

FEMINIST EDGE

Professional Development
for Gender Trainers



KIT Royal
Tropical
Institute

UN
WOMEN 

Key information

Start and End Dates	12 February – 9 August, 2024
Duration	6 months
Location	Blended course (online and 1 week at KIT Amsterdam)
Language	English
Fee	5950 EUR
Applications open	1 June 2023
KIT application deadline for OKP applicants	14 July 2023
OKP application deadline (course period 2024)	5 September 2023, 16:00 CET
KIT application deadline other funding	20 November 2023
Contact	feminist.edge@kit.nl
Website	www.kit.nl/feministedge

About the course

Gender training is an important tool for advancing gender equality. Since the Fourth World Conference on Women in Beijing in 1995, gender training has been embraced as a means to make gender mainstreaming effective. However, when used as a “cure-all” to address all gender mainstreaming challenges and limitations, the critical and transformative potential of gender training is blunted. When gender training is approached as a singular short-term event there is little room for reflection, yet reflection is critical to allow participants to reconsider their own gendered behaviours. The COVID-19 pandemic exacerbated all forms of inequality – including gender inequality – revealing an urgent need to re-imagine how inequalities are addressed in development. With this in mind, UN Women Training Centre and KIT Royal Tropical Institute designed a professional development programme for gender trainers, which brings a feminist edge back into gender training.

Feminist Edge offers professional development for gender trainers that re-captures and re-imagines gender training as a feminist project, establishing a new approach. We reposition training for gender equality as a strategy to challenge and engender development and support the achievement of the Sustainable Development Goals (SDGs). The programme addresses the need to (re)claim autonomous spaces for feminist knowledge production and challenges development policy makers and practitioners to re-think how to address social and gender inequity to ensure that “no one is left behind.” *Feminist Edge* focusses both on the practice of gender training and on its conceptual underpinnings.

Course objectives

Overall purpose

To advance and reposition training for gender equality as strategy to challenge and engender development and support the achievement of SDGs.

Specific objectives

To provide professional development for gender trainers that promotes:

- Re-thinking training for gender equality as feminist knowledge transfer and creation.
- Re-claiming training as a catalyst for gender transformation.
- A cadre of gender trainers equipped with feminist pedagogy.

Learning aims

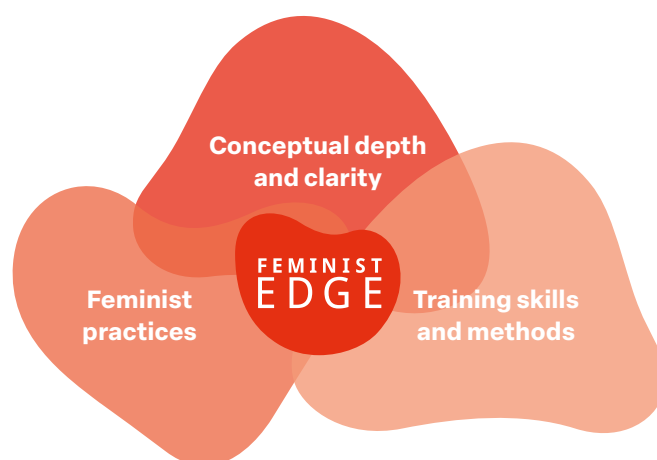
The six-month certificated program aims to:

- Sharpen training skills and knowledge of gender and development concepts.
- Enable participants to better employ learning and knowledge strategies.
- Support participants to re-claim training for gender equality as a political feminist process.
- Refresh participants skills and knowledge as gender equality trainers and renew commitment to gender training as a transformative process.

Programme domains

Combining lectures, guest presentations and practical activities and assignments, *Feminist Edge* strengthens capacities across three interrelated domains:

- **Conceptual depth and clarity:** gender and development theory and practice across various themes; and global approaches to gender and development.
- **Training skills and methods:** training design, delivery and evaluation; communication skills; and learner-centred pedagogy.
- **Feminist Practices:** gender knowledge, knowledge making and power; reflexivity; change and resistance; and, global governance of development and client relations.



