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## Integrating Gender in Improvement Activities Implementation Guide

Gender-related roles, needs, behaviors and autonomy both influence and are impacted by the health care improvements. Without considering gender, potentially half of the population is neglected in a health improvement effort. The ways men and women interact with each other and with the health system may also provide opportunities to strengthen health improvement projects. USAID and the Global Health Initiative recognize the necessity to integrate gender into health systems strengthening efforts and commit to gender equality in health care access and services. However, the different ways gender interacts with health care improvement initiatives is not always obvious and addressing gendered issues among health care staff and communities can be challenging. This manual is intended to provide an overview of key gender integration concepts and concrete guidance on how to integrate gender in improvement activities. The manual was written to guide HCI staff, but will be useful to anyone who wishes to address gender considerations in improvement work. The implementation guide includes key definitions and concepts of gender integration and how they relate to quality improvement, information on international agencies' perspectives on gender, guidance on how to integrate gender into improvement activities and how, when, and why to conduct gender analysis. Next the guide provides a sampling of tools and indicators for the collection of data to inform gender integration, case studies from the field, reporting guidance and tips for staff to facilitate gender discussions. The manual includes a gender integration checklist available in four languages: English, French, Russian, and Spanish and a PowerPoint presentation on facilitating gender discussions.



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