Partner with Community Leaders in Gender Transformative Programming

**HOW TO EFFECTIVELY**

**PARTNER WITH COMMUNITY LEADERS IN GENDER TRANSFORMATIVE PROGRAMMING**

The Interagency Gender Working Group (IGWG) defines gender transformative programming as programming that promotes gender equality and/or the empowerment of women and girls by changing the structural, attitudinal, and behavioral dimensions of gender inequality and injustice.

**WHAT IS GENDER TRANSFORMATIVE PROGRAMMING?**

Gender transformative programming is programming that seeks to transform gender norms and power dynamics, and thus transform gender inequity and injustice. Gender transformative approaches engage with individuals, communities, and the wider society to build a culture of gender transformation.

**HOW TO IDENTIFY EFFECTIVE COMMUNITY LEADERS**

Successful gender transformative programming depends on effective partnerships with community leaders and stakeholders. Identifying effective community leaders is a crucial step in building effective partnerships.

- **Reputable formal and traditional leaders** (such as religious leaders) and community influencers (such as women’s groups, youth, business leaders) who have social and political capital in their communities.
- **Represent formal and traditional leaders** as well as informal and nontraditional leaders (such as faith leaders, police, health care providers, and community activists).
- **Embody and practice the values** they are promoting—demonstrating a commitment to social justice, gender equality, and being agents of change.
- **Have a broad network** of contacts and relationships, enabling them to mobilize resources and influence decision-making.
- **Have the necessary skills and knowledge** to engage in transformative dialogue and leadership.
- **Are willing to participate** in transformative partnerships and have the time and resources to do so.
- **Comprise multiple age groups, sectors, and social categories** (such as men and women, young and old, and formal and informal leaders).
- **Possess social and political influence in the community and actively challenge social hierarchies** (such as caste systems) and existing social norms.
- **Comprise multiple age groups, sectors, and social categories** (such as men and women, young and old, and formal and informal leaders).
- **Have the necessary skills and knowledge** to engage in transformative dialogue and leadership.
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**HOW TO CULTIVATE EFFECTIVE PARTNERSHIPS WITH COMMUNITY LEADERS**

**RECOMMENDATIONS FOR DESIGNERS AND IMPLEMENTORS OF GENDER TRANSFORMATIVE PROGRAMMING INCLUDE:***

- **Strengthen the program’s vision and philosophy** to reflect the values and principles of gender transformative programming.
- **Increase community engagement** for social and behavior change, including community mobilization and leadership; family planning, reproductive health, and gender-based violence programs; and other social sector programs.
- **Increase community ownership** of the program and the power dynamics between communities and program implementers.
- **Increase community participation** through peer outreach.
- **Support community engagement** for social and behavior change, including family planning, reproductive health, and gender-based violence programs; and other social sector programs.
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**HOW TO IMPROVE COLLABORATION WITH EXISTING SOCIAL MOVEMENTS AND ACTORS**

- **Partner with existing social movements and actors** to develop a common understanding of issues and solutions and to mobilize resources and influence decision-making.
- **Collaborate with local and regional movements** and networks with similar political and cultural interests to increase the reach and impact of gender transformative programming.
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**REFERENCES**


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