



GESI

GENDER EQUALITY AND SOCIAL INCLUSION

ASSESSMENT

2024

PREPARED BY
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1| Introduction: Deepening GESI in Adaptation

Amid increasing need for climate-smart and adaptation-focused research and action, the need for the implementation of research imperatives that mainstream gender equality and social inclusion (GESI) is also increasing. One of the ARA's core impacts includes building social resilience, wherein the reduction of climate risk is undertaken with in order to achieve societal progress for the most vulnerable populations.

The ARA Secretariat, hosted by SouthSouthNorth, serves as a coordination mechanism for Members, that advocates for informed and action-oriented research that can inform adaptation and resilience on a global level. As a global collaborative, the ARA is strategically placed to facilitate and enable informed research planning, as well as collaboration, peer-learning and partnership across its global membership; in doing so, the ARA facilitates increased investment and capacity for action-orientated research that supports effective adaptation to climate change – primarily in developing countries – at the scale and urgency demanded by the science. The [ARA membership](#) is global, spread across regions including Europe, Africa, Asia-Pacific, North America, Latin America and the Caribbean.

Aligning to the ARA's values and Adaptation Research for Impact principles, the ARA has solidified its ongoing commitment to gender equality and social inclusion (GESI) by commissioning the development of a GESI Strategy to guide its work with and for ARA members. The first steps in the process of developing a relevant and impactful GESI strategy are to complete and institutional assessment of the ARA to identify its key GESI needs and functions, as well as to identify the needs and priorities of the ARA membership.

To inform the GESI Strategy, an assessment of ARA internal and external operations was undertaken, including a review of principles and guiding policies, organizational structure; this internal review was complemented by a survey of the ARA's membership, which provided insight into the membership's previous, current and expected engagement with the ARA as it pertains to gender equality and social inclusion

This assessment, presented as the first document in a four-part series, informs the development of the ARA GESI Strategy, the Strategic Action Plan and the GESI Implementation Toolkit, which are intended to act as a pillar on which the ARA and its membership can build, supporting them in the design of mechanisms for implementation, through an inclusive and participatory approach.

How to Use the ARA GESI Assessment

The ARA GESI assessment includes:

Part 1: An introduction, and an overview of the purpose of mainstreaming GESI into climate adaptation and ARA practice.

Part 2a: An internal assessment of ARA operations, policies and guiding documents

Part 2b: An external assessment of the ARA membership's needs and priorities for GESI integration

Annex 1: Analyses of the ARA's internal documents

Annex 2: Member survey responses and analysis.

Overall, this assessment encompasses a comprehensive review of the ARA's capacity to facilitate gender equality and social inclusion commitment and capacities among its membership.

The assessment serves the primary purpose of informing the developing of the GESI Strategy, Strategic Action Plan for GESI mainstreaming, and GESI Implementation Toolkit; these documents serve both the ARA and the membership.

The document can also be used by the ARA Secretariat, including the Board and Steering Committee, as well as ARA's host organization to guide current and future endeavours.

GESI, Climate Resilience & Adaptation

The [IPCC 2022 Summary for Policymakers](#) emphasises the interdependence of climate, ecosystems and human society, and as such seeks to and advocates for the integration of knowledge across natural, ecological social and economic sciences.

Adaptation plays a key role in addressing vulnerability to climate change, and in doing so, must recognize diverse forms of knowledge as scientific and of value, including indigenous and local knowledge.

Climate change impacts and the adaptation efforts that seek to respond to them do not exist outside of political and social landscapes, therefore, when producing adaptation-centered research and interventions, socio-political and socio-economic contexts that produce and reproduce inequalities, which in turn, result in the inequitable distribution of climate change impacts, must be considered.

The benefits of adaptation efforts that account for human societies and the needs of the vulnerable have been recorded across global regions, however it must be acknowledged that adaptation progress is often unevenly distributed, with observed adaptation gaps; in order to avoid gaps or maladaptation that can in turn increase vulnerability and exposure, adaptation research must prioritize informed data collection that has a clear commitment to equity and inclusion, and is specific to the needs and priorities of specific regions, continents and countries.

The [social dimensions of resilience](#) are critical to understanding and responding to climate impacts on both social and ecological systems. Gender equality and social inclusion (GESI)

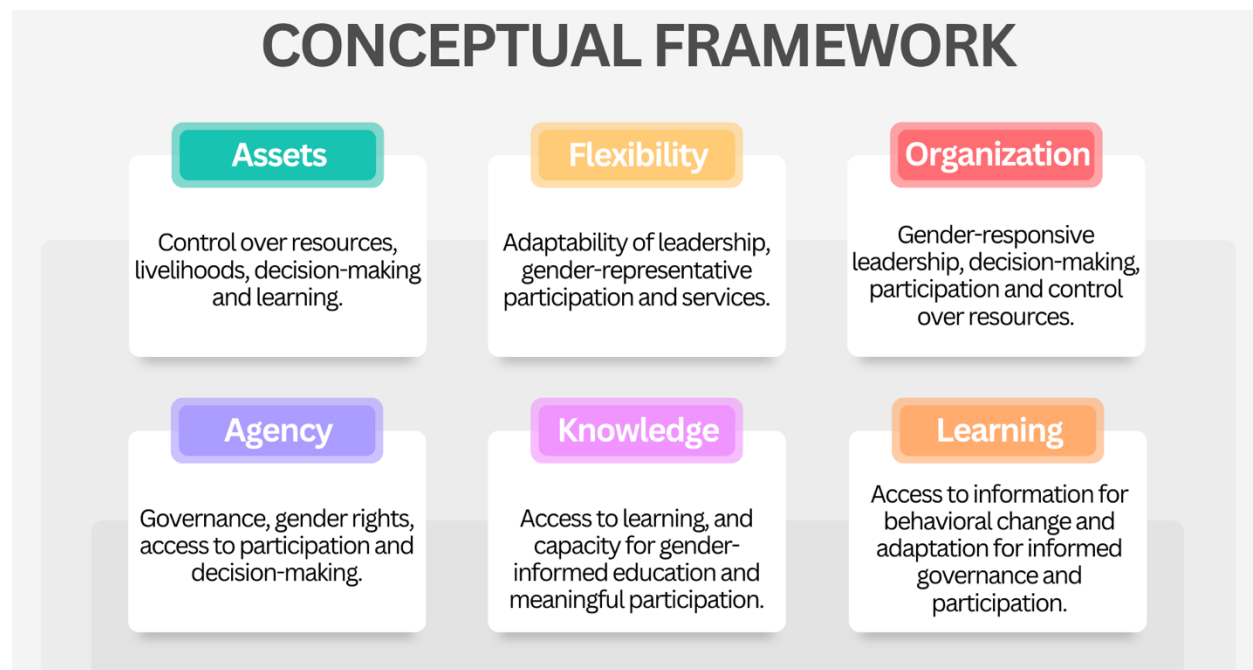
frameworks, strategies and tools can be used to identify, respond to and mainstream considerations for the needs of those who are disproportionately vulnerable to climate change impacts.

