



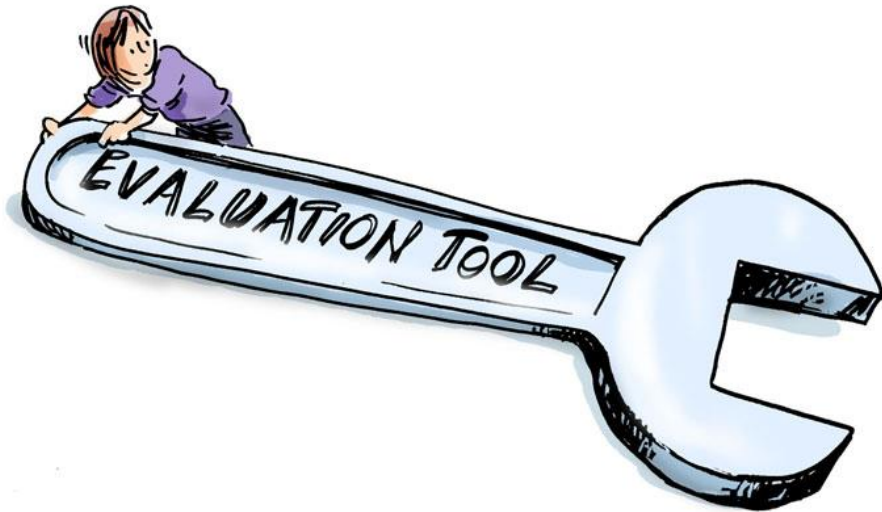
THE BENEFITS OF BOTH WORLDS

Towards an integrated mixed-methods
approach for evaluating women's
empowerment

DR MELODY MENTZ

Why mixed-methods ?

Question then becomes, not if, **BUT HOW** to design and implement mixed-methods evaluations to ensure rigour and credibility?



CONTEXT APPROPRIATE

Shift away from narrow belief in the universal applicability of one method to all contexts.

EXPLANATORY AND DESCRIPTIVE

Need to describe what has changed, but also to explain how these changes were facilitated.

VOICE

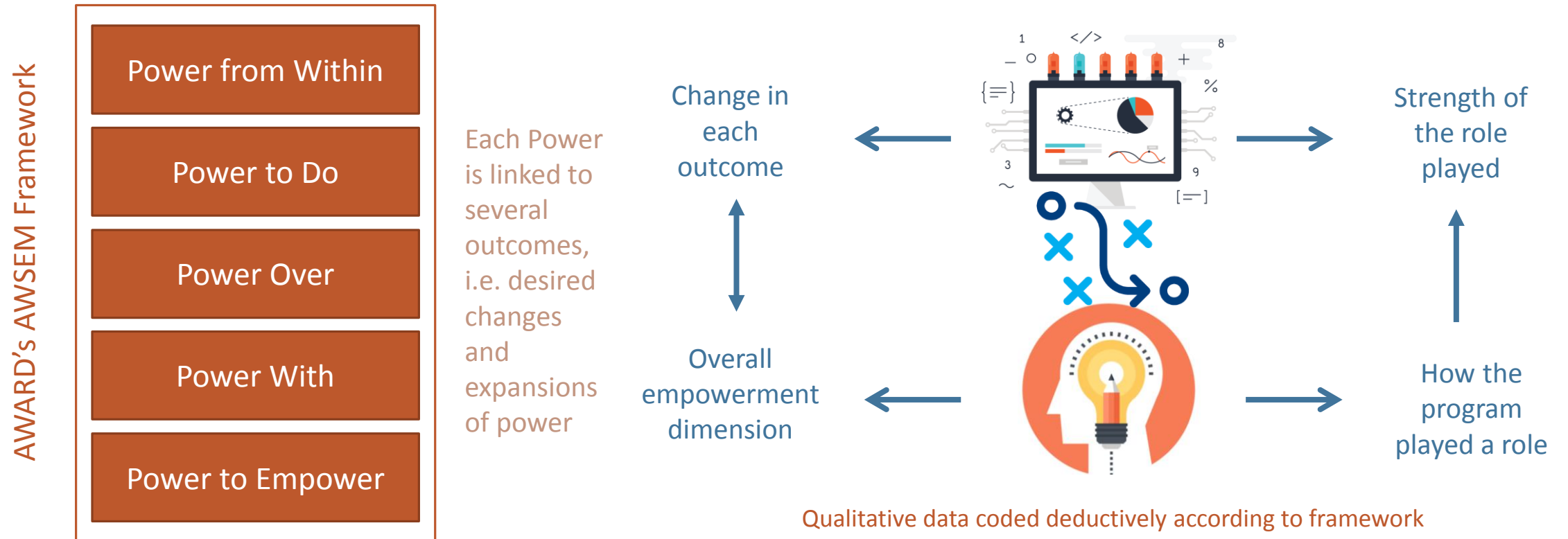
Evaluation can be empowering, giving voice to those whose voices are not typically sought.

