

This **Gender Integration Marker** assesses the level of gender integration within the design of an investment- gender unintentional, gender intentional or gender transformative- according to the gender integration criteria below.

This tool is a key enabler to realize the foundation's vision of becoming a gender intentional organization by strategically applying an intersectional gender lens across its programmatic investments, strategies, and key operational functions in order to catalyze impact in the field.

<p>Gender Unintentional Investment does not integrate a gender lens in the proposed approach, nor target gender gaps/barriers.</p>	<p>Gender Intentional Investment is designed to reduce gender gaps/barriers in access to resources or increase the evidence base around gender gaps/barriers.</p>	<p>Gender Transformative Investment is designed to reduce gender gaps/barriers in agency or control over the use of resources.</p>
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HOW TO USE THE GENDER INTEGRATION MARKER

Step 1: Input your general information.

Step 2: Answer questions 1-6 and explain your responses.

Step 3: Count the number of 'YES' answers. If the count is 3 or more, the investment is likely gender intentional or transformative, continue to Step 4. If it is less, the investment is gender unintentional, skip to Step 6.

Step 4: Answer question 7 and explain your response.

Step 5: If you answered 'YES' to question 7, the investment is gender transformative. If you answered 'NO' to question 7, the investment is gender intentional.

Step 6: Mark the correct category based on this assessment.

GENERAL INFORMATION

STEP 1: Input your general information.

INVEST ID:	Is this a Supplement: YES NO
PO completing assessment:	

GENDER INTENTIONAL ASSESSMENT

STEP 2: Answer questions 1-6 and explain your responses.

1. Is advancing gender equality and/or women and girls' empowerment the main objective of this investment?	YES	NO
Explain:		
2. Is there a primary outcome that intends to contribute to the reduction of gender barriers and/or gender gaps in <u>access to resources</u> ?	YES	NO
If yes, which gender gap or barrier? Explain:		
3. Will the investment measure its contribution to a reduction in gender barriers and/or gender gaps? (e.g., through the collection and monitoring of sex-disaggregated data, etc.)	YES	NO
Explain:		

GENDER INTENTIONAL ASSESSMENT (CONTINUED)

STEP 2: Answer questions 1-6 and explain your responses.

4. Has the design of the investment, or will the implementation of the investment, be informed by a gender analysis? <i>(A critical and systematic examination of differences in the constraints and opportunities available to an individual or group of individuals based on their sex, gender, and/or other markers of identity)</i>	YES	NO
Explain:		
5. Will the implementation team include someone with significant expertise in gender equality programming that is dedicated to ensuring effective gender integration?	YES	NO
Explain:		
6. Have potential gender-related negative consequences that may arise from this investment been identified and have appropriate mitigation strategies been developed? <i>(e.g., increasing labor without increasing returns, loss of control of an asset as it becomes more valuable, gender-related backlash or violence, etc.)</i>	YES	NO
Explain:		

STEP 3: Count the number of ‘YES’ answers. If the count is 3 or more, the investment is likely gender intentional or transformative, continue to Step 4. If it is less, the investment is gender unintentional, skip to Step 6.

STEP 4: Answer question 7 and explain your response.

7. Is there a primary outcome that contributes to the reduction of gender barriers and/or gender gaps <i>in agency over resources</i> and is there at least one indicator to measure this? <i>(e.g., control over the use of resources)</i>	YES	NO
Explain:		

STEP 5: If you answered ‘YES’ to question 7, the investment is gender transformative. If you answered ‘NO’ to question 7, the investment is gender intentional.

FINAL ASSESSMENT:

STEP 6: Mark the correct category based on this assessment.

<p>Gender Unintentional</p> <p>Gender Intentional</p> <p>Gender Transformative</p>
Explain (optional):