Gender Equity Checklist

This can be used as a tool for assessing how well existing programs align with the gender strategy, helping to identify areas for improvement. It could include considerations such as whether the programs collect gender-disaggregated data or whether they are designed to address gender inequities. This is particularly designed for program and solutions owners to assess their implementation.

Item	Yes	No	Parameters for Gender Inclusivity
Program Design and Planning			
1. Does the program's theory of change incorporate gender considerations?			Full integration of gender analysis into the program's theory of change
2. Do program objectives address gender equity & women/girls empowerment?			Objectives explicitly promote gender equity, challenge norms, empower women/girls
3. Are gender considerations integrated into the program's design of the solution?			Differential needs, roles, and experiences of genders considered in program design, along with women's access to resources and intra-household power differentials
4. Are the different needs, priorities, and capacities of genders considered?			Gender-transformative approach addressing specific challenges, ensuring equal access
5. Is VillageReach's designated gender coordinator, or point of contact, involved in the program's planning and design?			Inclusive decision-making processes, involving women, men, and gender-focused organizations
6. Does the program demonstrate awareness of, or otherwise align with, national/international gender equity frameworks?			Synergies with national level gender-related policies, and relevant international frameworks such as the Sustainable Development Goals (SDGs), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), local gender-specific policies
Data Collection and Analysis			
1. Collection/analysis of sex-disaggregated data?			Collection, analysis, and reporting of data distinguishing between genders to inform targeted interventions

Item	Yes	No	Parameters for Gender Inclusivity
2. Identification of gender gaps using sex-disaggregated data?			Utilization of data to identify and address gender-based disparities within target population
3. Program design addressing root causes of gender inequities?			Strategies that tackle underlying causes of gender inequalities integrated into the program
4. Gender-sensitive data collection methods?			Methods prioritize safety, privacy, and confidentiality of respondents. Methods considered the gender digital divide
5. Incorporation of gender-responsive indicators in monitoring/evaluation?			Development and utilization of gender-responsive indicators to measure program impact
Implementation and Monitoring			
1. Is the program implementation gender-responsive?			Program addresses and challenges gender roles, norms, and power dynamics during quarterly program reviews.
2. Does implementation actively address gender biases and stereotypes?			Efforts made to eliminate gender biases, stereotypes, and harmful social norms
3. Are efforts made to promote gender equity through inclusive recruitment and equal opportunities??			Recruitment practices ensuring equal opportunities, free from discrimination, bias, and stereotypes
4. Do staff members receive gender-responsive training?			Training that enhances staff's understanding of gender concepts and ability to implement gender-responsive strategies
5. Is there a system in place to monitor and evaluate gender outcomes and impacts, such as an indicator set?			Regular monitoring and evaluation to assess program's impact on gender equity, preferably within regular program reviews
6. Are there mechanisms in place to address gender-based violence and discrimination?			Mechanisms to prevent and respond to gender-based violence and discrimination within program activities
Partnerships and Collaboration			
1. Are there any collaboration efforts to engage with gender-focused organizations, government agencies, community groups?			Collaboration and partnership with gender-focused organizations to advance gender equity
2. Are there partnerships for enhancing capacity of local stakeholders in addressing gender inequalities?			Establishment of partnerships to strengthen capacity of local stakeholders to engage in gender equity efforts

Item	Yes	No	Parameters for Gender Inclusivity
3. Is there sharing of gender equity information and best practices with partners?			Regular sharing of gender equity information, experiences, and best practices with partners
4. Are there joint advocacy efforts promoting gender-responsive policies?			Joint advocacy efforts to promote gender-responsive policies at local, national, and international levels
Reporting and Accountability			
1. Do the program reports include gender considerations?			Incorporation of gender considerations in program reports to ensure visibility and accountability for gender-related outcomes
2. Have program indicators and targets been established for gender equity goals, as relevant?			Definition and tracking of program indicators that specifically measure progress towards gender equity objectives
3. Are there mechanisms in place for holding staff accountable for integrating gender equity?			Mechanisms such as performance evaluations, incentives, and rewards to foster a culture of gender responsiveness and inclusion
4. Are regular program reviews conducted to assess the effectiveness of gender equity interventions?			Periodic reviews to evaluate the effectiveness of gender equity interventions, identify gaps, and make necessary adjustments