Understanding emPOWERment

What change did
you experience?

Program
Contribution

Qualitative data analysed (including data transformations)



Exploring an example

Power from Within

OUTCOMES

Increased self-confidence

Increased self-knowledge

Increased motivation

Enhanced vision and direction



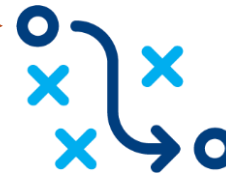
Triangulating change

Increased self-confidence

Increased self-knowledge

Increased motivation

Enhanced vision and direction



	Very Low	Low	Moderate	High	Very High	Don't Know/Not applicable
START of the AWARD Fellowship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
END of the AWARD Fellowship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please tell us about the changes you have experienced, and give concrete examples of how you have changed since joining AWARD.

RATING QUALITATIVE STORIES FOR ENHANCED CREDIBILITY

Lacklustre : No clear examples of change provide

Convincing : Clear example(s) provided, with concrete descriptions that could be verified

Compelling : “Wow” stories, mention two or three examples across multiple outcomes of the power, has to reflect behavior change or directly verifiable evidence

Sample story

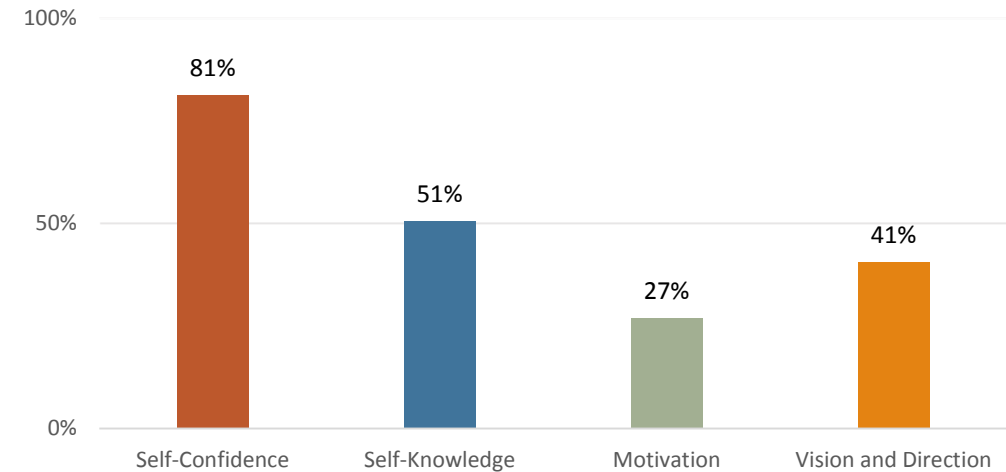
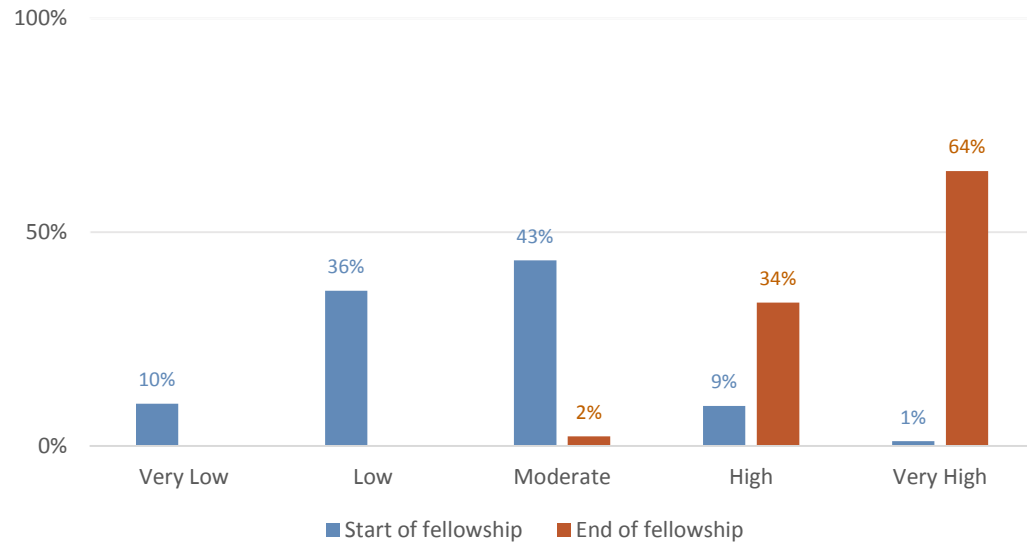
The Mentoring Orientation Workshop found me at a cross-roads, where it was very difficult for me to decide if I want to go into development or research. I totally lacked confidence, about writing scientific publications.

