

Modeling Gender Responsiveness: An opportunity for gender integration within evidence based interventions

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Today's Webinar will

1. Accurately explain gender as a cross-cutting social determinant of health.
2. Explain points of gender integration including the gender integration continuum.
3. List the principles of modeling gender responsiveness.

Gender as a Social Determinant of Health

Risk

Likelihood that an individual may have an unplanned pregnancy

- **Behaviors**

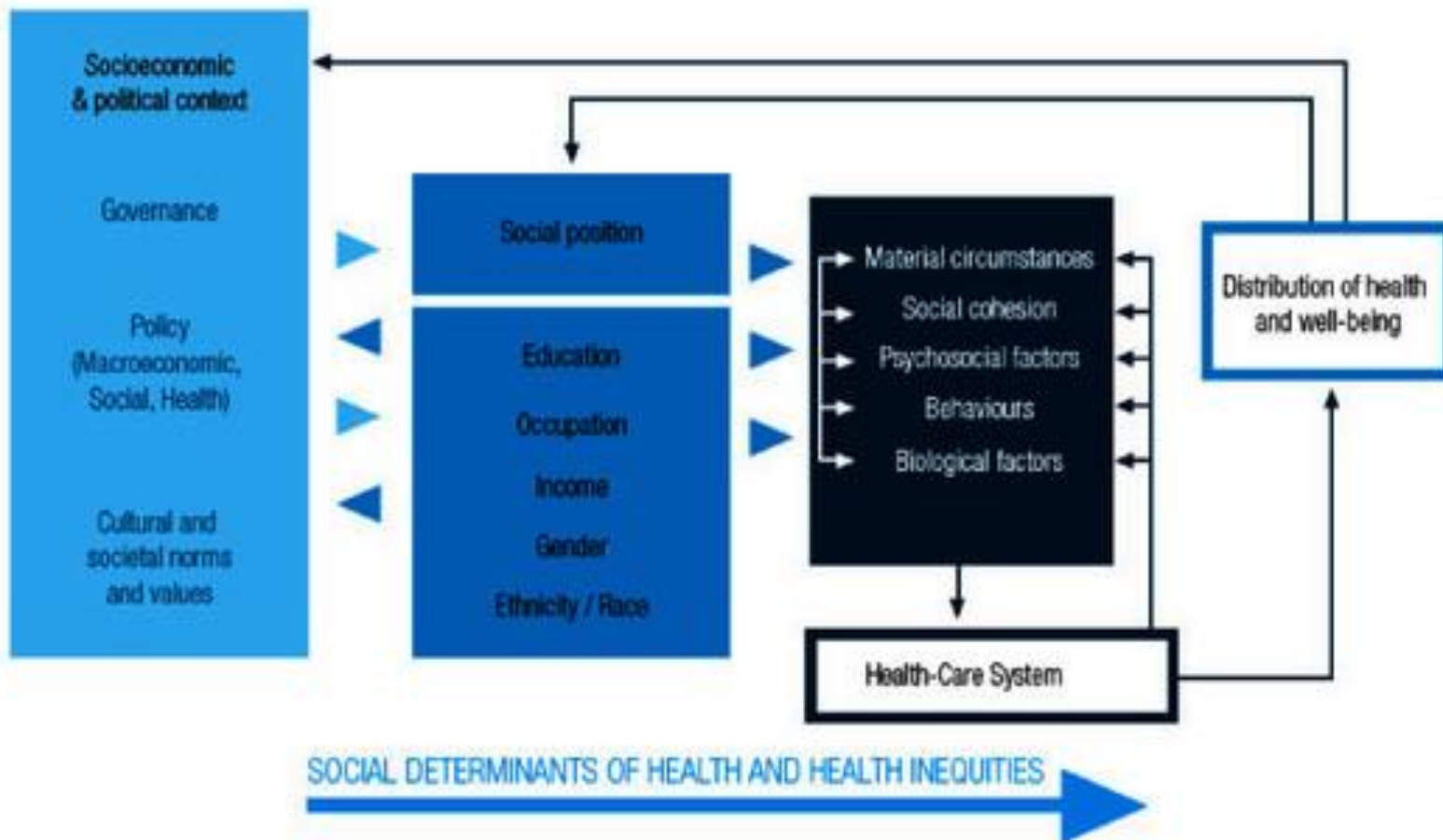
Vulnerability

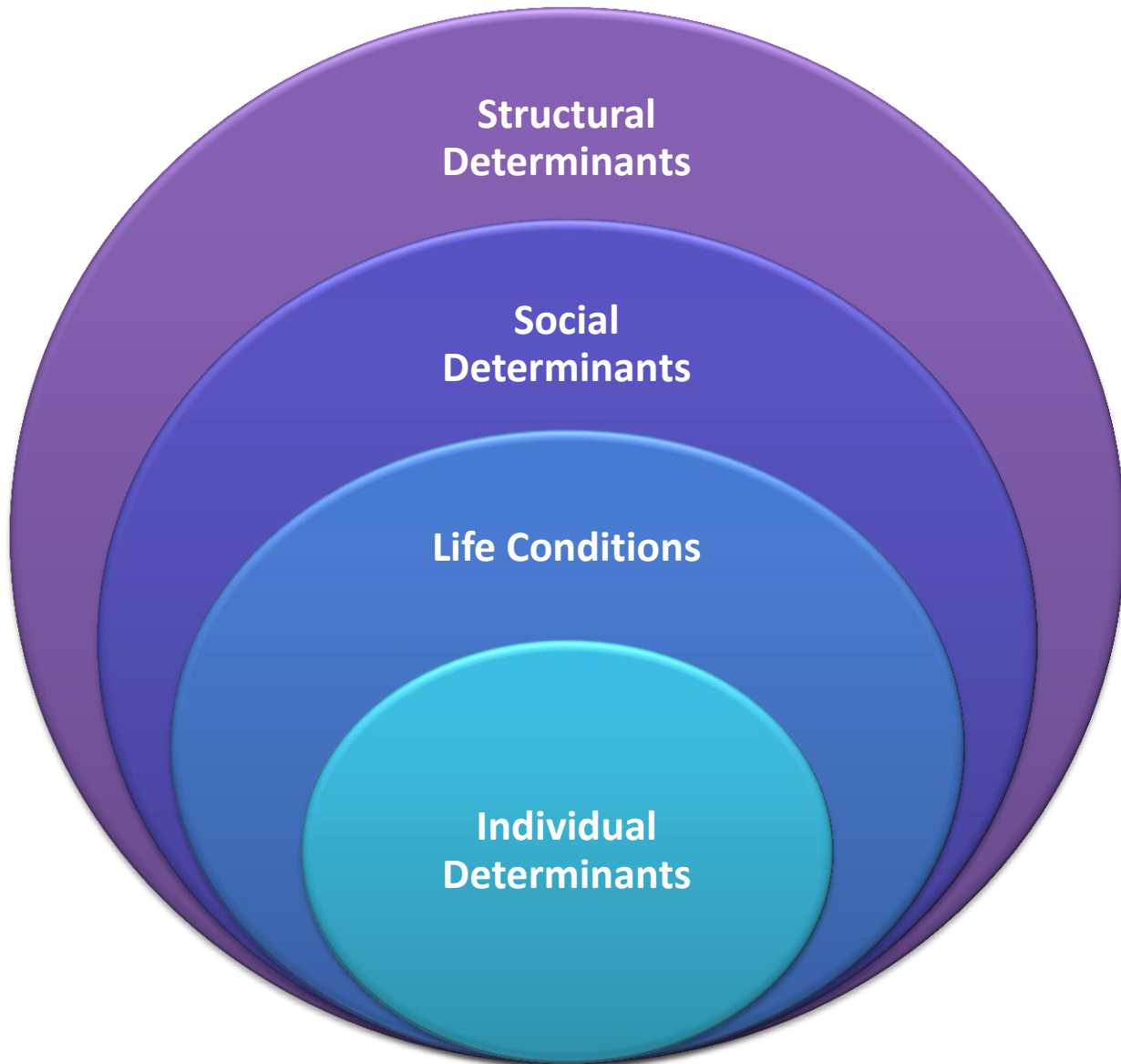
External factors (outside of the control of the individual) that negatively affect the ability to avoid risk of having an unplanned pregnancy

