TRAINING SEMINAR

SETYM International Canada
85, SAINTE-CATHERINE WEST, 10TH FLOOR
MONTREAL, QUEBEC, CANADA H2X 3P4
+1 (514) 939-2200 | SETYM@SETYM.COM
setym.com

NEW

Gender and Social Inclusion Mainstreaming in Public Programmes

In today's professional landscape, fostering gender equity and inclusion is not only a matter of fairness, but also a driver of organisational performance, resilience, and project success. For public sector executives and development project managers, these criteria are increasingly valued by funding agencies and donors, making them essential for securing support and achieving sustainable outcomes. This training addresses the challenges and opportunities in creating workplaces and programmes that embrace diversity and empower genders to thrive. Participants will explore best practices, international frameworks, and practical tools for embedding equity and inclusion into organisational strategies, policies, and everyday operations.

The general objective of this course is to equip participants with the knowledge, skills, and tools needed to design, implement, and sustain effective gender equity and inclusion initiatives, ensuring meaningful and lasting impact within their spheres of influence.

PRACTICAL OBJECTIVES

- **Understand** key concepts, frameworks and international standards related to gender equity and inclusion.
- **Identify** and address barriers to gender equity within organisational and societal contexts.
- **Apply** practical tools and methodologies to integrate inclusion into policies and programmes.
- **Develop** strategies to measure, monitor, and evaluate gender equity initiatives.
- **Promote** a culture of diversity and inclusion across teams and stakeholder groups.

TARGET AUDIENCE:

- **Public sector officials**
- **Development Project Managers and Coordinators**
- **HR professionals**
- **Organisational Development Specialists**
- **Monitoring & Evaluation Specialists**

DURATION: 2 weeks

SEMINAR TOPICS

- **Foundations of Gender Equity & Inclusion:** Core principles. Key terminology. International conventions and global policy trends.
- **Assessing Barriers & Opportunities:** Organisational diagnostics. Cultural analysis. Gender audits. Stakeholder mapping.
- **Integrating Gender Equity into Policies & Programmes:** Policy design. Inclusive project planning. Mainstreaming techniques. Best practice case studies.
- **Monitoring & Evaluation:** Indicators. Qualitative and quantitative data collection methods. Reporting frameworks. Impact assessment techniques.
- **Creating Inclusive Organisational Cultures:** Transformative leadership. Inclusive communication strategies. Unconscious bias mitigation. Change management approaches.