Conceptual Capacity Assessment Framework

The conceptual framework (Figure 1) used for this Assessment therefore is based on and informed by the Cinner and Barnes Framework which outlines six (6) domains for adaptive capacity that are influenced by social determinants, specifically considering:

- 1. Access to Assets:** The extent to which persons or key groups have access to assets that can enhance capacity for resilience and adaptation measures. Assets can be financial, ownership-related, technological, and/or service-based. Access to assets is often either enhanced or impeded by gendered identities, and compounding elements of marginalization and/or vulnerability.
- 2. Flexibility:** The capacity of persons, key groups, institutions and/or governing bodies to practice flexibility, i.e., make changes to support enhanced resilience. Having flexibility relies on diversity of options, which can be limited for groups who are already vulnerable, and who may experience limited flexibility in day-to-day decision-making.
- 3. Social Organization:** The organization of society, specifically severity of existing inequalities / progress towards equality, can hinder or boost capacity for resilience and adaptation of key groups. Social organization can result in one or multiple inequalities experienced by groups, including women, persons with disabilities, persons whose livelihood depends on ecosystems, and those who are within the margins of these.
- 4. Agency:** The ability to exercise freedom and choice in mobilizing, capitalizing on, or refusing any of the above, and the impact this has on adaptive capacity.
- 5. Knowledge and Attitudes:** Knowledge and attitudes shaped by experience, perceived social norms and pre-existing biases impact the behaviours of persons and key groups, including their willingness to facilitate adaptive measures.
- 6. Learning Capacity:** The capacity of persons, key groups and/or institutions to recognize and respond to change, and assess potential strategies for adaptation, determines their capacity for resilience. This capacity is often affected by the elements above, including gendered identities and inequalities.

Figure 1: Capacity Assessment Framework (Source: SAEDI Consulting, Adapted from [Cinner and Barnes](#))



While the implementation of GESI strategies in adaptation research strengthens outcomes for resilience capacity, gender equality can also be enhanced through strategic climate action, as it is widely understood that climate change affects diverse groups in distinct and disproportionate ways. The [IDRC](#) cites key lessons in enhancing climate action and gender equality outcomes, including:

- 1) Engaging women from diverse social groups
- 2) Implementing tailored climate-finance instruments geared towards women and vulnerable groups
- 3) Engaging men and boys as allies for and stakeholders in gender equality
- 4) Supporting technologies that improve livelihoods without reinforcing inequalities
- 5) Creating space for meaningful engagement and consultation with vulnerable groups
- 6) Raising awareness of policies and research supporting inclusion and gender equality.

Taking all in combination, strategies for advancing gender-responsive¹ climate research require:

- 1) Ensuring solution-based research is locally lead and inclusive of the most-affected people

¹ Programming, research or action which includes specific action to try and reduce gender inequalities within communities.

- 2) Creating spaces for meaningful engagement, wherein discussions at the grassroots level contribute knowledge that is considered scientific and of value to research publication; this in turn strengthens capacities for vulnerable social groups
- 3) Applying a gender-lens to climate-change and vulnerability risk assessments at all levels, to support research-informed investments.

This Assessment reviews how far the ARA current frameworks and approaches take them in addressing these key priority areas, identifies gaps and opportunities and outlines recommendations for taking the next steps in a more gender transformative approach to adaptation research support.






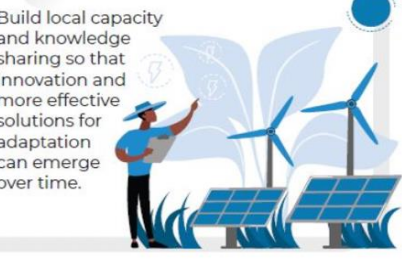
Alignment with Adaptation Research for Impact Principles

The ARA maintains that GESI is an integral part of facilitating research and knowledge generation for adaptation solutions that are sustainable, impactful, and resilient. The ARA will advocate for and facilitate through collaborative learning, the integration of GESI into the work of Members; this will strengthen the [ARA's intended impacts](#), including reducing climate risk and building resilience for the most vulnerable, improving access to climate finance for membership, and increased gender knowledge and capacity in developing countries.

Additionally, the ARA acknowledges that institutions implementing the adaptation research findings (governments, and to some extent private sector and civil society) continue to work toward increasing gender equality and empowerment of women and girls as defined in the sustainable development goals, and are committed to pursuing this in their own right through (i.e. [SDG5](#) and components of other global goals and national policies and laws). Therefore, adaptation and resilience take place in the context of sustainable development, with gender equality included as a desired impact of adaptation. While GESI is relevant to enabling outcomes as outlined in Table 1, it is also a standalone outcome of Adaptation work.

A summary of the relevance of GESI mainstreaming for each of the six (6) Adaptation Research for Impact principles are provided in Table 1.

