

Effective Gender Training for Agricultural Researchers: Lessons Learned for Best Practice

Seeds of Change Conference

April 4th 2019

True GRIT

Examining the impacts of the collaborative

Gender **R**esearch **I**ntegrated **T**raining Program at Penn State

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Seeds of Change Conference

Canberra, Australia

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True GRIT: Examining the impacts of the collaborative Gender Research and Integrated Training Program at Penn State

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Objective

In 2015, Penn State partnered with the CGIAR Gender and Agriculture Research Network to strengthen research capacity on gender, enhance the quality of gender research, and to provide strategies for interdisciplinary collaboration.

The project was built around a three-year workshop series from 2016 to 2018 and was designed for post-doctoral scholars within the CGIAR system. The workshops were each three weeks long and conducted at Penn State.

Faculty and Participants

Faculty and Instructors

Around 20 faculty members of Penn State's Gender Equity through Agriculture Research (GEARE) Initiative led the charge in the instruction and were complemented by additional faculty in agricultural economics, education, entomology, forest resources, geography, international development, and rural



Participants

A total of 34 participants (organized in three cohorts) of post-doctoral scholars from CGIAR's centers took part in this program. Participants work in over 21 different countries.

Participant Locations

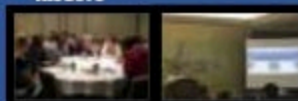


Workshop Sessions

Gender Theory, Epistemologies, and Methodology	Hot Topics in Gender Research	Interdisciplinary Research	Spatial Analysis and GIS: Outlets to Change
BY Monitoring and Evaluation	Participatory Action Research and Qualitative Methods	Proposal Writing	Outreach and Gender Writing

Gender Research Integrated Training

Ateliers



Participants connected with other scholars passionate about gender research through a series of symposia. Each year, there was a combination of outside speakers who are leaders in the field and workshops designed to fuel collaboration. Participants also had the opportunity to showcase their own work.

Field Days

Linking with the PA-Women in Agriculture Network, field days were the perfect way to get out of the classroom and discuss gender and agriculture. Other trips included time in Washington DC attending international



© CGIAR Gender, Equity and Women's Studies Initiative
Photo credit: Penn State University

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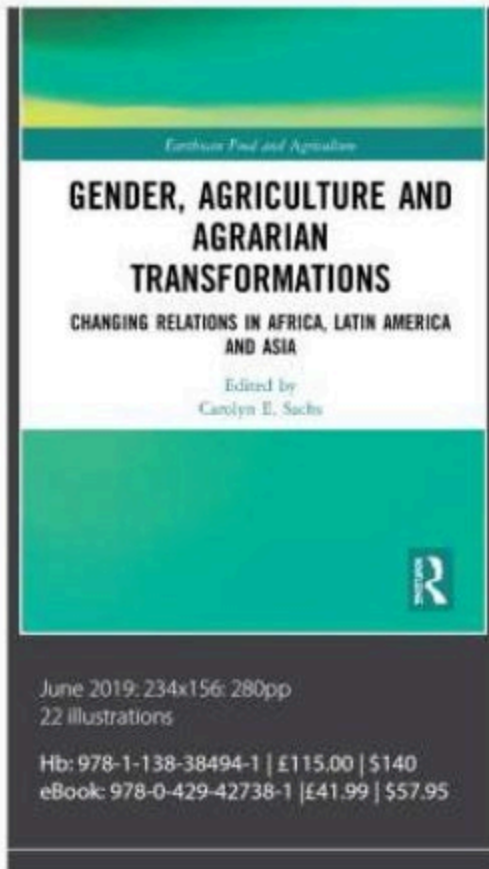
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fishings:



Presented by The Pennsylvania State University, College of Agricultural Sciences, Office of International Programs in collaboration with and through funding by CGIAR

through
the firm



Gender, Agriculture and Agrarian Transformations

Changing Relations in Africa, Latin America
and Asia

Edited by **Carolyn E. Sachs**

Series: Earthscan Food and Agriculture

This book presents research from across the globe on how gender relationships in agriculture are changing. Building on case studies from Africa, Latin America and Asia, the book interrogates how new agricultural innovations from agricultural research, new technologies and value chains reshape gender relations. Using new methodological approaches and intersectional analyses, this book will be of great interest to students and scholars of agriculture, gender, sustainable development and environmental studies more generally.

