

# How to be a Gender Trainer

Lucy Ferguson  
Day 5 - Session 9  
Friday 27th June, 2025  
2-3.30pm CET





Technique: Enjoy  
the Silence



# Session 9

- Elin and Retno activity and feedback
- Finalising learning reflections in groups
- Exploring challenges in gender training





# Facilitation and Feedback Elin and Retno



Complete learning  
reflections in  
groups





# Technique: Dealing with Sealions

# What is sealioning?

Sealioning fuses persistent questioning—often about basic information, information easily found elsewhere, or unrelated or tangential points—with a loudly-insisted-upon commitment to reasonable debate. It disguises itself as a sincere attempt to learn and communicate. Sealioning thus works both to exhaust a target's patience, attention, and communicative effort, and to portray the target as unreasonable. While the questions of the "sea lion" may seem innocent, they're intended maliciously and have harmful consequences.

—Amy Johnson, Berkman Klein Center for Internet & Society (May 2019)





Break time!  
Nap! Breathe!  
Walk!



# How to be a Gender Trainer

Lucy Ferguson

Day 5 - Session 10

Friday 22nd November, 2024

5-6.30pm CET



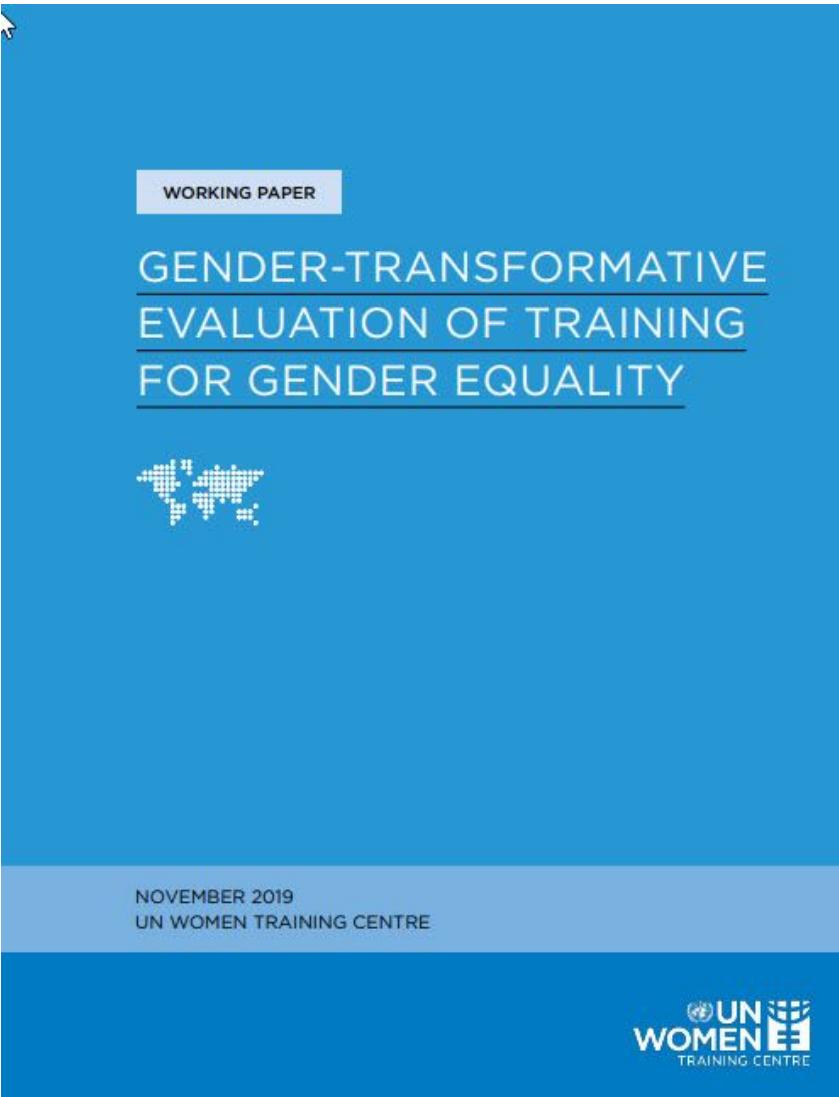
# Session 10

- Full learning manual
- Evaluation in gender-transformative training - key moments
- Quality standards and professionalisation
- Practical aspects of being a gender trainer
- Gender Trainer Pathways
- Course evaluation and Follow-up

