

# Gender in USAID's Automated Directives System (ADS)

**Time:** 45 minutes

**Activity Objective:**

Understand USAID and PEPFAR requirements for addressing gender.

**Materials:**

PowerPoint Slides 9–30 from the “Gender 101 Master Presentation”

**Activity:**

1. Tell the group that USAID has collected mounting evidence illustrating that by addressing gender, we can achieve more sustainable program objectives. The USAID policy guidance (directives) also tell us that that we must do a better job addressing gender in all of our projects. It's rather like a “carrot and stick” approach: we need to follow the ADS guidance (stick), but doing so will make our work more sustainable (carrot). Similarly, there are laws (e.g., the PEPFAR legislation) and regulations that govern other USG programs and apply both to USG personnel and to contractors.

2. Deliver the PowerPoint presentation, using the talking points provided in the speaker's notes. The presentation should be interactive in nature, where possible. Stop periodically and ask if there are any questions, especially when presenting complex or challenging concepts.

**Facilitator Note:** *It is essential that you familiarize yourself with the ADS and PEPFAR legislation before presenting this piece. This section usually generates many questions, and the facilitator needs to be able to answer them in order for the participants to understand how important this topic is. Any of the IGWG core training team members can provide assistance.*

3. Ask if there are any final questions or need for clarification.

**Facilitation Alternative:** *If you are doing a shorter version of this module for an audience that requires less in-depth coverage of the USAID ADS, you can skip the following slides and adjust your comments and timing accordingly: slides 10-12, 25-30.*