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We would like to acknowledge all CGIAR Research Programs and Centers for supporting the participation of their gender scientists to the *Seeds of Change* conference.



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Blended Learning on the project-level
Women's Empowerment in Agriculture
Index (pro-WEAI)

Ruth Meinzen-Dick

International Food Policy Research Institute



What is pro-WEAI?

The project-level Women's Empowerment in Agriculture Index (pro-WEAI) is a **survey-based** index for measuring **women's empowerment** and inclusion in agriculture for use in project-level **impact evaluation**.

- 1 Diagnose areas of women's disempowerment
- 2 Inform strategies to address deficiencies
- 3 Monitor project outcomes

WEAI Distance Learning Course



- Designed to meet the needs of a range of users (e.g., quantitative analysts, monitoring & evaluation specialists, donors, field supervisors) by teaching specific skills related to the WEAI in an online learning environment
- Digital certification provided upon successfully completing any course (except for Foundations)
- Pricing model to ensure course is self-sustaining and can self-fund future updates and improvements



Research PI	*	*	*	*	*	*
M&E specialist	*	*	*	*	*	*
Survey field supervisor	*	*				*
Quantitative analyst	*	*		*	*	*
Qualitative team	*		*		*	*
Project implementers	*					*
Donor	*					*

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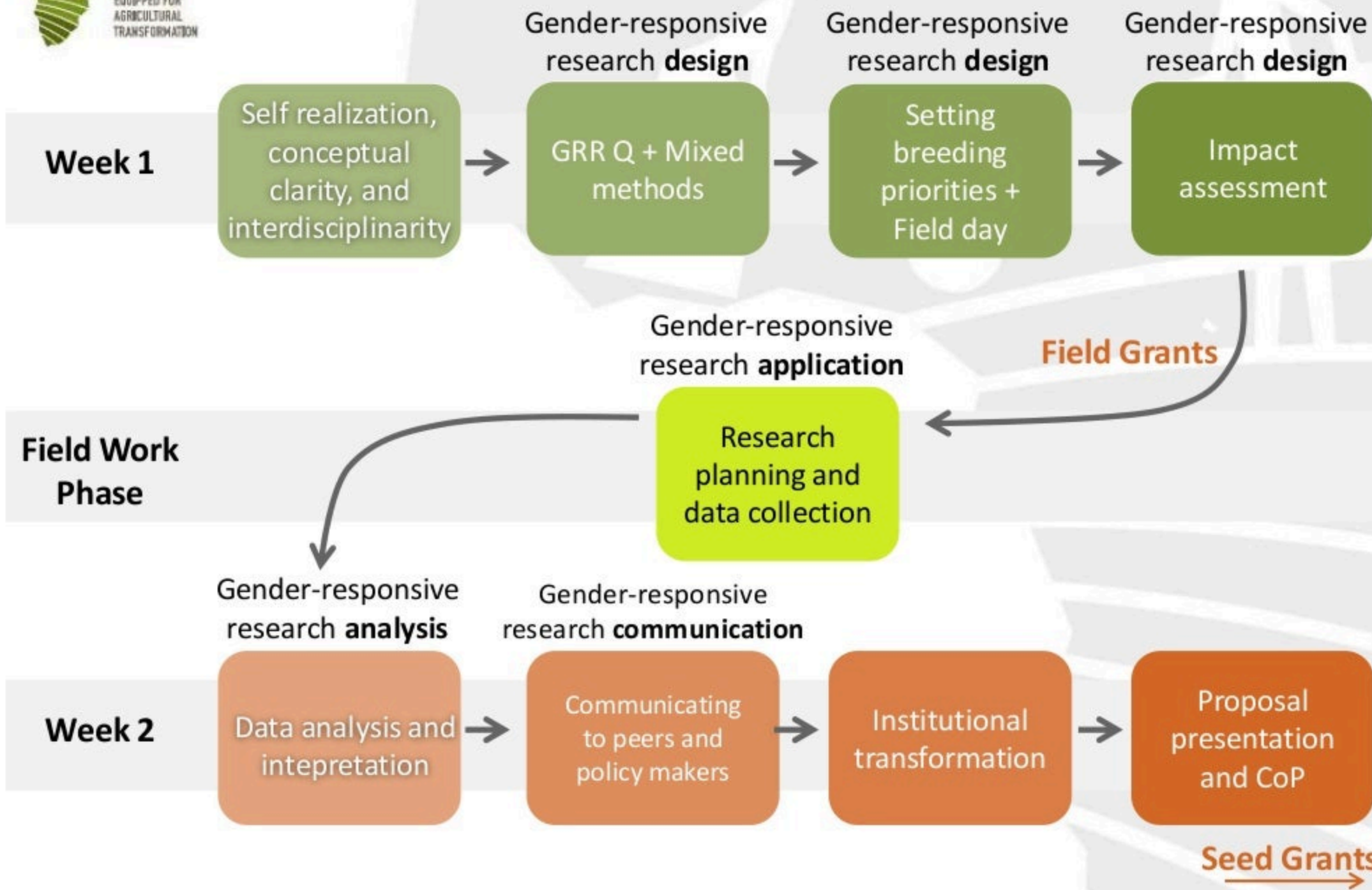


