



REALIZING GENDER EQUALITY IN THE STIGMA INDEX



What is the Stigma Index 2.0?

- ▷ Standardized peer-led research tool to gather data on stigma and discrimination
- ▷ Designed to be used by and for people living with HIV to reflect GIPA principles
- ▷ Supported by a global partnership between ICW, GNP+ and UNAIDS since 2008
- ▷ Implemented in over 100 countries



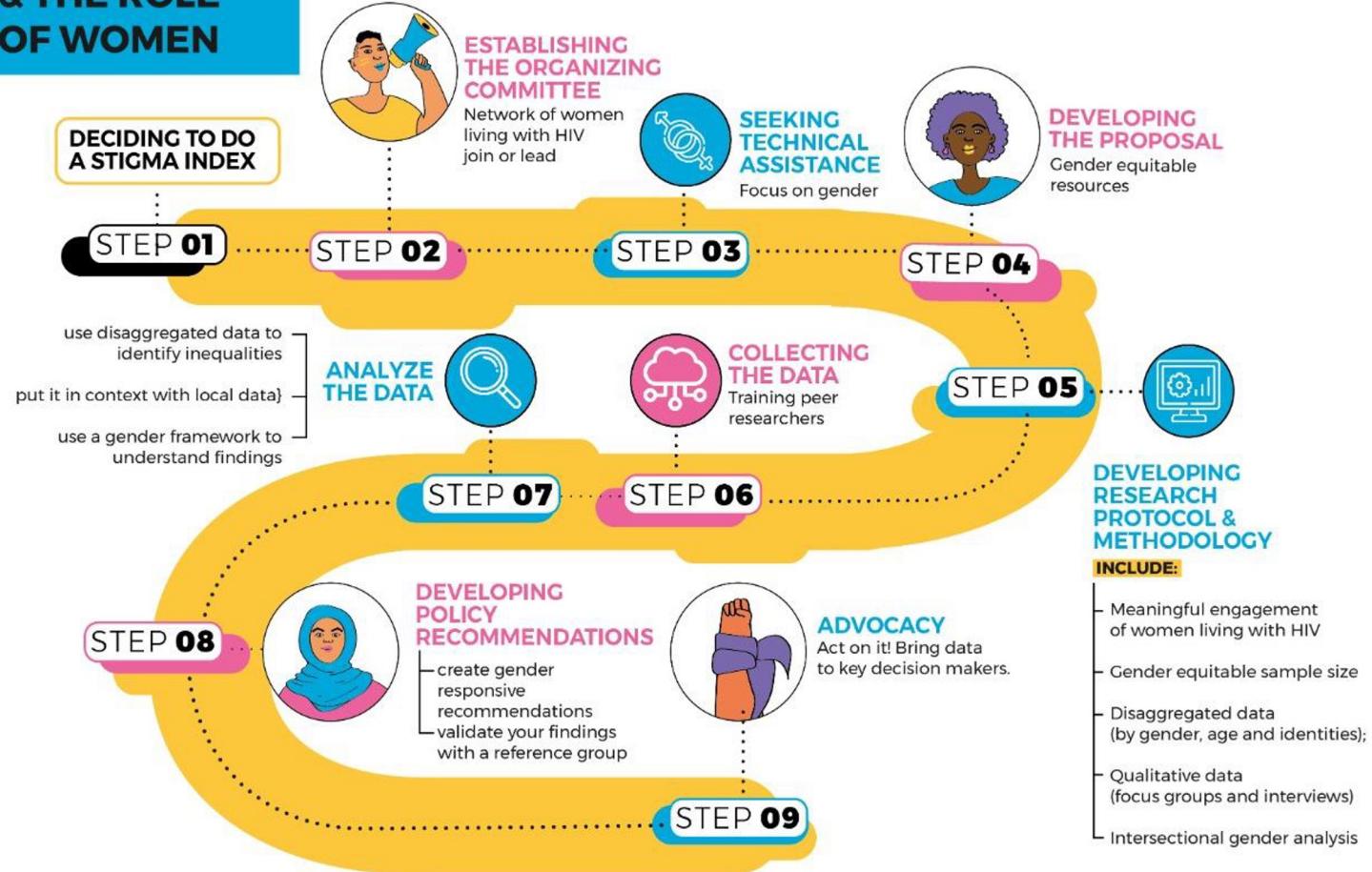
Why a Gender Equity workshop?

