

GESI Minimum Standards Quick Guide



What are the GESI Minimum Standards?

The Gender Equality and Social Inclusion (GESI) Minimum Standards are part of Mercy Corps' [Program Management Policy](#). The GESI Minimum Standards exist to help program teams fully integrate GESI into their programs. By integrating GESI, we ensure all participants can influence our program approaches and benefit equitably from activities while considering different needs, vulnerabilities, and capacities. Following the GESI Minimum standards helps us strengthen program design, implementation and impact. It also helps us reduce the risk of doing harm. The GESI minimum standards contribute to Mercy Corps' agency-wide commitment to Safe, Diverse and Inclusive communities in the [Pathways to Possibility](#). Mercy Corps has five GESI Minimum Standards that all programs must meet.

GESI Standard 1: Program Identification is based on appropriate analysis and includes a GESI Analysis.

- **Program Management Policy Standard 2**
- **Lifecycle Stage:** Program Identification
- **Why this Standard is Important:** Uncovering and analyzing participant differences during project identification is essential for designing programs that are equitable and inclusive. During design and implementation, programs must be mindful not only of the ways in which barriers and opportunities (identified during the GESI analysis) might influence the program's ability to achieve sustainable results, but also the ways which programs might impact—intentionally and unintentionally—the communities they are intended to serve.

GESI Standard 2: The GESI Analysis must inform the formulation of the program logic model and identification of program participant groups and sub-groups.

- **Program Management Policy Standard 5a**
- **Lifecycle Stage:** Program Design
- **Why this Standard is Important:** This ensures that the findings from the GESI analysis are incorporated into the program design, allowing programs to anticipate and plan activities that enable and prevent GESI related opportunities and barriers among program participants. This leads to improved program performance and more equitable outcomes.

GESI Standard 3: Full costs that are estimated for the Gender, Equity, Diversity, and Inclusion requirements of the program.

- **Program Management Policy Standard 7a**
- **Lifecycle Stage:** Program Design
- **Why this Standard is Important:** The budget outlines cost estimates for GESI to ensure that teams can effectively integrate GESI throughout the program. These resources can include: GESI technical staff, funds for regular GESI data collection and analysis, and resources needed to ensure equitable participation for program participation like transportation or childcare.

GESI Standard 4: A Monitoring and Evaluation (M&E) plan must be prepared and reviewed for all programs. The M&E plan must include an indicator plan reflecting Sex and Age Disaggregated Data (SADD) for all relevant indicators.

- **Program Management Policy Standard 10j**
- **Lifecycle Stage:** Program Planning
- **Why this Standard is Important:** Allows the program team to understand who they are reaching and how different groups are benefiting from the program.

GESI Standard 5: Program review sessions are held quarterly to review program learning feedback from MEL data, including SADD and other disaggregated data as informed by the GESI Analysis.

- **Program Management Policy Standard 15c**
- **Lifecycle Stage:** Program Implementation
- **Why this Standard is Important:** Regularly analyzing and reviewing SADD data allows the team to adjust program approaches to ensure they are reaching their target participants.

Resources

- [Program Management Policy](#)
- [Program Management Toolkit](#)
- *Coming Soon: GESI Program Integration Toolkit*
- [Remote Gender Analysis Guidance](#)
- [Guide for Participatory Analysis of Primary Gender Data](#)
- [Gender and Inclusion Responsive Food Security Training](#)
- [Who Knows? To Knowing Who](#)
- [The DiG](#)

For specific questions please reach out to arusso@mercycorps.org