

De la théorie à l'action: Intégrer le genre dans le government, les organisations communautaires et les organismes de développement international

From theory to action: Integrating gender in government, community organizations, and international development organizations

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LES OBJECTIFS / OBJECTIVES

- ⊙ Augmenter le niveau de sensibilisation à l'analyse selon le genre comme outil pour la promotion de l'équité et la réduction des inéquités dans les organismes.
 - ⊙ Tisser des liens avec d'autres personnes qui utilisent une analyse selon le genre et font la promotion de l'équité dans leur travail.
 - ⊙ Échanger les bonnes pratiques.
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- ⊙ Increase awareness of gender analysis as a tool for promoting equity and reducing inequities in organizations.
 - ⊙ Connect with others who incorporate gender analysis and promote equity in their work.
 - ⊙ Share best practices.



APERÇU / OVERVIEW

- ⊙ What is gender analysis?
- ⊙ What does gender analysis look like in action?
- ⊙ What are examples of gender analysis in your work?
- ⊙ How can we work together to promote gender analysis in our work?



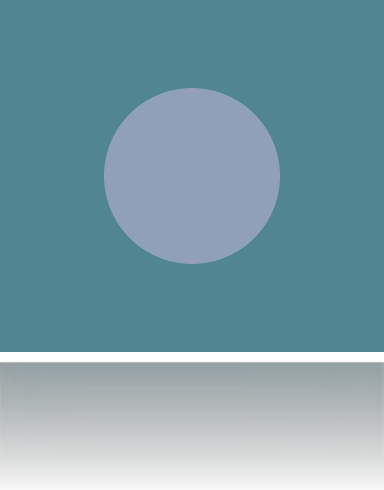
DES CONCEPTS/ CORE CONCEPTS

- 1) Sex/le sexe
- 2) Gender/le genre
- 3) Diversity/la diversité
- 4) Equality and Equity/l'équité



SEX / LE SEXE

- ⊙ Biological characteristics
- ⊙ Starts with the chromosomal patterns that distinguish males (XY) and females (XX)



Body System	Dimension	Differences
Musculoskeletal	Body size	Ratio of fat to muscle, size and density of bones
	Body shape	Distribution of weight on the body
Reproductive	Reproductive organs	Ovaries, uterus, vagina, penis, testicles
	Hormones	Levels of sex hormones such as estrogen, progesterone and testosterone
Endocrine	Secondary sex characteristics	Development and activity of breast tissue
	Hormones	Levels of hormones (e.g., adrenaline & Oxytocin) that affect stress reactions
Nervous	Brain structure	Size and density of the brain, the number of neurons in certain parts of the brain
Respiratory	Lungs	Lung capacity and sensitivity to chemicals
Circulatory	Heart	Heart rate and capacity for exercise
Metabolic	Liver	Levels of enzymes that metabolize alcohol



DIMENSIONS OF SEX

⊙ Sex as a Dichotomy

⊙ Sex as a Continuum



GENDER / LE GENRE

- ⊙ Socially constructed roles and relationships, personality traits, attitudes, behaviours, values, relative power and influence that society ascribes to the sexes.
- ⊙ Changes over time
- ⊙ Differs by person and place



GENDER EXPERIENCES

⊙ Gender as a
Dichotomy

⊙ Gender as a
Continuum



DIVERSITY / LA DIVERSITÉ

⊙ Differences between and among people



DIVERSITY / LA DIVERSITÉ

Visible

- ⊙ Race/Ethnicity/Culture
- ⊙ Age
- ⊙ Location of Residence
- ⊙ Physical (dis)abilities

Invisible

- ⊙ Sexual Orientation
- ⊙ Religious & Spiritual Traditions
- ⊙ Education
- ⊙ Intellectual (dis)abilities



EQUALITY AND EQUITY/ L'ÉGALITÉ ET L'ÉQUITÉ

Equity is defined as the quality of being fair, unbiased, and just. It involves ensuring that everyone has access to the resources, opportunities, power and responsibility they need to reach their full, healthy potential as well as making changes so that unfair differences may be understood and addressed.

Equality, aims to ensure that everyone is treated the same way. It aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things to enjoy full, healthy lives.

Understanding the differences between equity and equality helps us to recognize and respond to differences in health and well-being that are unfair, avoidable and changeable.

SEX- AND GENDER-BASED ANALYSIS/ L'ANALYSE DES INFLUENCES DU GENRE ET DU SEXE

- ⊙ Atlantic Centre of Excellence for Women's Health
- ⊙ Halifax, Nova Scotia
Canada
- ⊙ www.acewh.dal.ca
- ⊙ 902.494.7850
- ⊙ acewh@dal.ca





QUESTION 1

- ⊙ Décrivez brièvement des exemples d'analyse du genre dans votre travail.
- ⊙ What are examples of gender analysis in your work?

QUESTION 2

- ⊙ Comment pouvons-nous collaborer afin de promouvoir l'usage de l'analyse selon le genre dans notre travail (à l'échelle locale, nationale et internationale)?
- ⊙ How can we work together to promote gender analysis in our work (locally, nationally, and internationally)?

Merci!

Thank you!