



Annex: A preliminary list of GESI tools for mainstreaming and the achievement of GESI objectives

This annex offers detail of 6 GESI tools for mainstreaming and for the achievement of GESI objectives into work with and by partners, grantees and STAR itself. The tools will be developed in the implementation stage of the programme.

1. Check list for review of grant call proposals and other proposed STAR programs

The STAR 1 checklist for grant review, scoring and approval will be refreshed. Updates will be in line with the GESI strategy including its: (i) focus on social inclusion as well as gender equality; (ii) the achievement of GESI objectives in addition to mainstreaming and; (iii) 3 C's and 2 L's programming.

2. Progress markers for assessing implementation progress (grants)

This tool (based on the tool developed for the ACT 2 project running in Tanzania) will help STAR 2 assess grant partner entry point and progress as regards GESI. Any call focusing on GESI would expect grantees to enter at at least level 2. There would be an expectation that grant partners would work to improve over time.

Level 0 – don't want to see	Level 1 – threshold level	Level 2: Expect to see	Level 3: Would like to see	Level 4: Potentially Transformative	Level 5: Transformative
People					
Process					
Tools					
Proposals					

3. Guidelines for grantees

A checklist of important issues that grant partners should consider when mainstreaming GESI into various activities. [Text below gives example of content and will be developed with links to further guidance and where STAR / local partner are able to provide further advice].

Activity	Aim	GESI mainstreaming options	Timeline
Internal mainstreaming EXAMPLE TEXT			
People	Staff at all levels are committed to GESI goals. Staff employed from socially excluded communities.	<ul style="list-style-type: none"> Commitment to GESI is included in job descriptions and staff performance assessments. Working conditions are inclusive. 	
	Staff are equipped to pursue GESI goals or know who can help them	<ul style="list-style-type: none"> Staff development programmes and tools made available to staff 	
	Staff have space to reflect on what GESI means in their professional and personal lives	<ul style="list-style-type: none"> Create space for staff's personal reflection in groups and individually. 	
Leadership	Senior staff, board members and advisory group members are committed to GESI goals.	<ul style="list-style-type: none"> Commitment to GESI is included in job/position descriptions. MoUs/TOR include explicit reference to GESI 	
	Senior staff and board members are accountable to staff and GESI constituency	<ul style="list-style-type: none"> Mechanism enables staff and programme constituents to get the information they need and provide input and feedback on organisation's plans and actions. 	
Policies and processes	Policies and processes support GESI goals	<ul style="list-style-type: none"> Refresh/revise policies, systems and structures (operations manual, programme management manual, etc.) 	
M&E	M&E system captures progress on institutionalising GESI	<ul style="list-style-type: none"> An M&E system that captures the institutionalisation of an approach to addressing gender and social inclusion. 	
Projects (all calls)			
Design	Project proposal is informed by gender and social inclusion perspectives	<ul style="list-style-type: none"> Proposal informed by gender and social inclusion analysis and available evidence GESI issues / dimensions clearly stated Socially excluded groups that are considered/ contribute / benefit are identified 	

		<ul style="list-style-type: none"> Expected implications/ contribution to increasing gender equality and reducing social exclusion stated 	
Implementation	Execution of the project considers GESI and engages women, girls and other excluded groups for their contribution and benefit	<ul style="list-style-type: none"> Disaggregated GESI data / data which captures multiple discriminations collected. Targeted GESI groups are engaged – consulted, mobilised etc. 	
Communications	Communications – documentation and media profiles its contribution to “ the no one left behind” branding of STAR	<ul style="list-style-type: none"> GESI is profiled as a standard consideration in all documentation and communications 	
M&E	M&E indicators capture progress on mainstreaming GESI / achieving GESI objectives.	<ul style="list-style-type: none"> Disaggregated data / data which captures multiple discriminations is collected, informing findings and interpretation of outcomes and impact. 	
Partners			
Type of partners	Partners have demonstrated commitment to / are willing to shift practice in line with a gender and social justice orientation.	<ul style="list-style-type: none"> Commitment to GESI evident in partner screening and selection. 	
Relationship with partners	Interaction/interventions support GESI considerations/objectives	<ul style="list-style-type: none"> GESI commitment / capacity strengthened and supported in all stages of project cycle MOU includes mechanisms holding partners accountable for GESI commitments 	
M&E	Partners include GESI in their indicators, data, and analysis of findings, outcomes and impact.	<ul style="list-style-type: none"> MOUs include commitment to GESI in capturing project progress, results and learning 	

4. M&E tool

Our current GESI strategy includes indicators, this will be developed in-line with the main STAR M&E plan. Guidance will be provided for STAR and partners on monitoring and evaluating progress on GESI.

5. Checklist for design and planning of 3 C's and 2 L's approach

This tool will be developed at the 3Cs and 2Ls approach is developed and will aid STAR Ghana and our partners to integrate a GESI perspective into the core of this work. It will guide design and initial assessment of any initiative undertaken.

Activity	Aim	GESI options	Timeline
Catalysing			
Coordinating			
Convening			
Learning			
Leadership			

6. Progress markers for assessing the implementation and delivery of the 3 C's and 2 L's approach

This tool will also be developed at the 3Cs and 2Ls approach is developed and will aid STAR and partners assess progress on integrating a GESI perspective into the core of this work.

Level 0 – don't want to see	Level 1 – threshold level	Level 2: Expect to see	Level 3: Would like to see	Level 4: Potentially Transformative	Level 5: Transformative
Catalysing					
Coordinating					
Convening					
Learning					
Leadership					