Table 1: Relevance of GESI in supporting the Adaptation Research for Impact Principles

IMPACT PRINCIPLES	GESI MAINSTREAMING	IMPACT PRINCIPLES	GESI MAINSTREAMING
<p>DRIVEN BY USER NEEDS</p> <p>Aim to deliver practical and realistic solutions that make a positive impact in building resilience.</p> 	<p>Climate solutions can only be resilient when they meet the needs of the most vulnerable users; GESI frameworks ensure that these needs are reflected in research, knowledge production and engagement.</p>	<p>EQUITABLE IN PRACTICE</p> <p>Recognise social inequities as a cause of vulnerability and encourage a voice for all in adaptation decision making.</p> 	<p>GESI frameworks serve to situate and provide frameworks to analyse social inequities and intersectional adaptation needs, informing operational measures for practicing equity.</p>
<p>IMPACT-FOCUSED AND MEASURABLE</p> <p>Collaborate with users on research impact metrics so outcomes can be measured according to their needs and challenges.</p> 	<p>Evaluations are made stronger through gender-sensitive monitoring and data collection mechanisms that reveal gendered impacts on intersectional groups and facilitate community-led development of impact indicators.</p>	<p>EVOLVING AND FLEXIBLE</p> <p>Learn while doing so that real-time lessons of what works and what does not can strengthen adaptation practices despite uncertainties.</p> 	<p>Mainstreaming GESI is not an end-to-end process, but rather is cyclical, requiring frameworks that are adaptable and customizable to meet the needs of participating community members over time.</p>
<p>CO-PRODUCED WITH KNOWLEDGE HOLDERS</p> <p>Design research with traditional, local, and Indigenous expertise and collaborate with those who will use solutions in practice.</p> 	<p>The co-development of ideas, methodologies and analyses, and sharing of good practices applicable to various national and regional contexts facilitates stronger and more impactful knowledge creation and collaborative solution development.</p>	<p>SUSTAINABLE OVER TIME</p> <p>Build local capacity and knowledge sharing so that innovation and more effective solutions for adaptation can emerge over time.</p> 	<p>Solutions are only sustainable over time when they meet the various needs, and mitigate risks, for beneficiaries and affected groups; GESI frameworks facilitate the necessary knowledge to maximize impact and ensure sustainability.</p>

2| Alliance Assessment: Strengths & Opportunities

This first section of the assessment provides an internal assessment of the ARA, including findings from internal and external review, and summaries of the ARA's strengths and opportunities for GESI integration; opportunities identified subsequently inform the GESI Strategy.

Assessment of Operations

As an alliance, the ARA itself has no operational policies; instead, the ARA functions are operationalised using the policies of its host organisation. This body rotates approximately every 5 years based on the information provided to us.

Governing documents reviewed include those which speak to the core of how the ARA functions, namely the Adaptation Research for Impact Principles, the Theory of Change, and the Governance Structure; a detailed analysis is provided in Annex 1. Using a gender-sensitive policy rating analytical framework (Annex 1 Table 4), key policies were assessed for the level of GESI content and commitment and the extent to which they provided direction for the ARA's GESI efforts. It is evident that the ARA is intentional in its approach to ensuring that its work is as inclusive as possible; as such, the development of a GESI strategy is an extension of the ARA's existing approach to inclusivity and deepens these efforts towards a more extensive goal i.e. gender responsive. Specifically, the ARA's impact principles and governance structure were rated as *gender sensitive*², while theory of change was rated as *gender aware*³. A summary of the gender rating by document is provided in Table 2.

Table 2: Gender Rating of ARA Documents

Document	Gender Rating
Adaptation Research for Impact Principles	Gender Sensitive
Enabling LDC Universities to Contribute to and Support National Adaptation Actions	Gender Aware
Governance Structure	Gender Sensitive
Theory of Change (graphic)	Gender Aware

The Adaptation Research for [Impact Principles](#) speak clearly to inclusive processes, knowledge sharing, participation of diverse and marginalised groups, respect for and use of Indigenous knowledge, and ensuring that inequities are not perpetuated. However, the principles can be strengthened, or made more specific, by

² Measures are outlined to ensure gender inequalities are not exacerbated as a by-product of the document's actions.

³ Gender specific norms, roles and issues are acknowledged within the document.

- being more explicit in principle two (2) regarding the differential impact of climate change and climatic events on women and girls, and
- in principle three (3) ensure that all indigenous knowledge is not just documented, but by acknowledging that in seeking that knowledge, it is vital to understand indigenous women as bearers of knowledge, and that such knowledge is often transmitted through stories and myths.

The language of the [Theory of Change](#) gives a clear indication of the intention to be socially inclusive of diverse and marginalised groups, however, it can be strengthened if there is more clarity on the actions to be taken to integrate gender equality and women’s empowerment, as a cross-cutting theme in the work of the organisation and its members. This can be done by addressing gender equality and women’s empowerment in the mission statement, as a cross-cutting theme, as well as an outcome of the work of the ARA.

The governance structure also uses very intentional language, and clearly outlines quotas for women on the board, as well as ensuring diversity in other aspects, such as geographic location. This document, as a foundational document on the functioning of the ARA, ensures that gender parity exists in the leadership structure.

Focused on a few significant areas, this document also seeks to put the ARA on the path towards gender transformative⁴ organisational impact. One step is by ensuring that member and host organisations of the ARA, and particularly those wishing to host the ARA, are also addressing gender parity in their leadership through gender quotas, ensuring diversity and inclusivity in their teams, and that gender equality and women’s empowerment is integrated in all policies and programmes. The governance structure is well placed to support and be supported by the GESI Strategy and Gender Policy. Overall, governing documents reviewed show that:

- the ARA is aware of the value of gender responsive and gender transformative research in addressing issues around climate change and climatic events.
- The GESI Strategy and Gender Policy clearly shows that the ARA values the knowledge and expertise that comes from diversity of stakeholders who conduct and use research.