Gender

How culture and society conceptualizes the differences between the sexes

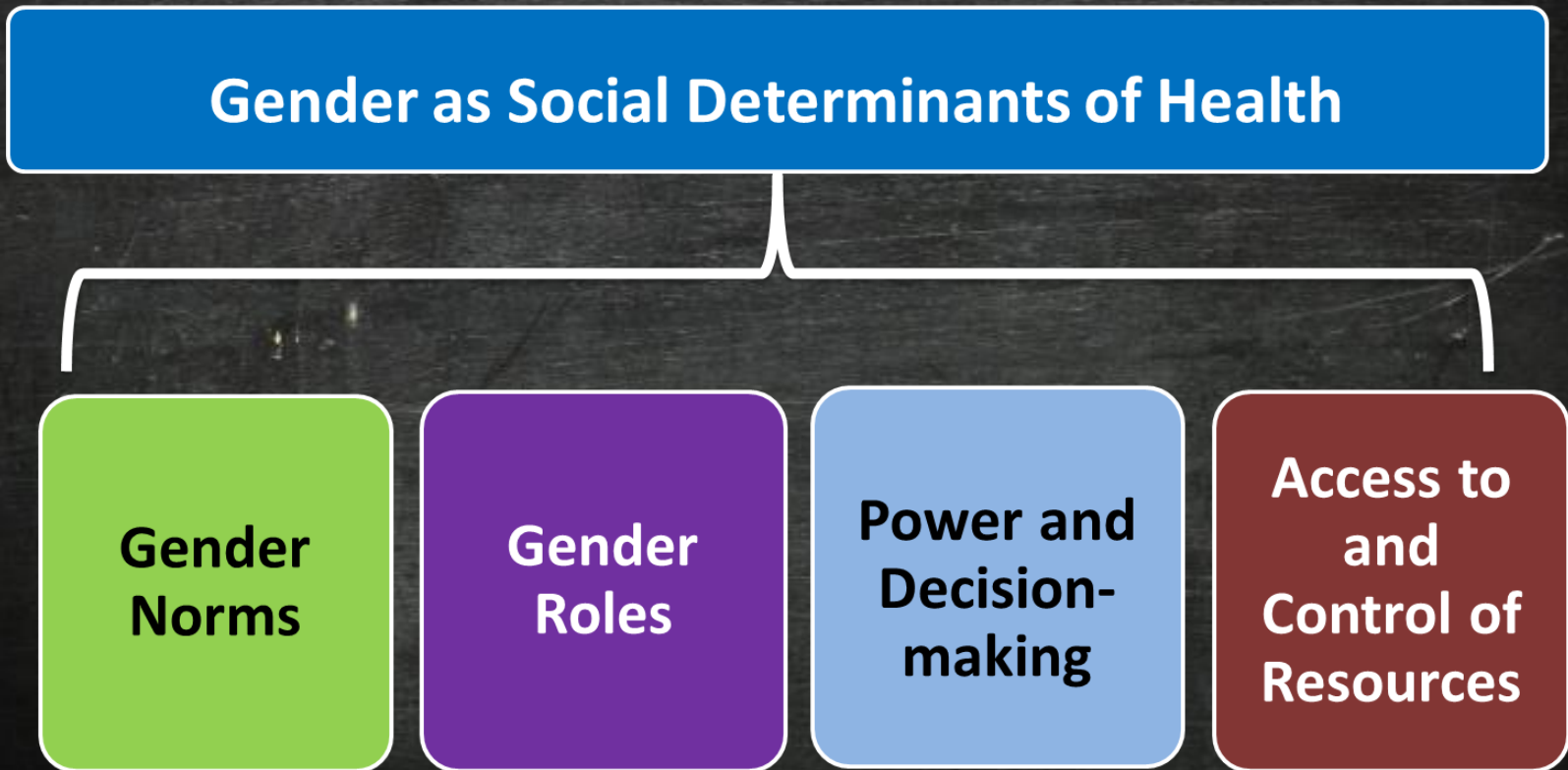
- Defines what it means to be a woman/man and girl/boy
- Defined by cultural values and beliefs
- Is reflected in norms, expectations, roles, relations, behaviors





