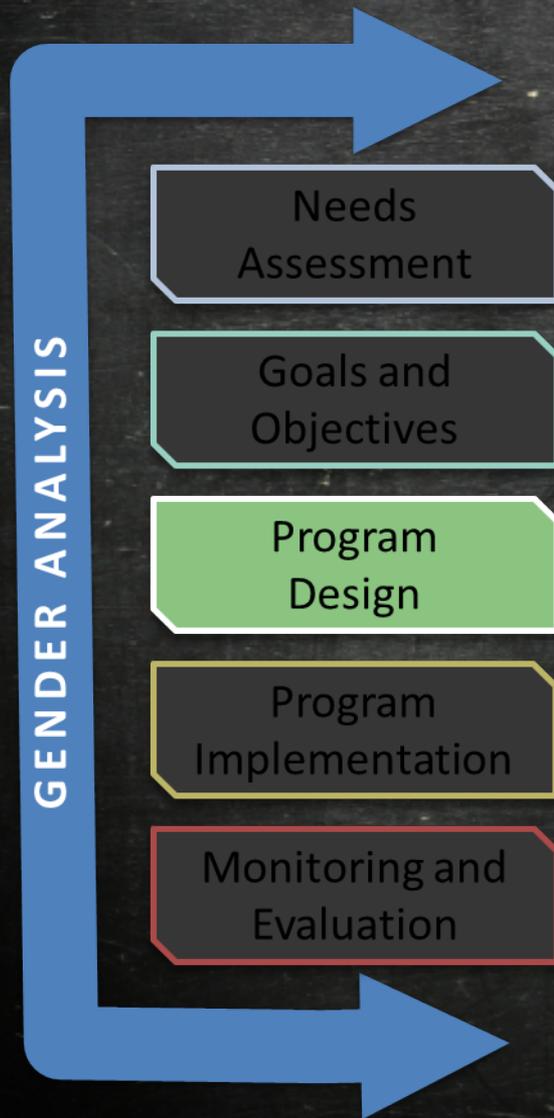
Program Design Steps:

