

GENDER EQUALITY CHANGEMAKERS PROGRAMME

2023



GENDER EQUALITY CHANGEMAKERS PROGRAMME

OVERVIEW

Engage in applicable key topics that help bridge the gap between theory and practice while having a sustainable impact on your organisation. This **five-course programme** has been designed by subject matter experts and industry thought-leaders, thus offering an engaging and flexible learning experience. **Students enroll once for the full programme. Places in each cohort are limited by capacity.**



YOUR JOURNEY AS A GENDER EQUALITY CHANGEMAKER

Five interrelated courses delivered sequentially over 6 months, and require a total time commitment of 6-9 hours per week. Changemakers must complete all five courses to earn a certification.

Develop the skills to become your organisation's Gender Equality Changemaker!

- Develop and update your conceptual understanding.
- Assess the alignment of your organisation.
- Evaluate the resource requirements and create the optimal plan to become an effective Gender Changemaker.

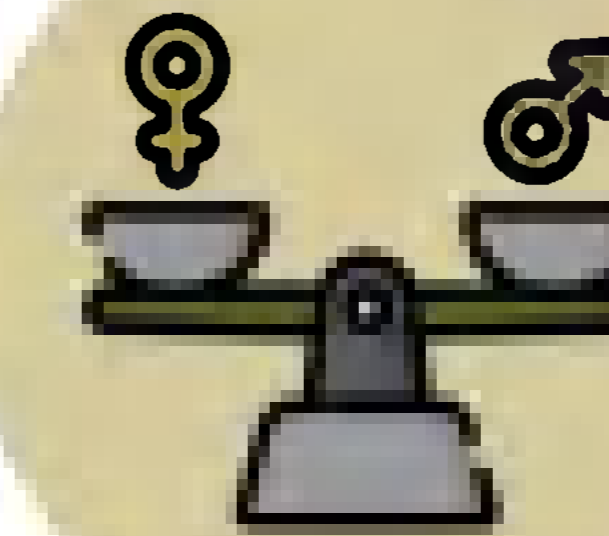
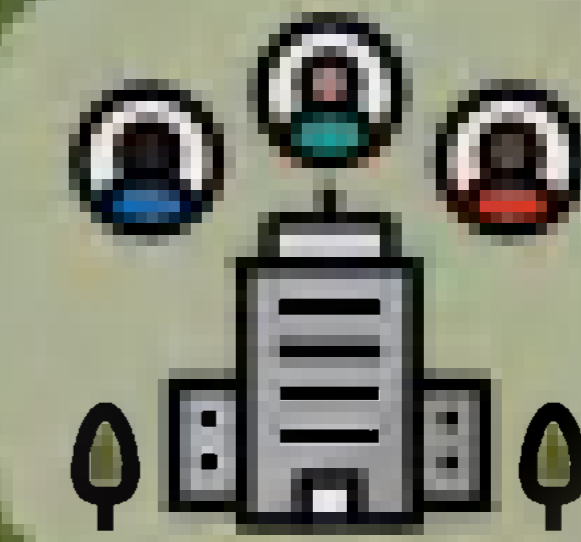
Be added to a Community of Practice (COP)

- COPs are grouped by geography, connect with colleagues who share similar challenges.
- Enjoy support as you develop and implement Gender Change in your organisation.
- Join conversations around gender equality.
- Feel safe to express opinions and develop solutions.

Foundations for Gender Equality

Develop the foundational language and understanding of gendered concepts

1



2

Organisations and Gender

Acquire insight into gendered organisational dynamics

Frameworks for Gender and Organisational Change

Learn about existing frameworks for gender change

3



4

Practical Skills for Leading Gender Change

Develop the practical skills required to effect gender change within your organisation

Capstone Project

Apply your learning and develop a gender-change action plan for your organisation

