



IN PARTNERSHIP
WITH:



GEDSI-sensitive facilitation and engagement with communities in the Pacific

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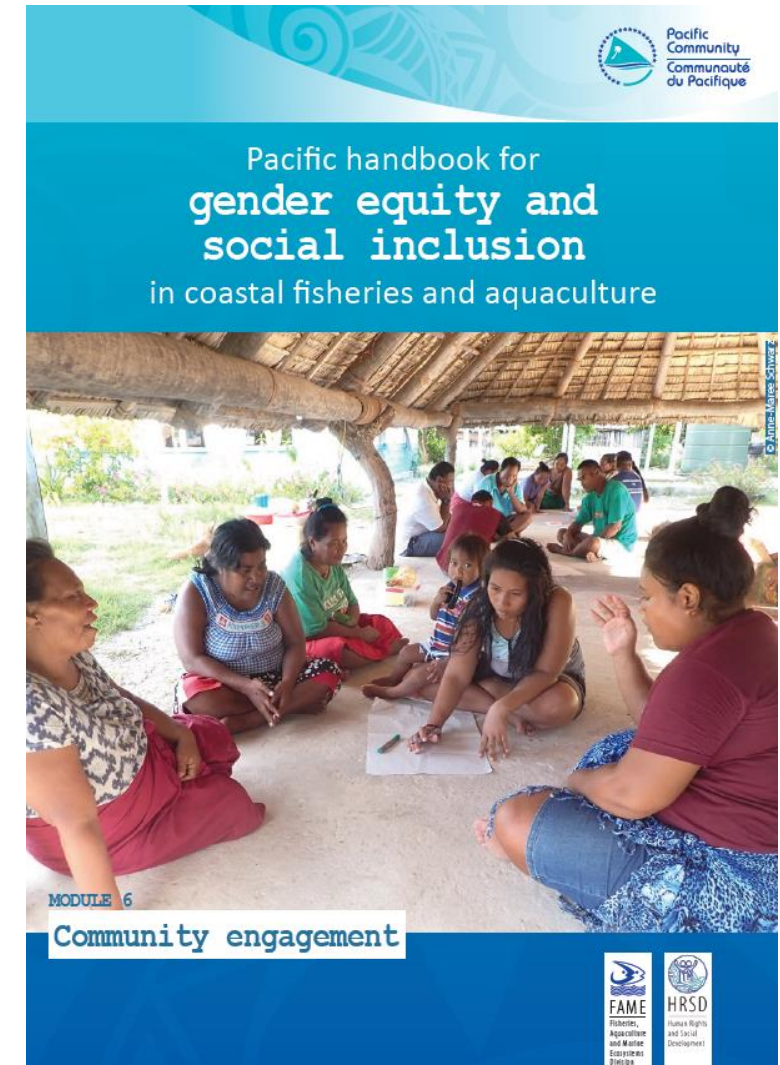
NEW ZEALAND
FOREIGN AFFAIRS & TRADE
Aid Programme



SPREP
Secretariat of the Pacific Regional
Environment Programme

Agenda

1. Welcome & Overview
2. Concepts & Practice
3. Reflecting on inclusive culture



Objectives

1. Gain an understanding of key concepts around GEDSI-sensitive facilitation and community engagement.
2. Reflecting and sharing what approaches practitioners are using in different cultural contexts.



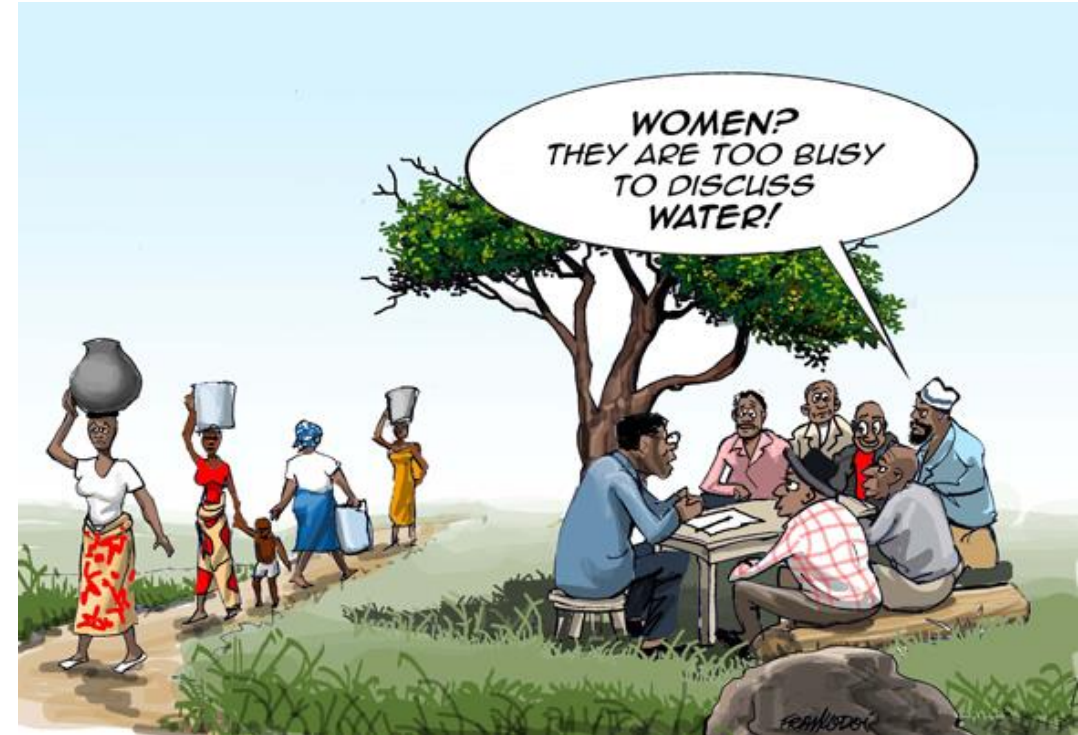
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GEDSI-sensitive Community Engagement and Facilitation Concepts & Practice

