Fabulous Feminists♀
FACILITATING FEMINIST FUTURES

How to be a Gender Trainer

Lucy Ferguson
Day 2 - Session 3
Tuesday 24th June, 2025
14-15.30 CET

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When do you feel confident?

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Reflections Day 1

What did I learn from your reflections?

- You have all learned what I was hoping - we are more or less on track with the learning objectives
- You are happy we are sticking to our rules
- You enjoy the group work, you would like a little more space for questions and discussion in the plenary sessions

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Group Activity:

Feminist Pedagogies in Practice (revisited)

Group work on Feminist Pedagogies

Feel free to keep adding to the conversation on the learning platform as the course progresses.

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Applying feminist pedagogical principles

Agenda Day 2, Tuesday

- Session 3 - Typologies of gender training

BREAK

- Session 4 - The training cycle

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Agenda Day 3, Wednesday

- Session 5 - The training script, activity planning

BREAK

- Session 6 - Activity planning, Group 1 activity

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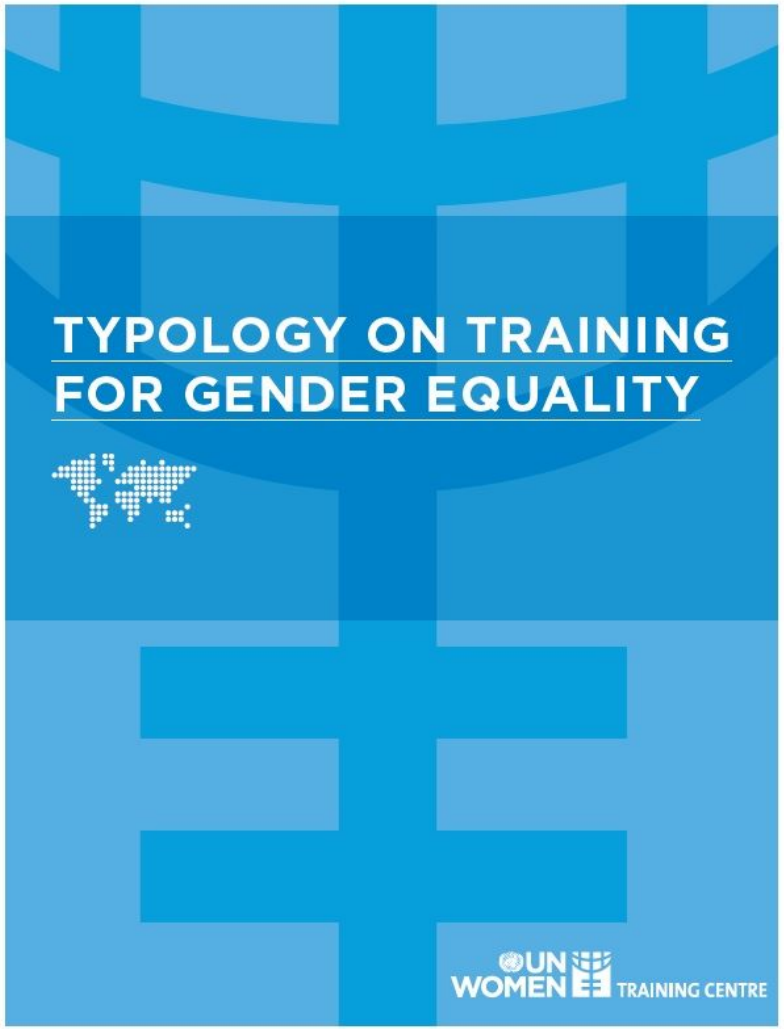
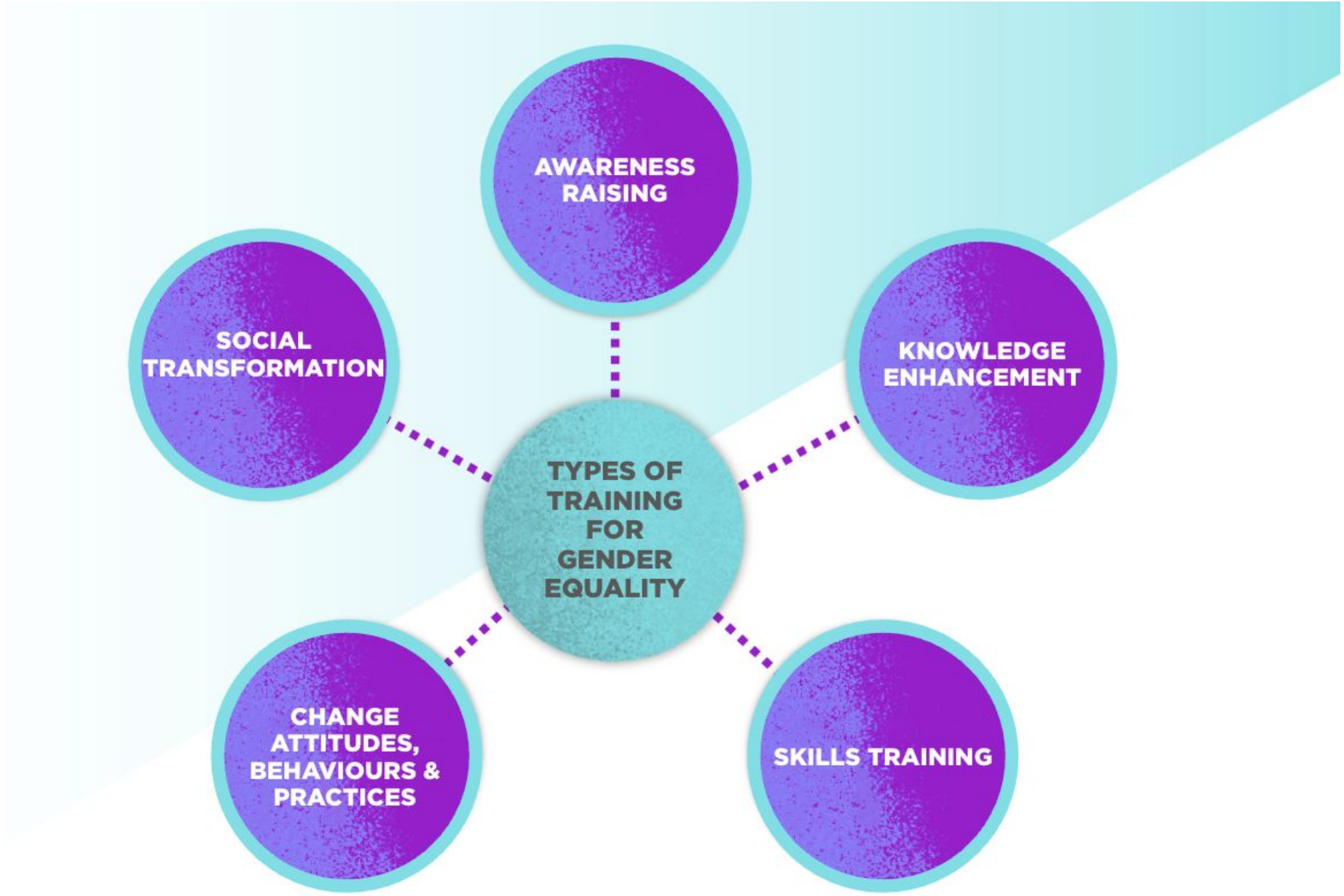