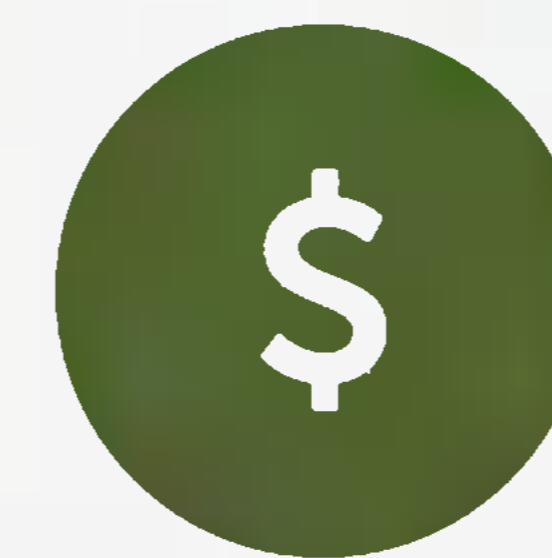
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FOUNDATIONS FOR GENDER EQUITY

COURSE DETAILS

This is the first of five consecutive courses for the Gender Equality Changers programme certification. In this course, you will be introduced to foundational concepts relevant to gender work. You will explore gender inequality in contemporary worlds through historical, socio-political, cultural, legal, and economic lenses. You will also learn how these affect your workplace identity today.



COST
\$950
(Cost of the Full Programme)



DURATION
4 Weeks
(6-9hrs per Week)



CERTIFICATION
Digital Frontiers Institute,
CSA&G (University of Pretoria), and
Bill & Melinda Gates Foundation

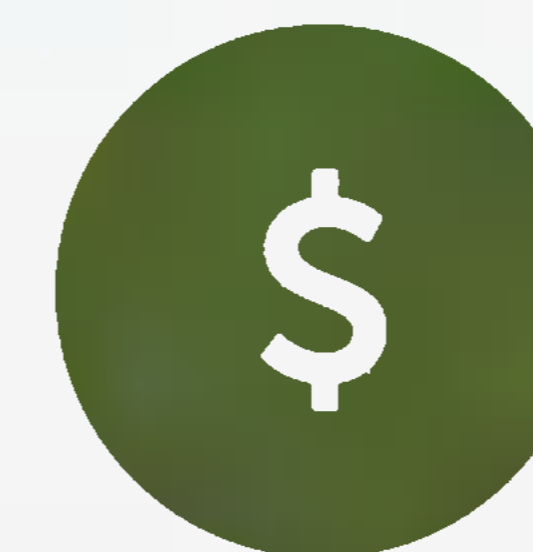
FOUNDATIONS FOR GENDER EQUITY SYLLABUS

MODULE 1	MODULE 2	MODULE 3	MODULE 4
Introduction to Key Gender Concepts	Histories of Gender	Gender in Contemporary Worlds	How Cultures Shape Our Workplace Identities
<p>Learning Outcomes</p> <ul style="list-style-type: none">• Develop a Vocabulary of Key Gender Concepts• Understand the Difference Between Gender Equity and Gender Equality• Promote an Inter-sectoral/ Intersectional Approach to Gender	<p>Learning Outcomes</p> <ul style="list-style-type: none">• Recognise that Understanding of Gender Changes Over Time• Understand that Historical Social, Political, and Economic Processes Shaped Gender Inequalities• Understand the Rise and Impact of Feminism	<p>Learning Outcomes</p> <ul style="list-style-type: none">• Analyse Contemporary Gender Arrangements and Power Hierarchies• Identify Barriers to Gender Equality and Justice• Describe Movements for Gender Equality and Justice	<p>Learning Outcomes</p> <ul style="list-style-type: none">• Comprehend Culture• Understand how Culture Influences the Workplace• Identify and Reflect on Cultural Practices in My Workplace

ORGANISATIONS AND GENDER COURSE DETAILS

In this second course, you will build your understanding of the gendered nature of organisations and how this relates to gender inequality. You will explore the consequences of gender inequality and gain a deeper appreciation of why there is a need for change. You will also be challenged to explore your role in bringing about that change.

Enrollment in this course is subject to the successful completion of the Foundations in Gender Equity course.