1. Brainstorm, identify , and design new strategies and activities

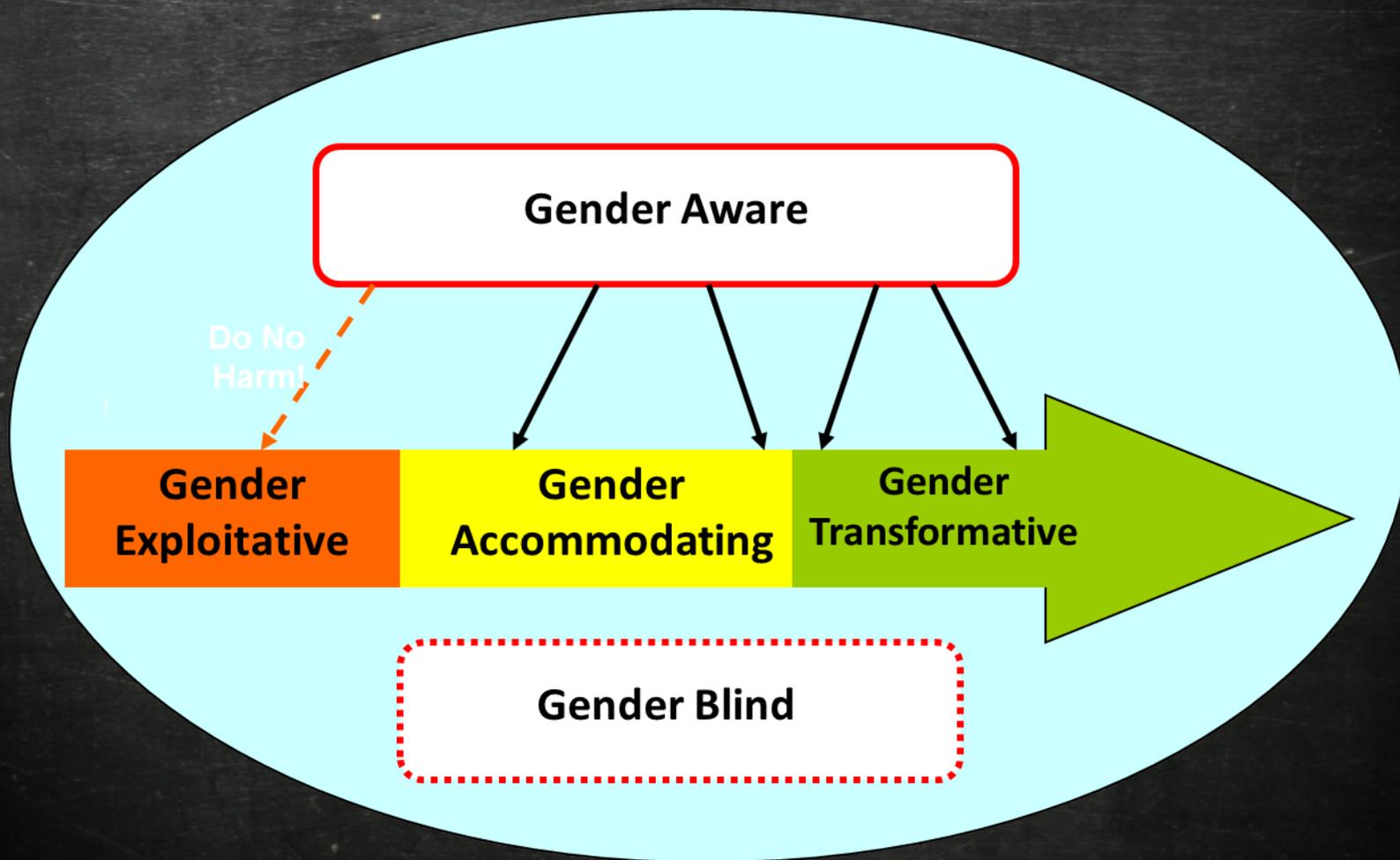
2. Use existing evidence-based interventions