Typologies of Gender Training

Source: adapted from UN Women Training Centre



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Awareness raising

Purpose	Introduce key issues and concepts, encourage reflection on gender inequalities
Expected impact	Increased awareness among participants
Examples of learning objectives	"To identify", "to explore", "to reflect on"
Application of feminist pedagogical principles	Participatory learning; validation of personal experience

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Knowledge enhancement

Purpose	Provide in-depth knowledge on gender inequalities and their structural causes
Expected outcomes	Increased knowledge and understanding of gender equality among participants
Examples of learning objectives	"To understand", "to identify"
Application of feminist pedagogical principles	Participatory learning; critical thinking and open-mindedness

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Skills training

Purpose	Improve specific competences on implementing gender equality
Expected outcomes	Participants are able to implement tools and methods for increasing gender equality
Examples of learning objectives	"To apply", "to integrate"
Application of feminist pedagogical principles	Participatory learning; social justice, activism and accountability

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Change attitudes, behaviours and practices

Purpose	Change the ways in which participants think and act regarding gender inequalities
Expected outcomes	Participants are empowered to challenge and address gender inequalities
Examples of learning objectives	"To reflect on", "to be accountable for"
Application of feminist pedagogical principles	Participatory learning; validation of personal experience; social justice, activism and accountability; critical thinking and open-mindedness

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Social transformation

Purpose	Equip participants to apply their skills and knowledge to support transformative change for gender equality
Expected outcomes	Participants are able to address and tackle the structural roots of inequalities
Examples of learning objectives	"To influence", "to transform"
Application of feminist pedagogical principles	Participatory learning; social justice, activism and accountability; critical thinking and open-mindedness

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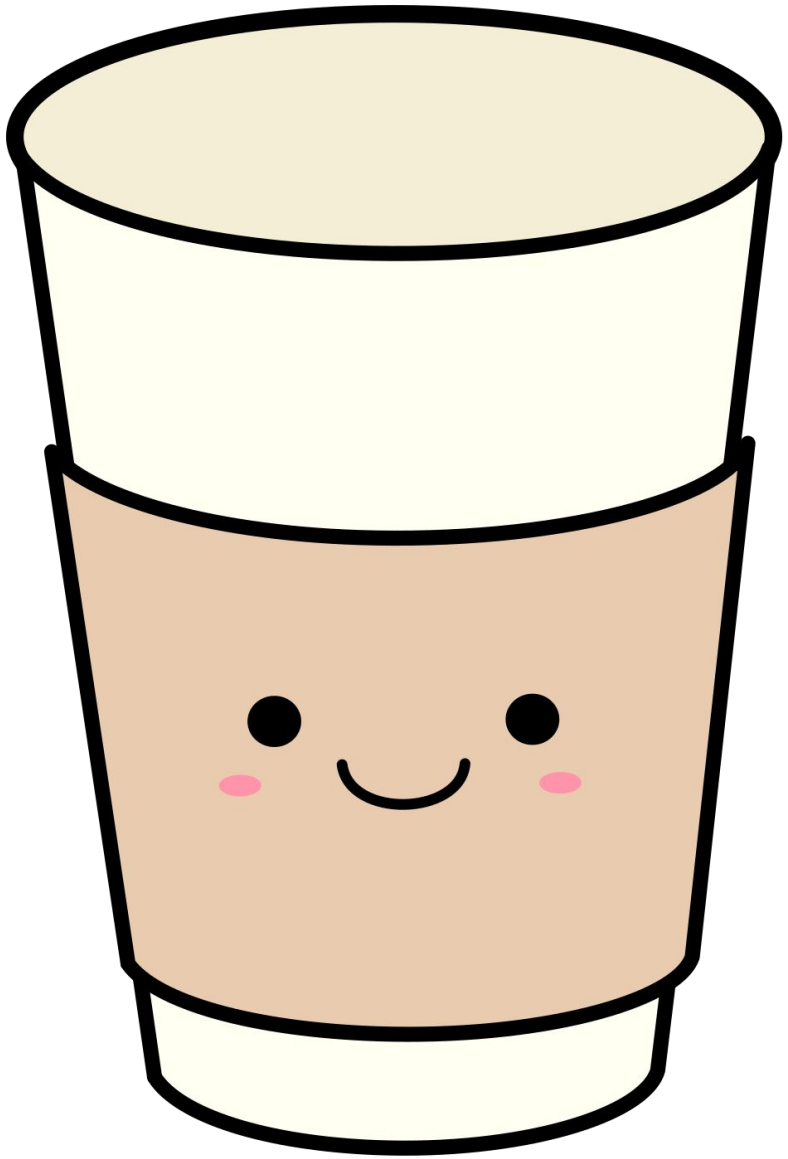
Activity: types of gender training

Energiser activity for after break - volunteer please!

