Chapter 2 – Tool 2: The Gender Influence Diagram

The diagram below is a visual tool that shows the lifecycle of the entire process, from the idea stage to the final evaluation stage. Moreover, it identifies the individual with 'veto power' or 'influence' throughout the lifecycle. Using this diagram, organisations are able to identify that gender diversity is present at the initial stage but not at the final stage of decision-making.

Programme Stage	Who is Consulted?	Who Decides?	Gender Perspective Included? (Y/N)	Risk Mitigation Actions
Needs Assessment	Staff, youth, partners	Mgmt	Were OGBV risks identified for this demographic?	
Activity Design	Project Officers	Mgmt	Are digital tools accessible and safe for all?	
Implementation	Field Staff	Staff	Is there a safe space for real-time feedback?	
Evaluation	External/Internal	Mgmt	Was gender-disaggregated data used for impact?	

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Programme Stage	Who is Consulted?	Who Decides?	Gender Perspective Included? (Y/N)	Risk Mitigation Actions
Needs Assessment				
Activity Design				
Implementation				
Evaluation				

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