



KATIE CARLSON-AKUNO

INTERNATIONAL GENDER SPECIALIST

A leading specialist in gender transformative approaches, to take organizations and communities beyond gender tokenism toward meaningful and lasting gender transformation.

www.katie-carlson.co



KATIE'S PHILOSOPHY

Regardless of the platform, project or partner, my approach is always participatory, inclusive, relatable, enthusiastic and gender transformative. Gender transformative approaches strive to look deeper, beyond the symptoms of gender inequality that we see on the surface in any given community. To take a gender transformative approach is to move beyond the narrow and often limiting idea of individual self-improvement as a primary solution and instead, seek to address and transform the underlying power structures and beliefs that create the problem of gender discrimination and violence in the first place. If we want to bring an end to gender inequality and reduce its negative influence on the most significant development problems of our time, we must fundamentally transform gender norms that discriminate against women and girls, and also victimize men and boys in their own unique ways.

WHO KATIE WORKS WITH:

Local and international NGOs, UN agencies, CSOs, governments and businesses

Katie works with a variety of organizations in both public and private sectors, specializing in progressive gender transformative analysis and mainstreaming for policy, strategy and program/project design and evaluation, as well as participatory gender training, coaching and capacity building for both adults and adolescents.

ORGANIZATIONS IMPACTED INCLUDE:



KATIE'S CLIENTS:

- Make gender equality and inclusion a priority
- Understand the importance of gender transformative approaches and know how to put them into action
- Turn conceptual knowledge into evidence-based policies and actionable strategies for maximum impact
- Enhance program outcomes by strengthening gender transformative mainstreaming approaches
- Deepen their fundamental understanding of gender issues
- Internalize learnings on an individual and institutional level
- Boost their public image and reputation by taking meaningful action towards a gender equal world
- Ensure the sustainability of their work overall and improve 'value for money' from a donor perspective by taking a transformative approach to gender



Katie is also the Founder of Paper Crown Rwanda, a local Rwandan NGO that works with youth to transform gender norms, foster leadership and create lasting social change.

www.paper-crown.org



HOW KATIE WORKS WITH CLIENTS:

- Gender analysis of programs, policies and strategies
- Gender audits/assessments (primary and secondary research/reporting)
- Customized, participatory capacity building workshops
- In-depth applied learning sessions with one-to-one or group coaching
- Gender advisory support for a wide range of gender needs
- Program/project development coaching and support (design, implementation and evaluation)
- Gender mainstreaming coaching and support
- Organizational change support (internal gender gap analysis and strategies for improvement)
- Gender transformative action plan development and implementation

EXPERIENCE

Spanning numerous sectors, target groups and thematics:

- Youth / adolescents
- Agriculture
- Education
- Safeguarding / Child Protection
- Engaging men and boys
- Economic empowerment
- Financial inclusion
- Transformative gender norms change
- Gendered power dynamics
- Gender-based violence
- Decision-making & power sharing
- Unpaid care work
- Sexual and reproductive health and rights
- Teen pregnancy prevention
- HIV, STIs and safe sex
- Self-esteem and agency
- Women's and girls' leadership
- Positive masculinity
- Youth leadership and activism
- Community advocacy
- Gender in the workplace
- Gender in communications

AROUND THE WORLD

Katie has worked in:

- Rwanda
- Kenya
- Malawi
- Nigeria
- Burundi
- South Africa

GET IN TOUCH

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