We want to:

- ▷ Strengthen the engagement of networks of women living with HIV in the Stigma Index implementations;
- ▷ Ensure the process:
 - Reflects the lived experiences of women
 - Includes a gender analysis
 - Results in useful recommendations for women



STIGMA INDEX & THE ROLE OF WOMEN



Getting Started + Establishing the Organizing Committee

- Networks of women living with HIV should be engaged and consulted in the initial decision and planning process for conducting a Stigma Index.
- Join or lead the organizing committee



Seeking Technical Assistance

- The Intake Form
- Data Sharing and Usage Agreement
- Protocol Creation
- Interview Training
- Data collection
- Data Analysis



Developing the Proposal & Research Protocol

- Networks of women living with HIV should be included and supported in the fundraising strategy and given resources for their engagement and expertise. Also, supported in the development of the research protocol

Make sure to include:

- Meaningful participation of women living with HIV
- Gender equitable sample size
- Recruitment plan for women as researchers, and participants
- Data disaggregation (gender, age, key populations, geography)
- Qualitative Research
- Outline for gender analysis



Concepts in Gender Equity

Stigma: Refers to the fear and judgement towards women living with or affected by HIV.

Discrimination: The act of frequently treating in an unjust, or unfair manner a person because they belong to, or are believed to belong to, a specific group.

Sex is the characteristics of male and female that are biologically defined

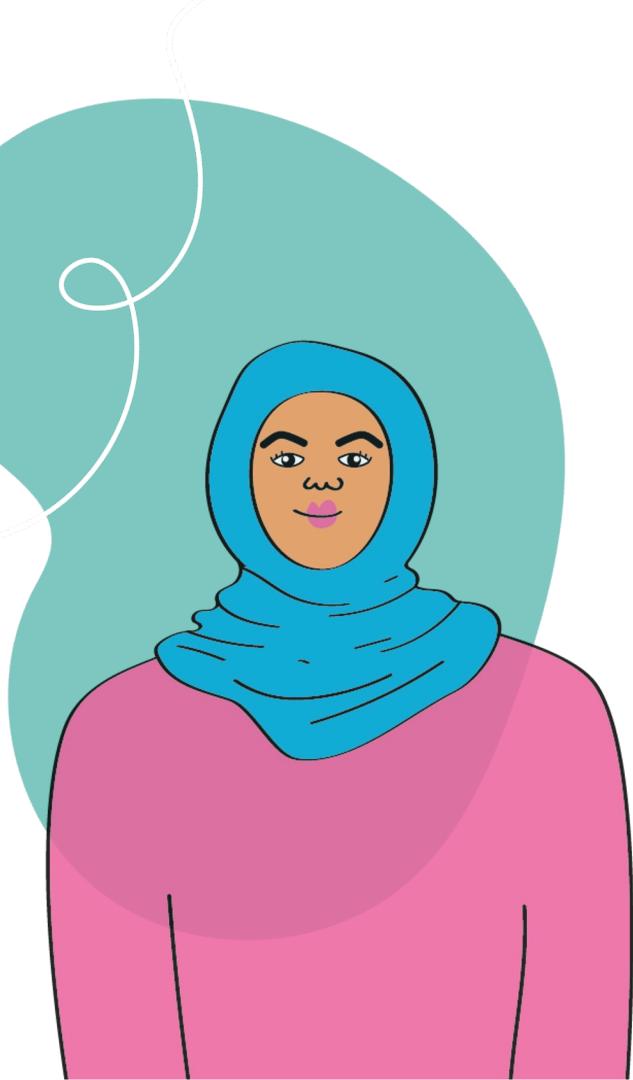
Gender is the socially constructed identity of male, female and a wide range of variations

Patriarchy: Ideas and behaviors that stress men's superiority over women, as well as notions of feminine weakness.

Intersectionality: The overlapping experiences and concurrent kinds of oppression.

What gender inequalities impact our experiences of Stigma and Discrimination?



A stylized illustration of a woman's face and upper body. She has dark hair and is wearing a blue hijab and a pink long-sleeved top. The background behind her is a teal circle with white wavy lines.

