
5. Tools and Resources

Gender Sensitivity Checklist

The following checklist is a component of the UNAIDS Resource Packet on Gender and AIDS. Its aim is to provide HIV/AIDS policy makers and educators with a tool to assess the gender sensitivity of their programmes and policies. It covers three areas: Development, Implementation and Organisational Structure.

Programme/policy development

Does your programme policy:

- Encourage community members, especially women and girls, to participate in the development planning process?
- Use innovative and non-traditional means to solicit the participation of community members, especially women and girls, in the development planning process? (For example, hold planning sessions where women usually gather, provide services to women so they can forgo their daily tasks in order to participate, etc.)
- Encourage community groups, especially women's groups, to participate in the development planning process?
- Encourage people living with HIV/AIDS (PLHA), especially women and girls, to participate in the development planning process?
- Include all participants, especially women and girls, in the development of programme/policy goals and objectives?
- Provide gender training for programme facilitators?
- Include facilitators who are members of the programme's target population?
- Include facilitators who are comfortable with discussing gender-sensitive issues?

- Tailor activities to the particular economic, political and cultural realities of participants?
- Tailor activities to address the power imbalances between women and men and between girls and boys?
- Include participatory activities (group activities, role playing, brainstorming, mapping, story telling, etc.)?
- Produce educational materials that promote positive representations of women, men, girls and boys, as well as PLHA?
- Occur at a time and place that is convenient to all participants, especially women and girls?
- Provide transportation for participants in an effort to encourage attendance?
- Provide child-care for participants during programme activities?

Programme/policy implementation

Does your programme/policy:

- Encourage community members, especially women and girls, to participate in peer education? (For example, leading segments of the workshop/discussions, demonstrating condom use, etc.)
- Encourage PLHA, especially women and girls, to participate in programme implementation?
- Provide access to information and knowledge about HIV/AIDS to all participants equally?
- Encourage discussion about socially assigned gender roles affecting women, men, adolescents and the elderly?
- Enable women and men, and girls and boys, to understand one another's needs?
- Attempt to ensure that women and men, and girls and boys, are listening to the needs of one another? (For example, have participants represent one another in role play, have participants summarise and repeat the issues raised in discussion, etc.)

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- Encourage discussion of the various social factors, such as economics, politics and social structures, that put women or men more at risk for HIV/AIDS?
 - Encourage discussion of the biological factors that put women or men more at risk for HIV/AIDS?
 - Encourage discussion of how gender inequality affects HIV/AIDS prevention, transmission, treatment and care?
 - Address the financial difficulties brought on by HIV/AIDS, which often disproportionately affect women and girls? (For example, laws which do not allow women to inherit land from their husbands, the need for widows to seek out new forms of income to support their families, the burden of health care costs which often become the responsibility of women, etc.)
 - Encourage discussion of the power imbalance between women and men, girls and boys, and how these imbalances affect the transmission and prevention of HIV/AIDS? (For example, the difficulties women face in insisting that their partners use condoms, the ability to choose when and with whom to have sex, etc.)
 - Encourage discussion of how empowerment of women and girls could help lessen their vulnerability to HIV/AIDS? (It is crucial to include men and boys in this discussion so they can participate and support their wives, sisters and mothers as opposed to becoming threatened by their empowerment.)
 - Work to eliminate the power imbalance between women and men and between girls and boys?
 - Address the issue of violence against women and girls?
 - Provide opportunities for women and girls to become empowered through HIV/AIDS education? (For example, enhance the self-confidence of women and girls by encouraging them to attain new skills, take on more responsibilities as desired, become local leaders in health promotion, etc.)
 - Encourage and acknowledge the support that women and girls can provide to one another.
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- Encourage equal communication among participants about sexuality, sexual health and sex practices (dry sex, anal sex, sex with commercial sex workers, etc.)?
- Address the double standard that exists between men and women in relation to sexual activity? (For example, men being allowed to engage in sex outside of marriage while women are not, men being expected to have sexual experience before marriage while women are not, etc.)
- Address the issue of sexual abuse (rape, incest, etc.)?
- Address adolescent sexuality and the affect it may have on HIV/AIDS?
- Address the importance of equal access to education for both girls and boys?
- Address the sexual and reproductive health needs of children and adolescents?
- Facilitate awareness in adults of the sexual and reproductive health needs of children and adolescents?
- Encourage adults to address the sexual and reproductive health needs of children and adolescents?
- Provide demonstrations to all participants on how to use both the male and the female condoms and encourage all participants to practice their use?
- Encourage discussion about the possible difficulties associated with condom use experienced by both women and men?
- Address how HIV/AIDS affects how women and men make reproductive choices?
- Encourage the involvement of both women and men in family planning?
- Address how to avoid HIV transmission from mother to child (both before and during birth)?
- Address the need to improve the quality of health services for women and girls?