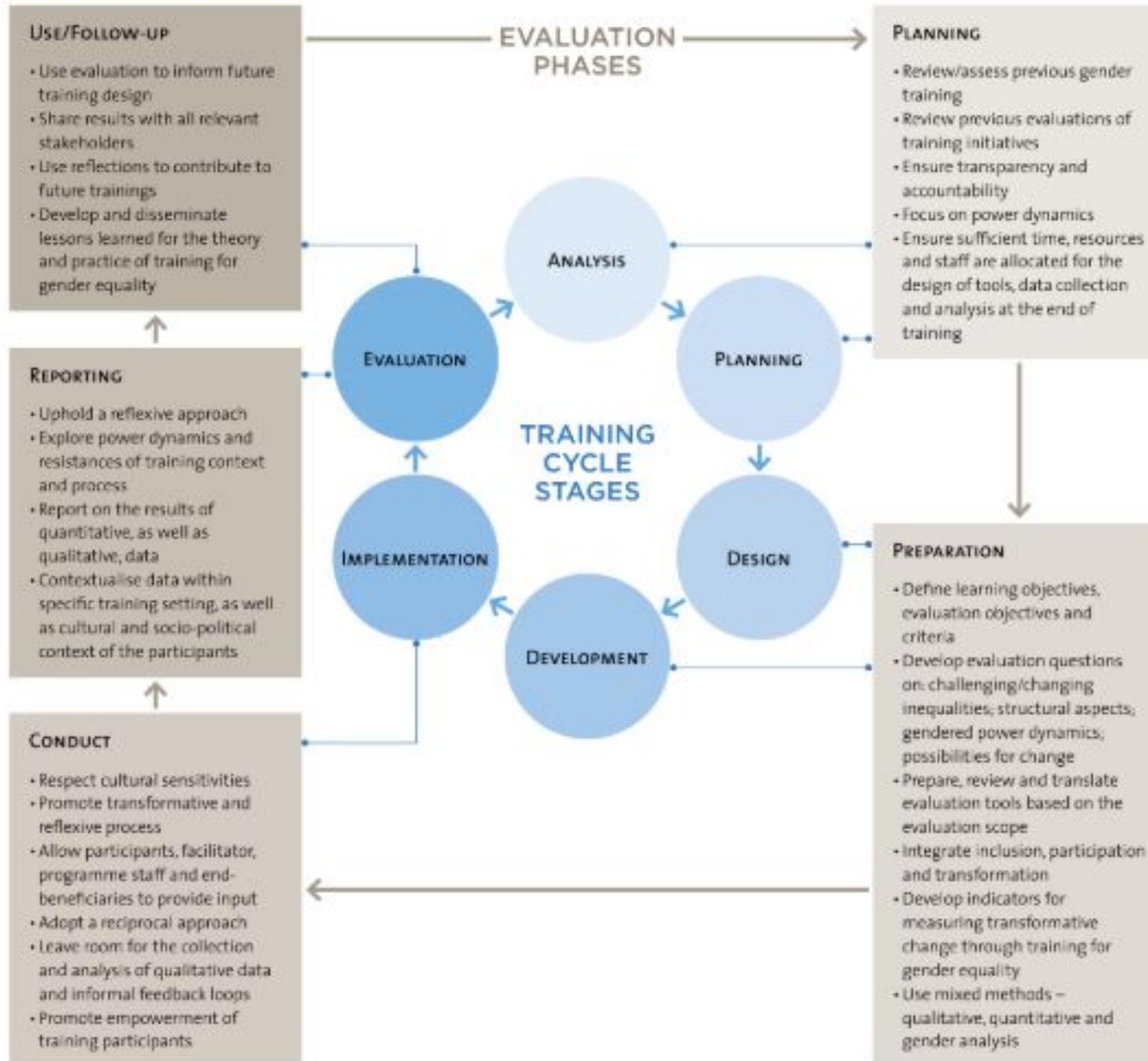


Menti: Evaluating  
gender training

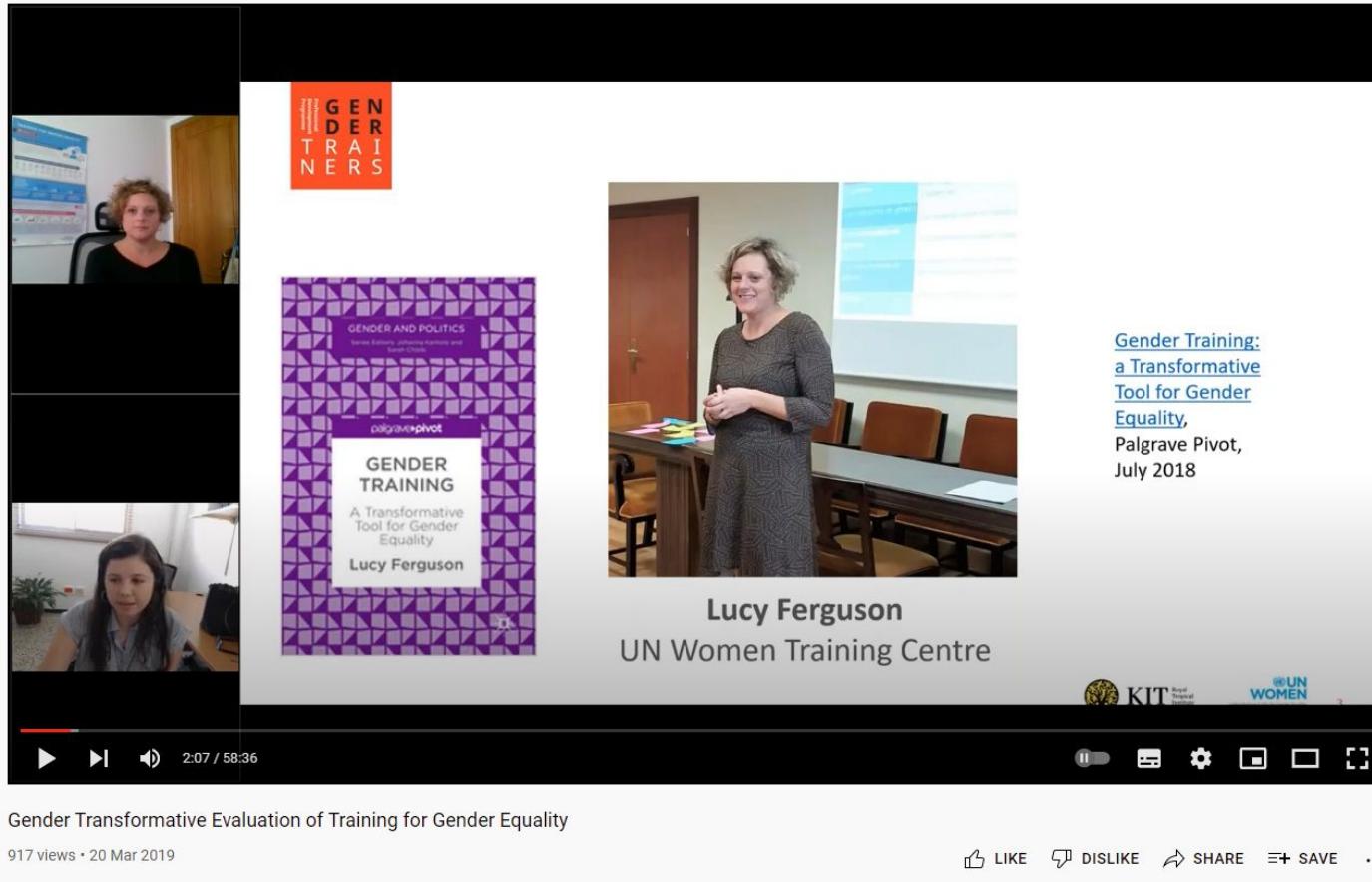




# Gender-transformative Evaluation



# Resources on Gender Transformative Evaluation



The image is a screenshot of a video player. On the left, there are two small video thumbnails: one showing a woman in a black top and another showing a woman in a grey top. The main video frame shows a woman with short blonde hair, Lucy Ferguson, standing in a room with wooden chairs and a whiteboard in the background. To her left is a book cover for 'GENDER TRAINING: A Transformative Tool for Gender Equality' by Lucy Ferguson, published by Palgrave Pivot. The book cover has a purple and white geometric pattern. The video player interface includes a play button, a progress bar showing 2:07 / 58:36, and social sharing icons for Like, Dislike, Share, and Save.

