

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

WORKING PAPER

GENDER-TRANSFORMATIVE EVALUATION OF TRAINING FOR GENDER EQUALITY

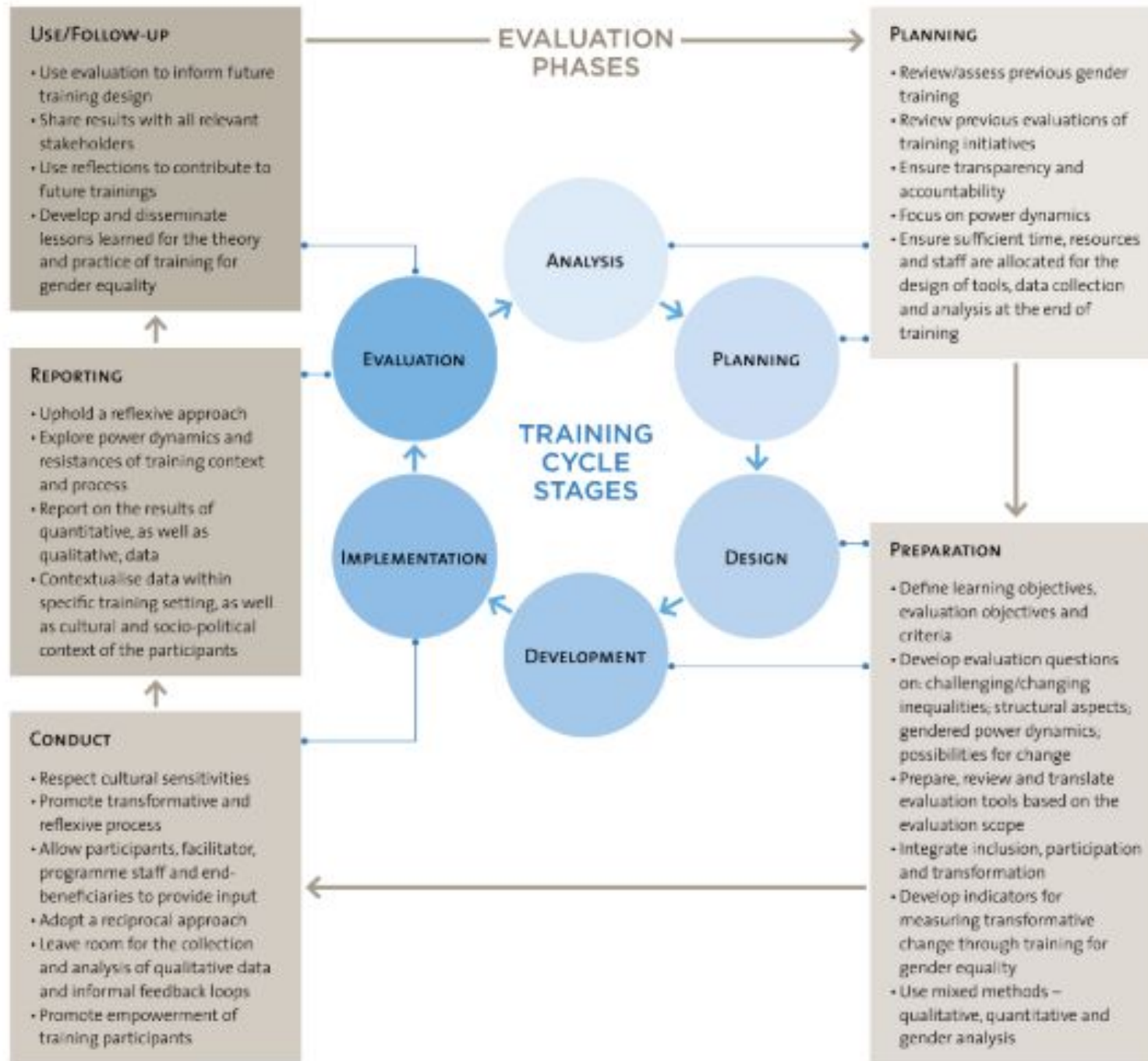


NOVEMBER 2019
UN WOMEN TRAINING CENTRE

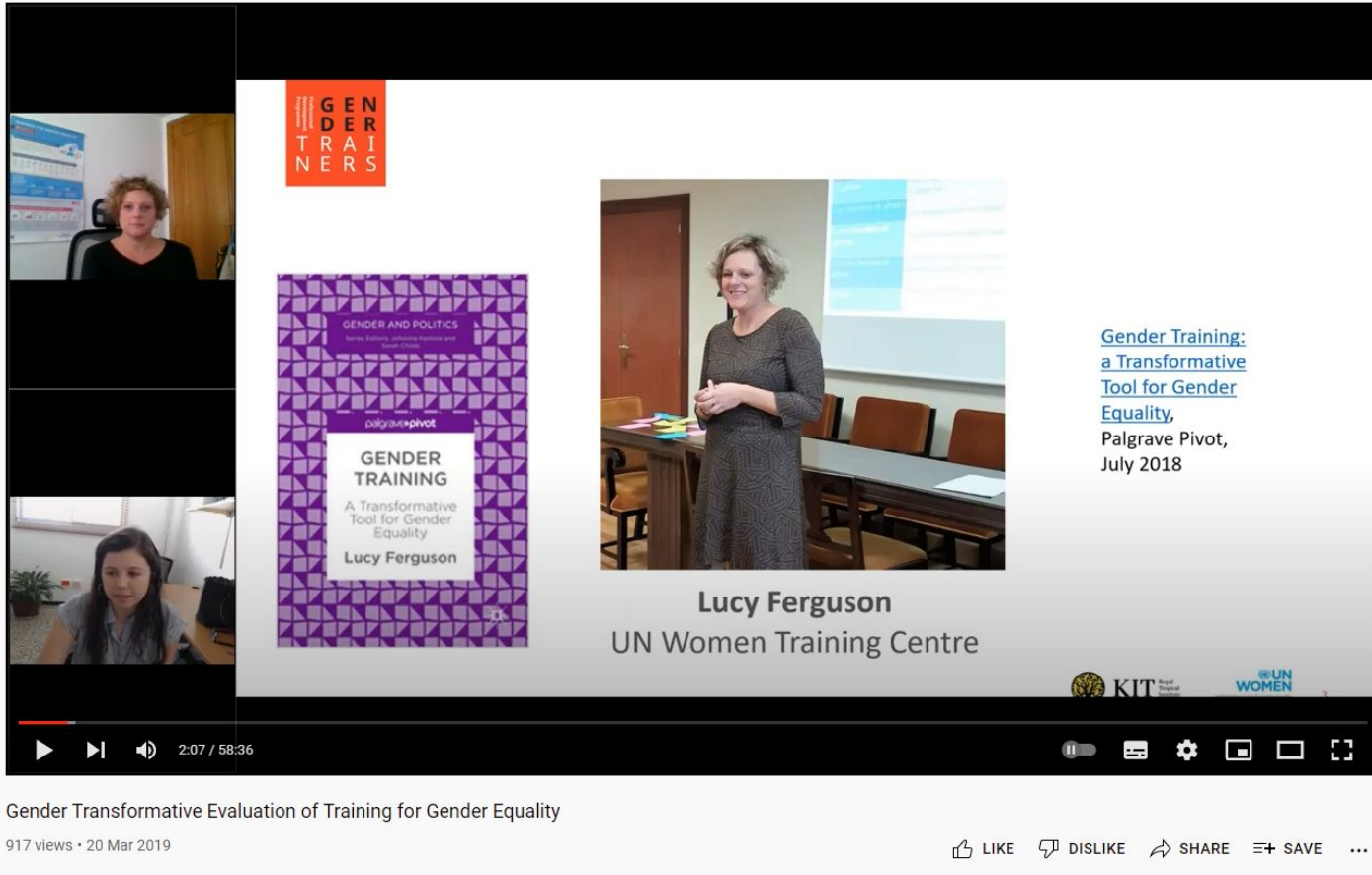


Gender-transformative Evaluation





Resources on Gender Transformative Evaluation

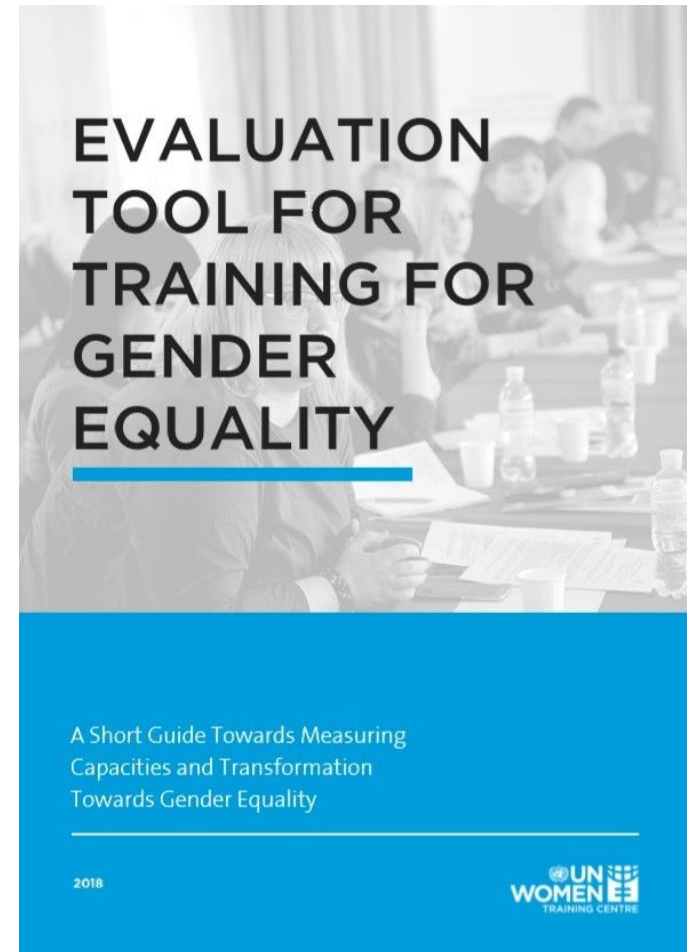


The video player shows a presentation by Lucy Ferguson from the UN Women Training Centre. The main content area displays the book cover for "Gender Training: A Transformative Tool for Gender Equality" by Lucy Ferguson, published by Palgrave Pivot. The cover is purple with a geometric pattern. To the right of the cover is a photo of Lucy Ferguson standing in a room. Text next to the photo reads: "Gender Training: a Transformative Tool for Gender Equality, Palgrave Pivot, July 2018". Below the photo, it says "Lucy Ferguson" and "UN Women Training Centre". The video player interface includes a video player with a progress bar at 2:07 / 58:36, and a bottom bar with like, dislike, share, and save buttons. The video title is "Gender Transformative Evaluation of Training for Gender Equality" and it has 917 views as of 20 Mar 2019.

Gender Transformative Evaluation of Training for Gender Equality

917 views • 20 Mar 2019

LIKE DISLIKE SHARE SAVE ...



