

## **Gender sensitivity**

### **Key objective**

**To sensitise group members about practices and attitudes which harm the relationship between men and women, and which keep women marginalised**

### **TOOLS required**

Relevant pages in Healthy Eating, Responding more effectively to HIV and AIDS, Mobilising the church, Mobilising the community, Credit and loans for small businesses, Building the capacity of local groups and the Facilitation Skills Workbook.

### **Personnel required**

Trainer who is gender-sensitive and aware to share skills in facilitation and give confidence to group facilitators.

### **Anticipated outcomes**

- Traditional roles and responsibilities of men and women challenged
- Practices that are particularly harmful to women, and specifically those relating to HIV and AIDS, are challenged
- Women, including those who are disabled and marginalized, are given opportunities to play a full part in community life
- Traditional views on women in various leadership roles within the church are challenged.

### **Suggested approaches**

- Work through Guides with groups that are disaggregated by gender, sharing the learning and ideas in mixed groups.
- Use Bible studies on servant leadership and spiritual development to allow God to challenge traditional beliefs regarding the abilities of women
- Encourage women to play a full part in any PILLARS group discussions, gradually building up their confidence
- In single sex groups, use relevant topics to lead into discussion of harmful traditional practices and exploitative sexual behaviour.

### **Case studies**

- Female staff with Discipleship Centre, India really valued the use of participatory Bible studies
- Participants at the PILLARS Wolaitta workshop wrote a new guide on harmful traditional practices, many of which impact on women.