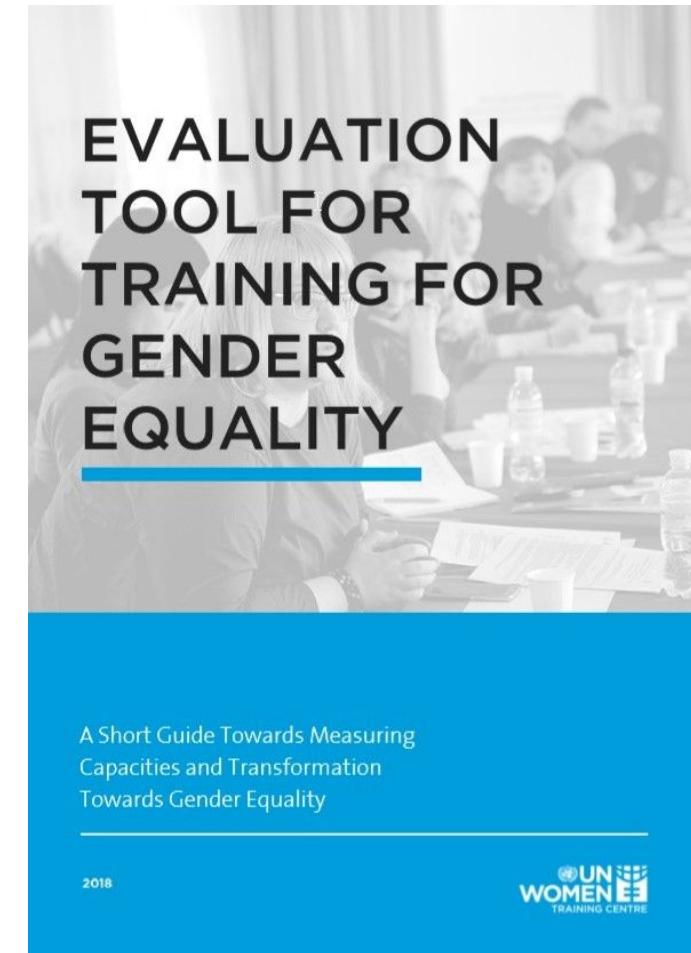
Gender Transformative Evaluation of Training for Gender Equality

917 views • 20 Mar 2019

LIKE DISLIKE SHARE SAVE ...

**Lucy Ferguson**  
UN Women Training Centre

Gender Training:  
a Transformative  
Tool for Gender  
Equality,  
Palgrave Pivot,  
July 2018



WORKING PAPER

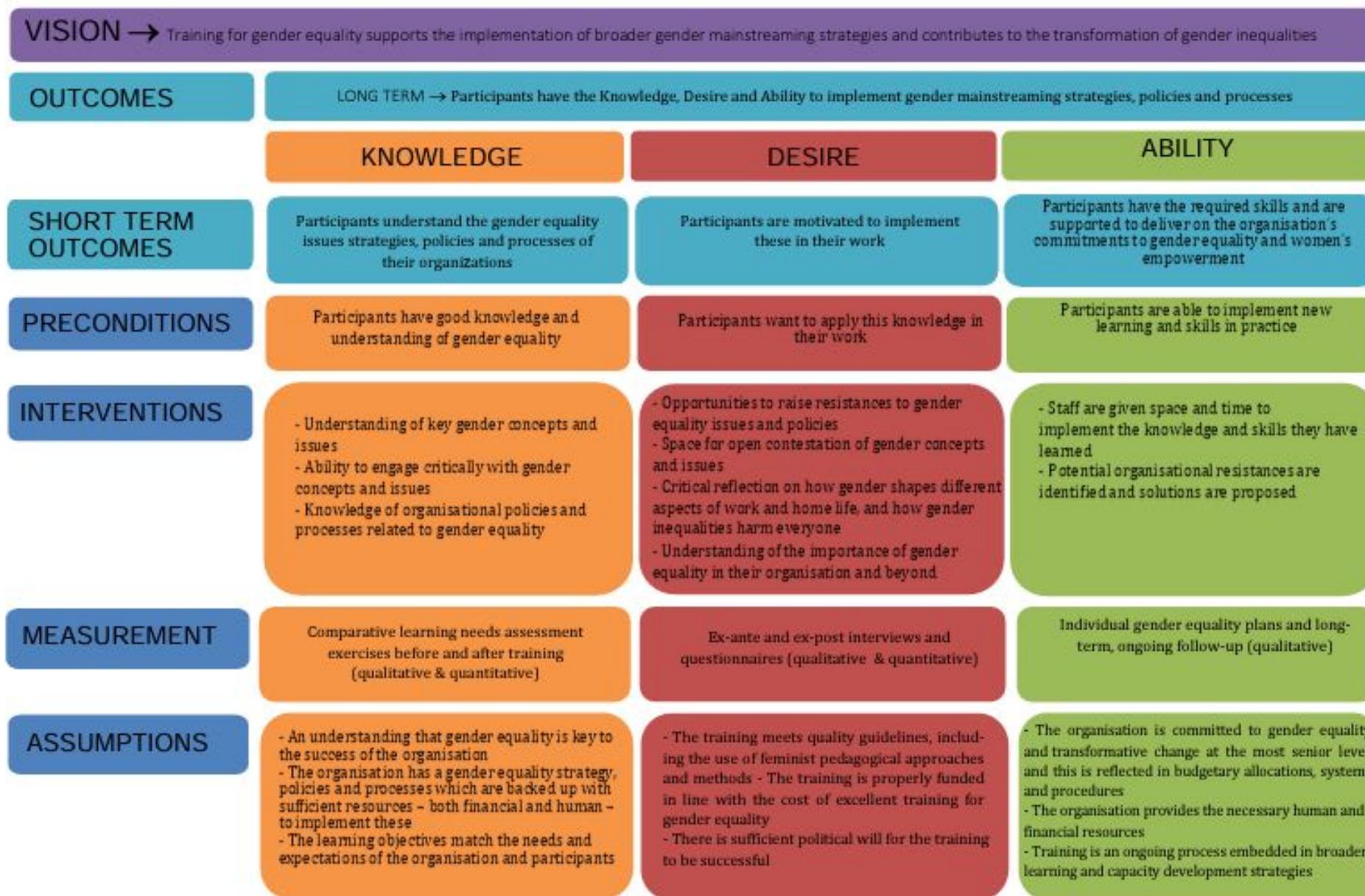
# A THEORY OF CHANGE FOR TRAINING FOR GENDER EQUALITY