BEHAVIOR

Domains of Gender



Gender Norms

Women should be...

Subordinate

Monogamous

Emotional

Mothers

Men should be...

Dominant

Virile

Unemotional

Heterosexual

Norms vary according to culture, race, ethnicity, age, socio-economic status, and social setting

Masculinity: What It Means To Be a Man or Boy

Depends on cultural context and time

- Differs by class, age, race, ethnicity, and other social differences
- Multiple masculinities
 - There is no one way or right way to be a man



Gender Norms during Adolescence

- Developing socially
- Establishing identity and self-acceptance
- Exploring their sexuality
- Building decision-making skills

Gender Roles

Learned behavior in a given society/community or other social group that condition which activities, tasks, and responsibilities are perceived as male or female

- Manifests in most societies as:
 - Productive
 - Reproductive

Power and Decision-making

Extent to which men and boys are in a position to act in their own best interest to protect themselves from HIV infection

- Families, sexual relationships, friendships, community, and workplaces

Reflects the distribution of power that is shaped by social, cultural, political and economic institutions

Access to and Control of Resources

1. Knowledge of resources
2. Opportunities to use a resource
3. Power to decide how to use a resource

Resources

Intrapersonal (self-esteem, self-confidence)

Income and Employment

Information

Education

Transportation

Political power

Time

Gender Integration

Gender Integration

Strategy and process that addresses differences and inequalities between women and men, girls and boys during program planning, design, implementation and monitoring and evaluation

Various Levels: Organization, Staff, Program, and Services

Informed by **gender analysis**

Gender-Responsive Organizations, Staff and Programs...

take into account the needs of
women/girls and men/boys related to
biological sex and **gender** differences.

These organizations, staff and programs
consider **gender norms, roles and
inequalities** and **take actions** to address
them

