

# GESI self-assessment tool (SAT) Towards Transformation in WASH

Global Orientation event



The Do No Harm pilot with Nacula community in Fiji (Habitat for Humanity Fiji). Photograph: Jose Mott, July 2019.



Working Towards  
Transformation in  
Inclusive WASH



# Acknowledgement of country

In the spirit of reconciliation we acknowledge the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay respects to their elders and leaders past, present and emerging, and extend that respect to all Aboriginal and Torres Strait Islander peoples today. We would also like to extend our respect to all First Nations peoples from the countries you are calling in from today.

# About us



Water for Women is supporting improved health, gender equality and wellbeing in Asian and Pacific communities through socially inclusive and sustainable water, sanitation and hygiene(WASH) projects.

Water for Women is partnering with 10 Civil Society Organisations (CSOs) to deliver 20 Projects in 15 Countries in South Asia, Southeast Asia and the Pacific. Over the course of the Fund, Water for Women aims to support an estimated 2.9 million people including the most marginalised within these communities.

Water for Women is the Australian Government's flagship WASH program and is being delivered as part of Australia's aid program, investing 118.9 Million over five years from 2018 to 2022.



The Sanitation Learning Hub aim to promote and facilitate timely, relevant and actionable learning and research in the sanitation and hygiene sector.

Our vision is that everyone realises their right to safely managed sanitation and hygiene – making sure no one is left behind in the drive to end open defecation for good.

# Mentimeter question

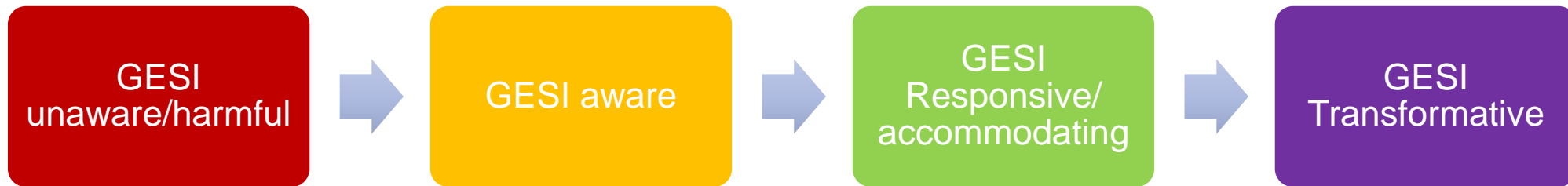
# Objectives

- Learn about the SAT: context, tool and process
- Hear from people who have undertaken and/or facilitated the SAT
- Reflect on how this tool would be useful to your project/organization, and how you would like to take it forward.

# Purpose of self-assessment

- **Self-monitoring and reflection tool** - opportunity for a conversation to reflect on current strengths and how to improve processes to better influence and drive positive change in GSI through the project and organisation.
- Opportunity to measure **progress towards transformative practice** and outcomes in the project and within the organisation - identify strategies to strengthen gender equality/diversity and social inclusion, consider strategies to make change, and highlight opportunities for improvement.

# The GESI Continuum



This approach has been informed by the Interagency Gender Working Group (2013): A Practical Guide to Managing and Conducting Gender Assessments in the Health Sector, CARE International (2016) Gender Marker and the Plan International (2012) Strategy on Gender Equality: 2012 to 2016 and WaterAid's (2018) Women's Empowerment and Gender Transformation Framework

## 3.5 years in the making...

- Development of SAT for Fund wide use in supporting partners to strengthen GESI reflective practice for their WASH projects and organisations
- Trialed with SNV Bhutan in 2019
- Cohort of South Asia SAT facilitators trained in Kathmandu in 2019
- Adapted to on-line delivery because of COVID
- Roll-out of SAT with Water for Women Fund partners from South Asia
- GESI Audit with Sanitation Learning Hub (SLH) in April-May 2021
- Co-launched with SLH at World Water Week 2021



# The SAT at a glance...

Who needs to be involved in the process?

- A Contact Point within your project/organisation/team to guide the process internally
- Staff and Managers from across your organisation/team/project (maximum 15 people)
- A facilitator, ideally someone external

How long does the process take?

- For implementing WASH agencies, four x 2 hour workshops, plus 2 hours individual preparation and 2 hours preparation in pairs
- For research and learning WASH organisations, three x 2 hour workshops, plus 2 hours individual preparation and 2 hours preparation in pairs

# The Process at a glance...

## Preparation

- Decide who will lead & participate
- Brief participants

## Evidence gathering

- Participants score using the tool
- Workshops
- Desk review & interviews (optional)

## Validation, reflection & planning

- Validate findings
- Plan actions to strengthen GESI

# The workshops

## Self-assessment process:

- Participants reflect on GESI **achievements** and **challenges** within their program and organisation and **rank** their collective understanding against each criterion.
- They are asked to **justify** and **provide examples** that support their ranking. This paves the way for richer conversation among different staff about their perceptions of what is working and what needs strengthening, and building consensus on an **agreed score**.
- The ranking of each criterion is averaged to produce a snapshot of progress **towards transformation** against each of the domains of change.

## Validation, reflection and planning:

- Identify 'Big Three' areas for improvement.

## Domains of change

1. **SYSTEMS STRENGTHENING.** Strengthened national and subnational WASH sector systems with greater emphasis on gender and social inclusion.
2. **LEAVE NO ONE BEHIND.** Increased equitable, universal access to and use of sustainable WASH services, particularly for marginalised community members.
3. **TRANSFORMATIVE CHANGE.** Strengthened gender equality and social inclusion in households, communities and institutions.
4. **KNOWLEDGE AND LEARNING.** Strengthened use of new evidence, innovation and practice in sustainable gender and inclusive WASH by other CSOs, national and international WASH sector actors.
5. **ORGANISATIONAL CULTURE AND PRACTICE.** Strengthened gender equality and social inclusion in the organisation (culture, policies, processes, systems).

## Criteria

- 7 criteria across the 5 domains (Implementing)
- 6 criteria across domains 4 and 5 (Research)

## Standards

0 = GESI unaware/ harmful

1 = GESI aware

2 = GESI accommodating/responsive

3 = GESI transformative

# DOMAIN 1. SYSTEM STRENGTHENING

Strengthened national and subnational WASH sector systems with greater emphasis on gender and social inclusion (GESI).

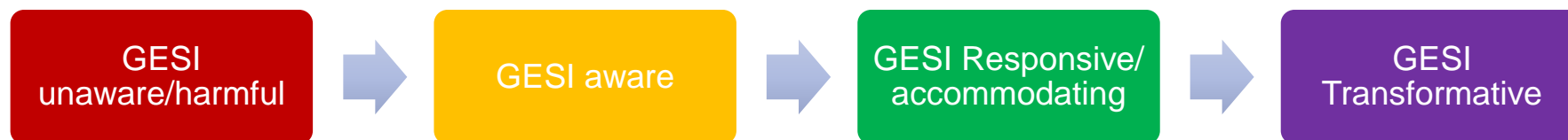
**Criteria 1.1** The program seeks to meaningfully engage with rights holder organisations for improved WASH and GESI outcomes.

**S0** The WASH project does not engage with rights holder organisations (RHOs) or engages in an adhoc way.

**S1** The program engages directly with RHOs to support their WASH work (eg. in communities and at WASH coordination meetings).

**S2** The program regularly works with RHOs and supports RHOs' participation in WASH coordination fora including providing some resourcing and/or capacity building support.

**S3** The program provides resourcing and/or capacity to support the RHOs' direct engagement with govt. and private sector to influence WASH issues/systems/decisions, and to advance the RHO's own rights agenda.



The background features a solid blue field on the left, transitioning into a large teal shape on the right. Within the teal shape, there is a smaller orange circle in the upper right corner.

**Now let's hear from South Asia partners...**

The background features a solid blue field on the left and a large teal shape on the right. Within the teal shape, there is a smaller orange circle in the upper right corner.

**And from the Sanitation Learning Hub...**



*"I like that we came up with action items, ranked them in a poll, and are now taking them forward to the next whole of team meeting. It makes it feel like we collectively take action."*

*"This tool helped me to realise the importance for going beyond from being sensitive within the organisation but also ensure other stakeholders are equally sensitised to create a conducive environment."*

*"It helped solidify some of the things that are important to do organisationally, and to raise good questions for us to think about in relation to how we balance our leadership on gender equality, with engagement on multiple other forms of inclusion."*





**Key takeaways, next steps and wrap-up**

# Mentimeter question

***The SAT – what can it mean for you?***

# Next steps

# Thank you