COST
\$950
(Cost of the Full Programme)



DURATION
4 Weeks
(6-9hrs per Week)



CERTIFICATION
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Bill & Melinda Gates Foundation

ORGANISATIONS AND GENDER SYLLABUS

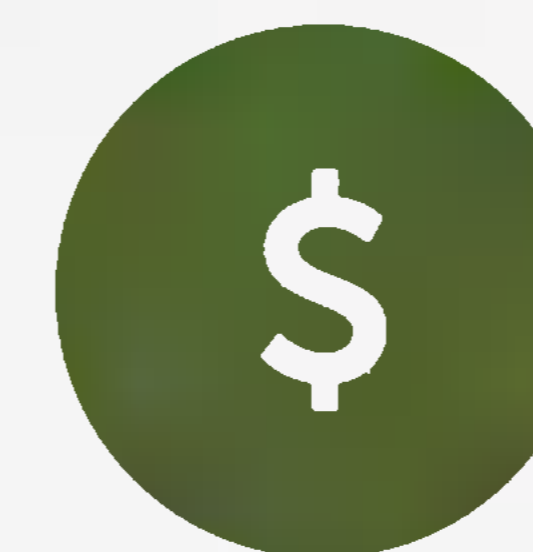
MODULE 1	MODULE 2	MODULE 3	MODULE 4
Understanding Gender in Organisations	Deep Structures of Organisations and Gender	The Opportunity Cost of Gender Inequality	The Role of Gender Equality Changemakers
<p>Learning Outcomes</p> <ul style="list-style-type: none">• Describe the Relationship Between Gender and Organisational Culture• Explain Gender as a Form of Capital in Organisations• Explain how Gender is Wired into the Everyday Functioning of Organisations	<p>Learning Outcomes</p> <ul style="list-style-type: none">• Define and Describe Deep Structure• Identify how Deep Structure Operates in Society and in Organisations• Identify Key Elements of Deep Structure in Organisations	<p>Learning Outcomes</p> <ul style="list-style-type: none">• Define Opportunity Cost• List the Opportunity Costs of Gender Inequality• Describe Strategies to Reduce Gender Inequality	<p>Learning Outcomes</p> <ul style="list-style-type: none">• Recognise the Personal Aspect of Gender Equality Work• Describe the Organisational Culture• List the Important Gender Change Interventions

FRAMEWORKS FOR GENDER AND ORGANISATIONAL CHANGE

COURSE DETAILS

In this third course, you will learn key theoretical frameworks for gender change. You will explore practices and actions that you can take to address gender inequality in your organisation. You will also gain practical knowledge and tools for planning and managing gender change initiatives.

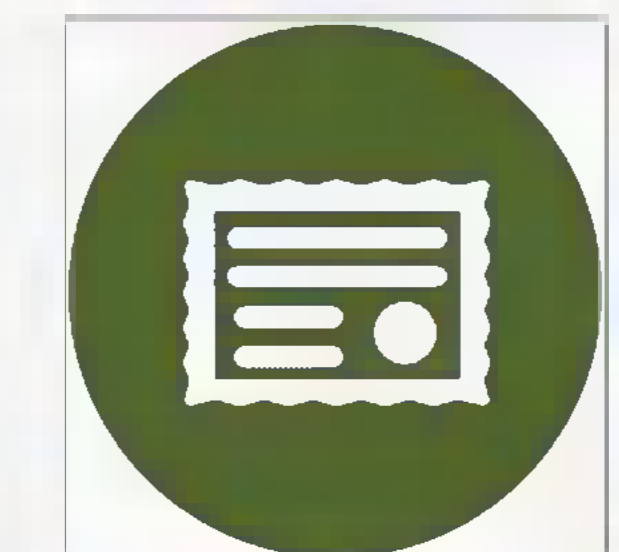
Enrollment in this course is subject to the successful completion of the Organisations and Gender course.



COST
\$950
(Cost of the Full Programme)



DURATION
4 Weeks
(6-9hrs per Week)