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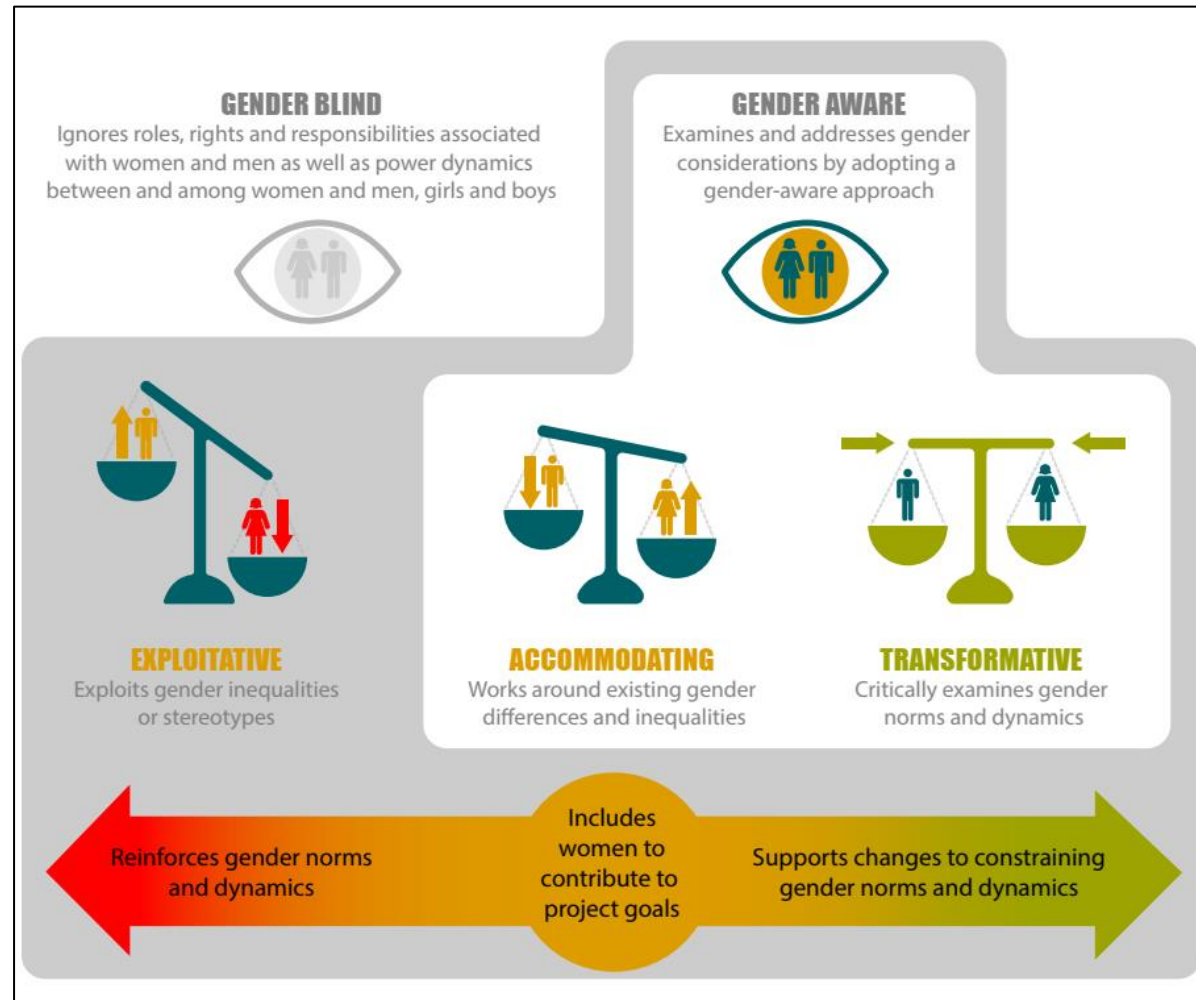
GEDSI matters when working with communities

- Gender Equity, Disability and Social Inclusion (GEDSI) focuses on efforts to ensure that people disadvantaged on the basis of age, sex, disability, race, ethnicity, religion, or other status are included in NbS programs and benefits, and can achieve their full potential in life.
- There is diversity within our communities
- Those with less power and voice may not participate in community decision-making
- GEDSI is about recognising and addressing unequal power relations, and having specific steps to create inclusion in the decision-making process



Everyone on a team is responsible for making sure that GEDSI is considered when working with communities