SEPTEMBER 2019  
UN WOMEN TRAINING CENTRE



**Figure 5- Proposed Theory of Change for Gender Equality**



# Key Moments in Evaluating Gender Training

- Pre-training questionnaire
- Mid-training questionnaire
- Ad-hoc mini-evaluation activities - Menti, word cloud, etc.
- Informal evaluation activities to close a training - e.g. Heart, Head, Hand
- Formal evaluation



Source: UN Women Training Centre (2019),  
"Gender-transformative Evaluation of Training for  
Gender Equality"

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WORKING PAPER

## QUALITY IN TRAINING FOR GENDER EQUALITY



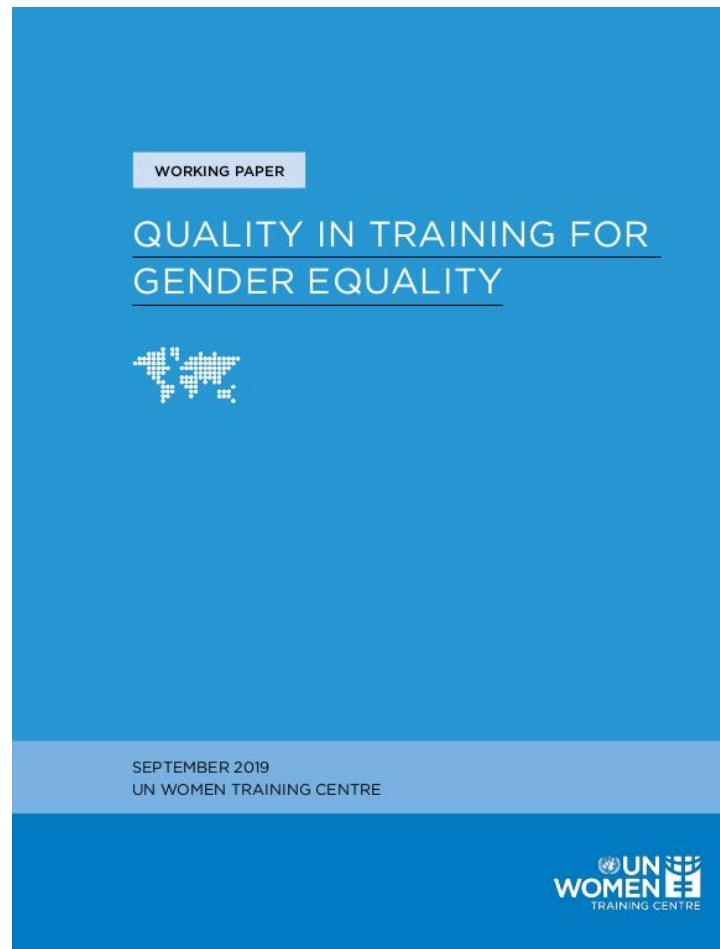
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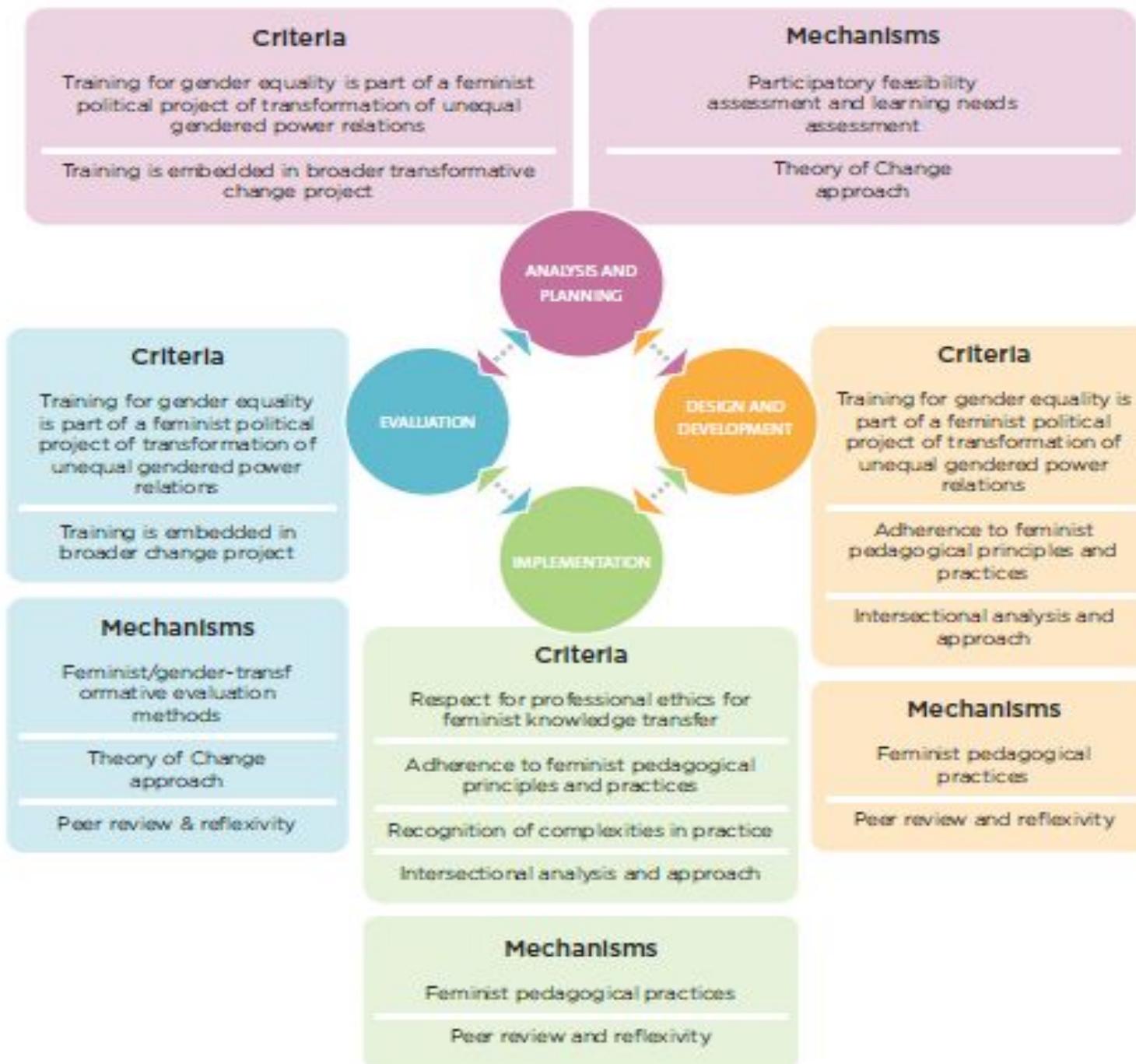
# Quality standards and professionalisation