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FRAMEWORKS FOR GENDER AND ORGANISATIONAL CHANGE

COURSE DETAILS

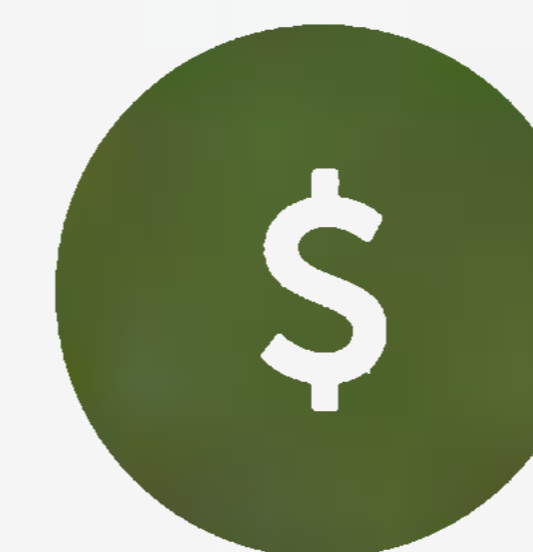
MODULE 1	MODULE 2	MODULE 3	MODULE 4
Gender at Work Framework	Organisational Gender Audit	Gender Change Interventions and Actions	Change and Project Management for Gender Equality
<p>Learning Outcomes</p> <ul style="list-style-type: none"> • Explain the Context of the Gender at Work Framework • Briefly describe the Gender at Work Framework • Differentiate the Gender at Work Quadrants 	<p>Learning Outcomes</p> <ul style="list-style-type: none"> • Describe Gender Mainstreaming as a Tool for Change • Describe Gender-climate Analysis as a Tool for Change • Describe Gender Equality Training as a Tool for Change 	<p>Learning Outcomes</p> <ul style="list-style-type: none"> • Locate Organisational Gender Audit in Context • Identify Key Focus Areas in an Organisational Gender Audit • Describe how to Conduct a Gender Audit in Organisations 	<p>Learning Outcomes</p> <ul style="list-style-type: none"> • Identify Features of Gender-sensitive Project Management • Explain how Gender Change Interventions Fit into the Project Management Cycle • Discuss Key Concepts in the Implementation of Gender-sensitive Project Management

PRACTICAL SKILLS FOR LEADING CHANGE

COURSE DETAILS

In this fourth course, you will build your leadership skills and strengthen your personal effectiveness. You will learn essential skills for influencing others, communicating effectively, and managing resistance to gender change initiatives.

Enrollment in this course is subject to the successful completion of the Frameworks for Gender and Organisational Change course.



COST
\$950
(Cost of the Full Programme)



DURATION
4 Weeks
(6-9hrs per Week)



CERTIFICATION
Digital Frontiers Institute,
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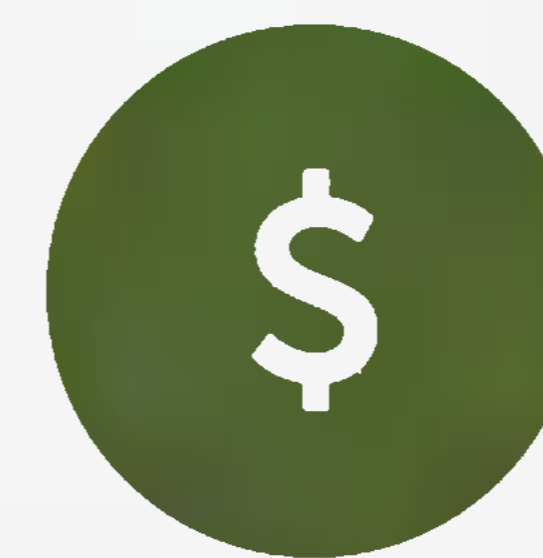
PRACTICAL SKILLS FOR LEADING CHANGE SYLLABUS

MODULE 1	MODULE 2	MODULE 3	MODULE 4
Change Leadership Mindset	Leading and Influencing Others	Communicating for Impact	Managing Resistance and Removing Barriers
<p>Learning Outcomes</p> <ul style="list-style-type: none"> • Identify the Components of Change Leadership • Identify the Mindset of Change Leaders • Examine Ways to Develop a Change Leader Mindset 	<p>Learning Outcomes</p> <ul style="list-style-type: none"> • Describe Leadership for Gender Change • Identify the Personal Qualities, Skills, and Attitudes of Leaders • Explain how Leaders Influence Others 	<p>Learning Outcomes</p> <ul style="list-style-type: none"> • Identify the Key Components of Effective Communication • Explain Ways to Communicate in Organisational Settings • Describe how to Assess the Impact of Organisational Communication 	<p>Learning Outcomes</p> <ul style="list-style-type: none"> • List and Explain Barriers to Organisational Change • Identify and Address Resistance to Gender Change • Explain how to Remove Barriers and Manage Resistance to Gender Change

CAPSTONE PROJECT COURSE DETAILS

In this final deliverable, you will use the knowledge, skills and insights gained in the previous four deliverables/steps to develop an action plan for a gender change initiative that you will introduce and lead within your own organisation.