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- Address the need to improve access to health services for women and girls (transportation, financial, etc.)?
 - Address the various health care changes that occur over a lifetime and how these changes affect HIV/AIDS treatment and prevention? (For example, a women's health needs and HIV/AIDS susceptibility may change significantly as her body changes through adolescence, child-bearing years and menopause.)
 - Encourage men and boys to participate equally in HIV/AIDS prevention efforts?
 - Encourage men and boys to help with domestic tasks as women's lives are impacted by HIV? (Greater assistance with domestic tasks may be needed if a mother, sister or wife becomes ill, if she has to care for infected loved ones, if she has to begin to generate the family income, etc.)
 - Encourage men to become more involved in the care of their families?

Organisational structure

Does your organisation:

- Have stated policies that affirm a commitment to gender awareness (goals and objectives, mission statement, etc.)?
- Encourage and support participation among women and men in practices and activities? (For example, do both women and men have an opportunity to participate in discussions, to manage and develop programmes/projects, to hold advisory positions, to participate equally in planning and implementation of services, etc.)
- Monitor internal practices in an effort to identify areas that are not currently gender sensitive?
- Continually adapt internal practices in an effort to remain gender sensitive?
- Support gender awareness among staff? (For example, provide gender sensitivity training to staff members at all levels.)

- Have ideas of gender sensitivity formalised at all levels? (For example, include gender sensitive practices from entry level positions through top management level.)
- Employ both women and men?
- Provide women with access to a variety of positions at all employment levels?
- Pay women and men the same for equal work?
- Support the needs of employees, both women and men, with families? (For example, provide child-care facilities, allow employees to work flexible schedules, provide leave to care for loved ones, etc.)
- Provide both women and men with access to training activities and extension services to facilitate professional development?

Source: Bunch, 2001

Online Resources

AEGIS: www.aegis.org/

The largest HIV/AIDS website in the world, AEGIS contains a large, searchable database of news stories, newsletter articles, community materials and AIDS abstracts from journals and conferences.

AIDS.ORG: www.aids.org

AIDS.ORG (previously Immunit) is a non-profit organisation dedicated to harnessing the power of the Internet in the battle against HIV/AIDS.

AIDS and Africa: www.aidsandafrika.com/

The AIDS and Africa site offers comprehensive, up-to-date information on HIV/AIDS in Africa.

AIDS Clinical Trials Information Service (ACTIS):

www.actis.org/

ACTIS provides quick and easy access to information on federally and privately funded clinical trials for adults and children in the United States.

Aidsmap: www.aidsmap.com/

Aidsmap is a massive compendium of news, treatments, services and literature. The site is produced by the National AIDS Manual (NAM Publications) in collaboration with the British HIV Association and St. Stephen AIDS Trust.

AmfAR: www.amfar.org

AmfAR is the United States' leading non-profit organisation dedicated to the support of HIV/AIDS research into prevention methods (including a vaccine), improved treatments and ultimately a cure.

AVERT: www.avert.org/

AVERT is a UK-based AIDS education and medical research charity that focuses on information about education to prevent infection with HIV, information for HIV-positive people and the latest news and statistics.

B.C. Centre for Excellence in HIV/AIDS:

cfweb.hivnet.ubc.ca/pages/main/conmain.html

B.C. Centre for Excellence in HIV/AIDS (British Columbia, Canada) provides education to health care providers, conducts natural history and observational studies, develops innovative laboratory tests and carries out clinical trials.

Canadian Aboriginal AIDS Network Inc. (CAAN):

www.caan.ca/

CAAN is a non-profit coalition of individuals and organisations which provides leadership, support and advocacy for Aboriginal people living with and affected by HIV/AIDS, regardless of where they reside.

Canadian Association for HIV Research:

www.cahr-acrv.ca/portail.htm

The Canadian Association for HIV Research aims to serve as a professional association for all individuals in Canada interested in research on HIV/AIDS and to foster collaboration between Canadian scientists and investigators.