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Gender Responsive Researchers Equipped for Transformation (GREAT)

Margaret Mangheni
Hale Tufan



MLE Results

1. *Interdisciplinary teams*: bridge understanding between disciplines, share differential learning from the course, and support one another to share the research workload
2. *Phased structure*: test application of concepts, gain field experience and collect gender data in projects where this was not planned.
3. *Research mentors*: bridge theory and practice, facilitate dialogue over divergent perspectives on research and data collection approaches

Together with a firm focus on positionality and self-reflection, the GREAT training model is an effective, applied and impactful means to train agricultural research teams



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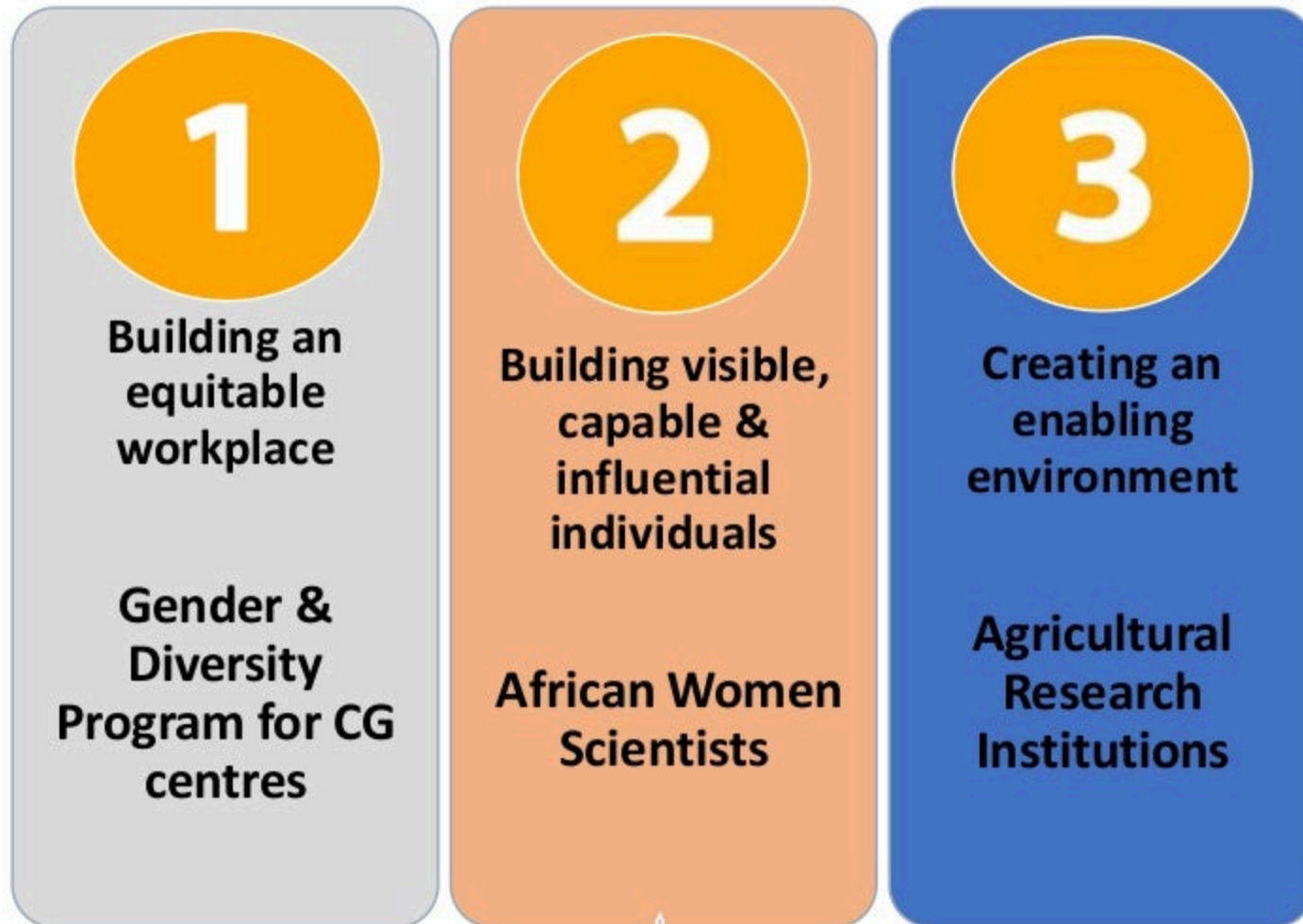


