Gender Analytics for the public sector:
Gender equity through inclusive design

What is Gender Analytics?
Gender Analytics is a way to analyze your services, processes and policies with a gender lens to uncover hidden opportunities for innovation and improved effectiveness.

You will discover the ways that gender identity, indigeneity, race, ethnicity, disability, and sexual orientation intersect to shape risks, opportunities and impacts of many of your organization’s activities, operations and outcomes.

Benefits of Gender Analytics
Competency in Gender Analytics will enable you to:
• Demystify key concepts related to gender and intersectional identities
• Gather qualitative and quantitative data using legal and ethical practices
• Use design thinking principles and empathy to interpret insights
• Exploit rapid prototyping to design processes or policies with the intended beneficiaries or target audiences
• Assess the impact of inclusive design solutions using a “test and learn” approach
• Align your organization to execute Gender Analytics effectively

Beyond Diversity and Inclusion
Gender Analytics takes us beyond typical diversity and inclusion conversations to consider how gender and its intersections impact all aspects of budgets and policies.

Inclusive design principles
The Gender Analytics methodology will help you:
• Identify and remove personal and organizational biases and data gaps
• Leverage the experience and diversity of your teams
• Engage beneficiaries, users and other stakeholders meaningfully

Hands-On Learning
Unlike typical professional learning courses, Gender Analytics will provide you with hands-on experience in doing Gender Analytics including a hackathon for experiential learning-by-doing.

Tangible outputs
Project workplan: The course contains a guided process for creating your own Gender Analytics workplan for a project that you define.

Personal development plan: Based on our proprietary competency matrix, you will create your own development plan to increase your Gender Analytics skills over time.

Who should take this course?
• Members of the public service charged with leading gender-based analysis in their functions
• Policy advisors charged with policy design

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Questions?
Contact our Gender Analytics team at the Institute for Gender and the Economy:
genderanalytics@rotman.utoronto.ca.

See our website at:
www.gendereconomy.org/gender-analytics-public-sector

A 5-day intensive hands-on workshop
Location:
105 St. George Street, Rotman School of Management, Toronto, Ontario, Canada.

Program Fee:
$8,999
The program fee includes tuition, all program materials, daily breakfast and lunch, daily coaching, and post-course toolkit.

The fee does not include travel and accommodation.

“Most applications of GBA+ simply evaluate policies after they are decided. We are introducing Gender Analytics to show how GBA+ can impact policy design and functions to achieve greater impact for our economy and society.”

Sarah Kaplan, Director, Institute for Gender and the Economy

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A program from the Institute for Gender and the Economy
Academic Director: Professor Sarah Kaplan

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A 5-day intensive

- In 5 days, you get rich experiences in how to collect, analyze, visualize and use data to generate insights for innovative policy and process design.
- In 5 days, you will learn to think with a gender lens, understanding the myriad ways gender and other intersecting identities shape outcomes of your services, processes or policies.
- At the end of 5 days, you’ll have a project workplan and a personal development plan to take away with you.
- These 5 days will kick start you on your path to becoming a Gender Analytics expert.