After the Workshop I met repeatedly with my mentor and we finally agreed on a road map that would help me to transition from development to research.

I have written some publications that have beefed up my confidence. I also worked on my networking and I am now significantly visible. You can easily see me by googling my name. This was never the case before.



Results: What changes were reported?



96 percent of fellows reported an increase in their self-confidence during the fellowship

92 percent had quantitative changes in all four outcomes



95 percent had credible evidence of change

Examining program contribution



To what extent was the AWARD Fellowship a factor in bringing about any changes to your inner power?

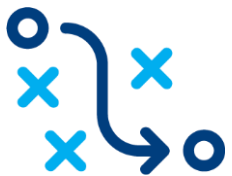
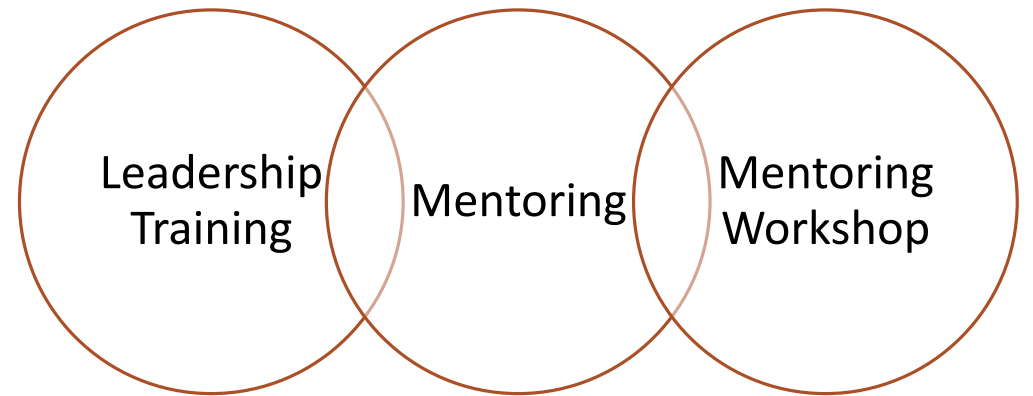
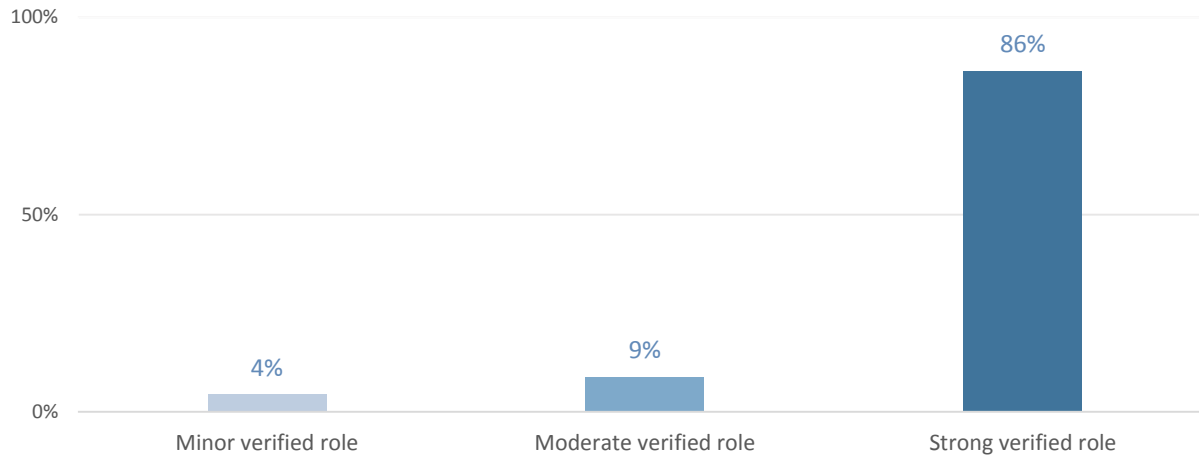
- ☐ I did not experience any changes
- ☐ Negative factor
- ☐ No factor
- ☐ Minor positive factor
- ☐ Moderate positive factor
- ☐ Major positive factor

Please tell us about the ROLE AWARD played in bringing about the changes described

The **Mentoring Orientation Workshop** found me at a cross-roads, where it was very difficult for me to decide if I want to go into development or research. I totally lacked confidence, about writing scientific publications.