Faculty

DIRECTOR

Rhiannon Pyburn, Team Lead, KIT Gender

Rhiannon brings 30 years of experience working on gender dynamics in agricultural and environmental research and development, social learning, and cross-cultural and non-formal education. She is a skilled and thoughtful facilitator and is well-published. Rhiannon led the CGIAR Collaborative Platform for Gender Research (2017-2019) and recently edited the landmark book (2021): *Advancing gender equality through agricultural and environmental research – past, present and future*. She leads KIT's Gender Team.

COORDINATOR

Camilo Antillon, KIT Senior Gender Advisor

Camilo is highly skilled in quantitative and qualitative research methods, the planning, monitoring, evaluation and management of social projects, and in formal and non-formal education. He brings twenty years of experience of social research, social projects and education, focusing on gender and sexuality, SRHR, violence, and urban cultural studies. Camilo uses constructivist, participatory and popular education approaches to collectively generate learning based on participant interests, knowledges and experiences.

TUTOR

Felice Davids, KIT Junior Gender Advisor

Felice is an anthropologist and Gender & Development specialist with a MA in Social Anthropology of Development from SOAS University of London. Felice is an intersectional feminist with a passion for women's rights and empowerment, global health and SRHR, and LGBTQIA+ equality. She is keenly interested in storytelling, journalism, and the use of theater for social change. Highly aware of the role of power dynamics in development, she is committed to "putting the power back into empowerment".

KIT Royal Tropical Institute has an international team of gender specialists with a demonstrated track record of capacity strengthening for gender equality. KIT has been a pioneer in gender training theory and practice, offering organisation-wide and tailor-made training to support gender mainstreaming across a wide range of organisations – NGOs, government ministries, research institutes, private sector and so on. **KIT Gender Advisors** will make thematic and sessional contributions to the *Feminist Edge* curriculum.

The **UN Women Training Centre** is dedicated to supporting the UN and other stakeholders to realize commitments to gender equality, women's empowerment and women's right through transformative training and learning. The UN Women Training Centre provides high quality training courses, programmes and resources on key issues related to UN Women's priorities as well as emerging topics. Module 2 includes a set of virtual sessions presented by UN Women staff.

In addition to KIT Gender Advisors and UN Women Training Center contributions, the programme has previously included sessions by renowned resource persons including: Naila Kabeer, Ann Whitehead, Christine Okali, Maitrayee Mukhopadhyay, Franz Wong, Nandinee Bandyopadhyay, Lucy Ferguson, Anne Marie Goetz and Noemi Gonda, amongst others.

Programme structure

The programme has three modules. Learning sessions are dedicated to discussing the content of each module and have assigned homework that allows co-creation of content and contextualization for participants' institutional environment and core theme(s) of interest.

MODULE 1

Theoretical Perspectives on Gender and Development – covers theoretical underpinning of feminist epistemology and methods. This module elaborates on the concept of gender and how it has related differently to development over time; shows how positionality and difference challenge universal concepts of gender; problematizes notions of culture and tradition in development and their assumed relationship to gender; and, examine how key concepts in development are gendered. We will look at these in the context of the global crisis of care.

MODULE 2

Development Sectors from a Gender Perspective – introduces an institutional framework to understand gender and development and explains how the governance of development has changed over the past three decades. It examines how men and masculinities are treated in the context of gender and development, and dives into the specifics of several sectors relevant for participants.

MODULE 3

Policy and Practice in International Development – provides an historical and critical overview of gender and development approaches focusing on prevailing agendas in international policy and programming. It explores how these agendas inform practices of gender in development worldwide reflecting on the dilemmas arising from the “success” of the gender agenda, as well as how the core focus has been transformed from social change to governance. This module stimulates reflection on how training for gender equality can critically engage both with these dilemmas and with new challenges, like those posed by the COVID-19 pandemic and climate change.