Collaborative playlist: add your song request…



End of Session 3

1 hour break

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Energiser activity

Agenda Day 2, Session 4

- Feminist pedagogies in the training cycle
- How to plan a training activity - using a training script

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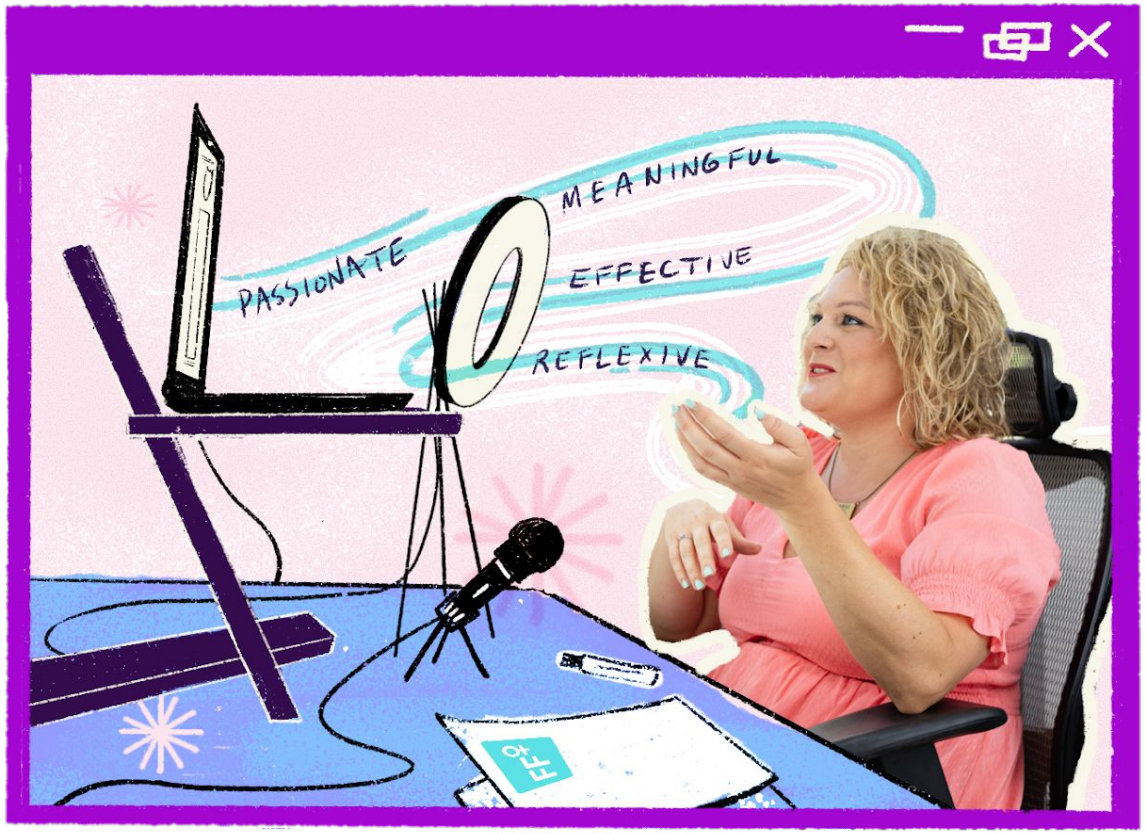

Feminist Pedagogies in the Training Cycle

Feminist Pedagogies in the Training Cycle

"Having a good knowledge of the training cycle helps us to understand how best to incorporate feminist pedagogical principles. It is important that we consider how these principles can be applied at all stages, not just in the implementation phase."

