

Tools for Transformation session summary – Suva

Presenters and facilitators: Nancy Wobo and Turea Wickham (World Vision PNG), Glenda Yakuna (WaterAid PNG), Winnie Sagi (East Sepik Provincial Health Authority), Dibyashree Datta (SPC), Stella Ipang (Abt) and, Inga Mephram and Emily Eller (Water for Women).

The Tools for Transformation session aimed to demonstrate four tools which can be used to assist organisations, programs and individuals in improving equity and accountability for improved climate resilience.

The four tools:

- **The WASH-GEM +Water, Sanitation and Hygiene – Gender Equality Measure and Climate Module.** A multi-dimensional monitoring tool to help explore quantitative outcomes in gender-transformative WASH programming.
- **GEDSI SAT: Gender Equality, Disability and Social Inclusion Self-Assessment Tool.** A self-monitoring and reflection tool which provides the opportunity to reflect on current strengths and how to improve processes to better influence and drive positive changes in GEDSI and climate resilient solutions through programs and organisations.
- **Partnerships for Transformation: Guidance for WASH and Rights Holder Organisations.** Offers practical insights into effective partnerships with rights holder organisations, aiming to create more sustainable, inclusive, and gender-equitable WASH programs.
- **EmpowerMe Puzzle** Integrates gamification into GEDSI work, applicable across a wide range of programs

Four short 'espresso' presentations were given to provide a brief snapshot of each tool, before attendees split themselves into breakout groups to participate in a 'taster' of these tools. Discussions and activities were lead by Water for Women partner organisations who had firsthand experience in utilising these tools.

“The GEDSI Self-Assessment Tool planted the seed for action for our organisation”

Nancy Wobo, World Vision PNG

“The WASH-GEM goes beyond women’s empowerment to explore the experiences, perceptions and beliefs of both men and women”

Inga Mephram, Water for Women

QR codes linking to each of these publications can be found within the attached slide deck of the presentations.

Gender Equality, Disability and Social Inclusion (GEDSI) self-assessment tool training – Suva

Facilitators: Nancy Wobo and Turea Wickham (World Vision PNG), Glenda Yakuna (WaterAid PNG), Winnie Sagi (East Sepik Provincial Health Authority) and, Inga Mephram and Emily Eller (Water for Women).

This one-day workshop was aimed at sector professionals who are interested in developing their GEDSI practice through familiarization of the newly launched Gender Equality, Disability and Social Inclusion Self-Assessment Tool - Water for Women Fund which has been revised as a cross sectoral tool with a climate resilience lens. This self-assessment tool (or 'SAT') represents the culmination of years of collaborative work across the Water for Women Fund.

Aimed at program managers, researchers and practitioners who are interested in improving GEDSI practice, the self-assessment process supports teams and project stakeholders to review and identify their own specific, context-appropriate approaches and strategies that will support GEDSI transformative practice and outcomes for their implementation and research programs, and within their organisations.

The workshop enabled participants to familiarize themselves with the key aspects of the tool and process, including definitions of key GEDSI terminologies, the GEDSI Towards Transformation continuum, the domains of change and corresponding criteria and standards. They were also able to delve deeper into several of the domains and explore how they would apply the tool within their own organisation and program.

Potential barriers or challenges around the uptake of the tool were identified and discussed during the training, reflecting a real engagement with content. Understanding the terms outlined in the glossary, navigating power differentials, adapting the tool to suit local contexts, and obtaining wider buy-in from team members not in attendance at the training, were key areas of discussion.

Important guiding principles of the SAT were emphasised at the conclusion of the training, as well as reinforced throughout to help address these areas of enquiry:

1. An external facilitator (with GEDSI expertise) is needed for the first SAT undertaken. This is because:
 - The SAT focuses on power hierarchies and entrenched norms, so it can involve 'difficult conversations' and may also inadvertently lead to critique of a team member's work, so the impartiality of an external facilitator can facilitate this more easily than someone within the team and will likely have more 'license' to gently challenge team members if needed.
 - It is also important to have the perspectives of all team members, including the GEDSI Advisor. And this would not be possible if they have to facilitate the process.
 - With the SAT roll-out under Water for Women, there are now a cohort of experienced SAT facilitators (including everyone facilitating the workshop). These names can be provided on request.
2. Creating a safe space for Do No Harm. Going deeper into social norms which perpetuate inequality, discrimination and exclusion means that it is likely there will be resistance from some team members and power hierarchies in the team can affect how issues are talked about or not talked about. Setting norms at the beginning (and checking in about them at regular intervals) to create a safe space for open and respectful dialogue is critical.
3. Importance of the glossary definitions. Having a shared and sound understanding of GEDSI terminologies from the outset makes all the difference to the process and outcomes.

4. Importance of scoring. An important part of the process is to develop consensus as a team on the level, quality and intention of GEDSI work. Scoring helps with this and also allows teams to measure progress towards more transformative practice – scoring is like an ‘anchor’ for discussion.
5. Domain 5 – organizational culture and practice. This is the only domain that is internally focused, so it needs to be just with the team from the one organisation (i.e. not external stakeholders as well). It is also the domain where power hierarchies and dynamics can be pervasive but more invisible – Do No Harm is key!
6. GEDSI and climate resilience. GEDSI is critical to climate resilience. We know this inherently but have been purposefully learning about this linkage for the last two years. Imagine – is it really possible to achieve climate resilience without GEDSI?

[Link to the SAT](#)



Figure 1 Terminology and definitions activity – SAT training workshop