MODULE I: Theoretical perspectives on Gender and Development Virtual workshops spread over three weeks (12 February – 1 March, 2024)					
Overview	Session 1 Introduction Session 2 Gender relations: Feminist Epistemologies and Development Positivism	Session 3 Position, location and the universal subject of development – intersectionality Session 4 Practice I: Teaching Gender	Session 5 Discourses of immutability: gender, culture and tradition Session 6 Practice II (Part 1): Gender analysis, gender training and feminist pedagogies	Session 7 Gendered Silences: economic growth and gender Session 8 Practice II (Part 2): Gender analysis, gender training and feminist pedagogies	Session 9 Understanding and addressing sticky issues
MODULE II: Development Sectors from a Gender Perspective Online moderated sessions and Assignments 1 and 2 (4 March 2024 – 26 July 2024)					
MODULE III: Policy and Practice in International Development Online preparation (late July); Face-to-face workshop in Amsterdam (4 – 9 August 2024)					
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Introductory session	Session 1 Module overview and objectives Session 2 Power and Empowerment in Gender and Development	Session 3 Including gender or governing gender? Dilemmas of success	Session 4 Gender and development at the crossroads: Back to theory Session 5 Practice sessions	Session 6 Presentations; peer and external review of assignments	Session 7 Presentations; peer and external review of assignments Session 8 Review of Module III: Back to the future Evaluation, reflection and certificates

Programme Modalities

The programme is delivered over six months through:

1. Virtual workshops (Module 1) and moderated online sessions (Module 2).
2. Face-to-Face workshop (Module 3).
3. Virtual peer learning, mentoring and networking: ongoing.

Module 1 consists of a series of virtual workshops over an intensive three week period: it is comprised of core plenary sessions and tutorial groups.

Module 2 consists of a series of formal online events including guest lectures from thematic specialists, facilitated e-discussions and one-to-one and group support for two assignments.

Module 3 is a six-day face-to-face workshop at KIT Royal Tropical Institute in Amsterdam, the Netherlands. Like Module 1, this module serves as basis for developing knowledge and skills, but also offers opportunities for knowledge and experience sharing. Both use a variety of learning methods such as presentations, participatory activities, case studies and audio-visual resources.

Virtual and in-person workshops offer participants the opportunity to engage in practice and reflection by co-training, which allows them to gain practical experience with new training methods and skills. Participants have several practical assignments to do over the course of the programme, such as developing new training modules of their choice. Participants support each other through ongoing and mutually reinforcing activities including **virtual peer learning** and **peer mentoring** as well as having online support from programme trainers. Learning will also be supported through **virtual networking**.

- **Virtual Peer Learning:** participants will be paired to form “Learning Teams”, especially during the interim periods between workshops. Learning Teams are expected to be in regular contact to share learnings and reflections about course material and provide mutual support. Learning teams are encouraged to exchange:

- o Reflections from their own practice.
- o Challenges they experience in integrating what they have learned conceptually into practice and, how they have overcome these challenges.
- o Opportunities to changing how gender is understood and how they can adapt their training.

- **Peer Mentoring:** each Learning Team will be assigned virtual support through a faculty member. Webinars are facilitated by faculty to address and discuss common issues among participants.

- **Virtual Networking:** the programme e-platform provides a basis for participants to informally connect and start discussions and exchanges with one another.

Programme Assessment and Certification

Participants are assessed across three domains in terms of knowledge, understanding and practice. Assessment is based on:

1. Demonstration of successful completion of assignments.
2. Peer review of demonstration of competence in the three programme domains.
3. Final presentation assessed by faculty and an external reviewer.

UN Women Training Centre and KIT use a certification process that includes peer review. This not only ensures mutual accountability to uphold values established by participants vis a vis gender equality training, but also builds a community of practice that continues beyond the six-month programme. Participants receive an official certificate upon successful completion of the programme.

