

PROMOTING AND APPLYING THE ACDI/VOCA GENDER THEORY OF CHANGE



Achieving gender equality and female empowerment are core development objectives and key to effective and sustainable outcomes. ACDI/VOCA believes that gender equality is part of its vision that people — both women and men — are empowered to succeed in the global economy. Further, closing gender inequality gaps and responding to the gender dynamics of a development context is part of doing effective and efficient development.

Therefore, ACDI/VOCA is committed to implementing gender equitable approaches in all aspects of its programs and operations as a means towards achieving greater gender equality. This means that ACDI/VOCA often must focus specific attention, processes and resources in its programs to ensure that women — and men, in contexts where they are marginalized — are fully able to engage in development activities and benefits.

ACDI/VOCA's **GenderFirst** approach is based on the theory of change that when women and men have equal opportunities and resources, societies are more likely to thrive.

GenderFirst incorporates ACDI/VOCA's gender policy and ongoing mainstreaming efforts. It provides tools for practitioners to prioritize interventions and practices that will have the most significant and sustainable impacts on reducing gaps in gender equality in the households, communities and markets where our programs work.

GenderFirst™

Start with gender to succeed together

A Signature Tool from 

ABOUT GENDERFIRST

GenderFirst is ACDI/VOCA's signature approach to gender integration, incorporating this essential theme into all aspects of program design, planning, implementation, assessment, and evaluation. Through a carefully developed system of training and resources, these tools support staff at headquarters and in the field to foster gender equity in our programs.

Key themes in the **GenderFirst** approach include reducing gender-based constraints, improving social dynamics, and creating environments where women, men, girls, and boys can thrive. ACDI/VOCA uses a variety of interventions, tools, and methods to ensure that our integrated programs are customized to country and community contexts.

GenderFirst tools and resources are adapted based on program objectives and customized to address the unique needs of each community, considering context-specific social roles, gender and age dynamics, and environmental realities.

The **GenderFirst** approach includes resources for organization operations as well as all phases of implementation such as:

Operations

- Guidelines for Gender Integration in Program Start-Up
- Guidelines for a Gender Responsive and Inclusive Workplace

Program Design

- Gender Responsive Interview Guidance for Reconnaissance or Rapid Assessments
- Gender Analysis, Assessment, and Audit Manual and Toolkit
- Gender Analysis Checklist: 10 ways to Operationalize Gender Analysis
- Guidelines for Developing a Gender Strategy for Projects

Program Implementation

- Gender Integration Tips for Agriculture Extension Workers
- Gender Integration Tips for Volunteers
- Intervention Guide for the Women's Empowerment in Agriculture Index (WEAI)
- Guidelines for Women's Financial Inclusion
- Gender Equity in Cooperatives Data Collection Tool

Monitoring & Evaluation

- GenderFirst M&E Framework
- Guidelines for Gender Integration in M&E
- Guidance on Measuring Impact on the Women's Empowerment in Agriculture Index (WEAI)

Capacity Building

ACDI/VOCA gender experts have conducted gender trainings on a variety of topics in a range of environments. Each time our experts develop a training, they customize it for the audience, context and project. The training modules below can be customized and combined with each other. For example, a three-day training course for project staff could include the full day of Gender Basics and two days of Gender and Value Chains.

- GenderFirst: Gender Basics
- Introduction to Gender Mainstreaming (Online, AV Staff Only)
- GenderFirst: Program Design
- GenderFirst: Gender and Value Chains
- GenderFirst: Gender, Social Inclusion, Peace, and Conflict
- GenderFirst: Gender Strategy Development for Cooperatives and Producer Organizations
- GenderFirst: Community Change Agents
- GenderFirst: Cash Transfer and Commodity Distribution
- GenderFirst: Food Distribution