Becoming GEDSI-sensitive and aware



Contributing factors to gender blindness in the fisheries sector

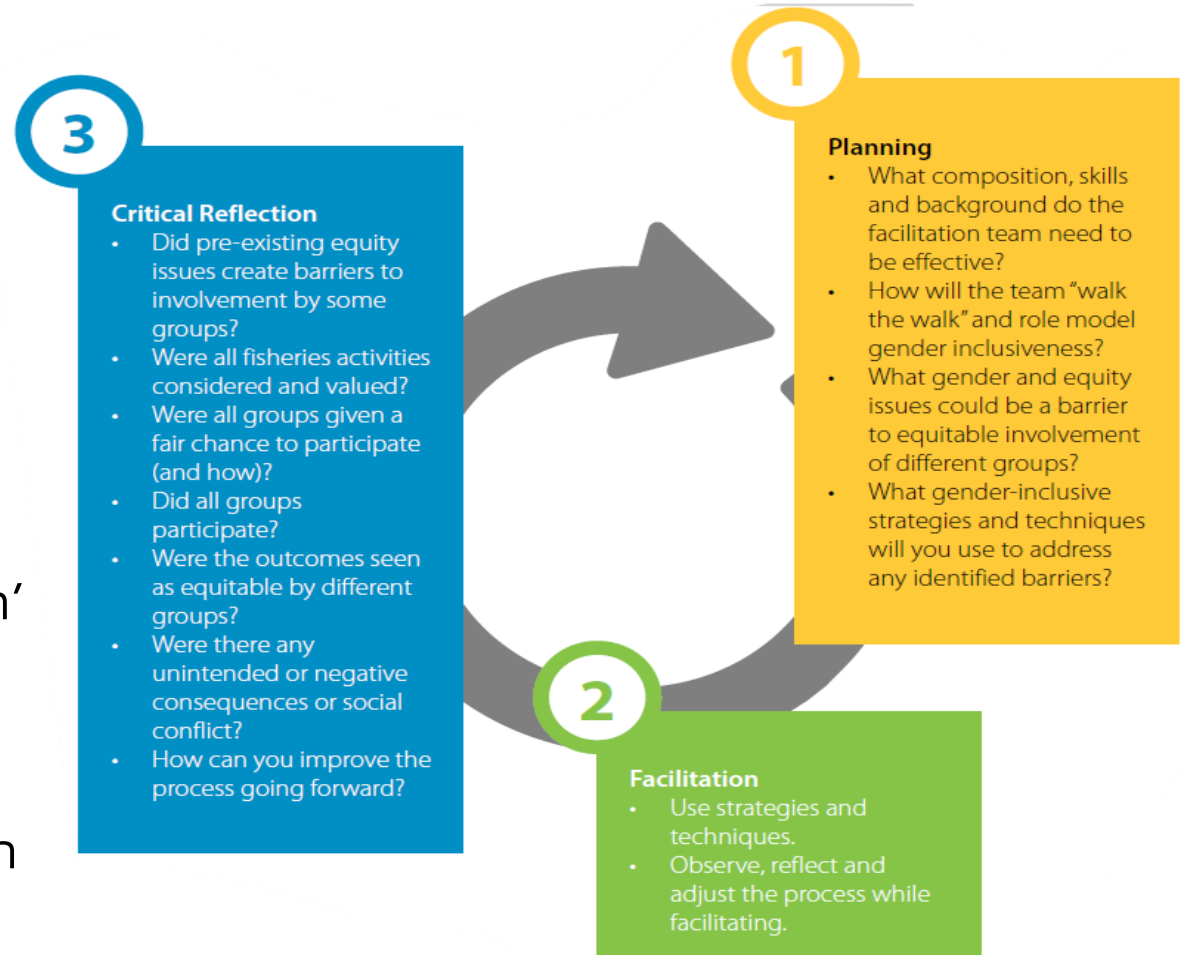
- Extensive bias in data collection and catch reports (e.g. HIES)
- Terminology (fishermen, middlemen, resource users) associated with men activities
- Existing structural barriers for women making them 'invisible' (e.g. decision making)
- Fixed gender roles based on cultural appropriation and traditions