# Quality standards and professionalisation

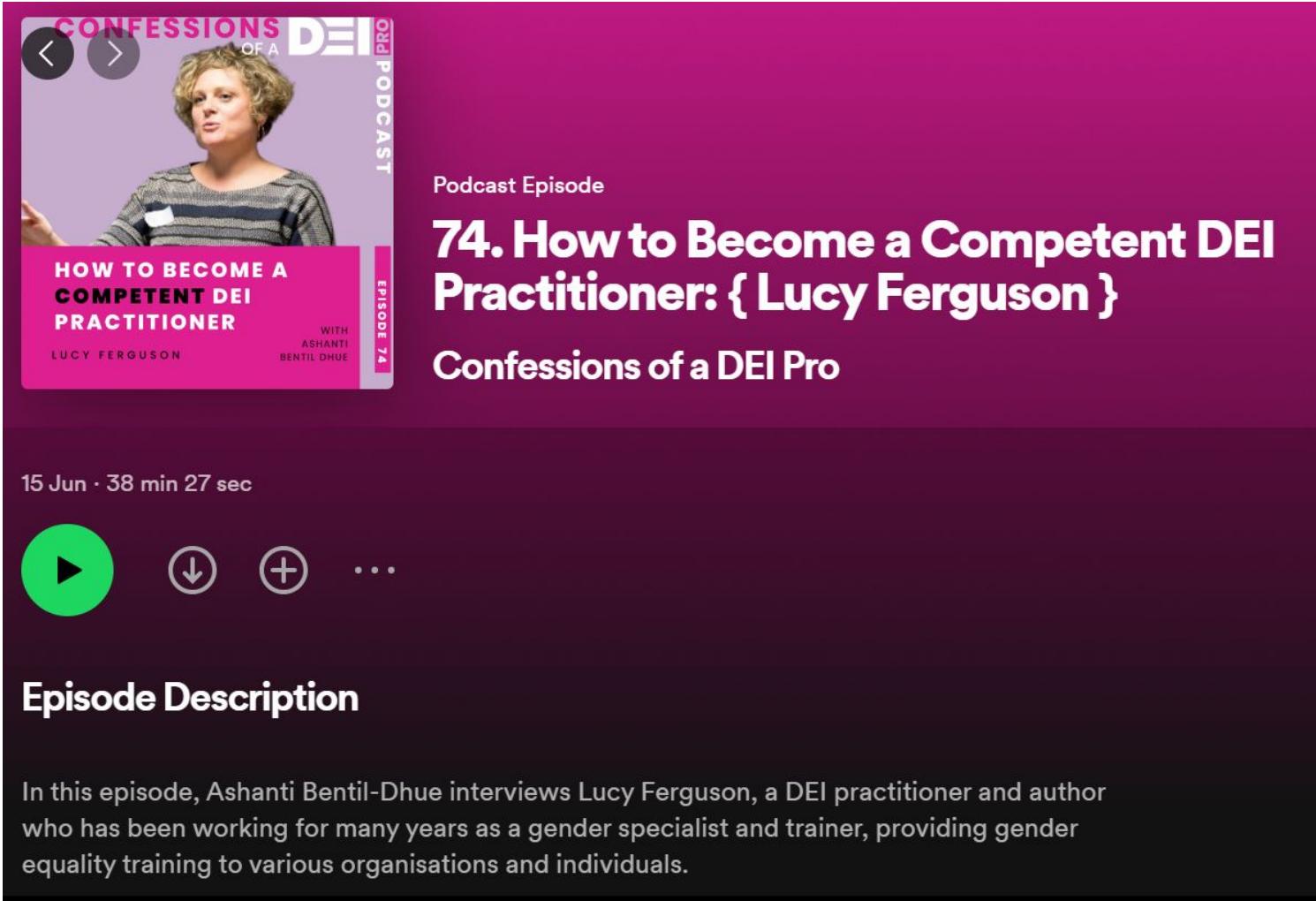


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*Source: UN Women Training Centre Manual, 2019, p. 10*

# Quality standards and professionalisation



CONFESIONS OF A DEI PRO PODCAST

HOW TO BECOME A COMPETENT DEI PRACTITIONER