<https://www.effectiveinterventions.org>

3. Link strategies and activities to objectives



Gender Integration Continuum



Gender Blind

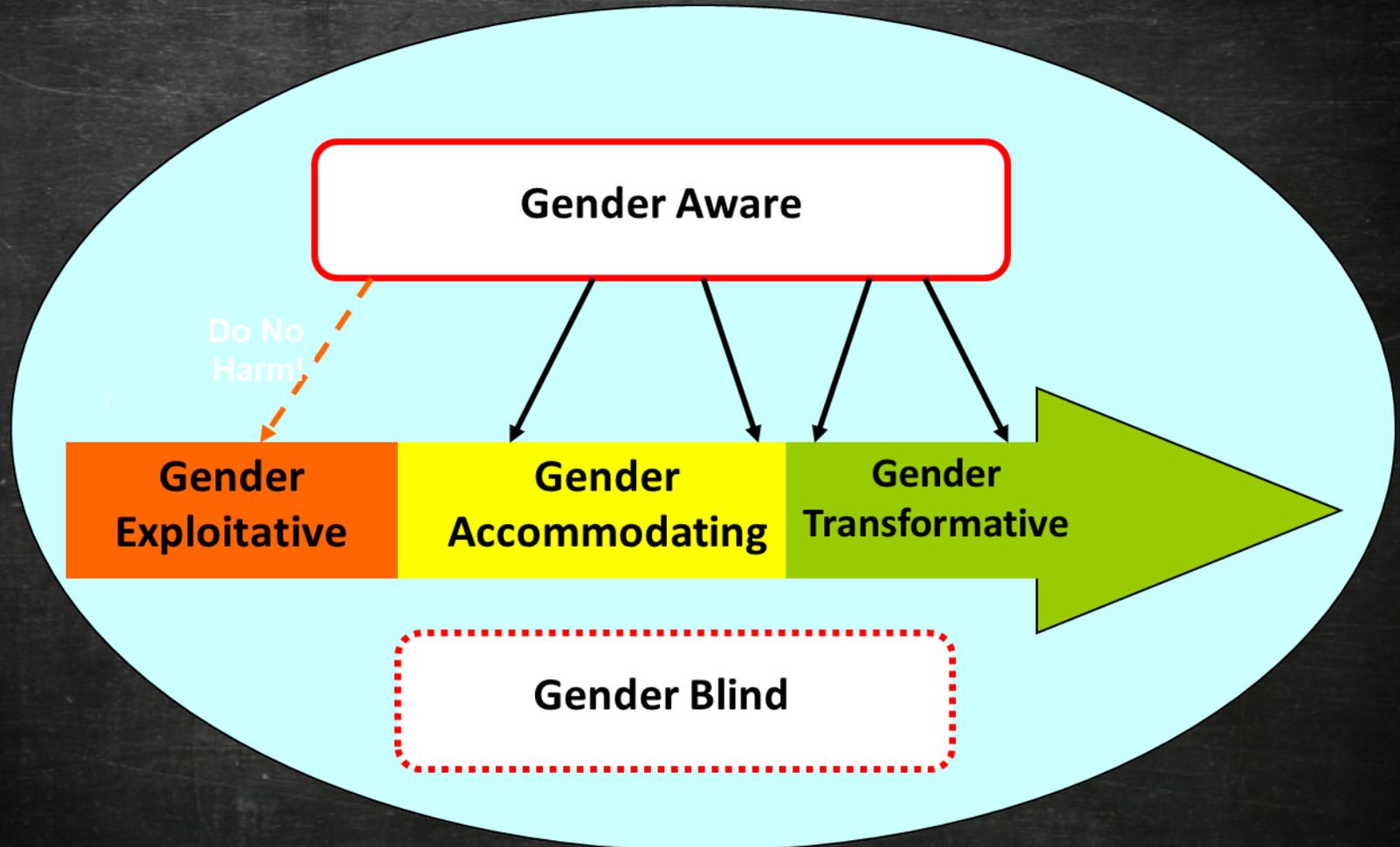
Abstain

Be Faithful

Consistent and Correct

Condom Use

Gender Aware



Source: PRB. (2009). *A manual for integrating gender into reproductive health and HIV programs: From commitment to action*, (2nd edition), p. 9. Retrieved from http://www.igwg.org/igwg_media/manualintegrgendr09_eng.pdf

Gender Exploitative

WOMEN



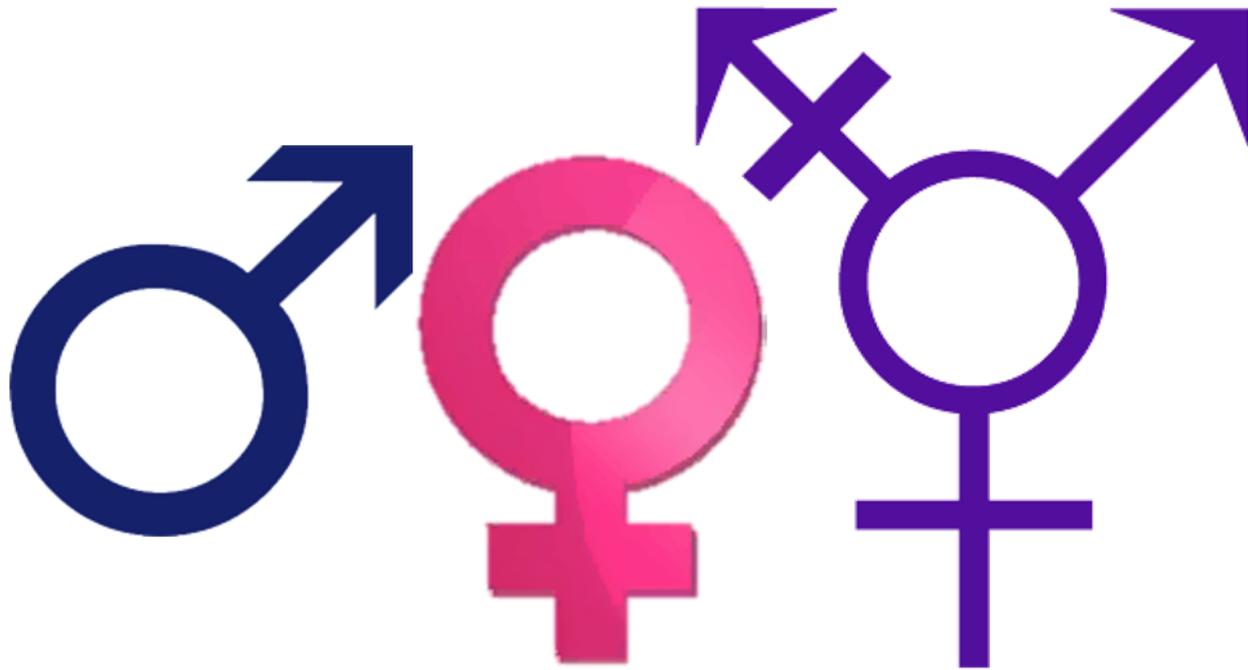
Same as **men**, but cheaper.

