

GENDER EQUITY LENS WORKSHEET

This worksheet will guide your reflection as you proceed through the Gender Equity LENS e-Learning module. Use the first page to list your project and gender equity vision, go through the key questions and note down any insights or actions you have that are applicable for each step. Use the second page to prioritize key goals, strategize and plan your next steps toward gender equitable initiatives. You can complete this either individually or as a team/organization.

Project: _____

Overall Gender Equity Objective/Vision : _____

Area of Focus	Questions You Can Ask	Insights and Actions
List Key Decisions. Reflect on how decision making has usually been done.	<ul style="list-style-type: none">• What key decisions must I make in this project?• How have such decisions usually been made?• Have I considered gender equity in these decisions in the past?	
Explore assumptions about gender. Identify barriers and inequities.	<ul style="list-style-type: none">• How might these decisions impact women differently than men?• What gender and diversity gaps am I aware of?• What data can I collect or review to check my assumptions?• Who can I engage to learn about their experiences, their supports and barriers, and their suggestions for improvement?	



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Area of Focus	Questions You Can Ask	Insights and Actions
<p>Narrow it down. Prioritize the issues to address.</p>	<ul style="list-style-type: none"> • What barriers can I eliminate or minimize effectively in the short term? • What other actions can I take to increase inclusion? • What actions can I take with available resources/capacity to make the most impact? 	
<p>Strategize and plan for greater inclusion and equity</p>	<ul style="list-style-type: none"> • What actions will I take to address the inequities or remove barriers? • When can I take these actions? • Who can help? What resources do I need to support me in implementing these actions? • What other insights or data do I need to gather? 	



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<p>Project:</p>			
<p>Overall Gender Equity Objective/Vision :</p>			
Priority	Strategies	Timeframe	Person responsible
	1. 2. 3.		
	1. 2. 3.		
	1. 2. 3.		