WORKING PAPER

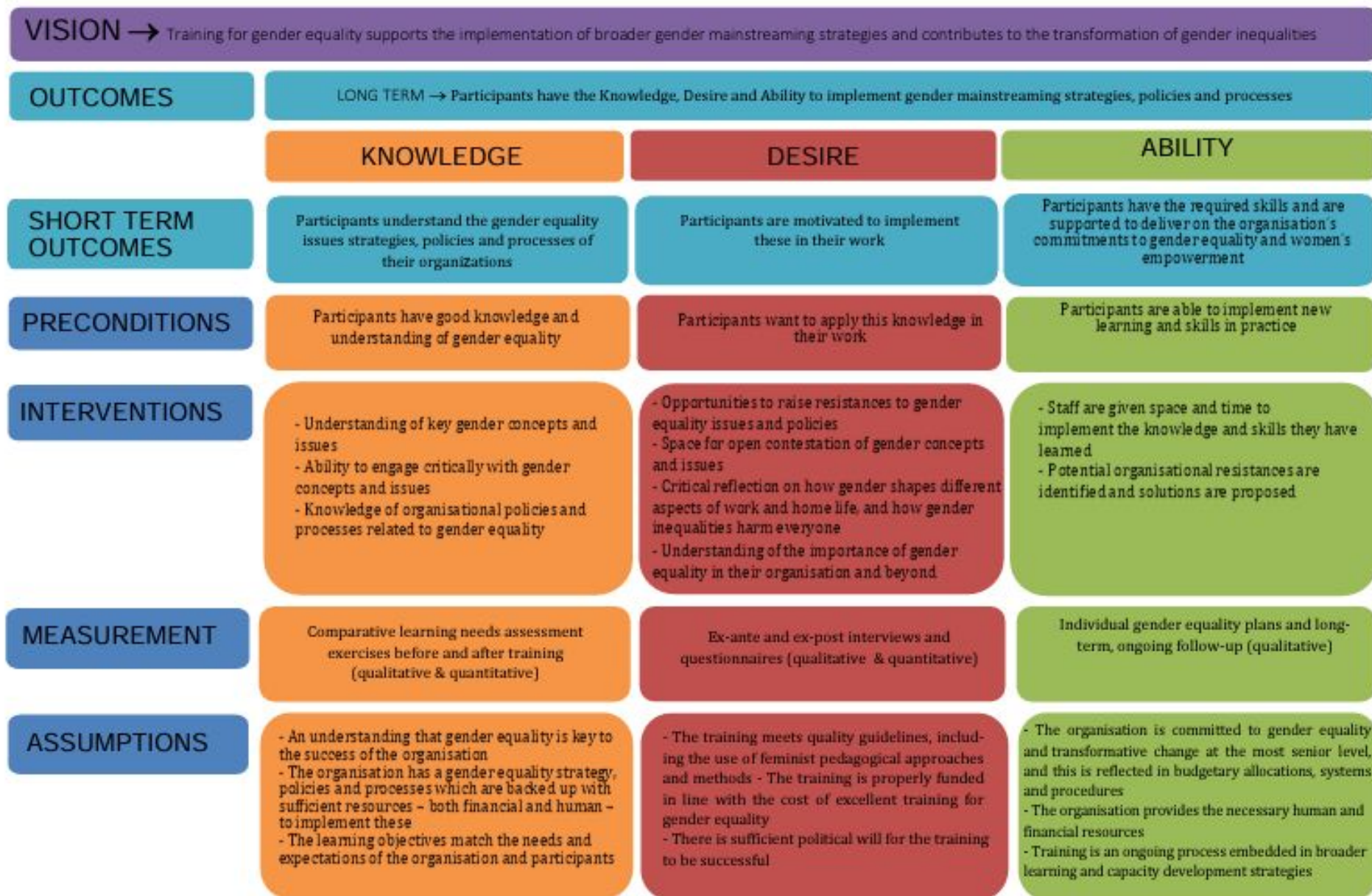
A THEORY OF CHANGE FOR TRAINING FOR GENDER EQUALITY



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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HEAD