**Organization,
Program, and
Services**

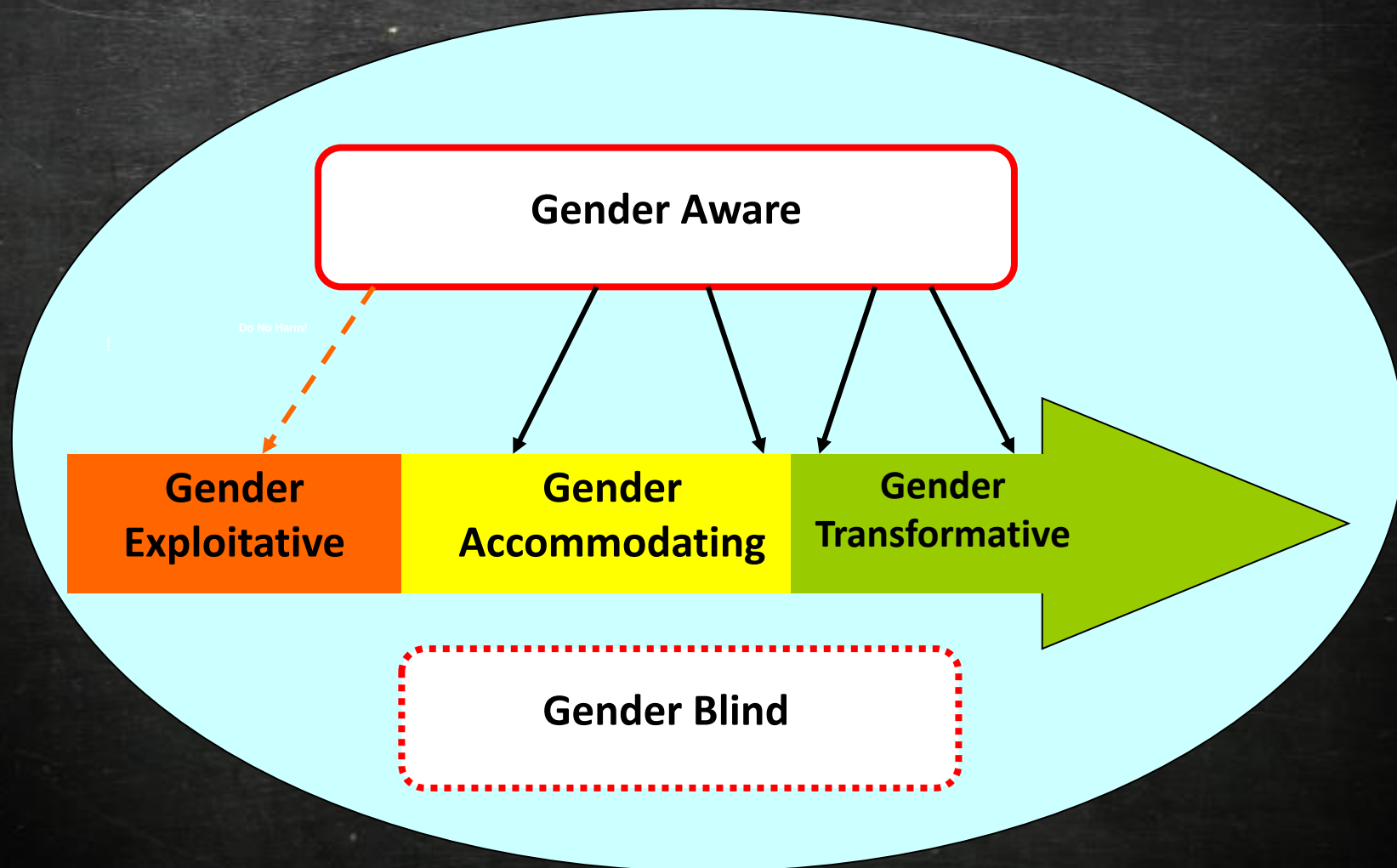
*Gender
Integration*



**Gender
Analysis**

Gender-
Responsive
**Organization,
Program, and
Services**

Gender Integration Continuum



Gender Blind

Abstain

Be Faithful

Consistent and Correct

Condom Use

Gender Exploitative



Gender Accommodating



**Gender
Transformative**

MEN CAN

CREATING CULTURES FREE FROM VIOLENCE

STOP RAPE

Gender-responsive HIV Prevention Programs should...

Challenge clients to **think critically** about gender norms

Avoid gender **exploitative & stereotypical** images and messages

Address **healthy and pleasurable sex**, not just disease prevention

Engage men and women as **co-equals**

Are sensitive to **power imbalances** in relationships

Evidence gender integration works

International gender-based intervention studies found that young men were less likely to support inequitable gender norms.

Ethiopia -
Significant reduction in men's reported use of violence after 6 months.

India - Significant changes in condom use, men's reported use of sexual harassment and men's violence against a partner after 3 months.

Brazil -
Significant changes in condom use and STI symptoms after 6 and 12 months.

Principles of Modeling Gender Responsiveness

Gender-responsive staff...

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

Must demonstrate their own individual gender expression and changes in it to establish safe zone for participants

Recognize and set aside personal gender biases and ideals during group facilitation

Sensitive to power imbalances in client relationships and its impact on decision-making

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

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

Questions or Comments?



JSI Training and Technical Assistance

- Gender and its impact on HIV and teen pregnancy prevention (in-person and eLearning module)
- Introduction to Gender Integration within Prevention Programs
- Gender-responsiveness Training of Facilitators
- Introduction to Gender Analysis

**Thank
You!**

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