After the Workshop I **met repeatedly with my mentor** and we finally agreed on a road map that would help me to transition from development to research.

Results: What role did the program play?



The program plays a strong role in facilitating changes in the Power from Within



In total 94% of fellows provided triangulated evidence of change in their Power from Within as a result of AWARD.

Can we bring it all together...

to determine for how many of the fellows we have

- triangulated evidence of change
AND
- verified evidence that the program contributed



Conclusions

LIMITATION AND GROWTH POTENTIAL

Triangulating across multiple sources, not only multiple forms of data from single individual

Value of in-depth, inductive coding vs. deductive approach taken to date

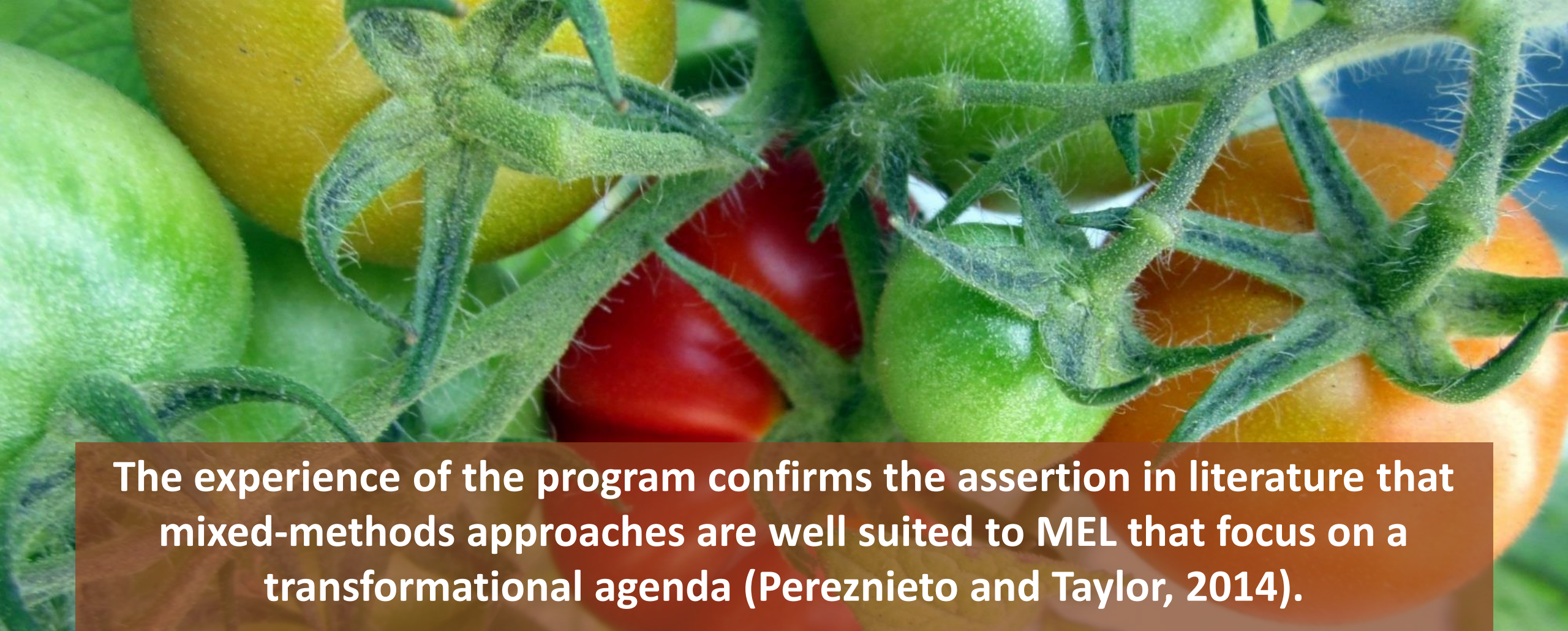
LESSONS LEARNT

Ensure a clear logic and purpose for selecting integrated mixed-methods.

Invest time early-on in conceptualizing data collection and analytic processes and tools.

Dedicate adequate time for analysis, reporting, and sense-making.

Document approaches and ensure processes that lead to credible and verifiable outcomes



The experience of the program confirms the assertion in literature that mixed-methods approaches are well suited to MEL that focus on a transformational agenda (Pereznieto and Taylor, 2014).

Although pragmatic in approach, they do not represent a compromise in quality, rigor, or credibility if approached and implemented systematically and with adequate time and resource investment.