LUCY FERGUSON WITH ASHANTI BENTIL DHUE

EPISODE 74

Podcast Episode

**74. How to Become a Competent DEI Practitioner: { Lucy Ferguson }**

Confessions of a DEI Pro

15 Jun · 38 min 27 sec

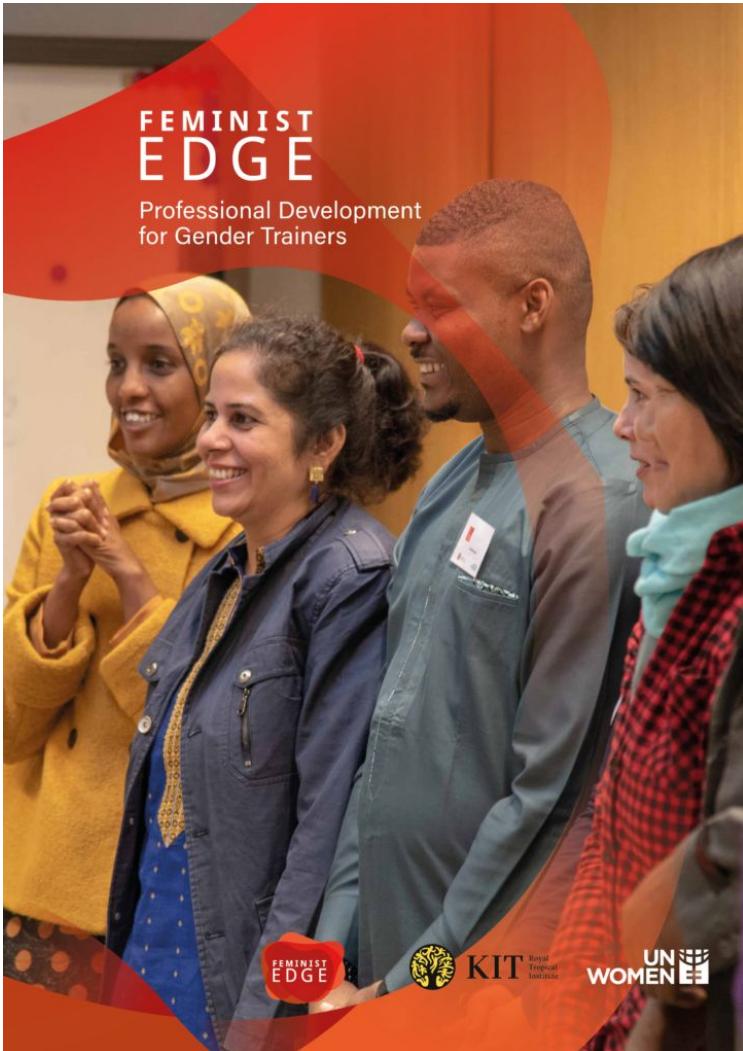
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**Episode Description**

