

## What is TARGET?

The Transnational Applied Research in Gender Equity Training (TARGET) project focuses on the transformation of feminist knowledge into "gender expertise" by examining the specific process of "gender training" of policy-makers. TARGET is a collaborative project of the Gender and Women's Studies Department at the University of Wisconsin-Madison and the Women's Studies Program at Northeastern University in the US, and the QUING network of the European Union.

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For more on TARGET, please see the "TARGET" link: <http://ssc.wisc.edu/Target>

## Who are Partners in TARGET?

Kathrin Zippel, Northeastern University, Boston, Massachusetts, USA  
Emanuela Lombardo, Universidad Complutense de Madrid Spain  
Mieke Verloo, Radboud University, Nijmegen, The Netherlands  
Susanne Baer, GenderKompetenzZentrum Humboldt University, Berlin, Germany  
Myra Marx Ferree, University of Wisconsin – Madison, USA

## What are TARGET Goals?

- To develop evaluation criteria for gender mainstreaming training in US development projects
- Produce a database of gender experts and training programs in the US
- Compare gender training criteria used in the US with those developed in members states and for the EU in regard to identifying context-specific differences in training needs and enhancing the focus on intersectional inequalities in gender mainstreaming training
- Conduct four expert workshops, one in the US and three in the EU, to specifically identify best practices in gender mainstreaming training with regard to content, methodology, and curriculum standards, as well as for outreach into third country development for "training the trainers"
- Develop a curriculum manual for EU trainers and disseminate best practices for teaching the gender mainstreaming approach within the EU and US and in third countries
- Make data and reports resulting from this project available on the web, and publish and present research results in academic and applied contexts

## What are TARGET Activities?

### Database Preparation

TARGET participants have surveyed academic databases and are developing a searchable bibliography on research published on gender mainstreaming and gender trainings. Specifically, this database now includes published research on gender trainings that have been implemented as part of gender mainstreaming policies and strategies in the developing world. Articles have been culled from major academic search engines and have been coded according to how researchers and trainers are defining "gender," "gender mainstreaming," "gender equity" and "gender expertise". The project may be expand to include relevant "gray literature" on gender trainings that become publicly available as policy documents, program

evaluations, and as curricula by major non-government organizations, bilateral development organizations and multilateral organizations such as the United Nations. Eventually, the bibliography will be made available via a searchable web-based program.

### **Research on United States Academic-Based Gender Training Programs**

In 2008, Sarah Robert, a graduate student in Educational Policy Studies at the UW-Madison, now Associate Professor of Education at the University of New York, Buffalo, conducted an assessment of currently available international gender policy training programs available through US academic institutions, primarily at the graduate level. She found it generally difficult to ascertain from program websites or other public listings what counts as gender and policy courses or as training courses for gender-focused policy analysis. Roberts did find that there were very few programs with dedicated, full-time faculty attached to gender policy training components of the programs. One exception was George Washington University's graduate-level public policy program embedded within the Trachtenberg School of Public Policy and Public Administration, which has two full-time faculty members advising for the race, gender and policy field. The study found that there were more graduate certificates available for students in women's studies or public policy fields through which training might be received. However, only one program out of fifteen, the University of Southern California (USC), made the integration of gender and policy an explicit part of their certificate program. Roberts is currently preparing her research findings for publication.

### **Interviews with Gender Experts**

At the University of Wisconsin – Madison, TARGET has hosted in conjunction with other UW-Madison departments and programs a variety of meetings, invited guest speakers and conducted interviews with leading gender experts who have been trained in the US and the EU, and who are currently working in the field of development and gender mainstreaming in Africa, the US, the EU, and Latin America. The purpose of these events is two-fold: (1) to gather insights from experts outside the UW-Madison system and to build expertise among UW-Madison faculty and students (both undergraduate and graduate) in the training needs and experiences of gender experts working in development; and (2) to build networks for future potential trainings and curricula design for gender mainstreaming and gender training. Formal interviews have been conducted with those visitors from outside the UW-Madison system. The following is a list of visitors since September 2007:

**Gioconda Herrera**, Professor of Sociology and Director of Gender Studies, Facultad Latinoamericana de Ciencias Sociales (FLACSO), Ecuador

**Nancy Kendall**, Professor, Educational Policy Studies, University of Wisconsin – Madison, USA

**Karen Kapusta-Pofahl**, Dissertator in Anthropology, University of Minnesota, USA

**Julissa Mantilla**, Lawyer and Professor at the Pontificia Universidad Católica del Peru; also an international consultant on Gender and International Human Rights Law, Peru

**Carmen Diana Deere**, Professor of Food and Resource Economics and Director of the Center for Latin American Studies at the University of Florida, USA

**Sylvia Walby**, Professor of Sociology and UNESCO Professor of Gender Research at Lancaster University, UK

**Mieke Verloo**, Political Science and Women's Studies, Radboud University Nijmegen, The Netherlands

**Grace Puja**, Department of Educational Foundations University of Dar es Salaam, Tanzania

**Louise Morely**, Professor of Education and Director of the Centre for Higher Education and Equity Studies University of Sussex, UK

**Shireen Hassim**, Professor of Political Studies, University of the Witwatersrand, Johannesburg, South Africa

**Caren Grown**, Department of Economics, American University, Washington, DC, USA

**Maria Pia Belloni Mignatti**, Visiting Scholar at the New York University Center of European and Mediterranean Studies, member of the Faculty of Political Science at the University of Pavia, Italy

**Froniga Greig**, Gender Consultant, United Nations

**Diane Elson**, Professor of Sociology at the University of Essex, UK

**Alicia Ziffer**, UN-INSTRAW Community of Practice Specialist

**Miriam A. Glucksmann**, Professor of Sociology at the University of Essex, UK

**Flavia Agnes**, Attorney, Bombay High Court

**Sally Kenney**, Professor, Department of Law and Humphrey Institute of Public Affairs University of Minnesota  
Director, Center on Women and Public Policy

**Caren Grown**, Economist-In-Residence at American University

**Virginia Vargas**, Tinker Visiting Scholar , Catolica Universidad, Peru