

Gender Equality, Disability and Social Inclusion Consulting



Coffey International Development is a purpose-driven organisation, committed to shaping a world where people, communities and the planet can thrive.

We understand that communities are comprised of diverse groups of people with different needs, priorities and interests. Developing and delivering effective strategies for promoting gender equality and social inclusion is fundamental to creating thriving communities and a thriving planet.

Coffey's Gender Equality, Disability and Social Inclusion Consulting business works clients and local partners to design and deliver specific actions and activities that tackle the persistent challenges and barriers that are holding women and people with disabilities back from achieving their full potential.

Our three-person team—made up of male and female advisers—have more than 45-years' combined experience working in gender and development in Australia and across Asia and the Pacific. Together with clients, including governments, civil society, donors, and private and public organisations, we develop, integrate and implement solutions that effectively promote gender equality, disability inclusion and social inclusion issues in priority areas such as:

- Education
- Women's leadership and capacity development
- Private sector development
- Transport and infrastructure
- Women's economic empowerment
- Governance
- Finance and investing
- Health
- Men's behaviour change and male advocacy
- Organisational development
- Gender lens investing
- Family and sexual violence
- Agriculture and value chains

Our approach

Our strengths-based approach to working with partners is guided by our values. Coffey supports its partners to undertake gender and social analysis and identify their own priorities for gender equality and social inclusion that are aligned with their existing policies and programs. We use capacity-building techniques such as mentoring, training and coalition building to support skills building in gender-sensitive, socially-inclusive and participatory analysis and programming at all levels. We develop tools and resources in close consultation with partners, so they are linked to their core work, and we work with partners to strengthen their capacity in ways that are also practical and relevant to their day-to-day work.



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Our services and sectors

We have a strong track record of delivering high quality technical assistance and advice in areas such as:

- GEDSI-responsive policy and program design
- Designing and implementing gender and social inclusion policies and strategies
- Designing and delivering GEDSI training in areas such as gender analysis and equity and diversity
- Designing and delivering women's leadership programs
- Mentoring and coaching
- Gender responsive monitoring, evaluation and reporting.

Economic and public sector reform

- Supporting implementation and monitoring of national gender, disability and social inclusion policies
- Supporting partner governments to use gender analysis to inform policy and program development
- Supporting the development, implementation and monitoring of gender sensitive and inclusive human resources policies and practices within government.
- Promoting women's leadership and decision-making in the public sector

Basic education

- Designing and implementing tools and templates for use in schools by communities, teachers and principals
- Working with government officers in policy design and implementation plans addressing gender-based violence in schools, positive discipline and liaison with communities
- Improving girl's access to school through design of safe and menstrual health-friendly bathroom and wash facilities
- Supporting gender-sensitive and inclusive curriculum reforms and teacher training
- Increasing women's capacity and volume in participation in school governance and leadership
- Research to improve access to schooling by children with disabilities

Scholarships

- Ensuring equal access to scholarship and training opportunities
- Design and facilitation of Australia Awards on-award workshops themed on gender analysis and access to services to end violence against women

Civil society

- Building advocacy skills of women's groups, disabled persons' groups and HIV organisations

Women's leadership

- Supporting leadership by women to improve policy and programming
- Improving skills and confidence to improve equal access to training, promotions and other opportunities
- Strengthened partnerships with NGOs and women's groups for design and delivery of programs in key pillar areas of leadership, economic empowerment and ending violence against women

Finance and private sector

- Supporting the development, implementation and monitoring of gender-sensitive and inclusive human resources policies and practices across the private sector
- Supporting the private sector to see women as an opportunity, not a screen
- Supporting private sector to use gender analysis and to understand and apply gender lens investing principles and practices.

Health

- Implementing programs to improve women's access to maternal health services
- Improving women's leadership and decision-making in the health sector
- Strengthening the collection and use of disaggregated data

Addressing gender-based violence

- Developing workplace domestic violence, child safety and policies to address gender-based violence and harassment
- Supporting changes to policies and legislation
- Conducting training and awareness-raising activities
- Strengthening capacity for organisations to review their own resilience to prevent gender-based violence
- Working with men as advocates for women's human rights and ending violence against women

Reviews and evaluations

- Reviews of GEDSI-focused programs and effective integration of GEDSI in mainstream reviews.