The key now for the ARA is to ensure that their governance structure, GESI Strategy and Gender Policy, advocate to as well as guide and influence their membership to adopt similar gender sensitive approaches.

Assessment of Membership

In order to gather an understanding of the ARA membership’s past and current engagement with ARA as it pertains to GESI and GESI-related learning and knowledge sharing, a [survey](#)

⁴ The governing document seeks to resolve fundamental structural inequalities and challenges social and cultural norms.

sent out to ARA’s membership yielded responses from 60 members out of 230⁵ (26%) of the current membership. This is decent representative sample upon which to arrive at general conclusions for the entire network.

The findings of this survey (presented in full in Annex 2) are presented as relevant to 1) a summary of the needs of the membership as it pertains to their GESI capacity, and 2) feedback on priorities and preferences for ARA’s role in GESI guidance.

The Membership’s GESI Needs

Responding members overall reported familiarity and understanding of GESI concepts, with 91% indicating that gender equality is *very relevant* to their work, and 100% reporting that their daily work involves gender equality⁶.

More than half of responding members (56%) indicated that they face barriers that hinder their organization’s work with specific groups, including women, LGBTQ+ and other vulnerable groups; these barriers include social, cultural and religious norms, structural discrimination, legislative barriers, and limited resources; only 40% of responding members indicate that they have the resources to report on gender-sensitive indicators.

Reporting on their needs and preferences for GESI support from the ARA, 72.5% of responding members indicate that training, guidance documents and community practice would help fill their resource gaps.

Responding members prioritized their gender needs as follows, and as illustrated in Figure 1.

1. Gender-Responsive Monitoring and Evaluation
2. Gender-Responsive Financing
3. Gender-Responsive Community Engagement
4. Gender-Responsive Climate Budgeting
5. Gender-based Violence, Conflict and Environmental Management
6. Gender-Responsive Stakeholder Engagement
7. Gender-Sensitive Communications.

Figure 1: ARA Membership Gender Application Needs (2024)

⁵ Statistics as of March 21st.

⁶ It can be surmised that those involved in gender work were more likely to complete the survey, whereas members who are less/not involved in gender work may have opted out of participation.



Membership Feedback on ARA Operations

Reporting on areas where the ARA can enhance their engagement related to GESI, responding members⁷ highlighted gender sensitization and training, and with providing information and knowledge as two key areas. Further detailing how the ARA can best guide its members in the implementation of GESI frameworks and tools, the majority of responding members (35%) indicated knowledge facilitation as ARA’s primary role, followed by partnership building (25%) and capacity strengthening (25%).

Asking specifically about the development of a GESI strategy for the ARA, the membership identified strategic priorities as follows, and as illustrated in Figure 2.

- Priority 1: Research Agenda Setting
- Priority 2: Capacity Strengthening Agenda Setting
- Priority 3: Facilitation of Knowledge Sharing and Peer-Learning
- Priority 4: Monitoring and Evaluation Processes
- Priority 5: Fostering Partnerships and Collaboration

⁷ Overall, only 15% of the membership indicated that they are aware⁷ of previous gender initiatives/activities by the ARA, with most members (72%) unaware of whether such initiatives have taken place. Probing questions within the survey indicated that those who responded yes may have misunderstood the question asked and reported on their own GESI-related activities. As such, results may be skewed. As many respondents indicated that they have had no previous engagement with ARA, responses on potential areas of improvement were limited, with 50% of respondents stating they had no recommendations.

Priority 6: Resource Provision and Grants
Priority 7: Fostering Inclusivity

Figure 2: ARA Membership GESI Priorities (2024)



Based on the reported needs of responding members, along with their priorities and preferences for the ARA’s guiding role in GESI integration and mainstreaming, a summary of the ARA’s strengths, opportunities and strategic entry-points for the development of a GESI strategy is provided in the following section.

Strengths, Opportunities and Strategic Entry-Points

Based on the intuitional assessment of the ARA, along with the assessment of membership needs and priorities, the following linkages were identified:

- 1) **Facilitating Diversity & Inclusivity:** The ARA is committed to facilitating diversity within its internal operations, and among its membership. The membership also listed this as one of their priorities for ARA leadership and activities.
- 2) **Enabling GESI-Informed Research:** The ARA’s primary commitment to facilitating inclusive and GESI informed impact research is synonymous with the membership’s first priority for ARA leadership, which is to facilitate research agenda setting.

The assessment of strengths and opportunities in the ARA’s capacity to facilitate GESI mainstreaming is guided by an adapted version of the Cinner and Barnes Framework (provided in Figure 1).

Table 2 provides a summary assessment of findings, highlighting strengths and opportunities for each, along with strategic entry points that will inform the placement of activities within the GESI Strategy and Action Plan (GESISAP) activity framework.

Table 3: ARA Assessment: Strengths, Opportunities and Strategic Entry-Points

Element	Strengths	Opportunities	Strategic Entry-Points
Flexibility	The ARA is an organization with a built-in social network, operating remotely and globally. As such, the organization is highly flexible and can collaborate with its membership at will.	The flexible and remote nature of ARA operations positions it well to function as a coordinating body, facilitating peer learning and collaborative opportunities for the membership.	Network wide communication resources including toolkits, policy briefs, guidance documents and more. Ecosystem and prevention of catastrophic consequences engagement events by region.
Organization	The organization functions to play a lead guiding role in supporting and enabling the membership to mainstream GESI into adaptation research and projects.	The ARA is poised to identify members (including those who participated in workshops to inform the GESI Strategy) as GESI leaders in the ARA community, who can serve as resources and partners for other members.	Developing a GESI expertise listing; enabling members to self-identify their expertise and global/local contexts. Peer-to-peer learning and support to GESI application and implementation.
Learning	Prioritizing impact research and knowledge products positions the ARA to facilitate collaborative and peer learning in various capacities.	The alliance can lead on facilitating peer-learning and provide technical support for collaboration of members across the membership.	GESI capacity strengthening workshops. Good practice peer-learning workshops.