**What new do you
learn today from
the workshop?**



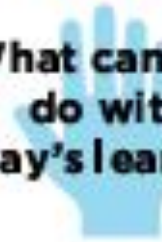
HEART

**How are you
feeling (related to
the workshop)?**



HAND

**What can you
do with
today's learning?**



WORKING PAPER

QUALITY IN TRAINING FOR GENDER EQUALITY



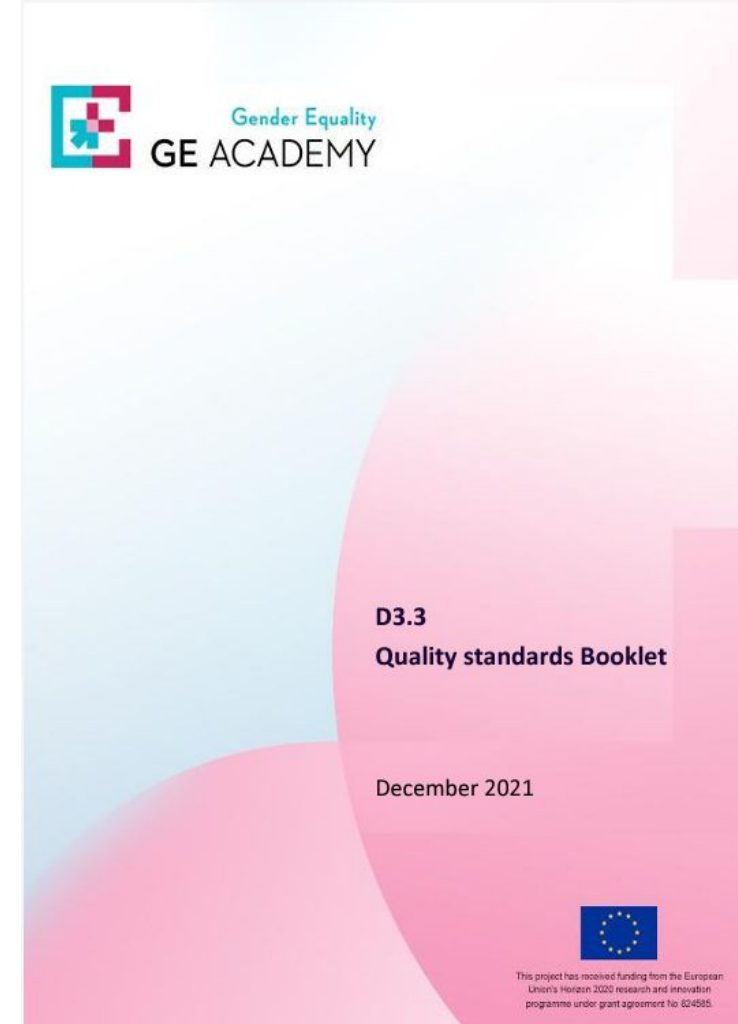
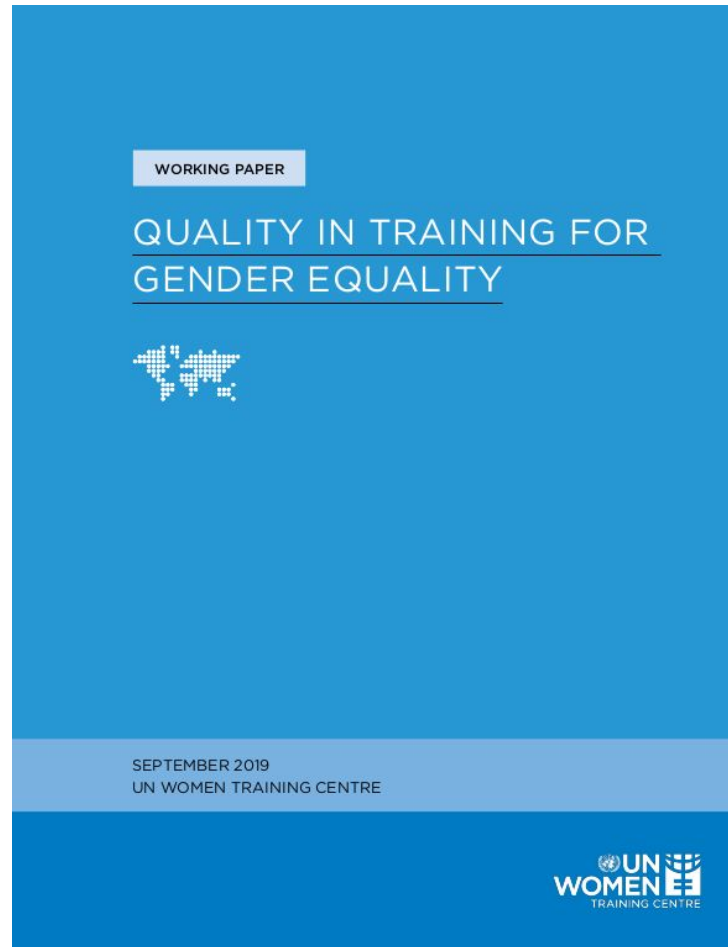
SEPTEMBER 2019
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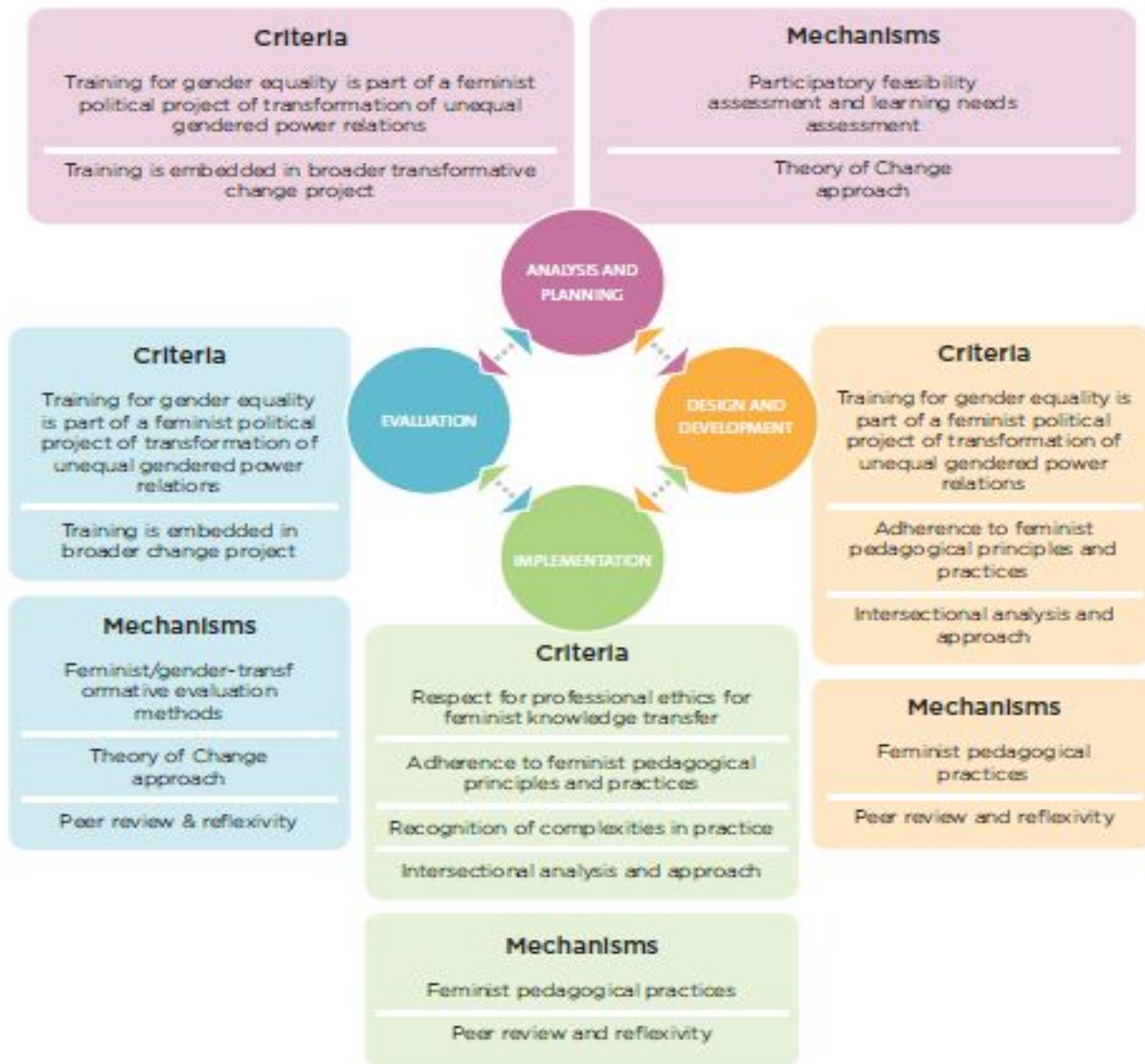


