# Gender Integration in Proposals

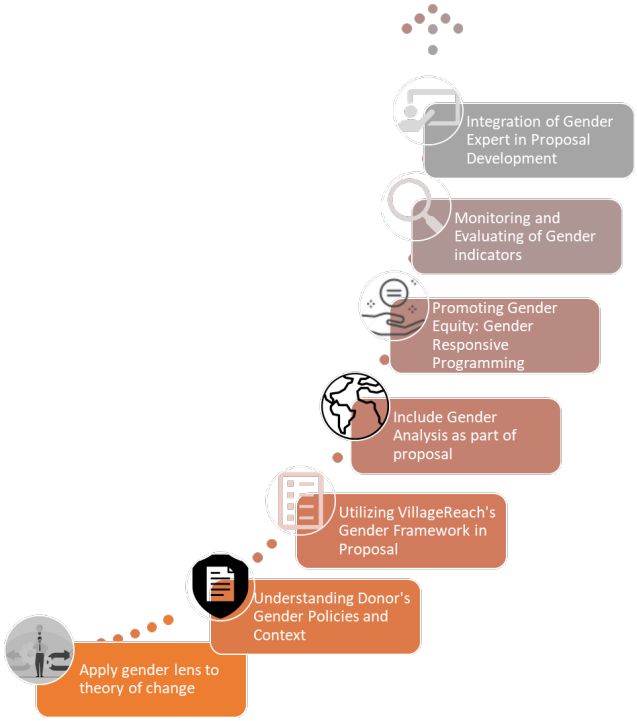
As VillageReach takes on new programs, we find that many donor calls for proposals require a thorough consideration of gender as an overarching theme, even when the request is not primarily focused on gender issues. Hence, it is essential that any VillageReach team member drafting a concept note or proposal includes relevant gender analysis data in all sections.

The approach to proposals should be based on VillageReach's equity approach:




Firstly identify women impacted by the program and design an approach that seeks to understand their unique challenges through a gender analysis. The proposal should include an approach to address the challenges identified and adapt the existing solution or intervention based on the gender analysis. The last step is to include a monitoring and evaluation plan, as well as specific indicators to measure progress on the gender-related barriers identified.

VillageReach program teams should adhere to the following guidelines:




**Link to editable version**

1. Assess the level of gender mainstreaming in the proposal.
2. Understand the donor's policies, expectations, terminology, and priorities relating to gender issues and the specific context.
3. Understand and utilize VillageReach's Gender Strategy as a reference while formulating the proposal.
4. Learn about the gender contexts, both technical and geographical, pertinent to the proposal. This understanding will ensure that proposed activities address the specific needs of the community.
5. Design approaches that address gender-specific barriers, such as participatory approaches such as human centered design and co-creation to develop interventions
6. Propose and budget for activities that are evidence-based or innovative, with the goal of promoting equity. This could include strengthening the abilities of our staff and partners to work effectively towards these objectives.
7. Devise methods to monitor and evaluate the impact of the proposed program/solution on the processes that help generate the desired gender-related outcomes, such as positive changes in the status of women.
8. Include a diverse team with representation across gender, technical teams, and offices.
9. When possible, assign a gender expert in the countries where the program will be deployed. This individual will ensure that gender considerations are consistently and comprehensively integrated across all elements and activities of the proposal.
10. Do not forget to create room in the project budget for integrating gender considerations into project design, or at least monitoring progress through the design and implementation of gender-sensitive indicators.

# Guidelines for reviewing calls for proposals and pre-planning proposal writing with the view of integrating gender-considerations into the eventual submission

| Section | Questions |
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| Program Descriptions | • To what extent is gender mainstreamed in the call for proposal?<br>• Sort the call into one of the three categories: (1) advancing gender equity is core to the assignment, (2) gender is partially or fully mainstreamed, or (3) mostly gender blind or gender neutral<br>• What are the donor priorities in relation to incorporating gender in programs?<br>• Do the described activities sufficiently demonstrate how VillageReach's programs will work to mitigate gender disparities and address the distinct health needs and interests of males and females, as identified in the gender analysis undertaken in the context of program design? This is intended to ensure alignment of call for proposals' goals, with VillageReach's own program priorities. |
| Monitoring and Evaluation | • Does the call for proposal include specific gender-sensitive indicators that VillageReach should employ in its program monitoring and evaluation efforts?<br>• Are there strategies suggested to monitor for unintended consequences, such as exacerbation of gender-based health disparities?<br>• What kinds of inclusive feedback mechanisms, such as activities designed for people of all genders, ages, and backgrounds to be fully able to engage with the program, could be designed at the proposal stage?<br>• Are there guidelines on how these indicators will be used in periodic process evaluations to adapt and improve the program?<br>• Is there a defined timeline for process evaluations to assess the effectiveness of gender-sensitive indicators and feedback mechanisms?<br>• Does the call for proposals outline methodologies for both internal and external assessments of the process effectiveness? |
| Reporting | Does the reporting requirements include information on:<br>• The extent to which VillageReach's interventions have been successful in closing identified gender gaps in healthcare access and outcomes?<br>• What new opportunities for health equity have been created for both men and women through VillageReach's programs?<br>• How VillageReach addressed or avoided potential negative impacts on males/females, such as increased risk of gender-based violence related to health outcomes or healthcare access? |

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| | • What unaddressed needs and gender inequities in health emerged or persist? |
| Key Personnel | • Does the call for proposal ask for a technical expert on VillageReach's team who has experience in integrating gender considerations into health program design and is knowledgeable about addressing gender disparities within healthcare access and outcomes?<br>• Is the program team gender diverse? |