Element	Strengths	Opportunities	Strategic Entry-Points
Agency	As the ARA serves as a guiding body, subscribed to optionally by membership, the organization itself does not maintain agency over the implementation of GESI frameworks and mechanisms by members.	The secretariat can leverage the strength of the membership to development and roll out GESI-informed research and knowledge products.	Funding the development of local best-practice briefs / guiding documents for sharing across the membership. Enhancing research and investment in agency as a specific outcome of the GESISAP.
Assets	The ARA does not primarily function as a lending organization but does have the networking capacity to facilitate the growth of assets among its membership by promoting collaboration and supporting the growth of member profiles. Additionally, the ARA does have a micro-grants application, which can be further enhanced to support GESI-related grants which can indirectly lead to asset-building that empowers women and	Enhancing the micro-grant application process to ensure GESI-related research and impact in mainstreamed across funded activities.	Looking at the micro-grants application and related process to identify GESI entry points (what questions can be refined, what questions need to be added)
Socio-Cognitive	The ARA's membership indicates that they are willing recipients of knowledge, training and guidance from the ARA.	The ARA can facilitate behaviour change among its membership, including those not currently implementing GESI-informed research. For	Provision of Guidance Documents and Checklists Pre-Recorded GESI Training Material and Workshops

Element	Strengths	Opportunities	Strategic Entry-Points
		example, GESI informed adaptation vs. coping for resilience building, and early recovery drivers of climate resilience.	

Conclusions & Recommendations

Overall, the ARA is well positioned to enhance its commitment to gender equality and social inclusion through the development of a GESI-focused strategy with corresponding action plan activities and tools. Based on the identified strengths and opportunities above, the following core recommendations for the development of the three key documents in this series are provided below:

GESI Strategy

Operationalizing key entry points identified in the assessment, the ARA GESI Strategy should:

1. Provide a purpose and priorities for GESI
2. Outline an operational framework to act as a foundation for the execution of a GESI-specific action plan.

GESI Strategic Action Plan

Using the framework of the GESI Strategy which informs internal priorities for the ARA the GESI Strategic Action Plan (GESISAP) should:

1. Provide an action plan framework, inclusive of objectives, indicators, and responsibilities that support the implementation and mainstreaming of GESI-specific activities throughout the ARAs operations.

GESI Implementation Tool Kit

Based on the GESI Strategy and Strategic Action Plan, the GESI Implementation Tool Kit should:

1. Provide guidance on more general GESI elements that support the overall understanding of and capacity for GESI mainstreaming
2. Provide tools and links to further guidance for specific elements of the GESI strategy and action plan

Each document of the four-part series should be designed to be complimentary to the other, while also standing alone as a functional element of the ARA's approach to GESI mainstreaming.

Annex 1: ARA Document Review

Table 4: Gender-Sensitive Policy Rating Tool

Gender Rating	Description
Gender Neutral (no mention)	The policy makes no mention or does not reference gender or women.
Gender Aware	Gender specific norms, roles and issues are acknowledged within the policy.
Gender Sensitive	Measures are outlined within the policy to ensure gender inequalities are not exacerbated as a by-product of the policy's actions.
Gender Responsive	The policy acknowledges and identifies differences and inequalities between men and women and sets out actions which seek to rectify these issues.
Gender Transformative	The policy seeks to resolve fundamental structural inequalities and challenges social and cultural norms.

Table 5: ARA Document Review

Document	'Gender' references	Gender Rating & Gender entry points	Notes
Adaptation Research for Impact Principles	Gender x 2	Gender Sensitive While gender is only mentioned twice, this document can be considered gender sensitive, since the principles allow for inclusivity of diverse and marginalized groups, as well as ensuring that inequities are not exacerbated.	These guiding principles are quite well aligned to a gender sensitive approach, as it speaks quite clearly to the following; <ul style="list-style-type: none"> ✓ Inclusive processes ✓ Knowledge sharing, capacity building &

Document	'Gender' references	Gender Rating & Gender entry points	Notes
		<p>There are at least two points where gender references can be more specific.</p> <ul style="list-style-type: none"> ✓ Principle 2 can place more attention of the fact that women are bearers of undocumented indigenous knowledge. ✓ Principle 3 in looking at impacts can ensure researchers are cognizant of the fact that women/girls often are more adversely impacted by climate change, and that knowing the right questions to ask can be extremely beneficial to identifying solutions. 	<p>accessibility to knowledge products</p> <ul style="list-style-type: none"> ✓ Meaningful participation by diverse and marginalized groups ✓ Use of indigenous knowledge ✓ Not perpetuating inequities and paying attention to power dynamics. <p>The language of the document indicates a respect for diversity and the understanding that all stakeholders are of equal value in the process.</p>
<p>Enabling LDC Universities to Contribute to and Support National Adaptation Actions</p>	<p>Gender x 11 (6 times referenced by gender/sex of participants)</p> <p>Women x 6 (3 times referenced by gender/sex of participants)</p>	<p>Gender Aware</p> <p>Pg 21 in Component 2 of the Theory of Change, the IIED principles of LLA are adopted, signalling a level of recognition for gender.</p> <p>To specifically improve the gender rating of the Action-oriented Research programme, the following gender entry points can be used:</p> <ul style="list-style-type: none"> ✓ Pg 10 in exploring what is needed in an action-oriented research programme, consideration can be giving to ensuring that: 	<p>The document is a report, and therefore speaks to discussions and findings. No specific recommendation spoke to integration of gender or the importance to gender equality and women's empowerment (GEWE).</p> <p>However, the clear understanding of including diverse stakeholders and respect for indigenous and local</p>