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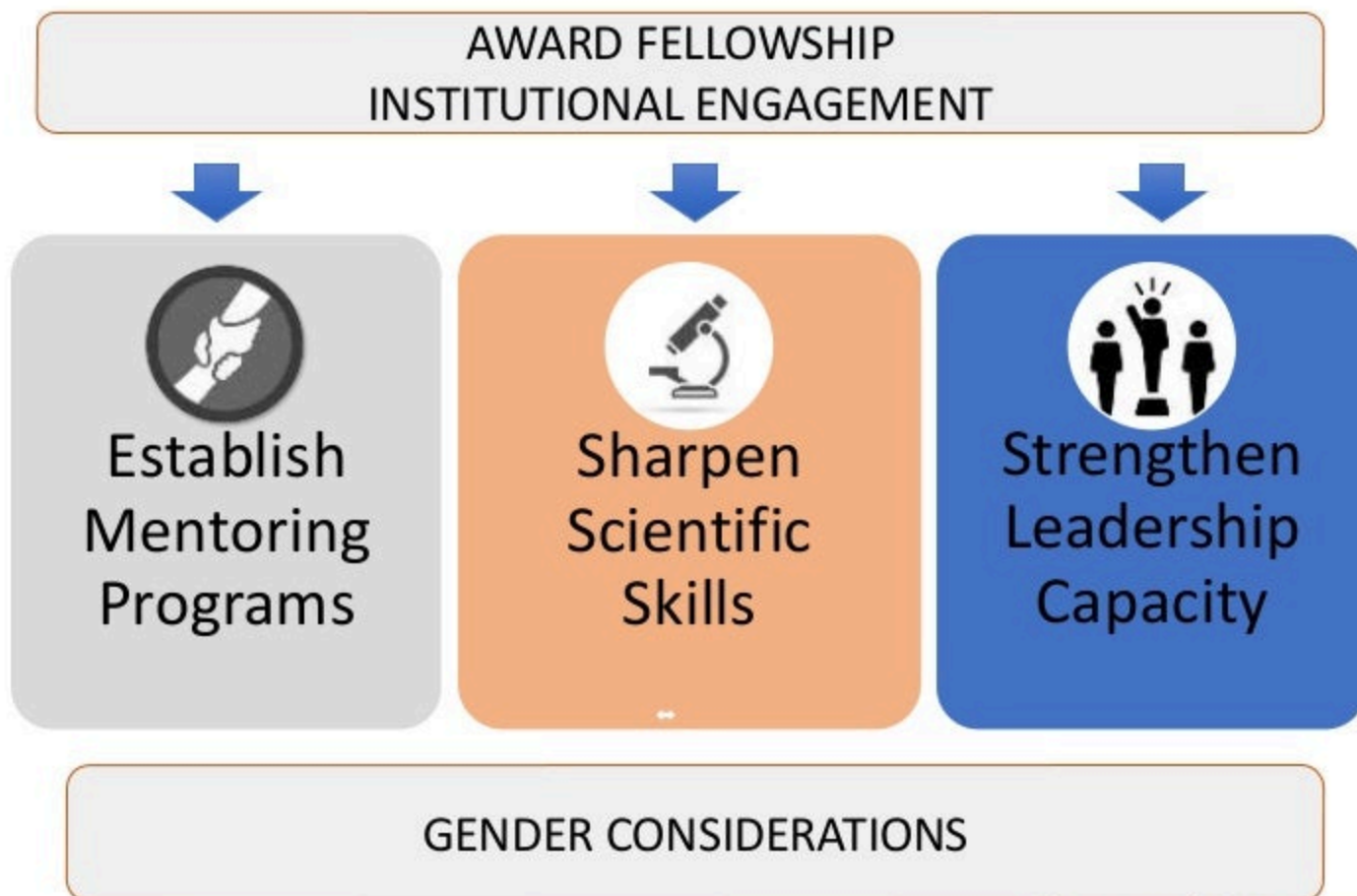
Michèle Mbo'o-Tchouawou & Pauline Bomett

*Seeds of Change Conference
04th April 2019*

AWARD TRAINING OVERVIEW



CAPACITY BUILDING INTERVENTIONS



INSTITUTIONAL SUPPORT

Leadership Program

for Mid Level Managers

Gender Matters

for Senior Management

Gender Training

for Institutional Units

AWARD'S REACH

Key Figures

- +350 ARD Institutions engaged
- +240 trainings delivered
- +7,361 individuals trained (AWARD Fellows, Other Researchers, Program Officers, Administrators, etc.)

Key Results

- Increased technical skills (publications/proposals)
- Career acceleration (promotion at work)
- Increased (Intra & Inter) institutional partnerships

Ripple Effects

- Increasing requests for Gender & Leadership Series
- Increased capacity and visibility for AWARD A-TEAM: Africa & beyond
- Expansion to Francophone countries

LESSONS LEARNT...



Fast tracking the monitoring process within institutions is needed for accountability

Measuring outcomes hindered by the varying needs and priorities for gender training in institutions

Engaging institutions for capacity development on gender remains very complex

THANK YOU

[www. awardfellowships.org](http://www.awardfellowships.org)





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“Oh, I didn’t know you were a gender specialist, I thought you were just a trainer”: a comparative study of the conceptual basis of gender capacity strengthening in AR4D

Franz Wong

KIT

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