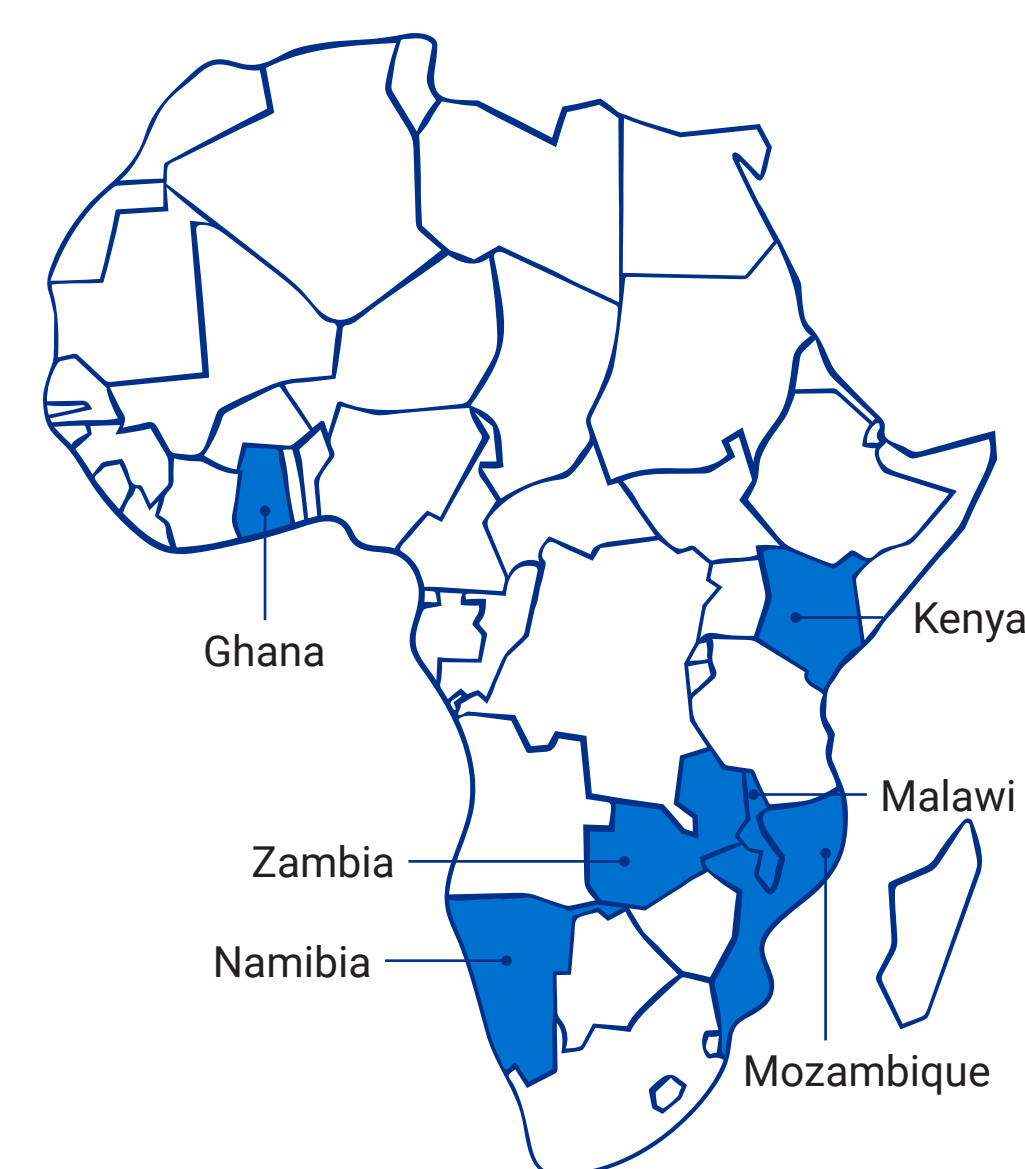


## 1 Who We Are



### MTM Program Countries

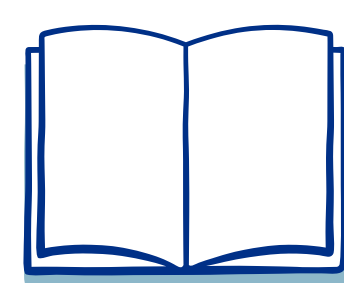


For over 80 years, Episcopal Relief & Development has worked together with partners and supporters to fight poverty, hunger, disaster, and disease in marginalized communities around the world. Episcopal Relief & Development plays a facilitative role with partners—convening and connecting them with networks and disaster response, resources and providing technical assistance and capacity-strengthening support tailored to their needs and agenda. The organization works with program partners in four signature program areas: Women, Children, Climate Resilience and Disaster Response.