Gender Accommodatin

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Gender Transformative



Gender Inequality is harmful for us all.

Gender Strategies for Program Design

- Incorporate gender strategies that specifically address inequities arising from gender norms, roles and relations - gender strategies
- Address GbCs and maximize GbOs for women/adolescent girls when deciding among strategies and activities to

Gender Strategies and Gender Domains

Gender Domains	Gender-based Constraints	Gender Strategies
Gender Norms	Harmful gender norms and practices	Address harmful gender norms and practices
Gender Roles	Burden of care	Reduce the burden of care
Access to and Control of Resources	Low educational attainment low literacy lack of training	Increase access to educational and training opportunities
Access to and Control of Resources	Lack of access to and control over economic resources	Increase access to income resources
Power and Decision-making	Violence and coercion	Reduce intimate partner violence and coercion
Cross-cutting	Barriers in access to services	Reduce barriers in access to services

Using the Gender Integration Continuum and Gender Strategies to Design Gender-Responsive HIV Prevention Programs

Gender Domain	Program Objective	Gender Strategy	Program Activity	Gender Integration Continuum Category

Gender Domain	Program Objective	Gender Strategy	Program Activity	Gender Integration Continuum Category
Gender Norms	Increase the proportion of young men who initiate condom use when having sex with young women.	Address Harmful Gender Norms	Conduct weekly small group workshops with young men using a participatory curriculum to help them reflect on their sexual norms and behaviors, challenge harmful gender norms and promote more gender-equitable attitudes and behaviors among them.	Gender Transformative

Activity: Using the Gender Integration Continuum and Gender Strategies to Select Gender-Responsive Prevention Activities





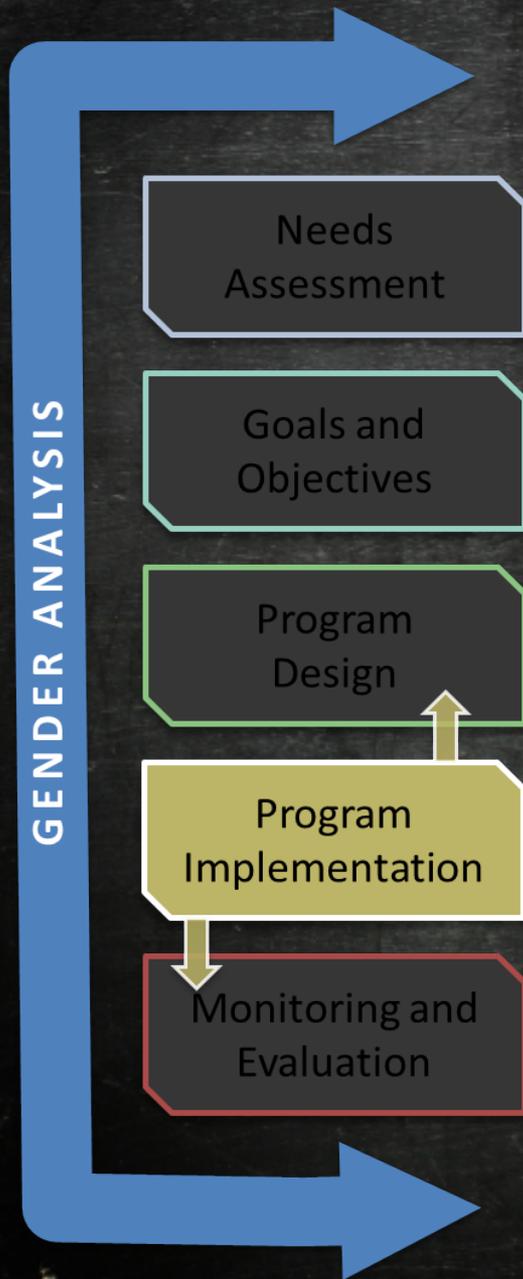
HIV Prevention Gender Toolkit:

