



Fund for Innovation
and Transformation

Fonds pour l'innovation
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LESSONS LEARNED SIMULATIONS AND TRAINING

Promoting Community-Based Simulation Development

Context

The modern humanitarian sector has directed increasing attention to the needs, motivations, and goals of people living in the communities in which they intervene. Nevertheless, challenges persist when implementing interventions, especially when it comes to gender. Simulation games are well-established training tools, but are normally designed by international teams and lack a localized approach.

The Innovative Solution

Supported by FIT, Lessons Learned Simulations and Training (LLST) tested an innovative solution that trained local humanitarian workers and individuals involved in social justice work in participatory, gender-aware simulation design. These workshops were followed up by a period of coaching and mentoring through the design and delivery of programmatically relevant simulations.

Advancing Gender Equality

In Jordan, the humanitarian sector is male dominated. This innovation successfully targeted women humanitarian workers and individuals involved in social just work in the early stages of their career for the workshops. All participants were empowered and encouraged to create gender-sensitive and inclusive training simulations.

Testing Framework

Baseline, midterm and endline surveys were conducted. Respondents to the endline survey were asked to assess their knowledge, capability, and confidence after completing all three phases of the simulation development training. Data analysis was performed using a mixed-methods approach, combining statistical review of quantitative data and textual analysis of qualitative data.



COUNTRY

Jordan

AMOUNT

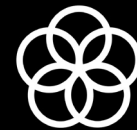
\$146,854

TESTING PERIOD

12 months

Ended October 2021

17 PARTNERSHIPS
FOR THE GOALS



GENDER RESPONSIVE (GE2)

THEME: EDUCATION

Results and Impact

The 27 workshop participants designed 12 simulation games as part of this innovation. A total of 112 participants took part in the newly developed training simulations on humanitarian or social justice issues. Game simulation topics included:

- 1) Providing special needs children with equal opportunities and education about social and emotional well-being.
- 2) Humanitarian access negotiations at checkpoints.
- 3) A storytelling simulation highlighting the experiences of young girls displaced by war.

The innovation made measurable progress in strengthening the capacity of women humanitarian workers in Jordan, while increasing the knowledge, confidence, and capability of program participants to develop gender-sensitive and inclusive trainings.

Of note:

- By endline, 93% of participants indicated fair or very good knowledge, confidence, and capability related to designing and delivering training simulations, surpassing the target of 75%.

Key Lessons

1. The innovation's target participants initially included only those defined as 'humanitarian workers'. Local project staff indicated that excluding participants based on an imposed definition of 'humanitarian' was contrary to attempts at decolonisation, with respect to local understandings of how change is affected. The criteria for participants expanded to include educators and others involved in social justice movements in the region.
2. Additional communications, correspondence and information management efforts were needed when pivoting the workshops to online delivery, which presented challenges in terms of staffing capacity.
3. The innovation greatly benefited from having gender integration subject matter experts deliver the sessions and moderate discussion. Strategies for future implementations include co-presenting sensitive materials with a local organization that has pre-existing relationships with participants, and/or circulating a brief on sensitive materials to participants in advance to ensure they are informed and prepared for the session.

During the Debriefing Session, one participant indicated that, although he was knowledgeable about gender-based violence (GBV) and gender-related issues, the workshop brought "something completely new" to his understanding and thinking about these topics.

For example, incorporating considerations of GBV throughout the entire design of his simulation was identified as a new experience for him. He also indicated that the special session with the subject-matter expert helped him to think through how elements of his simulation were related to gender equality and cross-cutting themes, such as how images used can reinforce harmful stereotypes and undermine content.

PARTNER ORGANIZATION

- Save the Children Jordan (CRISP)

TARGET PARTICIPANTS

27 humanitarian workers and other individuals working toward social justice (including educators) (23 women and 4 men) in Amman, Jordan, with a focus on early-career participants under 35.

FOR MORE INFORMATION

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ABOUT FIT

The Fund for Innovation and Transformation supports Canadian small and medium-sized organizations (SMOs) testing innovative solutions that advance gender equality in the Global South.