Document	'Gender' references	Gender Rating & Gender entry points	Notes
	Inequalities x 1 (referenced ending inequalities in Africa, not specific to gender inequalities)	<ol style="list-style-type: none"> 1. Clearly stating the importance of GEWE as a key principle in the research, not an add-on 2. Ensuring that gender is recognized as moving beyond the binary to address intersectionalities. <ul style="list-style-type: none"> ✓ Pg 27 in Component 2 of the Theory of Change, including building awareness around GEWE and GRCB into the capacity building so that researchers know how to identify and address the gendered impact of climate change 	knowledge speaks to a level of awareness that is firm platform for promoting gender equality and social inclusion.
Governance Structure	<p>Gender x 19 appeared most often at titles of sections. However, the document clearly speaks to gender quotas in the selection of members of the Board and other lead positions.</p> <p>Women x1 in reference to the selection to the Steering Board</p>	<p>Gender Sensitive</p> <p>Some specific gender entry points can make this document <i>gender transformative</i>:</p> <ul style="list-style-type: none"> ✓ Pg 5/point 4 can be more specific by ensuring that gender is a key consideration in representation by paying attention to quotas for women. ✓ Pg 6 Composition of the Plenary can be more specific on a declaration of gender parity. ✓ Pg 10 when addressing GESI at membership level diversity needs to move beyond types of organization to address gender parity at the leadership of organisations <p>Overall, the approach to develop and GESI Strategy and a Gender Policy are steps to creating a gender transformative ARA</p>	<p>The language of the document is intentional. By addressing quotas for women on the steering board and balance in teams and addressing diversity of teams through recognition of geographic and other differences, the ARA is deliberately taking actions to support women's inclusion and empowerment.</p> <p>The fact that it is recognized as a "live" document, says that the ARA is aware that they are operating in a dynamic environment and will pay</p>

Document	'Gender' references	Gender Rating & Gender entry points	Notes
	Intersectionality x1 in reference to having balanced research		attention to learning, unlearning and relearning, as necessary.
Theory of Change (graphic)	GESI x 1	Gender Aware The table of contents can be made more gender responsive if something in the mission speaks to addressing GEWE as integrated theme in the work of the ARA	The language of the document shows the intent to be inclusive, address the needs of vulnerable groups, and build capacity where it is most need, however, it falls short of begin specific on actions around the integration of gender as a cross-cutting theme.
Notes:	The ARA itself has no operational policies and is generally guided by the host organization's policy. The development of the GESI strategy and proposed Gender Policy, along with the guiding principles for adaptation research, serve as good foundational documents to include GESI. The development of a gender equality and women's empowerment (GEWE) and/or gender equality and social inclusion (GESI) checklist for grants or other forms of financing supported by the ARA might be useful.		

Annex 2: ARA Membership Survey Results

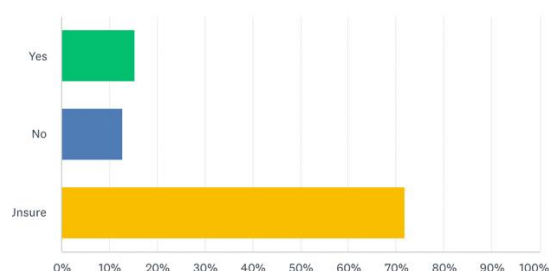
Total Respondents: 60

[Survey Access Link](#)

Feedback on ARA GESI Operations

Only 15% of the membership is aware of previous gender initiatives/policies introduced by the ARA, with the majority of persons (72%) being unsure.

Figure 5: Membership's Awareness of Previous Gender Initiatives Introduced by the ARA



However, further questions asked of those who indicated yes, indicated that they may have misunderstood the question to ask whether their own organizations had gender initiatives active. Therefore, results may be skewed.

Responding to which aspects of the ARA's gender equality / gender mainstreaming operations could be improved, the majority of respondents said they did not know; in these cases, the majority of persons indicated that they have had no previous engagement with the ARA.

Table 6: Membership Response of Areas of Gender Operation Improvement within ARA

Area of Improvement	Percentage of Respondents
All aspects of ARA's operations	2.5%
Communication with Membership	5%
Gender Sensitization Training	12.5%
Providing Information	12.5%
Local Context & Best Practice Knowledge Sharing	7.5%
Tools & Guidance of Gender Mainstreaming	15%
Don't Know / None	50%

Asked about elements the membership would like to see in a GESI Strategy, the majority of respondents indicated research agenda setting, followed by capacity strengthening, knowledge sharing and monitoring and evaluation.

Table 7: Membership Priorities for ARA GESI Strategy

GESI Strategy Priorities	Percentage of Respondents
Research Agenda Setting	22.5%
Capacity Strengthening Agenda Setting	17.5%
Knowledge Sharing	15%
Monitoring and Evaluation	12.5%
Partnerships and Collaboration Facilitation	7.5%
Resource Provision	7.5%
Inclusivity	2.5%
Don't Know / None	22.5%

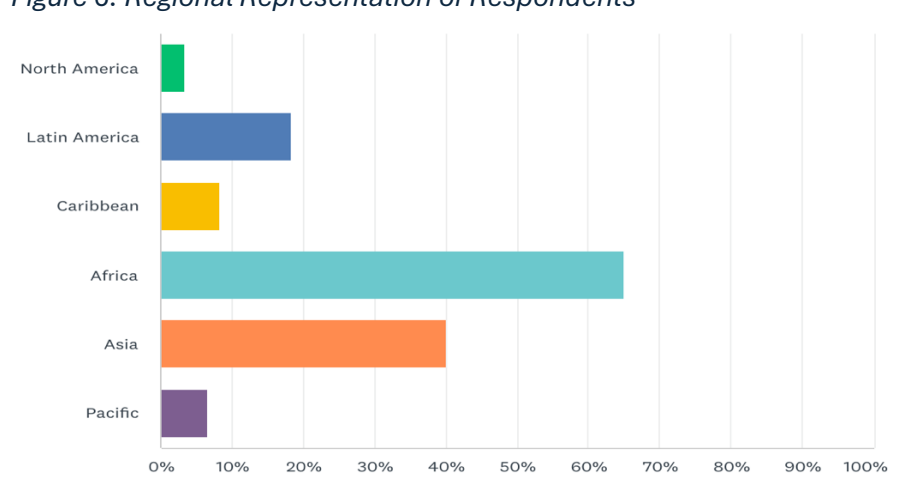
Detailing how the ARA can best guide GESI, the majority of respondents highlighted knowledge facilitation, followed by partnership building and capacity strengthening.