Integrating
Gender in
Program
Implementation



Integrating Gender in Program Implementation

1. Assess organizational capacity for gender integration
2. Develop program implementation plan (Tool 11)
3. Incorporate gender responsive implementation principles
4. Address implementation issues



Gender-responsive staff...

Recognize significance of differences in class, race/ethnicity, sexual orientation on participants' experience of gender

Are sensitive to power imbalances in client relationships and the impact they have on decision-making

Demonstrate their own individual gender expression and establish safe zone for participants

Are sensitive to presence of IPV/abuse and promote safer sex options as appropriate

Recognize and set aside personal gender bias and ideas during group facilitation

Challenge attitudes and practices that villainize and/or victimize a particular gender

Partner Organizations

- Share a vision of gender-equity
- Understand the meaning and importance of providing gender-responsive programs and services

Participation of women/girls and men/boys

Implementation plan should include strategies and activities for clients to meaningfully participate as program implementers and decision-makers. Suggested roles include:

- Peer educators
- Volunteers
- Advisory Councils
- Leadership development opportunities

Considerations for Gender Integration in Program Implementation

Tool 10: Considerations for Gender Integration in Program Implementation				
Component		Yes	No	If NO, what actions are needed to address this issue?
Program Staff and Consultants				
Qualifications, Hiring, and Pay	Are knowledge of how gender affects HIV vulnerability, risk, and prevention, and knowledge, experience, and skills in gender analysis included as required qualifications in staff job descriptions?			
	Do staff job descriptions clearly spell out responsibilities and expectations for carrying out the gender components and activities of the program and gender integration			
	Do annual performance evaluations take into account staff performance in carrying out the gender components and activities of the program and gender integration?			
	Are knowledge of how gender affects HIV vulnerability, risk, and prevention, and knowledge, experience, and skills in gender analysis included as required qualifications in consultant agreements or contracts?			
	Are responsibilities and expectations for carrying out the gender components and activities of the program and gender integration clearly spelled out in consultant agreements or contracts?			
	If women and adolescent girls cannot be effectively reached by male staff, are provisions made to recruit and hire the female staff required?			

Integrating Gender Analysis in Monitoring and Evaluation

- Determine if most important **gender concerns** were adequately addressed in program design
- Measure the **achievement** of program goals and objectives
- Assess how program design effected the **promotion of gender equity**

