Diagnostic Evaluation on the incorporation of Gender Perspective at the National Academy of Evaluators of Mexico (VOPE Aceval)

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Why is it relevant to look a VOPE with a gender perspective?

Institutions, organizations and VOPE are constituted by persons, in this sense these present a gender gap, caused by the gender roles and stereotypes.

For a VOPE like Aceval, it is necessary to discuss and reflect on these issues. Because evaluation is considered as a process of generating useful knowledge to transform and improve public policies, programs and projects, but also the social reality, for example: inequalities and violence.

To detect opportunities for improvement that consolidate the incorporation of Gender Perspective (GEP) in both the organization and professional skills of its members.
What is analyzed?

**Associates’ capabilities**
- Working groups, flow of information, exchange of experiences and knowledge, learning communities

**Organizational structure**
- Mission, vision, regulations, procedures, decision making structure

**Professionalization**
- Training and development of skills/competencies, professionalization processes

**Advocacy**
- Generate transformations in the advocacy environments of the VOPE with a focus on equality and respect for the rights of all people

**Organizational activities**
- Effects of the organization in the environment regarding issues that are of relevance to its members, incorporation of GEP in the strategic agenda
How was it done?

48% 52%

71 of 101 members

Review of management reports, constitutive documents, regulations, pag.web

7 interviewed
Results of the analysis by dimensions
Aceval is formally constituted and has:

- *Statutes, mission and vision* (the last one is not inclusive)
- *Updated regulation (2021)* that incorporates inclusive language, general values, and principles
- *Democratic practices*

Aceval has basic information about its members (sex, entity, age, employment sector, ...) part of this information is public, *but* there is no specification as to when it should be updated.

- There is no procedure for handling inclusive language
- There are no protocols to deal with situations of gender-based violence
- Does not have a finished and published code for ethics
Promote and improve the practice of evaluation as a tool to support decision-making, transform public affairs and generate social value

In 2024, the Academy will be a benchmark in terms of evaluation and will effectively link practitioners, scholars and users of evaluation in Latin America (in Spanish it only uses masculine form)

There is a line of debate among the people interviewed regarding the inclusion of the GEP in Aceval:

"The issue of GEP is not the subject of Aceval, it is because we are evaluators, and this is a substantive issue in another field" (I. 3)

“They should be more specific, for example, mentioning that gender aspects are a transversal part of Aceval's sense of orientation“ (I. 4).
Opinions regarding the gender composition of Aceval directors:

The male gender participates for recognition, women are committed and believe more in the causes, ... men are interested minus volunteer work. (I. 1)

... why seek balance or parity as you say? There is always more volunteering by women, there is always more commitment by women... (I. 3)

Opinion on leadership:

... In Aceval, there has been and is good leadership, I think that volunteer work is known and valued by those who lead, although not all members of the association. There are many people who are members of the Aceval to receive, they believe that they pay to receive a service, ... (I. 3)

...We should think why women did not apply for managerial positions? The criteria are inclusive, they’re quite open, the criteria can be met by a young girl, a doctor, an older teacher or someone of some ethnic background... it is very open (I.4)
ASSOCIATES’ CAPABILITIES

✓ There are 9 working-groups which are aligned to global initiatives
✓ EvalGenderMx organizes webinars and conversations
× Lack of activities to explicitly incorporate GEP evaluations
× Some of Aceval’s members do not know what a VOPE is or the importance of volunteering
PROFESSIONALIZATION

✓ Identified people with knowledge in...

Training existing on PEG in Aceval’s members (%)

<table>
<thead>
<tr>
<th>Topic</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>None</td>
<td>28%</td>
</tr>
<tr>
<td>Gender perspective</td>
<td>46%</td>
</tr>
<tr>
<td>New masculinities</td>
<td>27%</td>
</tr>
<tr>
<td>Public policies analysis with GEP</td>
<td>25%</td>
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<tr>
<td>Sexual harassment</td>
<td>24%</td>
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<tr>
<td>Evaluation with GEP</td>
<td>24%</td>
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<tr>
<td>Strategic planning with GEP</td>
<td>17%</td>
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<tr>
<td>Leaderships with GEP</td>
<td>13%</td>
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<tr>
<td>Analysis with intersectional perspective</td>
<td>8%</td>
</tr>
<tr>
<td>Other</td>
<td>4%</td>
</tr>
</tbody>
</table>

There are insufficient actions to incorporate and implement GEP in the VOPE and promote professionalization, fortunately!... 72% think it is relevant to include GEP.

Importance of incorporating PEG in evaluation (%)

- 0% No relevance
- 2% Low relevance
- 3% Medium relevance
- 4% High relevance
- 72% High relevance

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ADVOCACY

An important aspect is to analyze **the incidence through the use of inclusive language** in institutional communications and in Aceval’s events:

(...) *The language we use represents the world that we visualize and allows to deconstruct realities. However, in the Board of Directors there are those who do not agree with its use. In social networks, care is taken in which the message is transmitted. I think it is necessary to have a communication guide that considers the type of language to be used* (...) (I. 6)
Most of Aceval's activities, especially those that are organized and promoted by the governing body, have the characteristic of not discriminating, not excluding, being open and respectful in general these principles govern the VOPE.

With regard to the systematization of information, Aceval’s members consider important to address diversity and the need to have information disaggregated by sex/gender, age, ethnic self-identity, place of residence, workplace or working or vulnerability conditions, among others aspects. But actually this is not regulated, and sometimes does not happen in this way.
The main conclusión

Regarding the specific topic of the incorporation of GEP in the organization, there are no consensuses and agreements regarding how important it is to implement and institutionalize it in aspects of the organizational structure such as regulations, operation, procedures, daily activities, planning of strategic agenda and budget. Both in the working groups and the association as a whole, GEP seems to be an issue that has not been discussed and reflected upon by its members.
What does EvalGenderMx propose to improve?

Component 1
Actions for Aceval’s collective

Component 2
Actions for EvalGenderMx

A strategic route to create mechanisms to incorporate gender perspective

Correct the weaknesses identified and capitalize on the strengths and opportunities for synergies with IOCE-EvalPartners, EvalGender+, ReLAC and other Networks
Thank you!

aceval.org
evalpartners.org