The Importance of Inclusivity and Intersectionality in Gender Transformative Program Design: How to Do It and Why

Cody Ragonese, Equimundo
Mackenzie Piper, Healthy Teen Network
Lauren Lapointe, LAYC

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GETTING TO KNOW ONE ANOTHER
Project Overview

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a. DC’s 2017-2022 Capital Commitment
b. Rigorous evaluation of a new, innovative gender transformative sexual health program
   i. A gender-synchronous adaptation of two existing evidence-informed curricula
   ii. Randomized control trial
      1. Many Ways of Being
      2. International Youth Foundation’s Passports to Success
c. Target population: Black and Latino adolescents ages 15-19 in the DMV area
SETTING THE SCENE

INTERROGATING GENDER NORMS AND EMBRACING INCLUSION AS CORNERSTONES TO ADOLESCENT SEXUAL AND REPRODUCTIVE HEALTH
JUMPING RIGHT IN
A MAN...

BEHAVES, THINKS, DRESSES, REACTS, TALKS, ETC.

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THINK WITHIN AN SRH CONTEXT.
A WOMAN... BEHAVES, THINKS, DRESSES, REACTS, TALKS, ETC.

THINK WITHIN AN SRH CONTEXT.
DISCUSSION

• Which of these statements, “Act like a man” or “Act like a woman” are more harmful? Why?
• How might living “in the box” affect someone’s health and relationships?
• What are some of the positive characteristics you see on each of these lists?
• What advantages to men and women get from staying inside the box?
• What are some costs of living outside of the Man Box or Woman Box?
WHY IS IT IMPORTANT TO TALK ABOUT GENDER IN AN SRH CURRICULUM?

SO IN CONCLUSION...
What are gender transformative approaches?

Interventions that engage all gender identities (especially men and boys) to foster critical examination of inequalities and gender roles, norms and dynamics.
What do we mean by being more gender inclusive? Why is that important?

- A reality that transcends “equality”.
- When all services, opportunities, and establishments are open to all people, regardless of how they identify, and when “male” and “female” stereotypes do not define societal roles and expectations.
- When youth’s lived experiences are reflected, normalized, and celebrated in the curriculum they are taught.
- When the gender binary is challenged and deconstructed.
Why is gender inclusivity important?

- 1 in 4 trans people are the targets of assault and other violent crimes. The rates are higher for trans women and trans people of color.
- Rigid gender norms negatively affect everyone.

“Gender inequality and discrimination faced by women and girls puts their health and well-being at risk.” - WHO

Rigid gender norms → Violence → Stigma → Discrimination → Mental health problems → Suicide → STI & HIV risk
Put your heads together: the redesign

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If you were to update the Man Box/Woman Box activity for a gender inclusive classroom, how might you go about this? What would you change to the pedagogy, content, and/or language?

(10 mins to work in groups)
Taking Shape

• **Circle:** A thought that was completed for me

• **Arrow:** Something I will do differently going forward

• **Triangle:** What I am seeing from a new angle

• **Square:** Something that squared (made sense) for me today
Thank you!

Mackenzie Piper: mackenzie@healthyteennetwork.org

Lauren Lapointe: lauren@layc-dc.org

Cody Ragonese: c.ragonese@equimundo.org
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