GENDER ANALYSIS

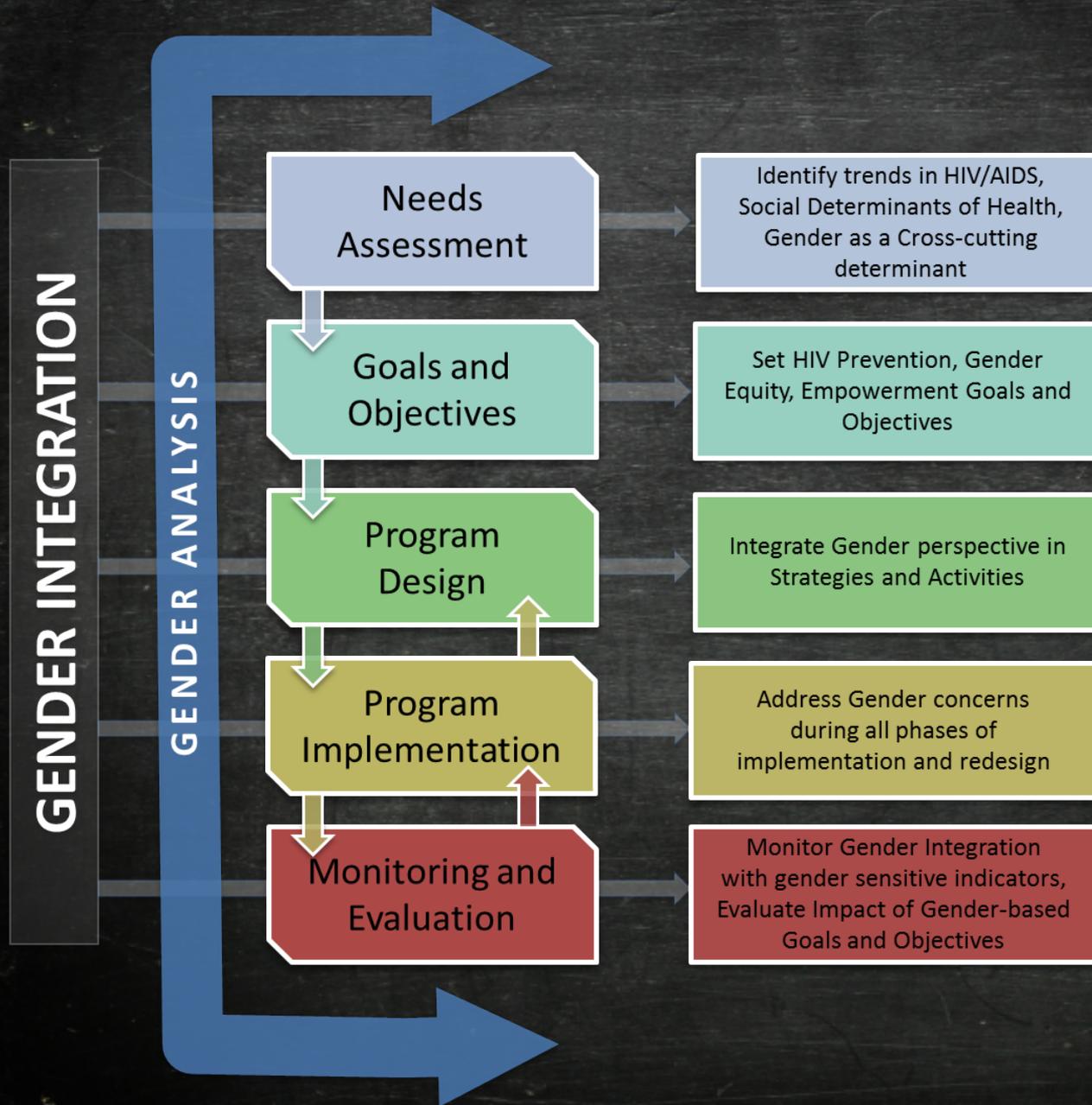
Needs Assessment

Goals and Objectives

Program Design

Program Implementation

Monitoring and Evaluation



Gender integration occurs in every part of the HIV Prevention Program Cycle



HIV Prevention Gender Toolkit:

Wrap-Up



Key Elements of Day 1 Training

- Risk, Vulnerability, Social Determinants of Health
- Domains of Gender
- Introduction to Gender Analysis

Key Elements of Day 2 Training

- Gender Integration in the Program Cycle
 - Needs Assessment
 - Integrating Gender in Goals and Objectives
 - Integrating Gender in Program Design
 - Integrating Gender in Program Implementation

Questions or Comments?



Evaluations

Thank You!

Trainer email: