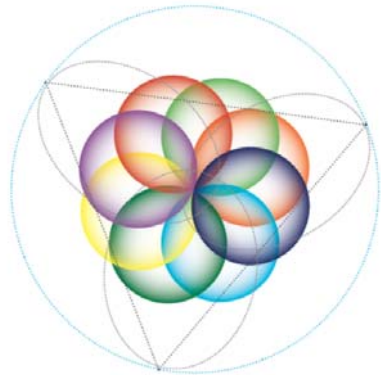


Inclusive Systemic Evaluation for Gender equality, Environments, and voices from the Margins



#ISE4GEMs

A Guidance for Evaluators

Introductions

Shravanti Reddy, Evaluation Specialist, Independent Evaluation Office, UN Women

- UN Women and other UN agencies for a decade, development experience in Africa and Asia
- Former co-Chair of the UNEG Taskforce on Human Rights & Gender Equality that developed guidance and lead for methodological development UN Women IEO

Anne Stephens, PhD, James Cook University

- Sociologist, critical systems thinking theorist, teacher and research manager, health/education evaluations for Northern Australian communities
- DFAT Endeavour Fellowship

Ellen Lewis, PhD, University of Hull Business School

- Global Organisation Development consultant, Latin American and the Caribbean
- Gender equality expert
- University of Hull Business School, Centre for Systems Studies Research Fellow





International Advisory Group

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- **Juha Uitto**, Independent Evaluation Office, Global Environment Facility, United States
- **Bob Williams**, Independent Evaluation and Systems Thinking Consultant, New Zealand



Gender equality is mainstreamed across **nine** targets addressing structural barriers to women rights.

Part A (Practitioner Theory)

Introduction: Concept and Purpose of the ISE Approach

Systems Thinking and Complexity

The GEMs Framework

The ISE approach: Gender equality, Environments, and voices from the Margins

Part B (Practitioner Approach)

Phase I: Evaluation Preparation and Design

Phase II: Data Collection

Phase III: Data Analysis and Interpretation

Phase IV: Knowledge Sharing and Capacity Building

Part A

Practitioner Theory

Systemic evaluation

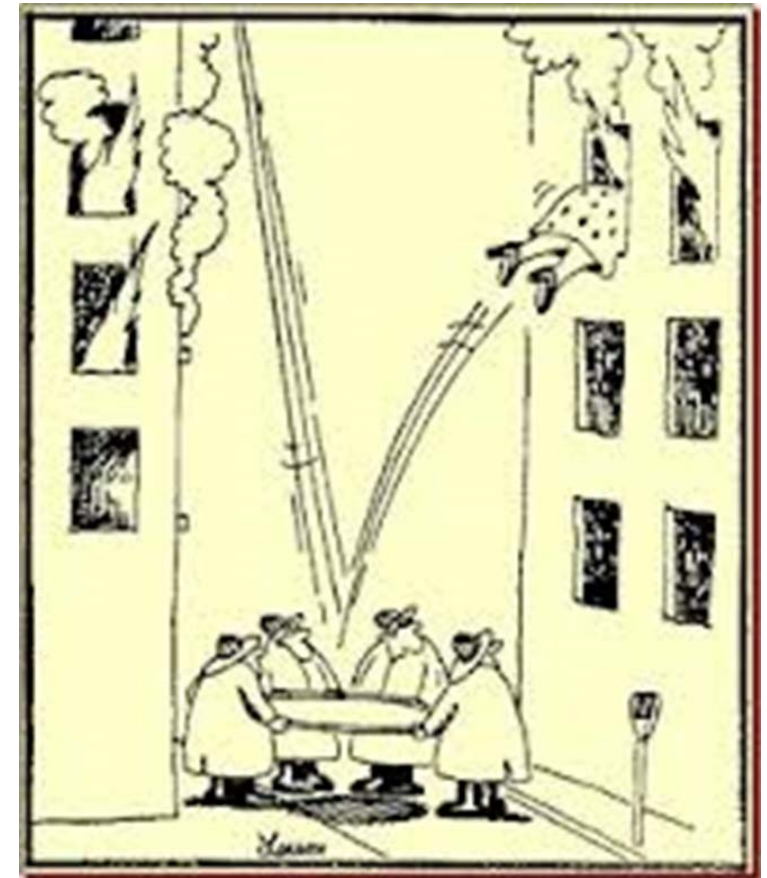
Systematic analysis implies a thorough, predictable, and controlled process which is essentially reproducible but may not consider all the interactive parts of the system and stakeholders.

Systemic analysis encourages a critical and holistic analysis of the opportunities, constraints, and relationships of parts within a system, analyzing the system as a whole.

Concept of TOC that is systemic

Boundary Analysis

Capturing emergence



Gender equality and equity

- Non-binary view of gender
- Gender-responsive evaluation: to reveal, describe and explain different impacts on men's, women's, boy's, girl's, intersex and transgendered people's lives

Environments

- Marginalized stakeholder
- Dual effects
- Material and cultural
- Human-made and natural

voices from the Margins

- Marginalized and silenced people of concern to an intervention
- Is not pre-defined and context-specific
- Elders, youth, LGBTQI, ethnic, religious groups, gender, ability, indigenous, migrant, refugee etc., people or things, i.e. ecological systems
- Acute and persistent disadvantage

Key elements:

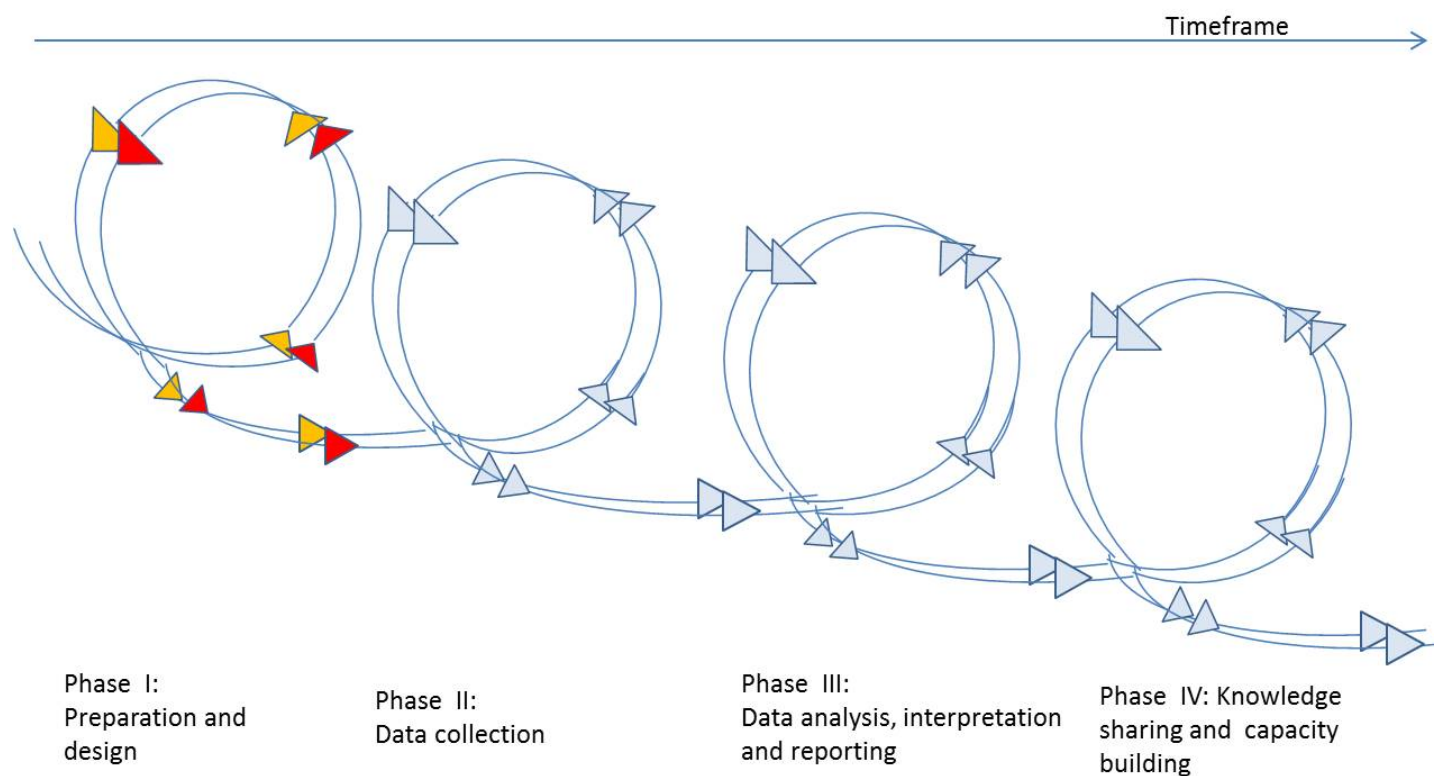
- Intersectionality
- EthicsParticipatory
- Validity and rigor
- Transdisciplinary mixed methods
- Capacity building and knowledge sharing
- Attributes and competencies
- The role of the evaluator as one of facilitator and mentor



