

Gender Equity Assessment*



Introduction: This assessment tool was created to help agencies assess their efforts toward providing a gender equitable and ‘girl-friendly’ environment. As an agency committed to working with and helping girls, we think this tool can help guide discussion among staff on the characteristics of a girl-friendly environment. It can also be used as a program planning tool, from which priorities and areas in need of additional resources can be identified. The survey was designed with the understanding that agencies may be at different stages in implementing these characteristics and that they may not be able to make all these characteristics a priority.

Gender Equity Indicators	This is not a priority	We are not working on this	We are learning about this	We are planning this	We are beginning to implement this	We have strong implementation of this
Programming						
1. Agency offers a wide variety of activities and programs for girls that meet different interests						
2. Agency offers some activities and programs targeted specifically to girls						
3. Agency offers mixed gender and girls-only programming						
4. Girls-only activities do not conform to gender stereotypes-e.g., girls’ programming does not focus on cooking, sewing, or decorating						
5. The agency has regular, scheduled times for girls’ use of the gym/recreational facilities and equipment						
6. Girls contribute ideas for projects, activities, etc. which are accepted and acted upon						
7. Programs encourage girls to think, probe and be inquisitive						
8. Programs and activities expose girls to non-traditional careers and encourage a wide view of women’s roles						

* This tool was adapted by Great Science for Girls from an instrument developed by Anita Baker, Cheri Fancsali, and Jodi Paroff for Girls Inc. of New York City (2002).

Gender Equity Indicators	This is not a priority	We are not working on this	We are learning about this	We are planning this	We are beginning to implement this	We have strong implementation of this
Staff						
9. Staff engages girls and boys equally in group discussions, interactions and activities, especially in mixed-gender programs						
10. Staff develops caring and trusting relationships with girls						
11. Staff models personal and professional behaviors and attitudes that are gender equity issues						
12. All staff are knowledgeable about gender equity issues						
13. All staff are knowledgeable about developmental needs of population served						
14. Staff maintains the same behavior standards for girls and boys						
15. Staff fosters inclusiveness among participants and celebrates girls' commonalities and differences (in terms of race/ethnicity, economic status, ability/disability, sexual orientation, culture, etc.)						
16. Staff addresses girls by their names, avoiding nicknames and terms of endearment such as "hon", "darling", and "sweetie"						
17. Staff does not assign tasks based on gender stereotypes-e.g., both girls and boys are asked to decorate, clean-up, perform secretarial tasks, carry or move things, climb ladders, make decisions and help fix things						
18. Staff compliments girls on their accomplishments rather than on their appearance or on being "nice" or "sweet"						
19. Staff has high expectations for girls, encouraging them to take appropriate risks, explore, ask questions and challenge themselves						
20. Staff encourages girls to be assertive, speak up for themselves, and take action						

Gender Equity Indicators	This is not a priority	We are not working on this	We are learning about this	We are planning this	We are beginning to implement this	We have strong implementation of this
Agency						
21. Girls have a separate space within the agency for their program activities						
22. The environment is physically safe for girls						
23. The agency conveys positive and empowering messages to girls in its displays and materials (e.g. posters, flyers, books)						
24. Women are in leadership positions at the agency						
25. The agency has clear policies about and consequences for sexual harassment (for staff and participants)						
26. The agency has clear policies about and consequences for bullying and teasing						
27. Staff maintain regular communication with parents						