

**Ambassadors for Change: Online Training Course on Gender  
Equality and Gender Mainstreaming  
for Council of Europe Gender Equality Rapporteurs**

**Monday 9<sup>th</sup> November, 2.00 pm - 5.30 pm**  
**Tuesday 10<sup>th</sup> November 2020, 9:30 am - 5:15 pm**  
**Connexion link: <https://bluejeans.com/950800306>**  
**Trainer : Dr. Patricia Muñoz Cabrera**

**Background**

Gender equality is one of the priorities of the Council of Europe, and essential in fulfilling its mission. The Council of Europe [Gender Equality Strategy 2018-2023](#) underlines the importance of achieving [gender mainstreaming](#) in all areas of the Council of Europe's policies and activities. [Gender Equality Rapporteurs \(GERs\)](#) are appointed among the members of the steering committees and other intergovernmental structures of the Council of Europe and play a key role in promoting gender mainstreaming in all policies and measures. The role of GERs is to provide impetus to the effective integration of a gender equality perspective in the work of their respective steering committee or monitoring body, thereby ensuring that gender mainstreaming progressively becomes an integral part of their work.

**Objective of the Training**

To enhance the analytical and operational capacity of Council of Europe GERs to mainstream gender equality, intersectionality and women's rights in their overall work.

**Expected outcomes**

At the end of the 1.5-day Training, participants will have:

- Acquired a clear and deeper overview of gender mainstreaming, gender equality and intersectionality-related concepts and policies.
- Acquired a set of gender mainstreaming tools and entry points to use in their different areas of work.
- Enhanced their understanding of the key role they play as Gender Equality Rapporteurs and developed compelling arguments to more effectively tackle resistance to gender equality.

**Target group**

Council of Europe Gender Equality Rapporteurs

**Council of Europe organising staff**

- Cécile Gréboval, Programme Manager, Gender Mainstreaming, Gender Equality Advisor, Gender Equality Division (Moderator of the training)
- Mervi Patosalmi, Gender Advisor, Kiev Office of the CoE (Moderator of the training)
- Evrydiki Tseliou, Administrative assistant, Gender Equality Division

**Training Materials**

- [Council of Europe Gender Equality Strategy 2018 – 2023](#):
- [Council of Europe Handbook for Gender Equality Rapporteurs](#)
- [Council of Europe Gender Equality Glossary](#), March 2016
- Hand-outs for training course – available online after the training

**Programme for DAY ONE: Monday, 9 November 2020 afternoon  
(14:00 - 17:30)**

14:00 – 14:30	<p><b>Welcome by Daniele Cangemi, Head of Department, Council of Europe Human Dignity and Gender Equality Department</b></p> <p>Introduction of trainer and supporting team from the Council of Europe. Roundtable of presentations where GERS introduce themselves. Explanation of the programme and the technical aspects related to the training (online platform work)</p>
14:30 – 15:00	<p><b>Icebreaker: Elevator Pitch - task-sheet #1</b></p> <p><b>Objective:</b> to enable participants to introduce themselves and get to know the others. To enable them to develop convincing entry points/arguments for gender equality in their work.</p> <p><b>Description:</b> Interactive advocacy exercise on the rationale for gender equality, followed by Interactive PPT by Trainer: entry points on why gender equality and intersectionality matter to the CoE, especially in Covid times.</p>
15:00 – 15:45	<p><b>MODULE ONE: Building common ground as GERS:</b> Clarifying/enhancing knowledge of key gender equality concepts and recommendations</p> <p><b>Description:</b> Interactive PPT presentation on concepts with concrete examples to show why these concepts matter to the work of the CoE and their added value. Participants will be invited to share their experiences in working with them (successes &amp; obstacles).</p>
<b>15:45– 16:00</b>	<b>Virtual coffee-tea break</b>
16:00-16:30	Quiz on facts and figures relevant to gender equality
16:30 - 17:20	<p><b>MODULE TWO: “Ambassadors for Change”: the key role of GERS, and what the Coe recommends with concrete examples and good to know entry points</b></p> <p><b>Description and Methodology:</b> Interactive PPT by Trainer in Plenary, followed by collective discussions. No breakout groups; no task-sheet</p>
17:20 - 17: 30	Collective exercise: highlights of the day; short wrap up by Trainer and review of Programme for Day Two

