

# GRI THEORY OF CHANGE

**Gender relations are transformed in participants' communities**



*Impact*

*Long term outcomes*

**LTO1:**  
Participants relate to all people equally and with compassion

**LTO2:** In their daily lives, participants actively transform the way they relate to other genders

**LTO3:** Participants' personal, professional and intimate relationships have greater authenticity, integrity and accountability

**LTO4:** Participants confront and address dysfunctional gender relations in their own lives and in society

**OO:** Participants experience belonging to a community in which men and women collaborate equally, with understanding and trust

*Medium term outcomes*

**MTO1:** Participants develop empathy for themselves and others

**MTO2:** Participants' mind-sets regarding gender stereotypes and identities are transformed

**MTO3:** Participants are more aware of gender dynamics in their personal lives and in

**MTO4:** Participants aspire to play an active role in transforming gender relations

**MTO5:** Participants feel less burdened from their past gender-related trauma

**MTO6:** Participants believe that gender transformation can be achieved in their personal lives and in society

*Short term outcomes*

**STO1:** Participants gain an understanding of patriarchy and systemic gender injustice and how it affects them and others

**STO2:** Participants gain constructive and empathic communication and listening skills

**STO3:** Participants are empowered to express sensitive issues regarding gender and sexuality

**STO4:** Participants realise that their trauma resulting from gender injustice is valid

## GRI THEORY OF ACTION



**The following activities are implemented to realise the above outcomes:**

- Three-day Introductory Gender Reconciliation Workshop
- Gender Reconciliation International Training Programme
- Post-workshop follow-up sessions
- Online community (via Facebook and email)
- Self Organising Ubuntu Learning (SOUL) groups (these are follow-ups that are organised and run by participants independently of the facilitators and GRI staff)

## INDICATORS

<b>Outcome</b>	<b>Indicator 1</b>	<b>Indicator 2</b>
<b>STO1:</b> Participants gain an understanding of patriarchy and systemic gender injustice and how it affects them and others	<b>STO1a:</b> % of participants who report an increase in their understanding of systemic gender justice and how it affects them and others	<b>STO1b:</b> Examples of understanding gained regarding patriarchy and systemic gender injustice and how it affects them and others
<b>STO2:</b> Participants gain constructive and empathic communication and listening skills	<b>STO2a:</b> % of participants who report an increase in constructive and empathic communication and listening skills	<b>STO2b:</b> Examples of constructive and empathic communication and listening skills
<b>STO3:</b> Participants are empowered to express sensitive issues regarding gender and sexuality	<b>STO3a:</b> % of participants who report an increased sense of empowerment to express sensitive issues regarding gender and sexuality	<b>STO3b:</b> Examples of feeling able to express sensitive issues regarding gender and sexuality
<b>STO4:</b> Participants realise that their trauma resulting from gender injustice is valid	<b>STO4a:</b> % of participants who report an increased sense that their trauma resulting from gender injustice is valid	<b>STO4b:</b> Examples of realisations from participants that their trauma resulting from gender justice is valid
<b>OO:</b> Participants experience belonging to a community in which men and women collaborate equally, with understanding and trust	<b>OOa:</b> % of participants who report an increased sense of belonging to a community in which men and women collaborate equally, with understanding and trust	<b>OOb:</b> Examples of experiences of belonging to a community in which men and women collaborate equally, with understanding and trust
<b>MTO1:</b> Participants develop empathy for themselves and others	<b>MTO1a:</b> % of participants who report an increase in empathy for themselves and others	<b>MTO1b:</b> Examples of empathy for themselves and others
<b>MTO2:</b> Participants' mind-sets regarding gender stereotypes and identities are transformed	<b>MTO2a:</b> % of participants who report an improved mind-set regarding gender stereotypes and identities	<b>MTO2b:</b> Examples of transformed mind-sets regarding gender stereotypes and identities
<b>MTO3:</b> Participants are more aware of gender dynamics in their personal lives and in society	<b>MTO3a:</b> % of participants who report increased awareness of gender dynamics in their personal lives and in society	<b>MTO3b:</b> Examples of increased awareness of gender dynamics in participants' personal lives and in society
<b>MTO4:</b> Participants aspire to play an active role in transforming gender relations	<b>MTO4a:</b> % of participants who report an increase in aspiring to play an active role in transforming gender relations	<b>MTO4b:</b> Examples of aspirations to play an active role in transforming gender relations

<b>MTO5:</b> Participants feel less burdened from their past gender-related trauma	<b>MTO5a:</b> % of participants who report feeling less burdened by past gender-related trauma	<b>MTO5b:</b> Examples of feeling less burdened by past gender-related trauma
<b>MTO6:</b> Participants believe that gender transformation can be achieved in their personal lives and in society	<b>MTO6a:</b> % of participants who report an increased belief that gender transformation can be achieved in their personal lives and in society	<b>MTO6b:</b> Examples of increased belief that gender transformation can be achieved in their personal lives and in society
<b>LTO1:</b> Participants relate to all people equally and with compassion	<b>LTO1a:</b> % of participants who report an increase in relating to all people equally and with compassion	<b>LTO1b:</b> Examples of participants relating to all people equally and with compassion
<b>LTO2:</b> In their daily lives, participants actively transform the way they relate to other genders	<b>LTO2a:</b> % of participants who report an increase in actively transforming the way they relate to other genders, in their daily lives	<b>LTO2b:</b> Examples of transformation in the way participants relate to other genders in their daily lives
<b>LTO3:</b> Participants' personal, professional and intimate relationships have greater authenticity, integrity and accountability	<b>LTO3a:</b> % of participants who report improved authenticity, integrity and accountability in personal, professional and intimate relationships	<b>LTO3b:</b> Examples of improved authenticity, integrity and accountability in personal, professional and intimate relationships
<b>LTO4:</b> Participants confront and address dysfunctional gender relations in their own lives and in society	<b>LTO4a:</b> % of participants who report an increase in confronting and addressing dysfunctional gender relations in their own lives and in society	<b>LTO4b:</b> Examples of confronting and addressing dysfunctional gender relations in participants' own lives and in society

## TOOLS

1. Participant post-workshop questionnaire: some process questions, some quantitative data and MSC story collection
2. Facilitator debrief reflection notes
3. MSC story collection at various points
4. MSC selection process at various points