

Rutgers' general vision on Gender Transformative Approach

Rutgers considers all individuals gendered. Men, boys and people with diverse gender identities and sexual orientations, have often been left out of traditional gender mainstreaming – as well as gender and development approaches – even though they have vital roles to play in the process of gender equality.

What makes a Gender Transformative Approach (GTA) different and more effective than other approaches, is the interconnectedness of the following strands:

- Power dynamics in relationships.
- Gender and sexual norms and values.
- Women and girls' empowerment.
- Gender and sexual diversity.
- Engagement of men and boys.

To improve sexual and reproductive health and rights (SRHR) outcomes for all and to prevent gender-based violence (GBV), we must address power imbalances, and transform negative sexual and gender norms into positive ones. Addressing these norms at the individual, institutional and societal level changes inequalities and facilitates sustainable social change.

The gender transformative approach is a human rights-based approach; accountability, participation, nondiscrimination, equality and transparency are key elements. In practice GTA programmes and policies transform gender relations through:

- Encouraging critical awareness of gender roles and norms.
- Questioning the negative consequences of harmful, inequitable gender norms in relation to SRHR and making explicit the advantages of changing them.
- Empowering women and girls, and people with diverse gender and/or sexual identities or orientations.
- Including boys and men in improving SRHR, prevention of gender based violence and improvement of gender equality.