**Moments That Matter®** (MTM) is an integrated early childhood development program partnership of Episcopal Relief & Development, with its long-term implementing partner organizations\*. The MTM Program is based on the Nurturing Care Framework, taking an integrated, multi-sectoral approach to strengthen the Primary Caregiver and father-child relationship in the home, focusing on increasing responsive and nurturing care, stimulation and protection (security and safety) for the child’s wellbeing, cognitive, language, social, emotional and motor skills development, health and nutrition, and family livelihoods. The model’s community-led approach centers on equipping volunteers, faith leaders, and local stakeholders while empowering caregivers with children 0-3 with parenting knowledge and skills.

Aligned with our organizational values and strategy, Episcopal Relief & Development has conducted GESI Analysis and Audit in order to promote equitable and inclusive participation and decision-making in its MTM Program and project communities.

## 2 GESI Definitions



### Gender Equity

The process of fair distribution, access and outcomes without bias on the basis of sex, sexual orientation, gender identity and expression (SSOGIE).

### Social Inclusion

The process of protecting the right to participation without discrimination on the basis of age, SSOGIE, disability, ethnicity, religion, economic or other status, through enhanced opportunities and special measures, safeguarding, access to resources, voice and respect for rights.

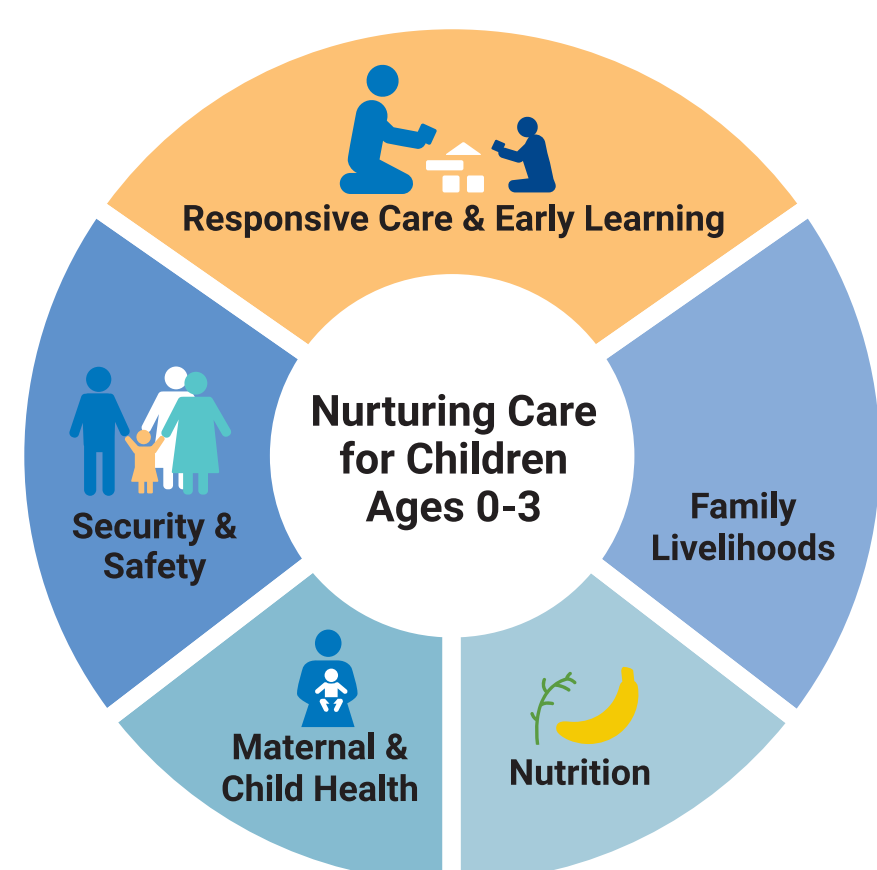
### Gender Based Violence (GBV)

Patriarchal violence directed against people because of their perceived or actual SSOGIE, or violence that disproportionately affects people of a particular gender. Violence can be spiritual, psychological, economic, symbolic, physical and can include threats of violence.

