

Interventions and Action Plan

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SETTING PRIORITIES USING THE PRIORITY MATRIX

Sample Priority Matrix

CRITERIA (Rate from 1 to 3)	PRIORITY ACTIONS		
	Train counselors	Conduct community education seminars	Renovate clinics
Time to Implement (1=the most time) (3=the least time)	2	2	1
Cost to implement (1=the most cost) (3=the least cost)	2	3	1
Potential for improving quality in the long term (1=the least potential) (3=the most potential)	3	2	2
Capacity to implement (1=the least available) (3=the most available)	1	3	1
TOTALS	8	10	5

This example shows that conducting community education seminars should be a priority.

It doesn't mean that you don't carry out the other actions, but you should focus on those that will have the most impact on achieving your result, taking into account time and money.

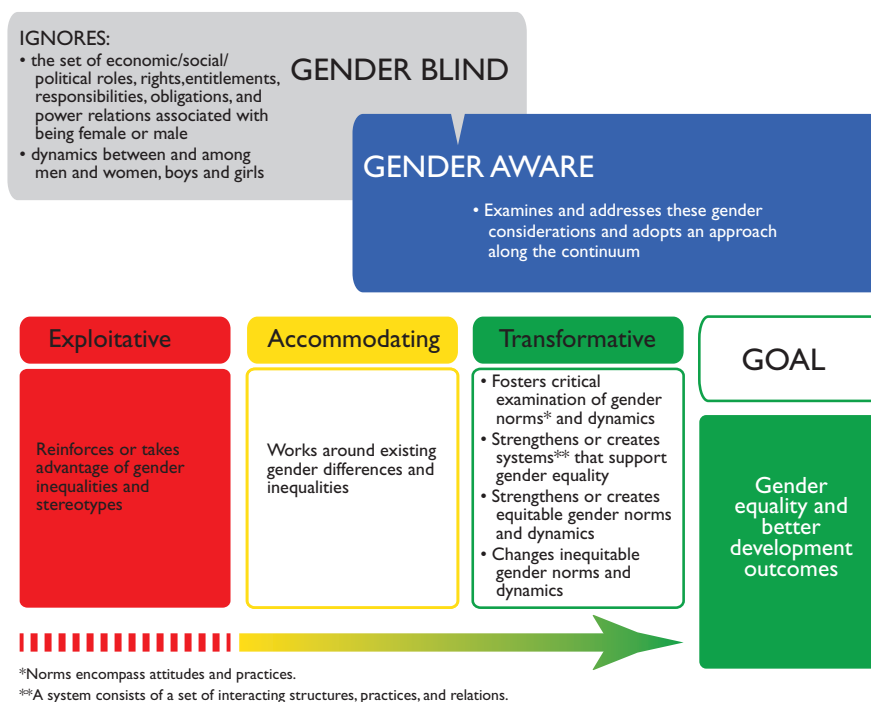
SETTING PRIORITIES USING THE PRIORITY MATRIX

Priority Matrix Worksheet

CRITERIA (Rate from 1 to 3)	PRIORITY ACTIONS		
TOTALS			

Note: “1” is for the more unfavorable situation, such as the most time to implement or the least potential impact. “3” is for the most favorable situation.

GENDER INTEGRATION CONTINUUM FRAMEWORK



There is a continuum on the type of interventions categorized by how they treat gender norms and inequities in the design, implementation, and evaluation of interventions

Gender unaware interventions/actions give no prior consideration for how gender norms and unequal power relations affect the achievement of the interventions, or how the interventions impact on gender.

Gender aware interventions/actions examine and address the anticipated gender-related outcomes during both design and implementation

Gender exploitative interventions/actions intentionally or unintentionally reinforce or take advantage of rigid gender norms, stereotypes, and existing imbalances in power to achieve the health interventions objectives. The approach exacerbates inequalities.

Gender accommodating interventions/actions acknowledge, but work around gender differences and inequalities to achieve program objectives. Although this approach may result in short term benefits, it does not attempt to reduce gender inequality or address the gender systems that contribute to the differences.

Gender transformative interventions/actions seek to transform gender relations to promote equality and achieve program objectives. This approach attempts to promote gender equality by:

- fostering critical examination of inequalities and gender roles, norms, and dynamics;
- recognizing and strengthening positive norms that support equality and an enabling environment;
- promoting the relative position of women, girls, and marginalized groups, and transforming the underlying social structures, policies, and broadly held social norms that perpetuate gender inequalities.

GENDER INTEGRATION CONTINUUM FRAMEWORK (PT 2)

Take away messages:

- This continuum can be used as a diagnostic tool or a planning framework. In either case, it reflects a two-tiered process of analysis that begins with determining whether interventions are “gender unaware” or “gender aware,” and then considers whether they are exploitative, accommodating, or transformative.
- As a planning framework, it can help determine how to move along the continuum toward more transformative gender programming. In this context, it is important to emphasize that programmatic interventions should always aim to be “gender aware,” and to move towards “transformative gender programming.”
- The most important consideration is to ensure that the program does not adopt an exploitative approach in keeping with the fundamental principle in development of DOING NO HARM. The tool attempts to reflect this visually, using the color red and the dotted line to highlight that while some interventions may be, or contain elements that are (intentionally or unintentionally) exploitative, the aim should always be to move them towards transformative approaches.
- Gender unaware interventions may be unintentionally exploitative or accommodating. They are much less likely to be transformative, as this approach presumes a proactive and intentional effort to promote gender equality.
- The continuum reflects a spectrum - a particular project may not fall neatly under one type of approach, and may include, for example, both accommodating and transformative elements.
- Transformative elements can be integrated into ongoing projects, without having to start the project over.