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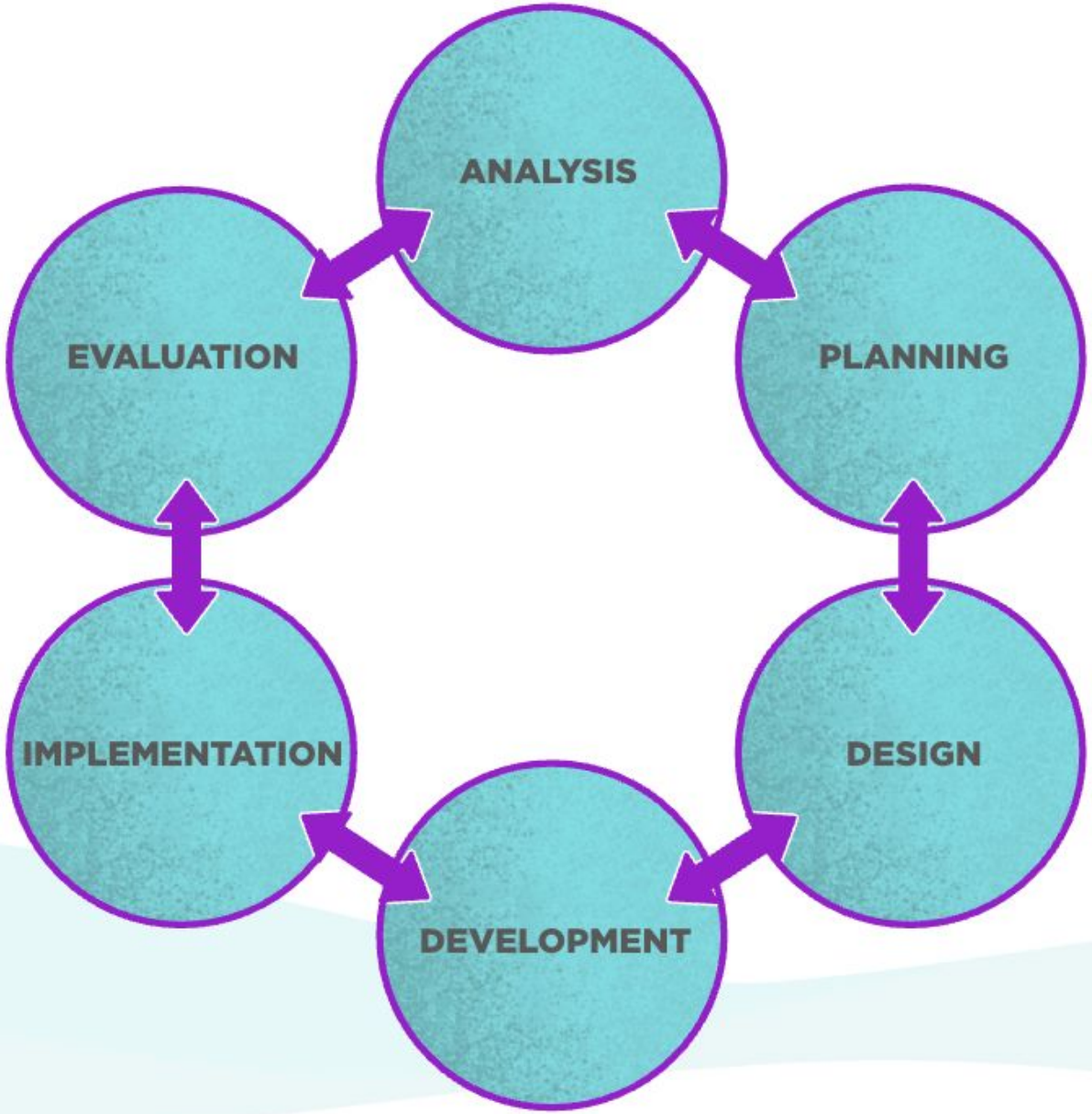

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Analysis

Conduct a learning needs assessment to identify the current knowledge and skills of the target audience

Identify learning needs as well as requirements for making the training accessible and inclusive for all

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Planning

Openly discuss the expected outcomes with the organisation, encouraging an open dialogue on the type of change that the training is expected to bring about. Agree on what type of training this will be (see Part 2).

Make sure you clearly establish the scope of the training at this stage. Agree clearly on the learning objectives, as these will guide you throughout the process. Discuss feminist pedagogical principles and how these will be integrated into the training.

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Design

Adopt an intersectional and inclusive approach to curriculum design

Ensure that the learning needs and different perspectives identified in the assessment are incorporated into the design

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Development

Explore how best to construct a “feminist classroom” for this training - whether in-person or online

Build a range of feminist pedagogical methods and techniques in the training design, such as mind-body relationship activities and participatory, experiential learning.

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Implementation

Pay attention to the power dynamics in the training context and work to ensure a horizontal learning environment for all

Encourage participants to establish common learning agreements, allowing for a co-constructed “feminist classroom”

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Evaluation

Integrate evaluation into all stages of the training cycle - particularly design and development

Use the last session of the training to conduct the evaluation, in order to capture the largest number of responses possible

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Group Activity: Feminist Pedagogies in the Training Cycle

Group 1 - External trainer

Group 2 - In-house trainer

Instructions

- Select the group you would like to join
- Review the scenario on the document
- Think about what to take into account at each stage in the training cycle
- Create a presentation for the other group using the template provided

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How do you feel at the end of Day 2?

End of Day 2

See you tomorrow!