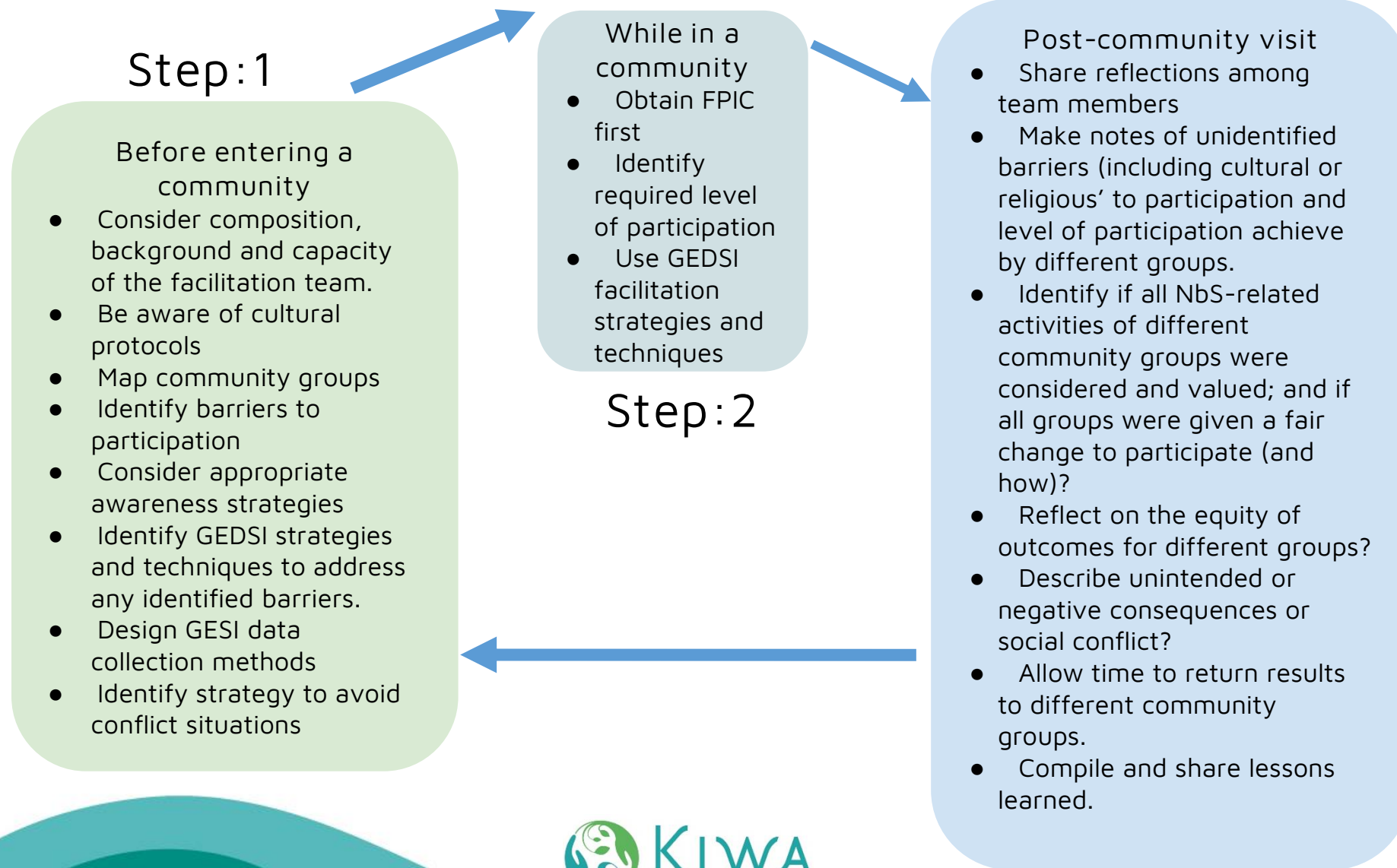
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Overcoming gender blindness

- Before we make a decision, we must think about the needs and concerns of different segments of the population (women and men of all diversities) and assess how our decisions are going to affect them
- When we design a programme or service, we must assess the impacts it will have on different segments of the population (women and men of all diversities), especially people who tend to be 'forgotten' or more silent
- When we implement programmes and services, we must make sure they are accessible to all segments of the population (women and men of all diversities) and benefit them appropriately.



GEDSI Community Engagement Cycle



1. Planning Stage

Before entering a community:

- Consider the composition, background and capacity of the facilitation team
- Consider the ratio of men to women on the facilitation team.
- Be aware of specific cultural protocols
- Map community groups
- Identify barriers to participation
- Consider appropriate awareness strategies
- Identify GEDSI strategies and techniques to address any identified barriers
- Design GEDSI data collection methods
- Identify strategies to avoid conflict situations

2. Facilitation Stage

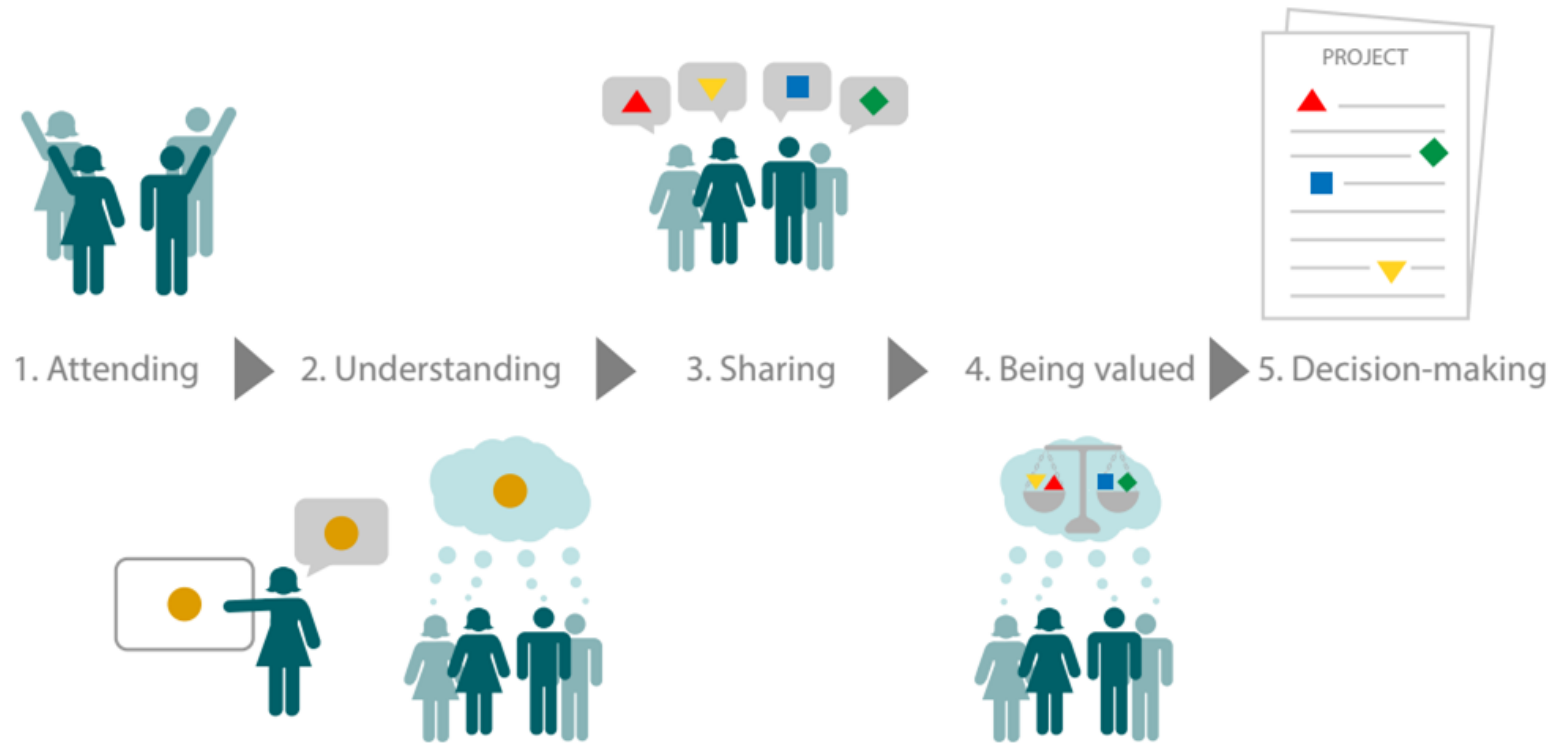
While in a community:

