



Title of Capacity Development Workshop:	Tackling inequalities through inclusive approaches in WASH programmes
Contact details	
Name of proposing organization/s	WEDC, WaterAid and Practical Action
Practical requirements	
Timing	Monday morning half day
Minimum/ Maximum number of participants	60
Facilities preferred:	We intend to have an overarching introduction for all participants on an inclusive approach to WASH, and then break into 3-4 groups to look in more detail at the specific issues of exclusion.
Staff details	

Names, qualifications and brief description of experience of staff delivering the workshop.

Dr Julie Fisher, lecturer at WEDC - Julie is a Social and Information Scientist with over 18years experience in academic research, publication and teaching, producing more than 70 technical papers, books and other publications including many on gender equality and inclusion in WASH.

Louisa Gosling, Quality Programmes Manager WAtErAid. Louisa Gosling works in WaterAid's International Programmes Department, in a team of sector specialists providing support to country programmes. She has been collaborating with others to promote awareness of access to water and sanitation as human rights, and to develop inclusive and rights based approaches to work towards the SDGs for access to water, sanitation and hygiene .

Dr. Andrés Hueso, Senior Policy Analyst on Sanitation, WaterAid – Andres has teaching experience to undergraduates and masters students, covering topics such as technologies for development, research methods, product design, etc. He has also facilitated training workshop for high education institutions and NGO networks.

Noemie De La Brosse , Urban WASH and Markets Advisor at Practical Action. Since 2014, Noémie has worked with PA on mainstreaming inclusive and participatory approaches to market systems development across a range of thematic programmes, with a focus on Urban Sanitation, Flood Resilience and Energy access. Since 2017 Noémie is leading Practical Action Consulting's work on Urban Sanitation, based in Nairobi. Holding a Masters on Urban Services governance, her focus is on inclusive business models for faecal sludge management and public private partnerships. She co-authored a number of publications on this topic, and supported the development of a recent Waterlines paper on Inclusive Sanitation for Transgender people in South Asia.

Priya Nath, Equity and Inclusion Advisor at WaterAid Uk. Priya has worked on a range of social inclusion and equality issues within INGOs, local charities and within government bodies. With a background in political science and gender based violence, she has produced a number of publications and co-authored reports and articles on topics ranging from accessible homes, the Sustainable Development Goals, women's political participation and voice to inclusive sanitation for transgender people. She co-chairs a number of coalition working groups focus on gender equality and inclusive development.



Aims:	<p>The purpose of this course is to promote an approach to WASH programmes to ensure that they are inclusive of all users.</p> <p>This will be substantiated by specific training on considerations of gender equality and safety; inclusion of disabled and older people; inclusion and understanding of the requirements of transgender people.</p>
Intended audience:	<p>It is aimed at WASH practitioners who are involved in WASH programming.</p> <p>No previous experience of making WASH inclusive is assumed, but if people do already have some experience (or have attended previous workshops on equity and inclusion) they will still find the specific focus areas relevant.</p>

<p>Intended Learning Outcomes/Objectives</p>	<p>1. Knowledge and understanding:</p> <ol style="list-style-type: none"> a. Knowledge about how to address the barriers experienced by different marginalised people in accessing WASH services b. Knowledge of specific challenges related to women and girls, gender minorities, disability, age and other in different contexts and practical ways to address them in WASH programmes c. Knowledge of different ways in which WASH programmes can promote gender equality, ensure that services are suitable for all, to mitigate against violence and to increase feelings of safety amongst users and staff. d. Knowledge of specific issues related to WASH access experienced by persons with disabilities and older people; and how to address these barriers through WASH programming and advocacy e. Understand how all of these issues can be addressed by an inclusive approach that addresses WASH concerns of people who are marginalised in different ways, and how to incorporate all of these aspects of exclusion into WASH programming <p>2. Subject specific skills</p> <ol style="list-style-type: none"> a. Analysing solutions to different types of exclusion b. Carrying out accessibility and safety audits <p>3. Key Transferable skills</p> <ol style="list-style-type: none"> a. Analyse exclusion/inclusion b. Safety audit c. Facilitate discussions around sensitive issues <p>-</p>
<p>Format and Content of Workshop</p>	<p>Session 1: 9.00- 9.30 – Introduction to inclusive approach to WASH:</p> <ul style="list-style-type: none"> • Participatory group discussions on participants’ experience of exclusion in WASH • Short presentation on social model and barrier analysis as analytical tool <p>Session 2: 9.30 to 10.00 – split into 3 Groups: Each group to conduct session with mixed format of discussion and presentation to understand specific concepts and principles relating to the issue: (Gender and WASH, Disability, Transgender and WASH)</p> <p>10:00 – 10:30 – Coffee break</p> <p>Session 3: 10:30 – 11.45 3 groups: Each Group to carry out practical exercised or group work to explore specific aspects, (e.g. accessibility and safety audits; features of female friendly toilets; principles of transgender inclusion).</p> <p>11.45-12.00 – Each group shares back top three learnings with the other groups.</p>



<p>Materials to be circulated in advance or after the workshop.</p>	<ul style="list-style-type: none"> • WEDC training materials on equity and inclusion • Violence gender and WASH toolkit • Female friendly toilets guide (if finished) • WaterLines article on Transgender and sanitation <p>Other papers shared at the workshop relevant to these subjects.</p>
<p>Means of assessment and feedback to students:</p>	<p>A quiz will be held at the end of the session to see whether key concepts have been understood, and each participant will complete a learning log with action points.</p>
<p>Mechanism and means of course evaluation:</p>	<p>Evaluation sheet will be circulated to all participants</p>