WHAT IS INTERSECTIONALITY

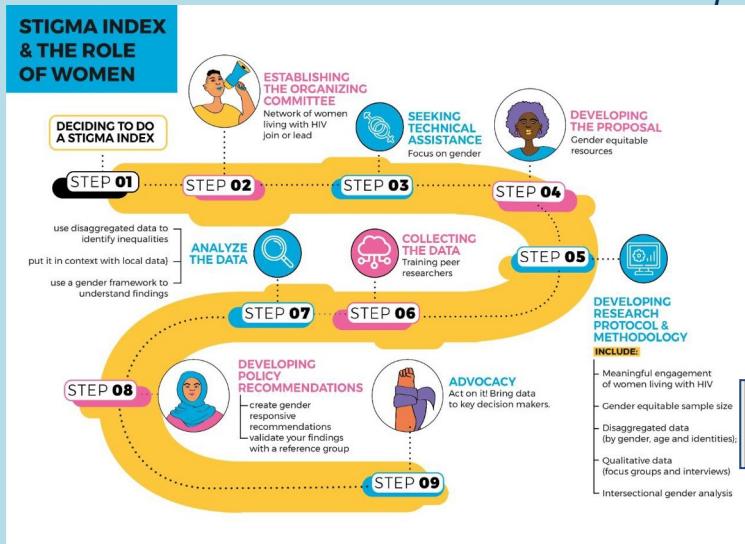
a framework for recognizing and analyzing different identities and/or membership in a marginalized social or cultural group and other individual characteristics “intersect” and interact with one another, resulting in different and intensified experiences of stigma discrimination depending on these overlapping identities.



Adapted from the Canadian Research Institute for the Advancement of Women, 2009 by the Women Friendly Cities Challenge.



GENDER LENS



DEVELOPING RESEARCH PROTOCOL & METHODOLOGY

INCLUDE:

- Meaningful engagement of women living with HIV
- Gender equitable sample size
- Disaggregated data (by gender, age and identities);
- Qualitative data (focus groups and interviews)
- Intersectional gender analysis

Let's talk about data

- ▷ **Adequate sample size** ensures the sample size reaches a sufficient number of women, trans people and non-binary people living with HIV;
- ▷ All data should be **disaggregated** for gender and age, which includes transgender, intersex and non-binary individuals. It is also beneficial in many contexts to include further disaggregation about class, race and/or ethnic groups and if women are from key populations
- ▷ If there is no plan for disaggregation of gender during **data collection** then it will be impossible to break it down for analysis

TO THINK ABOUT: Does the target % of women in the sample size reflect strong inclusion of women? Are KP included? Are women from KP included?



An Intersectional Gender Analysis Framework



By understanding how power dynamics and disparities influence experiences of stigma and discrimination an **intersectional gender analysis** provides a critical framework for:

- ▷ examining the layered stigma experienced by women living with HIV in all our diversity, and,
- ▷ for developing gender-sensitive recommendations for advocacy.

Key Elements

OF AN INTERSECTIONAL GENDER ANALYSIS

- Lay a strong foundation for gender analysis
- Compare disaggregated data points from the survey to identify inequalities, gaps and disparities.
- Explore additional data including local contextual information about gender inequality, key populations and conduct a context mapping exercise.
- Develop a set of guiding questions for your analysis.
- Use an Intersectional Gender Analysis Framework to organize and evaluate the information from different sources
- Validate your findings & develop policy recommendations!



A GENDER EQUITY **CHECKLIST**

Activity:

STEP	HOW CAN WLHIV NETWORK BE INVOLVED IN EACH STEP?	<input checked="" type="checkbox"/>
GETTING STARTED		
PROPOSAL DEVELOPMENT		
PARTNERSHIP		
PROTOCOL		
ADVISORY COMMITTEE		
LEADERSHIP TEAM		
SAMPLING		
ETHICAL REVIEW		
RECRUIT		
RESEARCH TEAM		
GENDER ANALYSIS		
ADVOCACY PLAN		

Activity:

PROTOCOL REVIEW

- 1. Context & justification
- 2. Goal and objectives
- 3. Methodology
- 4. Implementation plan
- 5. Data management and analysis
- 6. Ethical considerations
- 7. Reporting and dissemination
- 8. Advocacy Plan

- Budget
- Timelines

Activity:

Questionnaire Review

- **Section A: About you**
- **Section B: Disclosure**
- **Section C: Your Experience with Stigma and Discrimination**
- **Section D: Internalized Stigma (the way you feel about yourself) and Resilience**
- **Section E: Interactions with Health Services**
- **Section F: Human Rights and Affecting for Change**
- **Section G: Stigma and discrimination for reasons other than HIV status**
- **Section H: Personal Experience of Stigma and Discrimination**

MORE INFO

Watch and listen to black feminist legal scholar Kimberlé Williams Crenshaw talk about intersectionality in this You Tube

Video: <https://www.youtube.com/watch?v=ViDtnfQ9FHc>

or

check out this animated short film on intersectionality available at:

<https://www.youtube.com/watch?v=O1islM0ytkE>

www.wlhiv.org

www.stigmaindex.org

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