- Obtain FPIC first
- Identify required level of participation
- Consider the location, timing and duration of meeting.
- Use GEDSI facilitation strategies and techniques
- Follow cultural protocols
- Ensure respect for all members throughout the process.
- Observe, reflective, adapt the process while facilitating.
- Establish protocol for return of results.



©Live and Learn

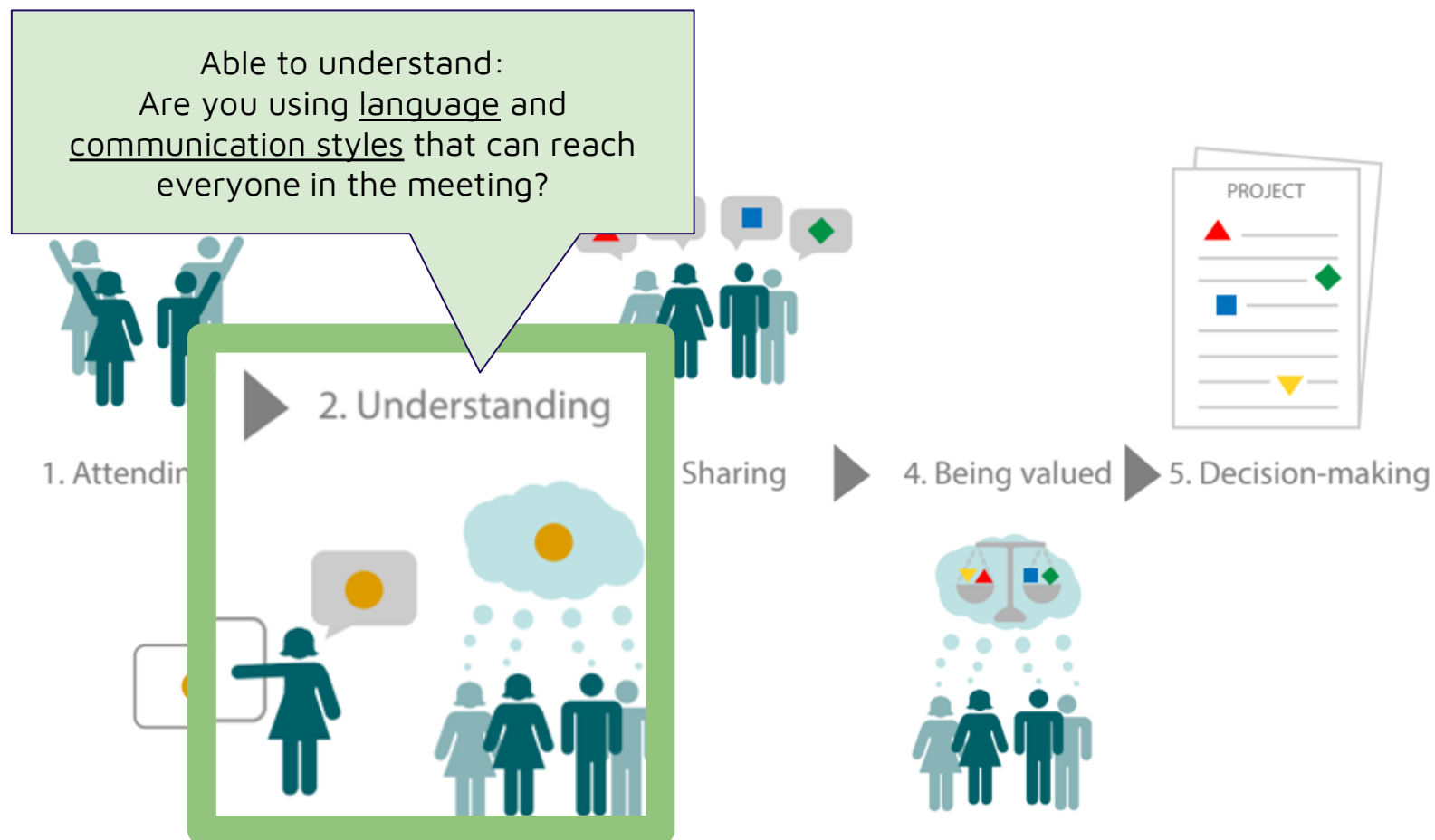
While in a community – Process Steps to Inclusion



