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INTERNATIONAL INSTITUTE OF EDUCATION HUBERT H. HUMPHREY  
FELLOWSHIP PROGRAM ENHANCEMENT WORKSHOP

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# Using a Gender Lens to Advance Gender Equity Across Fields

## Contact Information

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Directions: [https://  
www.hhh.umn.edu/about/  
location-directions](https://www.hhh.umn.edu/about/location-directions)

University of Minnesota-  
Humphrey School of Public  
Affairs

301 19th Avenue South  
Minneapolis MN 55455

## Suggested Packing List

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- Laptop or tablet
- Notepad/pen
- Money for: meals, travel to/  
from the airport, hotel and  
Humphrey School, optional  
social/evening out activities

## Transportation

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Metro Transit  
Light rail service  
Taxis  
Hotel Shuttles



## Welcome Humphrey International Fellows!

We are excited to host the first IIE Enhancement Workshop at the University of Minnesota. The workshop will focus on using a *gender lens* or an awareness of the impact of gender equity and/or gender norms on a problem or issue. A gender lens can and should be applied across every Humphrey Fellow's professional field to maximize program implementation and effectiveness.

The workshop will address the following three inter-related questions:

- How does gender impact my issue and/or organization?
- How do gender norms about leadership impact my leadership strategies and effectiveness?
- What are the best strategies for addressing gender norms and gender inequality in my professional field? And what can I learn and apply from other countries and other professional fields?

We look forward to a dynamic and engaging workshop!

## Monday March 28

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11:45 a.m. - 12:00 p.m.

REGISTRATION

12:00 p.m. DEAN'S WELCOME & CONFERENCE COORDINATORS

12:15 - 1:15 p.m. INTRODUCTIONS AND LUNCH

1:15 - 5:45 p.m. CIVIC ENTREPRENEURSHIP

6:00 - 7:00 p.m. GENDER 101 + GROUP DINNER

LOCATION: 215 WILKINS

## Tuesday March 29

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8:30 - 9:00 a.m. BREAKFAST

9:00 - 11:30 a.m. ANALYTIC SKILLS

11:30 a.m. - 12:00 p.m. BREAK

12:00 - 1:00 p.m. LUNCH/BEAUDELAINE PIERRE

1:00 - 2:30 p.m. MEN AS PEACEMAKERS

2:30 - 3:15 p.m. BREAK/TRANSITION

3:15 - 5:00 p.m. LEADERSHIP SKILLS

DINNER ON YOUR OWN

LOCATION: 215 WILKINS

## Wednesday March 30

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8:30 - 9:00 a.m. BREAKFAST

9:00 a.m. - 10:00 p.m. TRAVEL TO CAPITOL

10:00 - 12:00 p.m. MEET WITH LEGISLATORS AND NGOS

12:30 - 1:30 p.m. LUNCH @ MAI VILLAGE

1:30 - 2:30 p.m. TRAVEL TO UNIVERSITY

2:30 - 6:15 p.m. POSTER WORKING SESSION

6:30 - 8:00 p.m. DINNER/POSTER SESSION

LOCATION: HUMPHREY FORUM

## Thursday March 31

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8:30 - 9:00 a.m. BREAKFAST

9:00 a.m. - 12:00 p.m. RECONNECTING PRIORITIES

12:00 - 3:00 p.m. LUNCH AND CLOSING  
SPEAKER-LABOR OF LOVE: LIVING WITH PURPOSE

## Civic Entrepreneurship

*Erin Vilardi*

Participants will receive training on the importance of and the process for developing succinct, compelling stories and then develop short narratives – including how gender has impacted their life or them as a leader and how they are bringing a gender lens to their professional strategies.

## Analytic Skills

*Karen Brown, Greta Friedemann-Sánchez, Debra Fitzpatrick*

An introduction to multiple tools and frameworks for conducting a gender analysis/audit.

### Readings:

Agnes Quisumbing. 2003. Household Decisions, Gender, and Development: A Synthesis of Recent Research. Chapter 1.

Grady, D. (2009, February 23). After a Devastating Birth Injury, Hope. New York Times. Retrieved from [http://www.nytimes.com/2009/02/24/health/24hospital.html?\\_r=2&sq=fis](http://www.nytimes.com/2009/02/24/health/24hospital.html?_r=2&sq=fis)

March, Candida. Smyth, Ines. Mukhopadhyay, Maitrayee. Oxford Guide to Gender Analysis Frameworks. pg. 2-28  
<https://www.ndi.org/files/Guide%20to%20Gender%20Analysis%20Frameworks.pdf>

## Men as Peacemakers

*Ed Heisler and Sarah Curtiss*

Participants will explore the role of gender norms in each participant's leadership journey and how each can work to take advantage of privileges or overcome barriers to advance themselves (and/or female colleagues) and gender equity within their spheres of influence.

## Leadership Skills

*Erin Vilardi*

Participants will refine their “solution” stories and craft a comfortable working statement or storytelling pitch to share with stakeholders as well as reflect on their own leadership style and journey.

## Gender Democracy Toolkit and Organization Change

*Beaudelaine Pierre*

Beaudelaine Pierre discusses her efforts to work cross-culturally to advance gender equity.

## Policymaker and NGO Exchange

*Senate President and President Forward  
Global Women Sandy Pappas*

Humphrey Fellows will participate in a field site visit to the Capitol to meet with legislative leaders and NGOs working on gender equity.

## Reconnecting Priorities

*Sook Jin Ong*

Humphrey Fellows will use a participatory framework to identify key issues they would like to work on in groups for the morning. As part of this process, fellows will also build skills in facilitating conversations. Example topics might include: Using data to drive change; building coalitions and partnerships to advance gender analysis/equity; gaining a place at and making the most of being involved in key decision-making bodies; using the arts or social media to advance gender norms/gender equity conversation.

## A Catalyst for Human Rights and Dignity: Protecting Children and Building Communities in Vietnam

*Caroline Nguyen Ticarro*

Catalyst Foundation has over 16 years of success and struggle in the poorest villages of Vietnam. Their mission is to build communities to fight human trafficking by developing and empowering marginalized communities through education, housing, job training, healthcare, and social services. Caroline Nguyen Ticarro will discuss Catalyst Foundation’s multi-pronged approach working together with key stakeholders (children, parents, hamlet leaders, caretakers, social workers, and teachers) to provide communities with basic needs, recognize and protect individual rights, and respect the cultural heritage. She will share the stories of how families begin to realize that the poverty, discrimination and dehumanization that they have experienced throughout their entire lives will eventually change to hope and a future for their children.

## Additional Resources

The Graduate Institute Geneva. [Feminist strategies in international governance.](#)

The international handbook of gender and poverty : concepts, research, policy. Sylvia Chant; ebrary, Inc. Cheltenham, UK; Northampton, Mass. Edward Elgar ©2010

[The women, gender and development reader, second edition](#)