Table 8: Membership Response on how the ARA can best guide GESI

Method	Percentage of Respondents
Knowledge Facilitation	35%
Partnership Building	25%
Capacity Strengthening	25%
Provision of Tools / Best Practice	22.5%
Advocacy	7.5%
Policies	2.5%
Monitoring and Evaluation	2.5%
Don't Know / None	5%

Membership Experiences & Needs

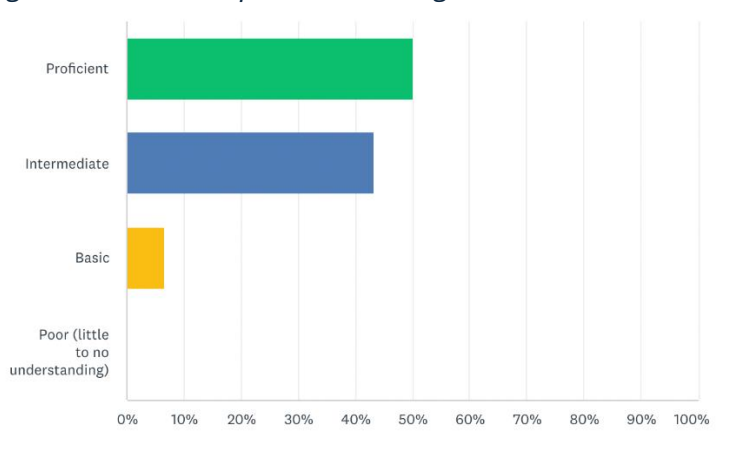
Figure 6: Regional Representation of Respondents



(North America: 3.33%; Latin America: 18.33%; Caribbean: 8.33%; Africa: 65%; Asia: 40%; Pacific: 6.67%)

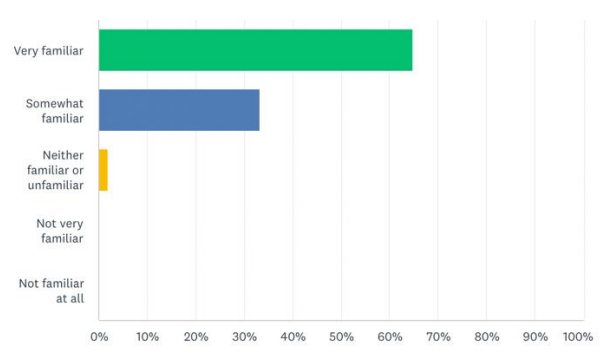
Participants rated their current understanding of gender as: 50% proficient, 43% intermediate, and 7% basic

Figure 7: Membership Understanding of Gender



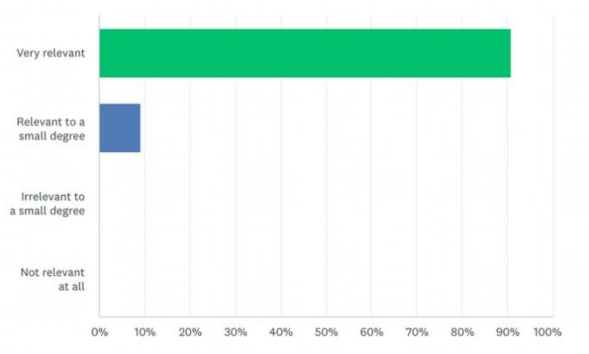
98% of respondents stated that they were familiar with terms including gender equality, equity, parity, balance, social inclusion and their implications.

Figure 8: Membership familiarity with Gender Terms



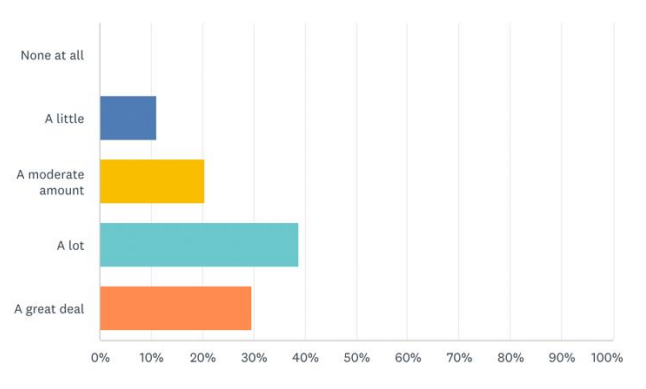
91% of respondents indicated that gender equality is *very relevant* in their work.

Figure 9: Relevance of Gender to the Work of the Membership



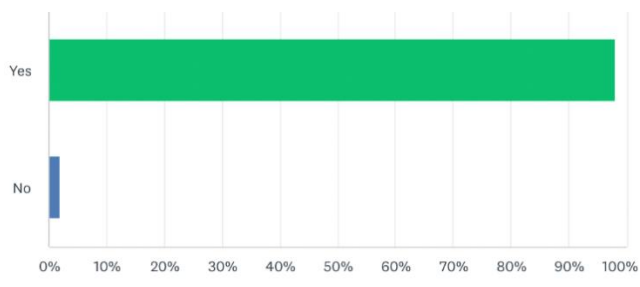
All respondents indicated that their daily work involves gender equality of rights, with a spread of the degree to which gender is involved.

