

TOOL 3.1

Roadmap for Using Tools in Tool Suite 3

- » **GOAL:** Introduces how all the tools in this Tool Suite work together
- » **TARGET UNITS:** All readers

The tools in Tool Suite 3 all support companies' efforts to increase the participation of women in their engagement with communities, as well as to ensure women's needs and interests are taken into account as users of company services. This roadmap provides an overview of the tools, as well as suggestions on how to combine them into effective approaches. While this Tool Suite contains a large number of tools, choosing just a few to begin with can provide a company with valuable insight into communities and users as well as opportunities for improved and inclusive engagement. In most cases, companies should begin with the tools that make the most sense from a time and money perspective, taking into account which are most relevant to the current stage of operations.

1. **ASSESS AND PREPARE:** The first stage of the gender journey in community engagement is to understand to what extent gender equality and women's participation are affected by—and taken into account by—current activities.
 - **Assess the Situation:** To achieve a baseline understanding of the extent to which company-community engagement activities currently assess and address gender dynamics and gender-differentiated needs, perform a Rapid Gender and Community Engagement Company Self-Assessment (**TOOL 3.2**). For user engagement, conduct a Rapid Gender and User Engagement Company Self-Assessment (**TOOL 3.3**).
 - **Hire an Independent Specialist (when necessary):** If you want to incorporate gender into community engagement activities but lack specific gender expertise, consider recruiting an independent gender expert. **TOOL 3.4** outlines sample terms of reference, including key tasks and required competencies, for such an expert.
 - **Integrate Gender into Company Assessments:** **TOOL 3.5** serves as a step-by-step guide to either integrate gender concerns into an existing baseline community assessment or to conduct a supplementary assessment to gather baseline data on women. **TOOL 3.6** outlines how to integrate gender concerns into social impact assessments in order to understand the gender dimensions of project impacts on impacted communities.

2. **ADDRESS:** Once you have collected some baseline data to better understand the gender dimensions of your engagement and project activities, the next set of tools can be applied to inform the design, development, and refining of activities.
- **Facilitate Women’s Participation in Consultations:** A principal element of company-community interaction is consultations; however, women’s voices are often not adequately represented. **TOOL 3.7** outlines proactive measures to ensure women’s involvement and participation in consultations.
 - **Integrate a Gender Lens into Critical Community Engagement Processes:** Tools in this section focus on strategies to integrate women’s needs and concerns into existing community programs and processes. **TOOL 3.8** provides guidance to ensure that COVID-19 interventions and other emergency planning and response activities are adapted to the specific needs of men and women. **TOOL 3.9** outlines steps to develop gender-sensitize livelihoods restoration programs. **TOOL 3.10** walks you through ways to guarantee women’s involvement in both participatory monitoring and evaluation processes, as well as grievance mechanisms. As resettlement processes can leave the most vulnerable members of a community at risk of further marginalization, **TOOL 3.11** serves as a step-by-step guide to gender-sensitive resettlement.
 - **Create Initiatives that Promote Development of Women in the Community:** The next set of tools outlines how to proactively design community initiatives that benefit both men and women (**TOOL 3.12**), create local economic development and empowerment opportunities for women (**TOOL 3.13**), and build a women’s entrepreneurship community (**TOOL 3.14**).
3. **MONITOR AND SUSTAIN:** Finally, the last set of tools in this Tool Suite focuses on monitoring, evaluating, and sustaining the gender mainstreaming of a company’s community engagement and community initiatives (**TOOLS 3.15** and **3.16**).