Quality standards and professionalisation



Quality standards and professionalisation






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



Quality standards and professionalisation



The image shows a podcast player interface for the episode "74. How to Become a Competent DEI Practitioner: { Lucy Ferguson }" from the podcast "Confessions of a DEI Pro". The player features a cover image of Lucy Ferguson, a woman with short blonde hair wearing a striped sweater. The interface includes navigation arrows, a play button, download, and share icons. The episode title is prominently displayed in white text on a dark purple background. Below the player, there is an "Episode Description" section.

CONFessions OF A DEI PRO PODCAST

Podcast Episode

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

Confessions of a DEI Pro

15 Jun · 38 min 27 sec

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.

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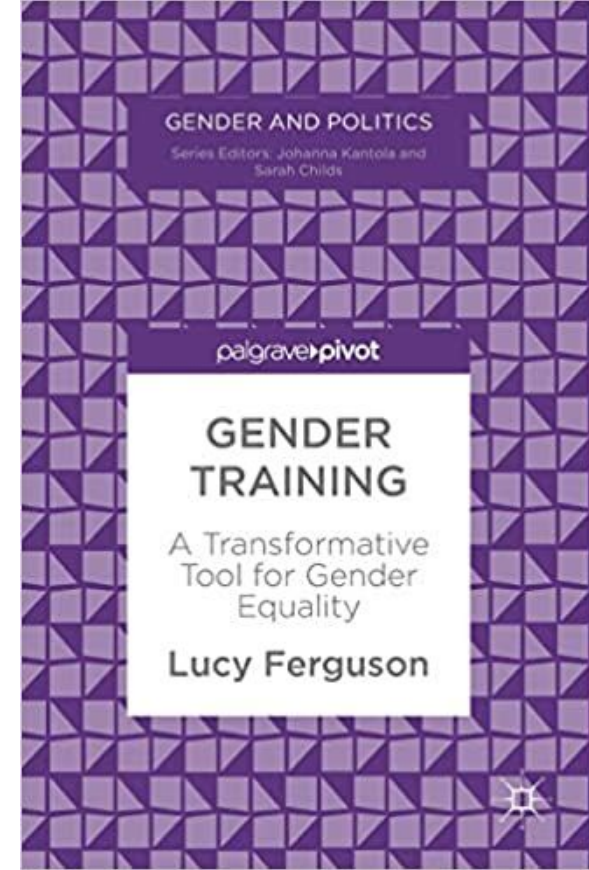