Enrollment in this course is subject to the successful completion of the Practical Skills for Leading Change course.



COST
\$950
(Cost of the Full Programme)



DURATION
2 Weeks



CERTIFICATION
Digital Frontiers Institute,
CSA&G (University of Pretoria), and
Bill & Melinda Gates Foundation

CAPSTONE PROJECT SYLLABUS

MODULE 1

Gender Action Plan

Learning Outcomes

As a changemaker, one of your responsibilities is to identify how inequality in your organisation reflects and generates social inequalities. Drafting a gender action plan requires you to draw on your organisational knowledge, an understanding of the Gender at Work framework, and the gender mainstreaming approach. The aim of the assignment is for you to use the knowledge, skills and tools acquired through this programme to draft a gender action plan for your organisation. Drafting a gender action plan requires you to draw on your organisational knowledge, an understanding of the Gender at Work framework, and the gender mainstreaming approach.

You will be required to attend 3 live calls hosted by the Subject Matter Experts (SMEs), attend a Community of Practice (COP) meeting, and then submit your final assignment.

2023 PROGRAMME CALENDAR

COHORTS 4 AND 5

	COURSE	APPLICATION DEADLINE	START DATE	DURATION
COHORT FOUR	Foundations for Gender Equity	29 January	2 February	4 Weeks
	Organisations and Gender	19 March	23 March	4 Weeks
	Frameworks for Gender and Organisational Change	12 May	18 May	4 Weeks
	Practical Skills for Leading Change	2 July	6 July	4 Weeks
	Capstone Project	20 August	24 August	2 Weeks
COHORT FIVE	Foundations for Gender Equity	7 May	11 May	4 Weeks
	Organisations and Gender	25 June	29 June	4 Weeks
	Frameworks for Gender and Organisational Change	6 August	10 August	4 Weeks
	Practical Skills for Leading Change	24 September	28 September	4 Weeks
	Capstone Project	12 November	16 November	2 Weeks

ALUMNI TESTIMONIALS

“My learning experience with the Digital Frontiers Institute has been seamless and insightful given the practical nature of the training and the use of case study scenarios to bring the various concepts to life. The diversity of participants brought to bear the many rich discussions and new perspectives of global gender trends.”



ALFRED KOJO YEBOAH
Regional Director at Grameen
Foundation, Ghana

“This is an excellent course. Insightful, well-conceived, relevant, and interactive. Easily the best course on integrating gender into the organization I have taken so far; thanks to the relevant way it has been designed and the qualitative content. I'll absolutely recommend this to anyone looking to understand the impact of gender and how it shapes the world around them.”