Part B

Practitioner Approach

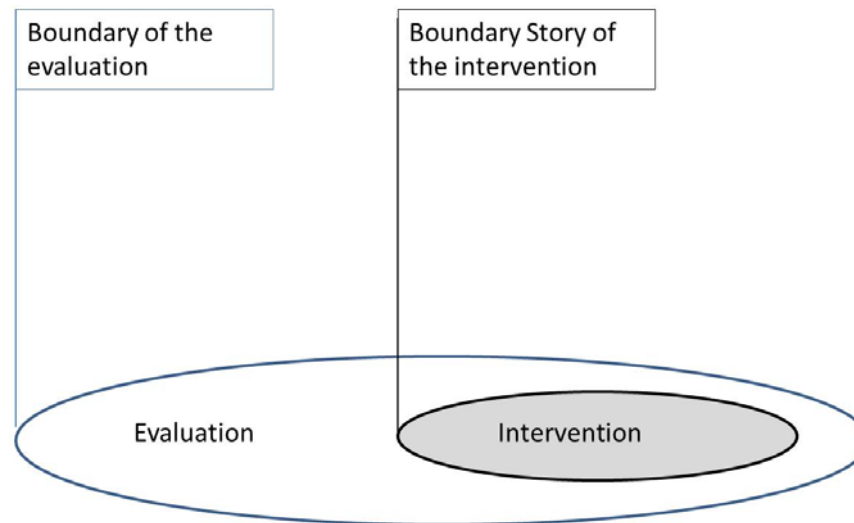
Part B – Practitioner Approach



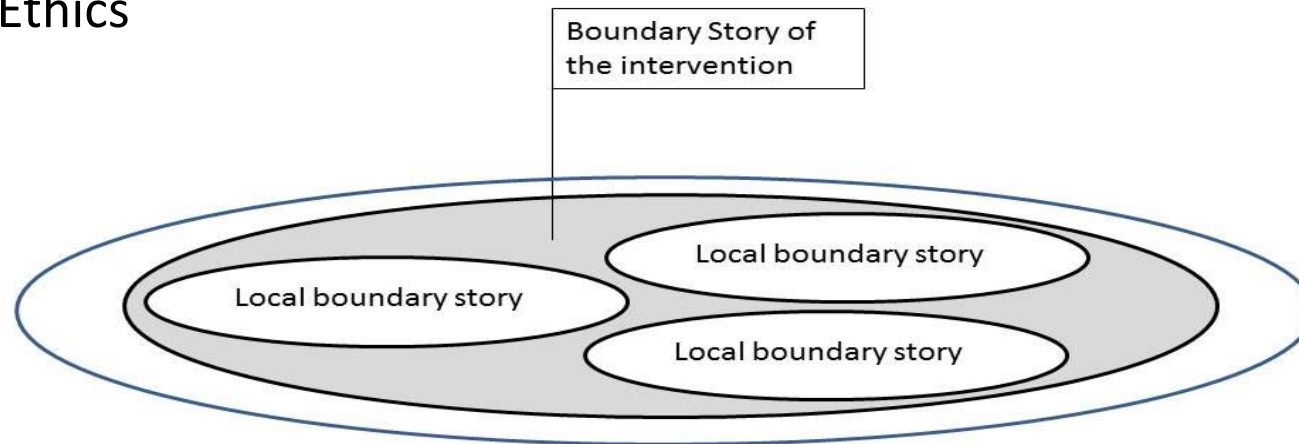
The 'plan, action, reflect' cyclical phases of Inclusive Systemic Evaluation

Chapter 5 -Planning and Design

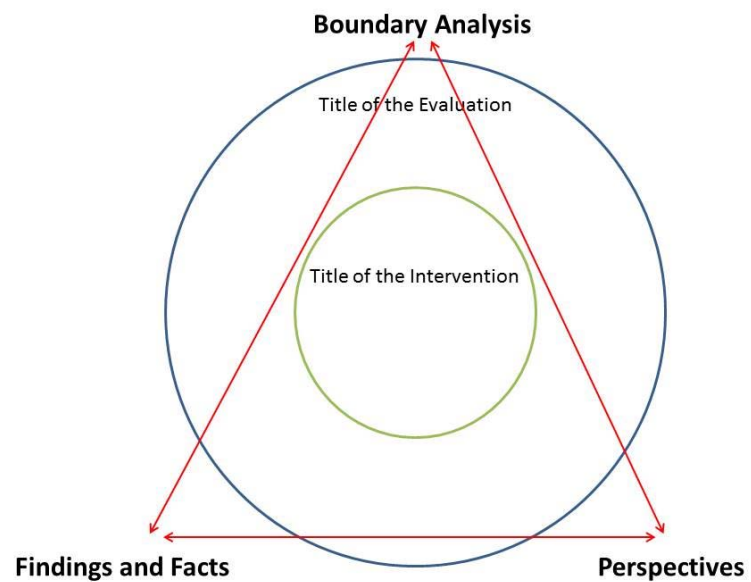
- First Boundary (Systematic): Build a Boundary Story of the Intervention
- Second Boundary (Systemic): The boundary of your evaluation



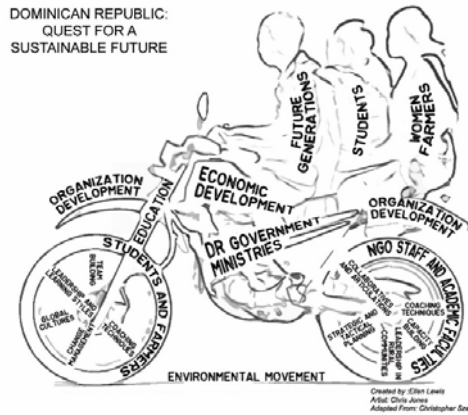
- Multiple boundary stories
- Transdisciplinary mixed methods
- Capturing and addressing emergent issues
- Ethics



- Systemic Triangulation



- Capacity development
- Communicating Results
- Knowledge sharing





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