Intersectionality in Development Training Course

Professional Development Training Course Outline

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

Course Introduction

Intersectionality in development has become a transformative framework for addressing inequality, social exclusion, and systemic barriers within global development programs. As governments, NGOs, development agencies, and private sector actors work toward achieving the Sustainable Development Goals (SDGs), there is increasing recognition that development challenges cannot be addressed through single-issue approaches. Intersectionality integrates perspectives of gender equality, social justice, inclusive governance, diversity, equity, and human rights to better understand how overlapping identities such as gender, age, disability, ethnicity, class, and geography shape development outcomes. Intersectionality in Development Training Course equips participants with practical tools to analyze structural inequalities, design inclusive policies, and implement equitable development interventions that ensure no population group is left behind.

The course explores emerging development trends including inclusive policy frameworks, gender-responsive budgeting, participatory development planning, human rights-based approaches, and equitable resource distribution. Participants will learn how to integrate intersectional analysis into program design, monitoring and evaluation systems, policy advocacy, and community engagement strategies. Through case studies, collaborative learning, and policy simulations, the training highlights how intersectional thinking strengthens development effectiveness, promotes social inclusion, and enhances accountability in development institutions. By applying innovative development strategies, participants will gain the capacity to implement transformative development initiatives that respond to complex social realities and advance sustainable, inclusive growth.

Programme Curriculum

Intersectionality in Development Training Course

Introduction

Intersectionality in development has become a transformative framework for addressing inequality, social exclusion, and systemic barriers within global development programs. As governments, NGOs, development agencies, and private sector actors work toward achieving the Sustainable Development Goals (SDGs), there is increasing recognition that development challenges cannot be addressed through single-issue approaches. Intersectionality integrates perspectives of gender equality, social justice, inclusive governance, diversity, equity, and human rights to better understand how overlapping identities such as gender, age, disability, ethnicity, class, and geography shape development outcomes. Intersectionality in Development Training Course equips participants with practical tools to analyze structural inequalities, design inclusive policies, and implement equitable development interventions that ensure no population group is left behind.

The course explores emerging development trends including inclusive policy frameworks, gender-responsive budgeting, participatory development planning, human rights-based approaches, and equitable resource distribution. Participants will learn how to integrate intersectional analysis into program design, monitoring and evaluation systems, policy advocacy, and community engagement strategies. Through case studies, collaborative learning, and policy simulations, the training highlights how intersectional thinking strengthens development effectiveness, promotes social inclusion, and enhances accountability in development institutions. By applying innovative development strategies, participants will gain the capacity to implement transformative development initiatives that respond to complex social realities and advance sustainable, inclusive growth.

Course Objectives

1. To understand the concept of intersectionality and its relevance in modern development policy and practice.
2. To analyze overlapping forms of inequality affecting marginalized populations in development contexts.
3. To strengthen capacity in gender-responsive and inclusive development planning.
4. To apply intersectional analysis tools in development program design and implementation.
5. To develop strategies for inclusive governance and equitable policy development.
6. To enhance social justice and human rights integration within development frameworks.
7. To improve monitoring and evaluation systems using intersectional indicators and inclusive metrics.
8. To promote participatory development approaches that empower marginalized communities.
9. To explore intersectionality in sectors such as health, education, climate change, and economic development.
10. To design inclusive development programs aligned with Sustainable Development Goals.
11. To strengthen institutional capacity for diversity, equity, and inclusion in development organizations.
12. To address systemic discrimination affecting vulnerable populations in policy and programming.
13. To build practical leadership skills for advancing inclusive and equitable development initiatives.

Organizational Benefits

- Improved institutional capacity to implement inclusive and equitable development programs
- Strengthened diversity, equity, and inclusion strategies within development organizations
- Enhanced policy design that reflects the needs of marginalized communities
- Improved program effectiveness through intersectional development frameworks
- Stronger stakeholder engagement and participatory development processes
- Increased compliance with global development standards and SDG commitments
- Better monitoring and evaluation systems incorporating social inclusion indicators
- Enhanced organizational leadership in social justice and inclusive governance
- Improved donor confidence through evidence-based inclusive programming
- Strengthened community trust and development impact

Target Audiences

- Development practitioners and program managers
- Government policy makers and planners
- NGO and civil society organization staff
- Gender equality and social inclusion specialists
- Human rights and advocacy professionals
- Monitoring and evaluation specialists
- Researchers and development consultants
- International development agency professionals

Course Duration: 5 days

Course Modules

Module 1: Foundations of Intersectionality in Development

- Understanding intersectionality and inclusive development frameworks
- Historical evolution of intersectional theory in social policy
- Key dimensions of inequality including gender, race, disability, and class
- Intersectionality and Sustainable Development Goals integration
- Policy frameworks supporting inclusive development approaches
- Case study: Integrating intersectionality in national gender equality policies

Module 2: Gender and Social Inclusion in Development Programs

- Gender mainstreaming and social inclusion strategies
- Gender-responsive budgeting and policy implementation
- Addressing discrimination and social exclusion in development
- Inclusive leadership and gender equality promotion
- Tools for gender-sensitive program design
- Case study: Gender-inclusive agricultural development initiatives

Module 3: Intersectionality in Poverty Reduction and Economic Development

- Structural causes of poverty and inequality
- Inclusive economic development and social protection systems
- Intersectional barriers in employment and entrepreneurship
- Financial inclusion for marginalized communities
- Inclusive value chains and livelihood programs
- Case study: Community-based economic empowerment programs

Module 4: Intersectionality in Health and Social Services

- Health equity and access to healthcare services
- Intersectional barriers to healthcare access
- Inclusive public health strategies and policies
- Gender and disability-sensitive healthcare programming
- Addressing health disparities in marginalized communities
- Case study: Intersectional approaches to maternal health programs

Module 5: Inclusive Education and Knowledge Systems

- Barriers to education for marginalized populations
- Inclusive education policy frameworks
- Gender and disability-inclusive learning environments
- Community-based education development strategies
- Education equity monitoring and evaluation indicators
- Case study: Inclusive education initiatives for rural communities

Module 6: Climate Justice and Environmental Sustainability

- Intersectionality and climate vulnerability analysis
- Inclusive climate adaptation strategies
- Gender-responsive climate policies and environmental governance
- Indigenous knowledge and environmental justice
- Community resilience and sustainable development planning
- Case study: Climate adaptation programs for vulnerable populations

Module 7: Participatory Governance and Policy Advocacy

- Participatory development and inclusive governance frameworks
- Stakeholder engagement and community consultation
- Policy advocacy strategies for social justice
- Rights-based approaches in development programming
- Building inclusive decision-making institutions
- Case study: Participatory budgeting initiatives

Module 8: Monitoring, Evaluation, and Impact Measurement

- Designing intersectional monitoring and evaluation systems
- Inclusive data collection and social inclusion indicators
- Impact assessment for equitable development outcomes
- Data disaggregation for development planning
- Evidence-based policy improvement strategies
- Case study: Intersectional evaluation of a national development program

Training Methodology

- Interactive lectures and expert-led knowledge sessions
- Participatory group discussions and collaborative learning
- Real-world development case study analysis
- Policy simulation exercises and scenario planning
- Practical workshops on intersectional analysis tools
- Stakeholder mapping and participatory planning exercises
- Monitoring and evaluation framework development activities
- Experience sharing and peer learning sessionsBottom of Form

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