AMINAH JASHO
Founder of un-mothering the Woman
(UTW), Kenya

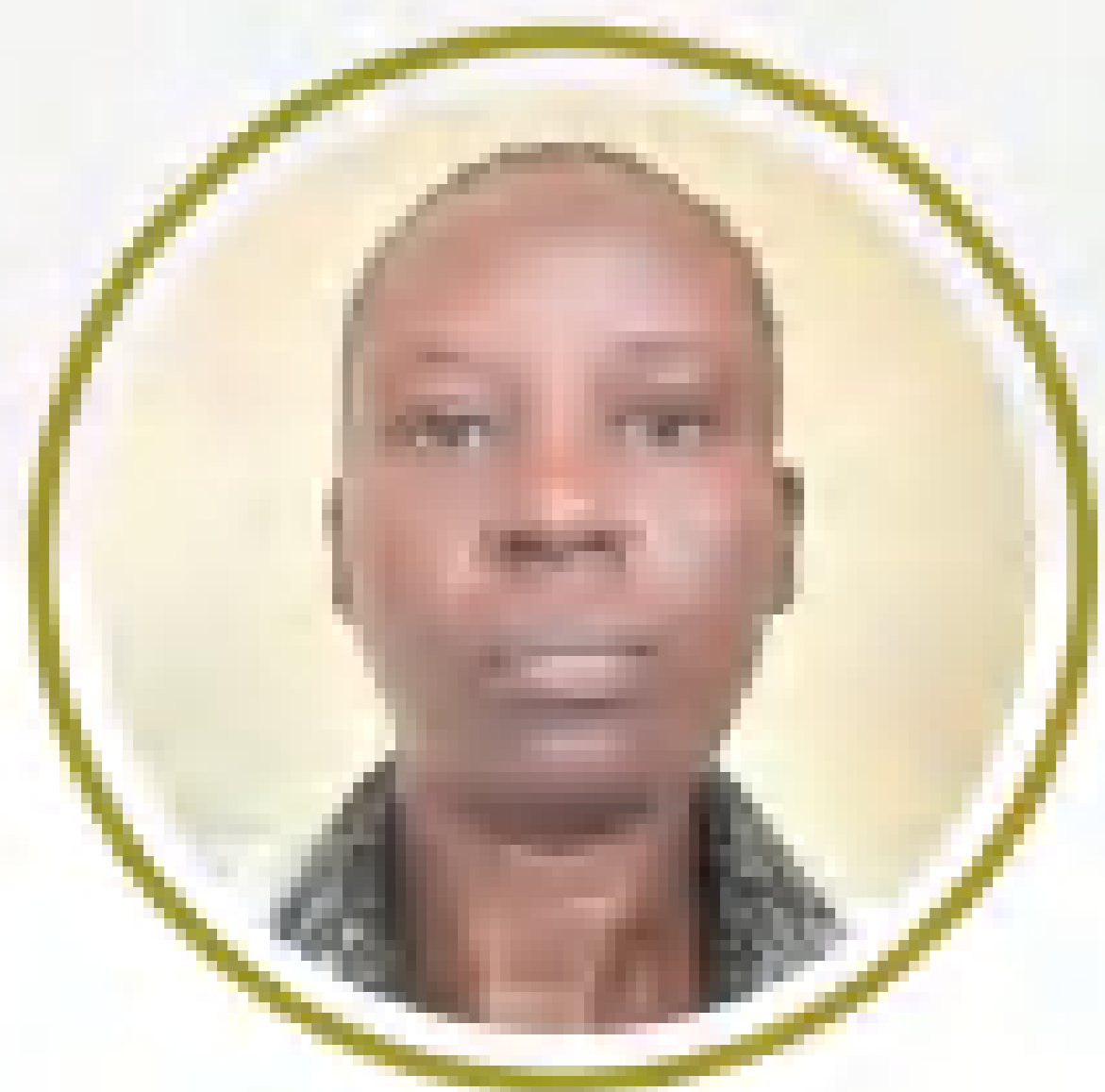
“I love the quizzes, the breakout room discussions, and the networking opportunities! This course is simply amazing, and I will entreat all – Women and Men alike to join so together, we change the world and make it a better place for us all!”



DR. LORETTA SARPONG
Head of Women's Desk at Ecobank
Ghana Limited, Ghana

ALUMNI TESTIMONIALS

“The GEC Programme has impacted our work with vulnerable groups like children, women, people with disabilities, people living with HIV/AIDS who are seeking free legal services. We now know how to prioritise their cases, push for justice and treat them in a better way using the gender lens during mediations, negotiations and litigations.”



ABWOT RUTH PATIENCE
Project Assistant at Facilitation for
Peace and Development (FAPAD),
Uganda

“The GEC Programme has had a very positive impact on my life. I am able to communicate my messages better because I have a better understanding of how deep structure in an organisation can lean towards gender inequality. I am honoured to be able to notice subtle injustices in the workplace and address them in a coherent manner because the GEC Programme has empowered me with so much knowledge.”



SHEILA MONICA MAKONDE
Technical Specialist - Environmental
Compliance at Abt Associates, Zambia

“My experience with the Digital Frontiers Institute (DFI) team and other learners was very transformational, the interactive learning approach equipped me with practical insights on gender issues as experienced in different cultures, workplaces, and countries. The knowledge gained gave me the much-needed confidence to effectively participate in gender mainstreaming initiatives in my community, workplace and within my sphere of influence.”



**SORENSEN TAKUNDA
MAZHANGA**
Agribusiness Relationship Officer at
Ecobank Transnational Incorporated,
Zimbabwe