## Programme for DAY TWO: Tuesday 10 November 2020 (09:30-17.15)

09:30 – 09: 40	Welcome, Recap from previous day and programme for the morning
09:40 – 10:25	<b>MODULE THREE: Leading by Example: using gender-sensitive communication (language, images, events), followed by a CoE video and recommendations</b> Facilitator: Cécile Gréboval
10:25 – 10:40	<b>Virtual coffee-tea break</b>
10:40 – 11:40	<b>MODULE FOUR: Walking the Talk: CoE Policy/Strategies to advocate for gender equality and women’s rights into your work + dealing with resistances</b> <b>Task-sheet #2</b> <b>Objectives:</b> <ol style="list-style-type: none"> <li>1. To review CoE ‘s gender mainstreaming policy and strategy</li> <li>2. To learn about concrete strategies to integrate gender equality and women’s rights in the respective areas of work of GERs.</li> <li>3. To develop key arguments for enhanced influence at GER’s level</li> <li>4. To learn how to deal with resistances effectively</li> </ol>
11:40 – 12:00	<b>Virtual tea/coffee break</b>
12:00 - 13: 00	<b>MODULE FIVE: sharing good practices/lessons learnt in mainstreaming gender equality in your work</b> <b>Description:</b> This will be a collective knowledge-building session where participants will share their good practices/challenges encountered in mainstreaming gender equality in their respective topics/committees. <b>Methodology:</b> <ul style="list-style-type: none"> <li>- 2 participants will present examples of activities where they have attempted to integrate gender equality issues (5 minutes each).</li> <li>- Presentations and plenary discussions will be structured around the following questions: a) what has worked? b) what has not? c) where are the obstacles? d) where are the opportunities for contributing to transformative gender change?</li> </ul> <b>Methodology:</b> 1) PPT in Plenary by Trainer; 2) followed by 2 presentations from participants and collective discussion/questions; 3) Three break out groups; 4) Plenary session where group Rapporteurs present the conclusions of discussions based on the 4 key questions.
13:00 – 14:30	<b>Lunch break</b>
14:30 – 14: 35	Energiser: You tube video and quick chat to exchange views and arguments
14: 35 – 15:35	<b>MODULE SIX: how to do a gender/intersectional scan of our documents –</b> <b>Task-sheet #3</b> <b>Description:</b> Participants will use one of their key documents and use Task-sheet #3 (Checklist) to do gender sensitive/intersectional analysis of that document. One document per break out group. <b>Methodology:</b> no PPT here. Break out groups read the document, select some of the sections and answer 3 of the 9 questions in Check list (30 minutes) Rapporteurs share results in plenary (10 min.)
15:35 - 16:00	<b>Tea/coffee break</b>
16:00 - 17: 00	<b>MODULE SEVEN: Design your “Gender Mainstreaming Roadmap” to put your Committee/team in action</b> Starting from the identification of the main gender mainstreaming needs of the members of your Committee/team, explain <ol style="list-style-type: none"> <li>A) which key gender mainstreaming action do you intend to take forward and why?</li> <li>B) what would be the expected outcome (gender and intersectionally sensitive result?)</li> <li>C) who would be your targets or allies?</li> <li>D) which tool would you use? (for example: an outreach initiative; a quiz/short video/ questionnaire.; a preliminary draft for a public event, a commentary on a Policy, etc. Explain</li> </ol>
17: 00 – 17:15	<b>Oral Collective Evaluation session and closure by Cécile Gréboval, Gender Equality Division</b>