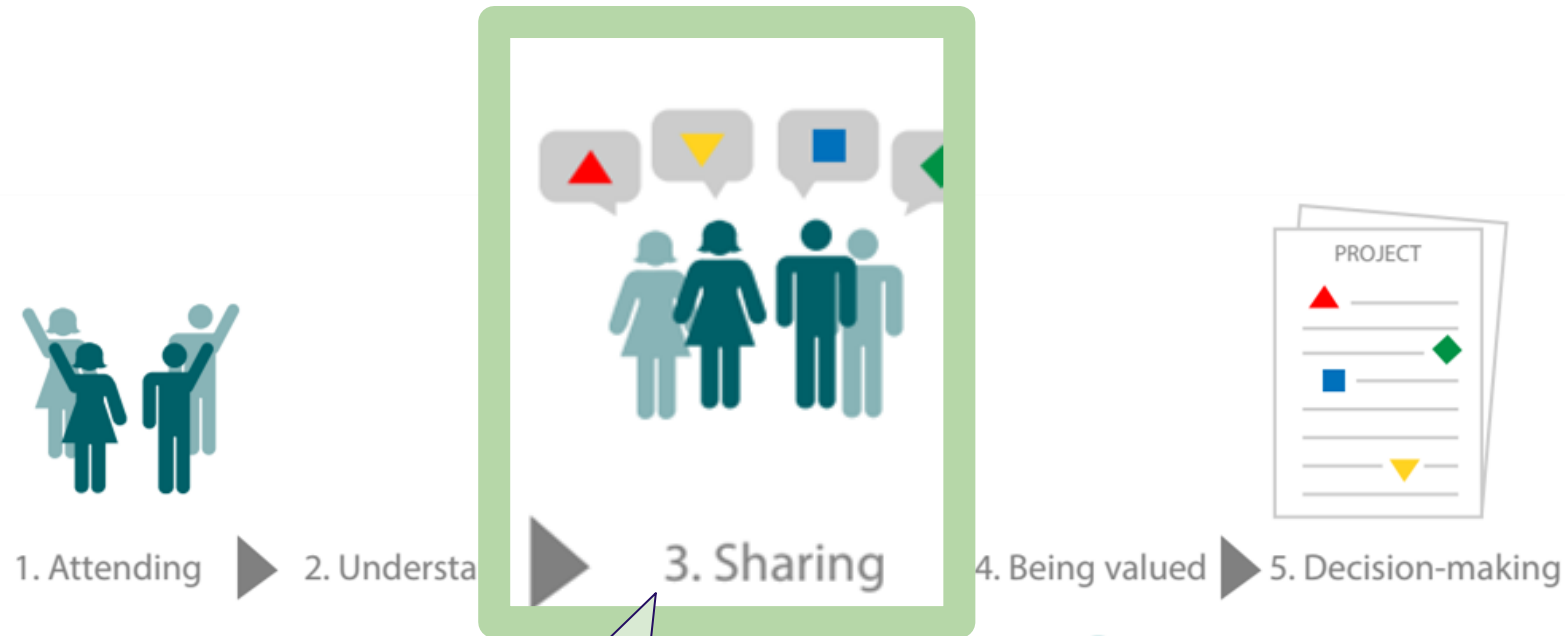
Inclusion = Attending



Inclusion = Understanding



Inclusion = Sharing



A callout box with a green background and a white border. On the left, a stylized human figure points to a yellow circle inside a white square. On the right, there is an icon of a balance scale with a yellow triangle on the left pan and a blue square on the right pan. The text inside the box is:

Able to share: Are you accounting for social norms about public speaking, such as whether it is socially accepted for women and youths to share opinions in communal meetings?