In this episode, Ashanti Bentil-Dhue interviews Lucy Ferguson, a DEI practitioner and author who has been working for many years as a gender specialist and trainer, providing gender equality training to various organisations and individuals.



# Quality standards and professionalisation

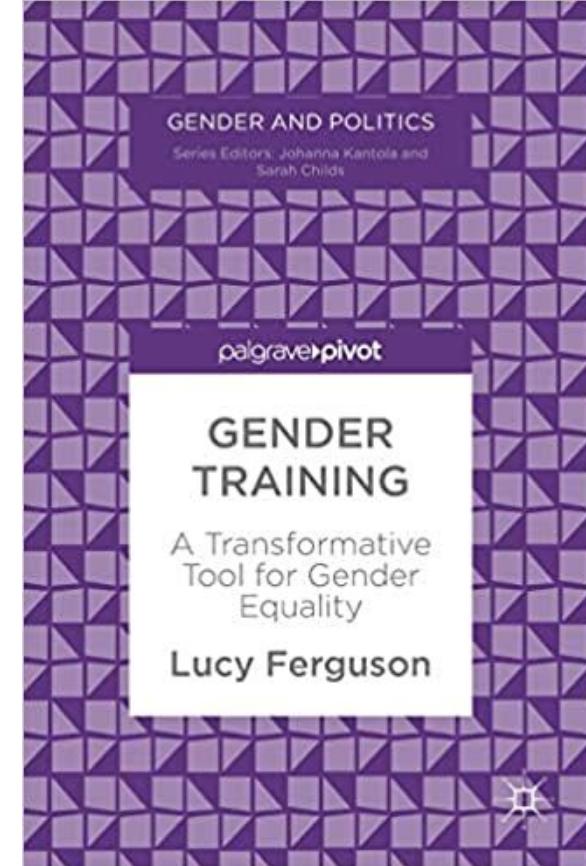


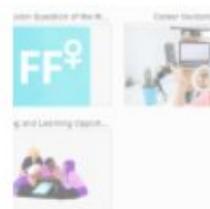
A screenshot of the UN Women Training Centre website. The header features the UN Women logo and the text 'TRAINING CENTRE'. The navigation menu includes 'Trainings', 'Communities', 'Resources', 'About Us', 'REGISTER', 'My courses', and 'English (en)'. A prominent orange banner in the center of the page reads 'GTCoP - Community of Practice Training for Gender Equality'. At the bottom, a navigation bar includes 'Home / Courses / COP / GTCOP\_Social'.



# Questions for reflection...

- Can only feminists be gender trainers?
- Could professionalisation processes serve to further entrench existing hierarchies of knowledge in which well-placed gender trainers become the 'custodians' of gender knowledge, embedded in the postcolonial politics of knowledge?
- How can professionalisation take into account the identity and location of trainers within intersecting hierarchies and deal with privilege?





# Fabulous Feminists Membership

The leading global membership network for gender specialists.

Membership benefits include:

- Monthly members-only career workshops
- Participation in an active, dynamic forum
- Enrolment in "Introduction to Gender Trainer" self-paced course
- Access to exclusive resources
- Discounts on Fabulous Feminists products and services
- 60-minute 1:1 career consultation with Lucy (annual membership)

Two packages available to reflect different incomes and levels of experience. Monthly and annual payment options. Annual payment option includes a career consultation session with Lucy.

[Become a Member](#)

# Practical Aspects

- Pricing document
- 





Gender Trainer  
Pathways - please  
complete your row  
in the table



Formal Evaluation -  
MUST START AT  
17.45 CET

# Next Steps

- Next week - finish your script and learning reflections, complete gender trainer pathways document
- From 7th July - certificates, poll for follow-up session (Autumn)
- Follow-up Session - share progress on objectives and action points, discuss experiences with training, try out new ideas/practices skills that still need work
- [Join Fabulous Feminists!](#)
- Please support us by commenting, reposting and posting about your experience - tag Lucy and FF!





See you soon!