GENDER INTEGRATION CONTINUUM SCENARIOS

Scenario 1:

A PMTCT (prevention of mother-to-child transmission of HIV) program faces the challenge of low male support to women in accessing the service. One of PMTCT strategies is to test women for HIV during their antenatal care (ANC) visits. In cases where women are HIV positive, they are encouraged to bring their partners to be tested. Women are afraid to disclose their HIV status to their husbands, so they don't invite them to come to be tested. The community health workers started an intervention to involve community and religious leaders in sensitizing men about their role in the pregnancy, their shared responsibility of taking good care of the health and safety of their wives, and to their unborn children. They encourage male partners to join their wives at the ANC visits. With this intervention, male involvement in ANC and VTC (HIV voluntary counseling and testing) is increasing. Now, men and women are counseled and tested together, giving the opportunity to disclose their status with appropriated post-test counseling.

Scenario 2:

In an effort to increase contraceptive use and male involvement in it, a family planning project started a campaign encouraging men to participate in family planning decision-making. The campaign reinforced messages such as: "It is your choice;" "It is easy to be a winner;" "Play the game right;" "You are in control." As a result of the campaign, the use of contraceptive methods increased. However, when they were evaluating impact, they found out men interpreted the campaign messages to mean that family planning decisions should be made by men alone.

Scenario 3:

In a rural and very traditional community, the use of contraceptive methods was very low. Males believed that they should have all the children God sends them—and that if their wives wanted to use a family planning method, she was unfaithful and having other partners. Women, on the other hand, were aware of the importance of spacing their pregnancies to take care of their own health and limit their children so they could take good care of them. The family planning program started promoting the injection. They explained to women that their husbands didn't need to know they were using a family planning method; they just need to come to the clinic every two or three months to get the injection. The number of women using contraceptives increased and the injection became the most popular family planning method among women.

DISABILITY INCLUSIVE INTERVENTIONS

The following list provides recommendations to promote disability inclusive interventions in rehabilitation centers. Please review and fill in the “Additional Examples” sections below.

1. Raise Awareness about Disability Issues

Brief Description: In order to promote disability inclusive interventions, it is important to understand the discrimination and barriers that many persons with disabilities face in society.

Example: To raise awareness about disability issues, the ICRC-LDP has incorporated disability components throughout the modules!

Additional Examples (fill in):

2. Provide Reasonable Accommodations

Brief Description: The Convention on the Rights of Persons with Disabilities (CRPD) defines reasonable accommodations as “necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.”

Example: The rehabilitation center provides a sign language interpreter for a client who is deaf.

Additional Examples (fill in):

3. Budget for Reasonable Accommodations

Brief Description: In order to effectively implement disability inclusive interventions, it is essential to plan for appropriate resource allocation. To this end, it is important to include reasonable accommodation costs in project budgets.

Example: The rehabilitation center includes a line item in their budget for reasonable accommodations. The accompanying budget notes describe numerous possible accommodations that the line item would cover such as alternate format materials or sign language interpreters, among many other possible accommodations.

Additional Examples (fill in):

4. Apply a Disability Lens to Monitoring and Evaluation Plans

Brief Description: It is important for monitoring and evaluation plans to include disability indicators.

Example: Number of clients with disabilities who receive services at the rehabilitation center.

Additional Examples (fill in):

5. Consult with Persons with Disabilities and Disabled People’s Organizations (DPOs)

Brief Description: It is essential to consult with persons with different types of disabilities to improve disability inclusive interventions. After all, persons with disabilities are the best resources on what they need for something to be inclusive and accessible to them!

Example: The rehabilitation center consults with DPOs about improving the accessibility of information in community outreach efforts.

Additional Examples (fill in):

ACTION PLAN FOR THE IMPROVEMENT TEAM

CHALLENGE:		INDICATOR(S):		
DESIRED MEASURABLE RESULT:				
PRIORITY ACTIONS:				
Activities	Person Responsible	Start Date	End Date	Resources

QUICK CHECK ON THE QUALITY OF AN ACTION PLAN

To check the quality and logic of your Action Plan, answer the following questions:

- Are there activities for each of the priority actions?
- Have you included activities for aligning, mobilizing, and inspiring?
- Is the desired result SMART?
- Have measurable indicators been defined that will tell you whether or not your team has achieved the desired result?
- Do the activities listed in the plan contribute to the achievement of your desired result?
- Are specific people identified to be responsible for the completion of each activity?
- Have all the resources been identified?
- Does each activity have a time frame?
- Is there anything else that you should add to your Action Plan?

MONITORING AND EVALUATION PLANNING WORKSHEET

INDICATOR	INDICATOR DEFINITION	BASELINE	MO 1	MO 2	MO 3	MO 4	MO 5	MO 6	TARGET	DATA SOURCE	DATA COLLECTION FREQUENCY	RESPONSIBILITY
	What is the definition of the numerator? What is the definition of the denominator?	What is the value of the indicator the month before beginning ICRC-LDP activities?							What goal have you set for the value of the indicator by the end of ICRC-LDP activities?	Where will we get the data to measure this indicator?	How often will we collect the data?	Who is the person responsible for data collection?
		Numerator										
		Denominator										
		Percent										



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