Figure 10: Gender in the Daily Work of the Membership



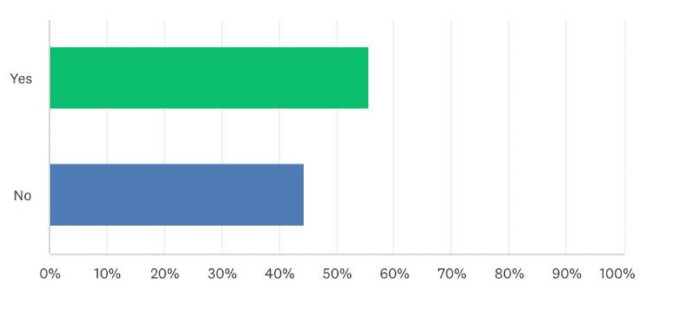
98% of respondents indicated that they consider vulnerable groups in their work.

Figure 11: Consideration of Vulnerable Groups in the Work of the Membership



56% of respondents indicated that they face barriers and constraints that prevent their organization from working with specific groups or people in their respective countries.

Figure 12: Barriers Preventing Membership from Working with Specific Groups

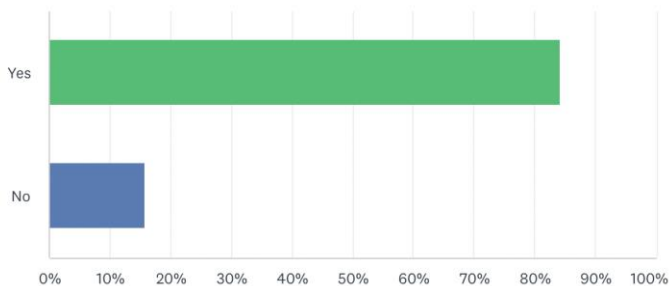


Barriers are described in [Question 12](#):

Structural discrimination, sexual and gender-based violence, persistent gender gaps
Social barriers of working with women in the households, particularly if the researchers doing the fieldwork are men
Resources like fund to finance our operation and field work
The barriers are sociocultural that prevent particular groups from speaking openly
In some of the countries and contexts that my organisation works in, sexuality and gender identity are illegal or culturally considered negatively, which makes engagement difficult.

84% of respondents indicated that there are challenges to working with women and vulnerable groups in the context of climate change and adaptation in their countries.

Figure 13: Challenges faced by Membership in Working with Women and Vulnerable Groups in Climate Change and Adaptation



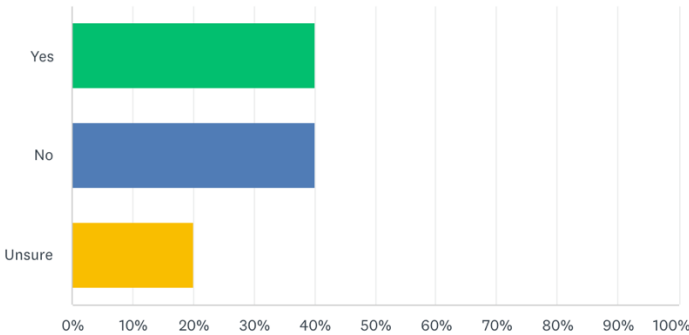
Challenges are described in [Question 16](#).

Adaptation initiatives need to identify and address the gender-specific impacts of climate change (there is a lack of information on this), and women's priorities also need to be reflected in development planning and financing.
It is difficult to establish trust and contact with vulnerable individuals and groups, which is often why we work with community representatives or organisations (i.e. an intermediary/ expert) rather than communities themselves
Limited Resources
Socio-Cultural Norms / Religious Barriers
The challenge revolves around a knowledge gap among stakeholders on the linkage between gender and climate action and vulnerabilities.

Some climate smart technologies are not women friendly

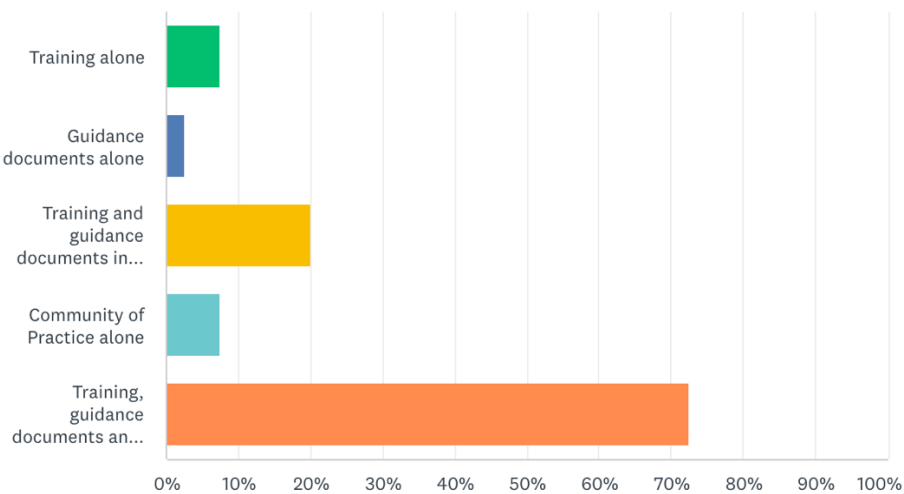
Only 40% of respondents indicate that they have the resources to report on gender-sensitive indicators, while 40% and 20% indicated they did not have, or were not sure they had the necessary resources.

Figure 14: On whether respondents have adequate resources to report on gender-sensitive indicators



When asked what is needed to provide skills and knowledge necessary to apply gender concepts and tools, 72.5% of respondents indicated that a combination of training, guidance documents and community practice is needed.

Figure 15: On what is needed to facilitate gender knowledge



Indicating which aspects of gender applications are most important to their needs, most participants listed gender-responsive monitoring and evaluation, followed by gender-responsive financing and gender-sensitive community engagement.

Table 9: Gender Applications Considered Most Important to Respondents

Gender Application	Percentage of Respondents
Gender Responsive Monitoring and Evaluation	90%
Gender Responsive Financing	85%
Gender Responsive Community Engagement	82.5%
Gender Responsive Climate Budgeting	77.5%
Gender-Based Violence, Conflict and Environmental Management	75%
Gender Responsive Stakeholder Engagement	74.4%
Gender Sensitive Communications	67.5%