Examples - Inclusive community engagement

Mixed group, no defined seating arrangement



Potential Seating arrangements to consider

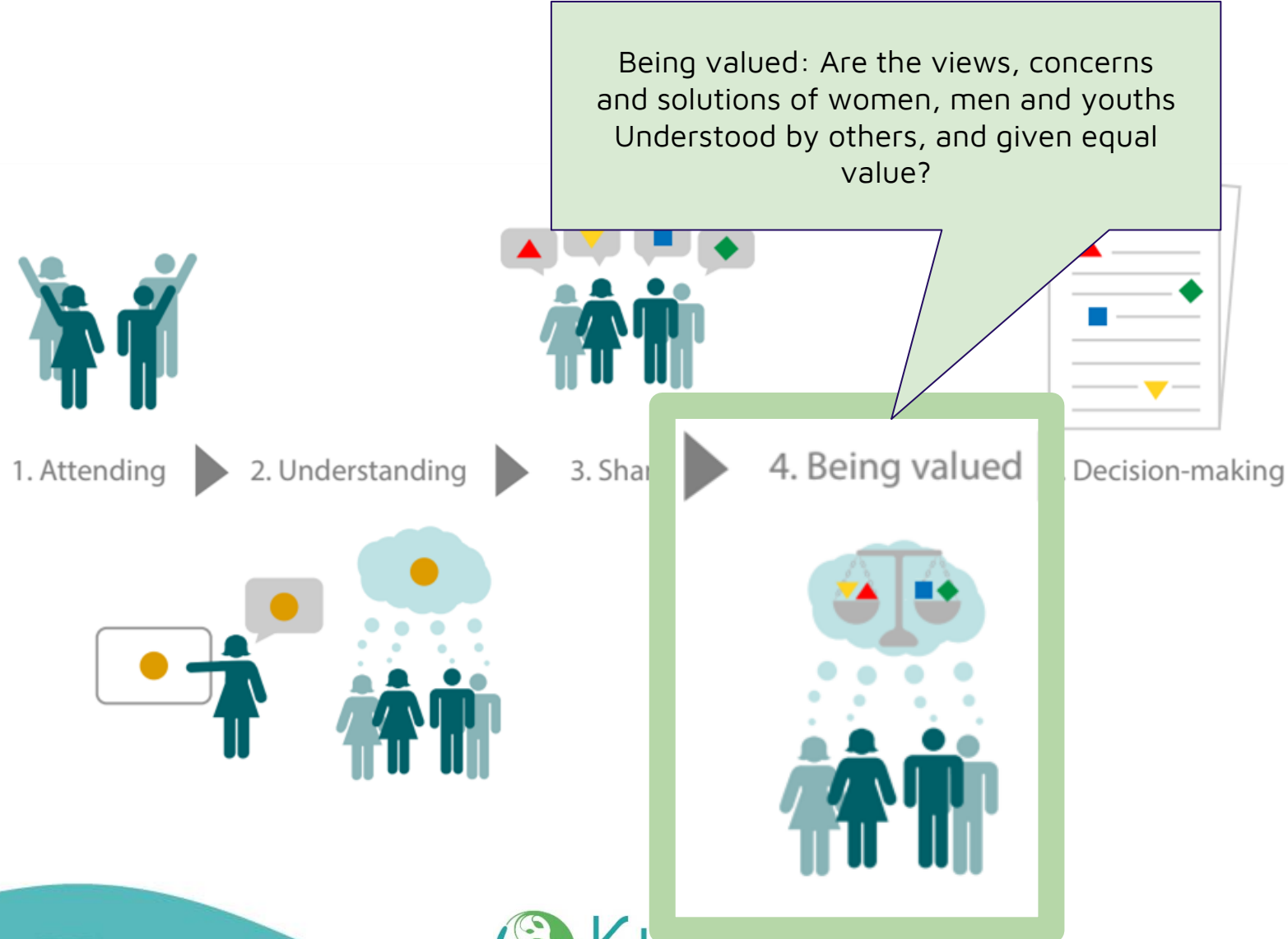
Mixed group with defined seating arrangement, with women and other marginalised groups closer to the facilitator



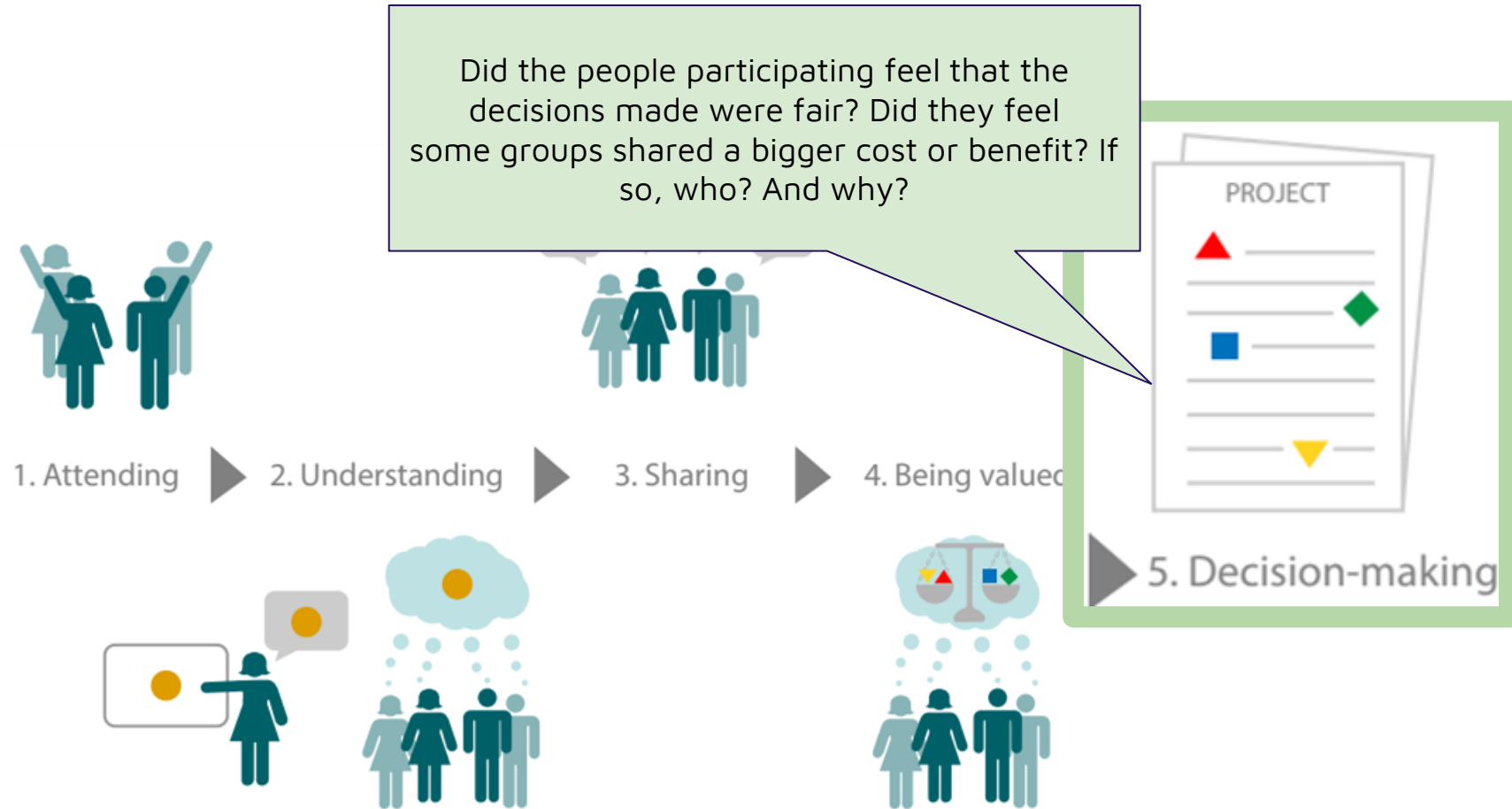
Groups divided into two according to gender, with male and female facilitators