Canadian Health Coalition: www.healthcoalition.ca

The Canadian Health Coalition is dedicated to preserving and enhancing Canada's public health system for the benefit of all Canadians.

Canadian HIV/AIDS Clearinghouse:

www.clearinghouse.cpha.ca/

The Canadian HIV/AIDS Clearinghouse provides information on HIV/AIDS prevention, care and support to health and education professionals, AIDS Service Organisations, health information resource centres, governments and others.

Canadian HIV Trials Network (CTN):

www.hivnet.ubc.ca/ctn.html

CTN is a partnership committed to developing treatments, vaccines and a cure for HIV disease and AIDS, through the conduct of scientifically sound and ethical clinical trials.

Canadian Institutes for Health Research (CIHR):

www.cihr.ca/index.shtml

CIHR is Canada's federal agency for health research and offers access to numerous documents on research in the area of HIV/AIDS.

Canadian Women's Health Network: cwhn.ca

The Canadian Women's Health Network shares information, resources and strategies, and builds links to improve women's health

Canadian Working Group on HIV and Rehabilitation (CWGHR): www.hivandrehab.ca

CWGHR is a national, autonomous, multi-sectoral and multi-disciplinary working group which facilitates a national, co-ordinated response to emerging needs in rehabilitation in the context of HIV.

Centers for Disease Control & Prevention (CDC) National Prevention Information Network: www.cdcnpin.org/

The CDC National Prevention Information Network is an information service of the national US centre for HIV, STI and TB prevention.

Centres of Excellence for Women's Health (Canada):

British Columbia Centre of Excellence for Women's Health
www.bccewh.bc.ca

Le Centre d'excellence pour la santé des femmes, Consortium Université de Montréal:

www.cesaf.umontreal.ca

Maritime Centre of Excellence for Women's Health:

www.medicine.dal.ca/mcewh

National Network on Environments and Women's Health (NNEWH): www.yorku.ca/nnewh/

Prairie Women's Health Centre of Excellence:

www.pwhce.ca

These five centres of excellence for women's health have as their mission to improve the health of women by fostering collaboration on innovative, multi-disciplinary research endeavours and action-oriented approaches to women's health initiatives, women-centred programmes and health policy.

Commonwealth Secretariat: www.thecommonwealth.org/gender

The Commonwealth is a leading international voice on the promotion of gender equality. This site of the Commonwealth's Gender and Youth Affairs Division includes information on government mandates and downloadable publications. (See also www.youngcommonwealth.org and www.thecommonwealth.org).

Community AIDS Treatment Information Exchange (CATIE):

www.catie.ca/aboutcatie.html

CATIE is a national, non-profit organisation committed to improving the health and quality of life of all Canadians living with HIV/AIDS.

Elizabeth Glaser Pediatric AIDS Foundation (EGPAF):

www.pedaids.org/

EGPAF is a worldwide non-profit organisation dedicated to identifying, funding and conducting pediatric HIV/AIDS research, as well as other serious and life-threatening diseases involving children.

European AIDS Treatment Group (EATG): www.eatg.org/

EATG is a pan-European organisation committed to supporting HIV treatment activism and people living with HIV and AIDS across Europe.

Family Health International (FHI):

www.fhi.org/en/aids/naids.html

FHI has pioneered ways to curtail the spread of HIV/AIDS. Many of the HIV prevention best practices in use today have emerged from FHI's work in more than 60 countries.

Global Health Council: www.globalhealthcouncil.org/

The Global Health Council is the world's largest membership alliance dedicated to improving health worldwide.

Health Canada: www.hc-sc.gc.ca/hppb/hiv_aids/

Health Canada's website on HIV/AIDS.

HIV and AIDS Legal Clinic Ontario (HALCO):

www.halco.org/body.htm

HALCO is a not-for-profit, community-based legal clinic serving low-income people with HIV/AIDS in Ontario, Canada.

HIV and Hepatitis.com:

www.hivandhepatitis.com/html/hiv_aids.html

HIV and Hepatitis.com is a quality online publication that provides practical, reliable information about treatment and experimental vaccine options for HIV and hepatitis.

HIV InSite: hivinsite.ucsf.edu/

HIV InSite is a gateway to in-depth information about particular aspects of HIV/AIDS. It is a project of the University of California San Francisco (UCSF) Positive Health Programme at San Francisco General Hospital Medical Centre and the UCSF Centre for AIDS Prevention Studies, which are programmes of the UCSF AIDS Research Institute.

