

MacArthur Foundation

GESI Continuum

GESI Unaware Ignores:

- The set of economic/social/political roles, rights, entitlements, responsibilities, and obligations and norms associated with being female and male, or related to social inclusion
- Unequal power dynamics between and among men and women, boys and girls, etc.

GESI Aware, Exploitative / Insensitive:

- Reinforces or takes advantage of gender inequalities, social norms, and stereotypes
- Aware of GESI issues but fails to meaningfully address

GESI Aware, Accommodating / Sensitive:

- Acknowledges and works around existing gender/social differences and inequalities

GESI Aware, Transformative:

- Fosters critical examination of GESI norms* and dynamics
- Strengthens or creates systems** that support GESI
- Strengthens or creates equitable GESI norms and dynamics
- Changes inequitable GESI norms and dynamics

Goal: GESI and better development outcomes for all

* Norms encompass attitudes and practices ** A system consists of a set of interacting structures, practices, and relations

Source: MacArthur Foundation Adapted from the IGWG Gender Integration Continuum (2017)