Equity and Inclusion in M&E Design Training Course

Professional Development Training Course Outline

Category	Monitoring and Evaluation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Equity and Inclusion in Monitoring and Evaluation (M&E) Design is a critical approach for ensuring that development, humanitarian, and social programs are responsive, fair, and accountable to diverse populations. Traditional M&E systems often fail to capture systemic inequalities, intersectionality, and power dynamics, leading to data that excludes marginalized groups such as women, persons with disabilities, ethnic minorities, youth, migrants, and indigenous populations. Equity and Inclusion in M&E Design Training Course emphasizes inclusive evaluation frameworks, disaggregated data, participatory methodologies, and rights-based approaches to strengthen evidence-based decision-making and social impact.

This training equips practitioners with practical tools to embed equity, diversity, and inclusion (EDI) throughout the M&E cycle from program design and indicator development to data collection, analysis, and learning. Participants will explore gender-transformative evaluation, inclusive indicators, ethical data practices, localization, and adaptive learning, supported by real-world case studies. The course aligns with SDGs, ESG reporting, DEI strategies, and results-based management (RBM) to ensure programs leave no one behind.Equity and Inclusion in Monitoring and Evaluation (M&E) Design is a critical approach for ensuring that development, humanitarian, and social programs are responsive, fair, and accountable to diverse populations. Traditional M&E systems often fail to capture systemic inequalities, intersectionality, and power dynamics, leading to data that excludes marginalized groups such as women, persons with disabilities, ethnic minorities, youth, migrants, and indigenous populations. Equity and Inclusion in M&E Design Training Course emphasizes inclusive evaluation frameworks, disaggregated data, participatory methodologies, and rights-based approaches to strengthen evidence-based decision-making and social impact.

This training equips practitioners with practical tools to embed equity, diversity, and inclusion (EDI) throughout the M&E cycle from program design and indicator development to data collection, analysis, and learning. Participants will explore gender-transformative evaluation, inclusive indicators, ethical data practices, localization, and adaptive learning, supported by real-world case studies. The course aligns with

SDGs, ESG reporting, DEI strategies, and results-based management (RBM) to ensure programs leave no one behind.

Programme Curriculum

Equity and Inclusion in M&E Design Training Course

Introduction

Equity and Inclusion in Monitoring and Evaluation (M&E) Design is a critical approach for ensuring that development, humanitarian, and social programs are responsive, fair, and accountable to diverse populations. Traditional M&E systems often fail to capture systemic inequalities, intersectionality, and power dynamics, leading to data that excludes marginalized groups such as women, persons with disabilities, ethnic minorities, youth, migrants, and indigenous populations. Equity and Inclusion in M&E Design Training Course emphasizes inclusive evaluation frameworks, disaggregated data, participatory methodologies, and rights-based approaches to strengthen evidence-based decision-making and social impact.

This training equips practitioners with practical tools to embed equity, diversity, and inclusion (EDI) throughout the M&E cycle from program design and indicator development to data collection, analysis, and learning. Participants will explore gender-transformative evaluation, inclusive indicators, ethical data practices, localization, and adaptive learning, supported by real-world case studies. The course aligns with SDGs, ESG reporting, DEI strategies, and results-based management (RBM) to ensure programs leave no one behind.

Course Duration

5 days

Course Objectives

By the end of this training, participants will be able to:

1. Apply equity-focused and inclusion-responsive M&E frameworks
2. Integrate intersectionality into M&E design and evaluation questions
3. Design inclusive indicators aligned with SDGs and DEI strategies
4. Conduct gender-transformative and rights-based evaluations
5. Use disaggregated data to identify inequalities and exclusion
6. Design participatory and community-led M&E systems
7. Address power, bias, and ethics in data collection
8. Apply localization and inclusive accountability principles
9. Incorporate adaptive management and learning into M&E systems
10. Strengthen equitable data visualization and reporting
11. Align M&E with ESG, social impact, and donor compliance
12. Evaluate programs through an equity lens across the results chain
13. Develop actionable recommendations to improve inclusive outcomes

Target Audience

1. Monitoring and Evaluation Officers
2. Program and Project Managers

3. Gender, Equity, and Social Inclusion (GESI) Specialists
4. NGO and INGO Development Practitioners
5. Government Policy and Planning Officers
6. Donor, UN, and Multilateral Agency Staff
7. Researchers and Evaluation Consultants
8. Social Impact and ESG Professionals

Course Modules

Module 1: Foundations of Equity and Inclusion in M&E

- Key concepts: equity vs equality, inclusion, diversity
- Global frameworks (SDGs, Leave No One Behind)
- Equity-focused evaluation principles
- Power and systems thinking in M&E
- **Case Study:** Equity gaps in national health M&E systems

Module 2: Intersectionality and Inclusive Program Design

- Understanding intersectional vulnerabilities
- Mapping stakeholders and excluded groups
- Inclusive theories of change
- Designing equity-responsive evaluation questions
- **Case Study:** Intersectionality in education programs for girls with disabilities

Module 3: Inclusive Indicators and Results Frameworks

- Equity-sensitive indicators across the results chain
- Gender and social inclusion markers
- Outcome harvesting for marginalized voices
- Aligning indicators with DEI and ESG goals
- **Case Study:** Inclusive indicators in livelihoods programs

Module 4: Participatory and Community-Led M&E

- Participatory monitoring techniques
- Community scorecards and feedback loops
- Co-creation of indicators with communities
- Localization and accountability to affected populations
- **Case Study:** Community-led M&E in humanitarian settings

Module 5: Ethical and Inclusive Data Collection

- Ethical considerations and informed consent
- Reducing bias in tools and enumerator practices
- Accessible data collection methods
- Safeguarding and do-no-harm principles
- **Case Study:** Ethical data collection among displaced populations

Module 6: Disaggregated Data and Equity Analysis

- Data disaggregation (gender, age, disability, ethnicity)

- Equity gap and bottleneck analysis
- Quantitative and qualitative mixed methods
- Intersectional data interpretation
- **Case Study:** Equity analysis in social protection programs

Module 7: Inclusive Evaluation, Learning, and Adaptation

- Equity-focused evaluation designs
- Learning agendas and adaptive management
- Inclusive sense-making workshops
- Using findings for equitable decision-making
- **Case Study:** Adaptive learning in urban poverty programs

Module 8: Reporting, Influence, and Accountability

- Inclusive data visualization and storytelling
- Equity-centered reporting for donors and communities
- Influencing policy and program redesign
- Accountability and transparency mechanisms
- **Case Study:** Equity reporting influencing national policy reform

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com