

Exercise: Cross-Team Peer Interviews

Directions: With a co-participant interview each other to explain and better understand gender mainstreaming in your work.

- **Access:**

Constraint: In your work, how does unequal access to project resources and services prevent the project from reaching its goals?

Opportunity: Are there instances of equitable access with regard to certain types of resources that might provide a model for access to other resources?

- **Knowledge, Beliefs, and Perceptions:**

Constraint: Are there gender-specific beliefs that will impede project outcomes?

Opportunity: Is there gender-specific knowledge that will facilitate decisions that are essential for reaching project goals?

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- **Practices and Participation:**

Constraint: Are people who are excluded based on their gender (even inadvertently) resulting in passive or active sabotage of project activities?

Opportunity: Are there types of gender-specific leadership roles that might provide the basis for broader participation?

- **Space and Time:**

Constraint: Are there gender-specific roles that prevent some people from participating in program activities because they work in a particular place?

Opportunity: Does the gendered division of labor provide a useful framework for distributing project resources equitably and in a way that will be supportive of project objectives?

- **Legal Rights and Status:**

Constraint: Do gender-discriminatory laws, practices, or norms inhibit community members' ability to benefit from NAR programming, either in formal or traditional legal systems in Rwanda?

Opportunity: Does a gender-neutral legal structure create an opportunity to push for gender equity in program participation?

- **Power:**

Constraint: Are people who are possibly excluded from making decisions based on their gender likely to suffer adverse consequences from the programming decisions made by others?

Opportunity: Is it possible to organize individuals who are excluded from making decisions based on their gender into groups or coalitions that may be able to negotiate for greater decision-making power in NAR activities?

Final Question A: Overall, how will gender-based constraints and opportunities affect the achievement of sustainable programming results on your team?

Final Question B: How will your gender mainstreamed activities affect the relative status of men and women in the communities where you work? What is the impact of the projection on:

- access and control over resources by different individuals and groups?
- validation or challenges to different people's knowledge, beliefs, and practices?
- different people's interests and needs?
- participation of different individuals and groups?

(1) How will proposed activities affect the relative status of men and women? What is the impact of the project on:

- Access and control over resources by different individuals and groups?
- Validation or challenges to different people's knowledge, beliefs, and practices?
- Different peoples' interests and needs?
- Participation of different individuals and groups?