Inclusion: Being Valued



Inclusion = Decision making

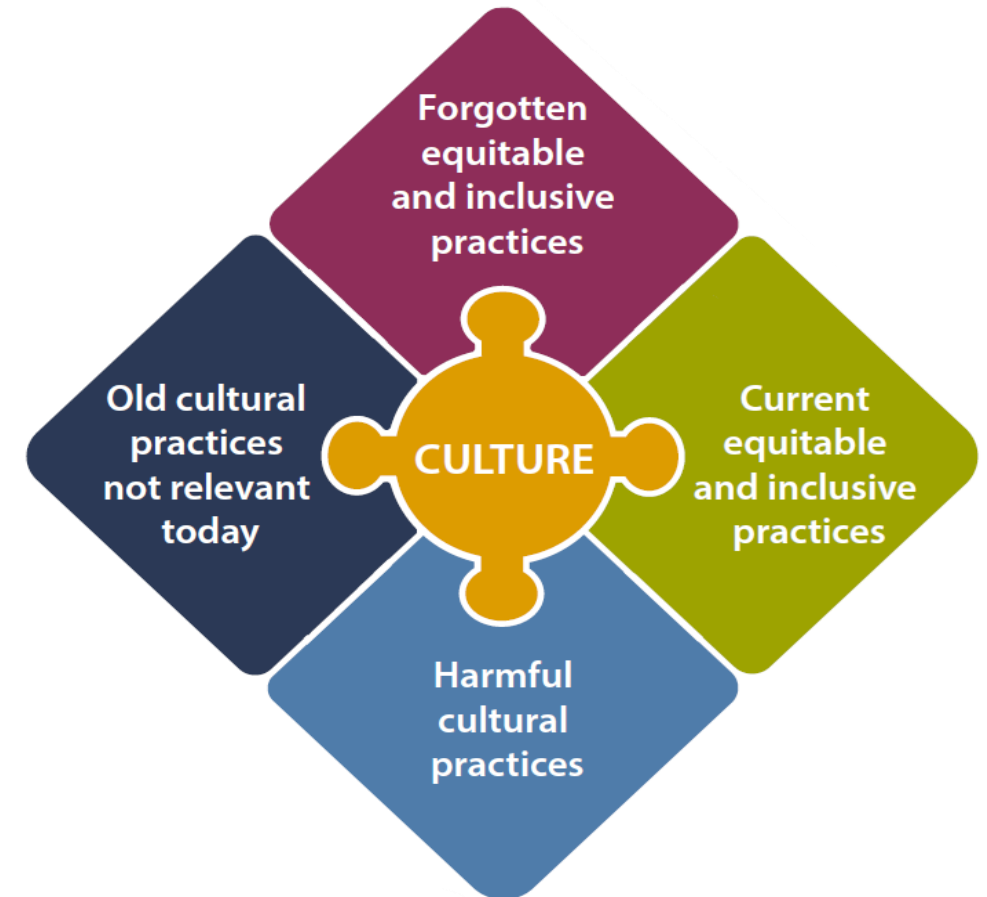


3. Post-community visit - critical reflection and adaptation

- Share reflections among team members
- Make notes of unidentified barriers (including cultural or religious) to participation, and level of participation achieved by different groups
- Explore whether all NbS-related activities of different community groups were taken into consideration; and if all groups were given a fair chance to participate (and how)
- Reflect on the equity and fairness of outcomes for different groups
- Describe unintended or negative consequences, or social conflict
- Allow time to return results to different community groups
- Compile and share lessons learned in going forward

Culture and Traditions in Inclusive Community Engagement

- Pacific cultural systems are deeply rooted in communal values and respect for kinship which can offer unique pathways to foster and support GEDSI.
- Some cultural norms and stereotypes can hinder GEDSI-sensitive community engagement.
- Recognising and addressing these cultural norms can lead to more inclusive and effective engagement.
- By drawing on cultural strengths and positive practices, projects can build on existing practices that value inclusion, women and other marginalised group's contributions and leadership.
- It is important to recognise that culture is not static, and can change to remove biases or barriers for marginalised groups, while preserving Pacific Islanders' rich cultural heritage.



What are cultural approaches that promote inclusion in your project?





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Thank you

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