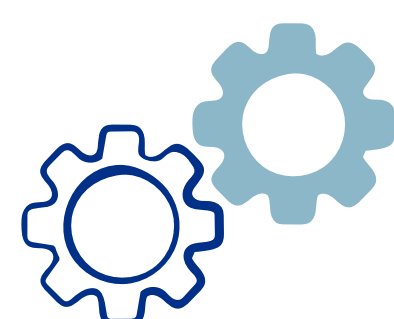
## 3 GESI Alignment with ECD Program Mission



- Gender inequity and social exclusion are key inhibitors of progress toward ECD program aims.
- Sexism, racism, homophobia, patriarchy, ableism and other systems of oppression intersect and affect caregivers’ and children’s ability to thrive and find belonging in their communities.
- GESI analysis expands terms such as ‘household’, ‘caregivers’ and ‘children’ in order to make participation and decision-making meaningful for groups such as those experiencing housing insecurity, adolescent and young mothers, or children with disabilities.

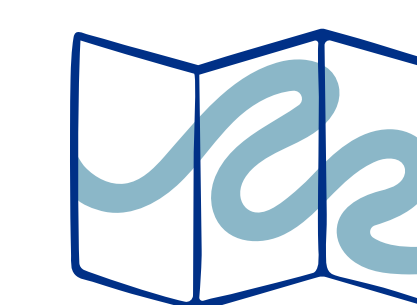


## 4 Key Elements of Our GESI Approach



- Access**  
The ability to access, use, control and/or own assets, opportunities, resources, services, benefits and infrastructures
- Participation**  
The ability to engage in social and cultural affairs and systems of power that influence and determine development, life activities and outcome
- Decision-making**  
Free from coercion at family, community and societal levels
- ART (agency, resilience and trauma)**  
Centering of marginalized groups, beneficiary voiced priorities, trauma and resilience informed perspectives, safeguarding and promoting de-stigmatizing narratives.

## 5 Timeline of GESI Capacity Building and Mainstreaming at Episcopal Relief & Development



## 6 Results from GESI Analysis in Zambia and Kenya

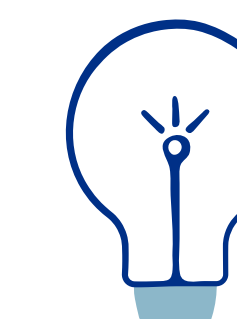


- Barriers to male engagement**  
Social norms, stigma, and economic structures discourage many men from engaging in caregiving and household activities. However, male change agents exhibit positive deviance in all focus communities.
- Teaching children gender roles**  
Young girls are taught how to care for their home, husband, and boys are taught to provide economically and be head of the household.
- Barriers to participation for marginalized caregivers**  
Caregivers cite IPV, communication barriers, social stigma and isolation, economic and food insecurity.
- Harsh punishment**  
Male caregivers are more likely to administer physical punishment, and boys are more likely to receive harsher punishment and more likely to receive physical punishment as adolescents than are girls.
- Role of Faith Leaders**  
Many cited female and male faith leaders as the best-positioned to question and steward changes in gender norms and behaviors in families.

### KNOWLEDGE EXCHANGE AND DIALOGUE

- How do systems of oppression affect men’s ability and freedom to engage in care work?
- Which groups are marginalized from ECD programs? How can access and participation be enhanced?
- What are some of the challenges and opportunities in engaging female faith leaders in ECD and other development work?
- What essential tools do you use for GESI analysis and GESI audit?

## 7 Priorities Derived from GESI Analysis



- Access**  
Uplifting gender-equitable attitudes, practices and messages around boy and girl children, and addressing those that cause harm.
- Participation**  
Mitigating barriers to program participation and creating an inclusive environment.
- Decision-making**  
Promoting male engagement in caregiving, household activities and in championing GESI.
- ART**  
Responding to and preventing GBV/IPV and addressing the roots of GBV and other forms of gender inequity.  
  
Addressing the gender dimensions of discipline and punishment of children.
- Cross-cutting**  
Mainstreaming GESI into all program materials.  
  
Engaging diverse faith leaders to promote gender-equitable practices.



\* ACK Development Services Nyanza (ADS-Nyanza) in Kenya, Anglican Council in Malawi (ACM), Anglican Diocesan Development and Relief Organization (ADDRO) in Ghana, Diocese of Lebombo in Mozambique, Diocese of Nampula in Mozambique, Diocese of Niassa in Mozambique, Namibia Anglican Community Development Organization (NACDO), Zambia Anglican Council Outreach Programmes (ZACOP)