Immunodeficiency Clinic, Toronto Hospital, Ontario, Canada:

www.tthivclinic.com/index.html

The Immunodeficiency Clinic of the Toronto Hospital in Ontario, Canada – part of the University Health Network – provides services for people with HIV/AIDS.

International AIDS Economic Network (IAEN):

www.iaen.org/

IAEN provides data, tools and analysis on the economics of HIV/AIDS prevention and treatment in developing countries for compassionate, cost-effective responses to the global epidemic.

International AIDS Vaccine Initiative (IAVI): www.iavi.org/

IAVI is a global, non-profit organisation working to speed the development and distribution of preventive AIDS vaccines, which it sees as the world's best hope for ending the AIDS epidemic.

International Association of Physicians in AIDS Care (IAPAC): www.iapac.org

IAPAC is a non-profit association of more than 6,800 physicians and other healthcare professionals in 43 countries. IAPAC's educational services aim to expand access to cutting-edge clinical management information related to HIV and associated health complications.

International Labour Organization (ILO): www.ilo.org/public/english/protection/trav/aids/index.htm

This site contains information from the ILO on HIV/AIDS and the world of work.

Johns Hopkins AIDS Service: www.hopkins-aids.edu

The Johns Hopkins AIDS Service is provided as a resource for physicians and other healthcare professionals providing care and treatment to patients with HIV/AIDS.

Journal of the American Medical Association (JAMA) HIV/AIDS Information Centre:

www.ama-assn.org/special/hiv/

The JAMA HIV/AIDS Information Centre is designed as a resource for physicians and other health professionals. The site is produced and maintained by JAMA editors and staff under the direction of an editorial review board of leading HIV/AIDS authorities.

MAP Network: www.cdpc.com/map.htm

To highlight the 15th year of the pandemic, a worldwide network to monitor the AIDS pandemic (MAP) was launched on December 1, 1996. The MAP Network publishes reports regarding the status and trends of HIV/AIDS/STI epidemics around the world.

National AIDS Treatment Advocacy Project (NATAP): www.natap.org

NATAP is a non-profit organisation based in the United States dedicated to educating communities affected by HIV on the latest treatments and advocating on treatment and policy issues for people with HIV.

New York Times:

www.nytimes.com/library/national/science/aids-index.html

This *New York Times* site contains coverage of the AIDS

pandemic from the beginning to the present and provides an excellent historical overview by Sean Gallagher.

Ontario HIV Treatment Network (OHTN): www.ohtn.on.ca/
OHTN ensures excellence in the care and treatment of people living with HIV in Ontario, Canada, while respecting the rights of individuals to confidentiality and privacy.

Project Inform: www.projinf.org/

Project Inform is a national non-profit, community-based organisation based in the USA working to end the AIDS epidemic. It has earned an international reputation as a vocal, active and effective advocate for the HIV/AIDS community it serves.

Red Ribbon: www.redribbon.co.za/

Red Ribbon is an African site dedicated to disseminating information about HIV/AIDS in the belief that information is an important tool with which to fight the disease.

Southern Africa AIDS Information Dissemination Service (SAfAIDS): www.safaims.org.zw/

SAfAIDS is a regional HIV/AIDS information dissemination service based in Zimbabwe that promotes, informs and supports appropriate responses to the epidemic in the fields of HIV prevention, care, support, long-term planning, and coping with the impact of AIDS.

UNAIDS: www.unaids.org/

UNAIDS leads, strengthens and supports an expanded response aimed at preventing the transmission of HIV, providing care and support, reducing the vulnerability of individuals and communities to HIV/AIDS, and alleviating the impact of the epidemic.

US Food and Drug Administration (FDA):

www.fda.oashi/aids/hiv.html

This site contains information regarding the FDA's HIV/AIDS Programme.

US National Institute of Allergy and Infectious Diseases (NIAID):

www.niaid.nih.gov/newsroom/focuson/hiv00/default.htm

NIAID provides support for research aimed at developing

better ways to diagnose, treat and prevent infectious, immunologic and allergic diseases.

World Health Organization (WHO):

www.who.int/health-topics/hiv.htm

This site contains information regarding the WHO initiative on HIV/AIDS and sexually transmitted infections, surveillance and response, WHO publications and its programmes.

YouthCO: *www.youthco.org/youthco.htm*

YouthCO is a Canadian AIDS service organisation working to meet the needs of both HIV-positive and HIV-negative youth.