

AWP Workshop April 20, 2010
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Dual Agenda Approach

- Gender inequities are not about individual women and men but are rooted in workplace practices and norms that appear natural and neutral
- Programs and policies that focus on women fix the symptoms not the causes
- Dual agenda pilot projects involve challenging practice at multiple levels in order to achieve greater equity and effectiveness

Individual: Use gender lens to analyze individual situations.

What is my problem?

What does gender have to do with it?

What strategies can I use?

Name: “change the narrative” from individual to systemic; link to effectiveness goals;

Norm: Challenge/question ineffective, out of date, or dysfunctional norms

Negotiate: What power do you have? What do you need to ask for?

Network: Find “thinking partner’s”; advocate for others

Systemic: Use a gender lens to analyze and challenge work practices.

Diagnose: interviews, discussion groups, seminars, workshops

Identify key cultural patterns and their consequences for equity and effectiveness (dual agenda)

Design “dual agenda pilot projects” Collective, emergent process of designing and implementing small wins changes

Define outcomes and metrics: Two types of metrics, equity *and* work effectiveness

Implement: On-going inquiry, refinement, inclusion