Participant profile

The programme relies on co-creation with experienced gender trainers from both the global South and North. Participants must meet the following criteria to qualify:

- Minimum three years of training experience on gender issues
- Knowledge of gender and development and gender in public policy
- Institutional affiliation/experience: UN agencies, international and national NGOs, national governments, academia, etc.
- Demonstrate commitment to completing the six-month program

Selection for each cohort aims to:

- Reflect a diversity of regional and national backgrounds
- Include men, women and non-binary people

Application and payment procedure

Application package is due 20 November 2023.

Register by clicking the “Apply Now” button. You will be redirected to an online registration form where you can upload your application. The following documents should be uploaded:

- A letter of motivation
- Copies of diplomas and grade reports
- An up-to-date curriculum vitae

In your motivation letter (maximum two pages) please include:

- Formal and/or informal professional development related to gender training
- **Experience** as a gender trainer (e.g. *number of years, types and duration of gender training, types of participants and organisations*) and the **context** of the gender trainings and your specific roles (e.g. *training design, curriculum development, training delivery*)
- **Professional affiliation** as a trainer (staff, consultant, trainer for organizations)

- **Motivation** to participate in *Feminist Edge*
- Your **expectations** from participation
- Indication of how you will manage your personal and professional schedule and work load
- Planned **financing** to cover the programme fee, travel, accommodation and subsistence in Amsterdam
- If seeking a (partial) scholarship, please specify the costs that you can **co-fund**.

Applicants are screened and accepted after the application is submitted online:

Step 1: KIT checks eligibility and asks for more information, if needed.

Step 2: If successful, KIT will send a letter of conditional acceptance and a financial statement to be signed by the participant.

Step 3: KIT sends a final acceptance letter upon receipt of the signed financial statement.

Step 4: KIT will send an invoice for the course fee upon receipt of the signed financial statement.

Step 5: The invoice must be paid to KIT within 30 days after receipt and not later than two months before the start of the programme.

Cancellation policy

Your participation in the course is definitive once KIT receives payment. In case of cancellation, you will be required to pay:

- 100% of the course fee if you cancel 14 days or less before the first day of the course
- 75% of the course fee if you cancel 15-21 days before the first day of the course
- 50% of the course fee if you cancel more than 22 days before the first day of the course
- 0% of the course fee if you cancel 14 days or less after returning the financial statement.

Funding and scholarships

The arrangement of financial support to cover all study costs is the responsibility of the applicant. KIT does not offer financial support or [scholarships](#).

Orange Knowledge Programme (OKP)

Funding from the Orange Knowledge Programme is expected to be available for applicants from OKP countries. See the [OKP page](#) for more information on the eligible countries, eligibility criteria and application instructions. Applicants from OKP countries are strongly encouraged to apply.

The OKP application must be submitted via an online application system from [Nuffic](#) – the Dutch organisation for internationalisation in education. All accepted applicants from OKP eligible countries will receive the link to apply automatically when the application period opens.

Attention: OKP application period for this course is 28 June-5 September 2023, 16:00 CET.

Application to KIT Royal Tropical Institute must be received no later than **14 July 2023** (contact courses@kit.nl to request an exception, if needed).

See the detailed instructions on [OKP information](#).

Practical information

Location

Feminist Edge is a blended learning course. Classes are held virtually for Modules 1 and 2 and at KIT Royal Tropical Institute in Amsterdam for Module 3 (4 – 9 August 2024).

Accommodation

There is a severe shortage of student accommodation in Amsterdam. KIT endeavors to assist participants in their search for accommodation. Contact KIT for information.

Visa requirements

Visit the Nuffic website for the [latest information on visa requirements](#).

Applicants requiring a short-stay visa (for up to three months) through the Netherlands embassy (or consulate covering the applicant's country) will need a letter of admission to the course and proof of sponsorship or sufficient funds to cover the course fee, travel and accommodation. Note that in some countries this procedure can take several months.

Insurance requirements

Course participants are required by Dutch law to have health, accident and third party insurance. If a participant's current insurance policy does not cover a stay abroad, then they must be insured in the Netherlands by a Dutch insurance company.

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