

### Gender Continuum Categories

**Gender Blind** refers to the absence of any proactive consideration of the larger gender environment and specific gender roles affecting program/policy beneficiaries. Gender blind programs/policies would give no prior consideration for how gender norms and unequal power relations affect the achievement of objectives, or how objectives impact on gender.

**Gender Aware** refers to explicit recognition of local gender differences, norms, and relations and their importance to health outcomes in project design, implementation, and evaluation. This recognition derives from the analysis or assessment of gender differences, norms, and relations in order to address gender equity in health outcomes.

**Gender Exploitative** refers to approaches to project design, implementation, and evaluation that take advantage of rigid gender norms and existing imbalances in power to achieve the health program objectives.

**Gender Accommodating** approaches acknowledge the role of gender norms and inequities and seek to develop actions that adjust to and often compensate for them. While such projects do not actively seek to change the norms and inequities, they strive to limit any harmful impact on gender relations.

**Gender Transformative** approaches actively strive to examine, question, and change rigid gender norms and imbalance of power as a means of reaching health as well as gender equity objectives.