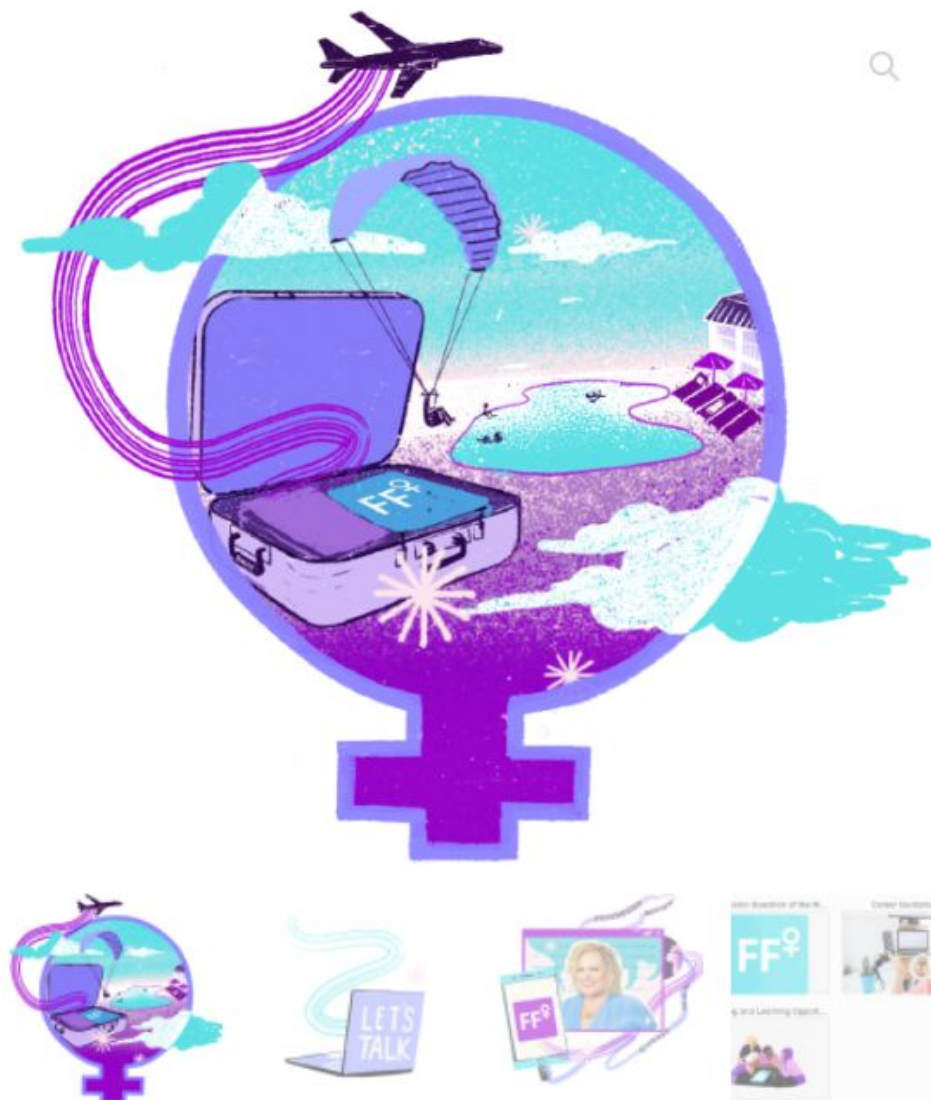
Quality standards and professionalisation



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!