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Have worksheets for data collection and analysis?

As we develop the TAAP methodology for collecting and analyzing data we are hoping to gain from your experience and materials. If you have developed a resource (worksheet, portal, etc.) for collecting and organizing data, can you please share? This might include using domains of analysis to organize key questions, track sources of information and areas for further inquiry and to present data (identity-based constraints and opportunities) so that it can be used for analysis and design. If you have worksheets to share, send to jennifer.collins-foley@worldlearning.org.

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NDI's 'Everyday Equality Indicators': A Bottom-Up Approach to Assessing Empowerment

Over the last year, the [Gender, Women and Democracy team at the National Democratic Institute \(NDI\)](#) has been conceptualizing a bottom-up approach to assessing women's equality and empowerment – The Everyday Equality Indicators (EEIs) program.

The genesis of this approach was inspired by Roger MacGinty and Pamina Firchow's work on '[Everyday Peace Indicators](#)'. Leaning heavily on Naila Kabeer's definition of empowerment as "the expansion in people's ability to make strategic choices in a context where this ability was previously denied to them", the ambition for the full EEI program is based on a three-phase political empowerment intervention. Phase 1, would involve a grassroots participatory assessment process by which women would devise their own indicators of equality and empowerment; phase 2, would be to support those women's advocacy or policy action to address their lived experience of disempowerment; and phase 3, would include a process to measure any change in the women's ability or capability to engage in the decisions that affect their lives. The heavy-lifting in developing this approach is, of course, in Phase 1, which delivers the methodology for developing the indicators of equality and empowerment with the women in their communities, using those indicators to establish a baseline of data, and then measuring changes in empowerment.

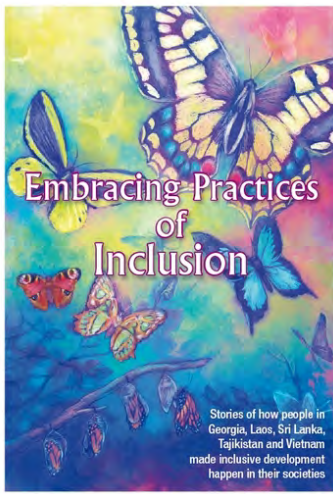
The EEIs are about supplementing and complementing existing national-levels of research and data not replacing it, but NDI's piloting so far, suggests a number of clear benefits to working this way. The EEI approach values local experience and knowledge; through it we can achieve a better understanding of community-level experiences and definitions of equality and women's political empowerment; the qualitative data illuminates compounding issues; and the process of providing a safe-space for women and men (separately) to discuss the issues of equality and empowerment, is in itself empowering.

The NDI team was fortunate to be able to work with graduate students from George Washington's Elliot School Capstone Program to get the research and design work this far, and will be taking stock over the next few months for next steps. Sandra Pepera, Director of NDI's Gender Women and Democracy program notes that, "There are still a number of issues to iron out: for example, can this kind of data which reveals layers and complexities, inform stronger campaigns for change? Is it in fact important to be able to aggregate up to a national level from what are deliberately very localized and community-based perceptions of equality and empowerment?" We congratulate NDI on this exciting initiative and look forward to seeing where it goes!

Photo: GWU students and NDI staff member conducting EEI assessment in Morocco.

Inclusion Resources: Staff Picks

[Embracing Practices of Inclusion](#). Stories of how people



in Georgia, Laos, Sri Lanka, Tajikistan and Vietnam made inclusive development happen in their societies. This book of case studies and grounded theory was written by community leaders, local authority staff and NGO practitioners from five countries, all involved in 3 Dutch NGO's Transition in the East Alliance program, over five years. It contains significant experiences and lessons about the practice of inclusive development for a wide range of excluded or marginalized groups, useful for policy-makers, program designers, local authorities, development practitioners and community leaders alike.

Book Cover: Embracing Practices of Inclusion.



[Valuing Transgender Applicants & Employees: A Best Practice Guide for Employers](#). This new resource from the Washington, DC Office of Human Rights in partnership with the National LGBTQ Task Force is a first-of-its-kind resource to help eliminate workplace discrimination against transgender and gender non-conforming people.

Guide Cover: Valuing Transgender Applicants & Employees: A Best Practices Guide for Employers



Got Inclusion?

We want to hear from you! Please share your inclusion activities, success stories, upcoming events, and intriguing resources. Send to TAAP@worldlearning.org.

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