

REPORT: GESI-CC Training

*For Youth Canvas members and youth
active in climate actions in Ethiopia*

October 22-24, 2025

Addis Ababa, Ethiopia



November 2025

Summary

The GESI-CC training offered participants a transformative learning experience that explored gender roles, stereotypes, climate vulnerability, and inclusive policy frameworks through a range of practical and participatory methods. Over the three days, participants:

- Examined the foundations of gender equality, social inclusion, and climate risk, including the global and national contexts affecting women and marginalised groups.
- Explored practical toolkits such as the Assessing Resilience Toolkit, UNFCCC Problem Tree Method, and CRISTAL Toolkit to assess vulnerability and design gender-responsive climate solutions.
- Engaged in simulations and games that illustrated how climate change disproportionately impacts different societal groups and how gender shapes vulnerability and adaptive capacity.

Discussed Ethiopia's policy frameworks, gender-responsive budgeting, and strategies for integrating GESI principles into climate programming.



Figure 1: Participants conclude the Climate and Lottery game with inclusive clapping
Photo by Jeba Studio

By the end of the training, participants demonstrated strengthened capacity to advocate for inclusive climate action, deeper awareness of intersectional vulnerabilities, and renewed commitment to advancing gender-responsive solutions within their communities. The workshop not only enhanced knowledge but also fostered collaboration, reflection, and practical planning, supporting the broader mission of the Youth Canvas to empower young climate leaders and catalyse equitable, locally led climate action in Ethiopia.

Introduction

This document presents an overview of the **Gender Equality and Social Inclusion in Climate Change (GESI-CC) Training** held from October 22–24, 2025, at The Hub Hotel, Addis Ababa. The training brought together 30 participants, mostly youth already active in climate and human rights spaces, for an intensive three-day program designed to deepen their understanding of gender dynamics, social inclusion, and their intersection with climate change. Through interactive learning, practical toolkits, and collaborative exercises, the workshop aimed to equip participants with the knowledge and skills needed to champion inclusive and equitable climate action in their communities.

The training involved youths who are actively engaged in climate action in Ethiopia as well as members of the **Youth Canvas**.

About: The Youth Canvas

The Youth Canvas is an initiative developed by Enfluencers in partnership with the Ethiopian Women Youth Climate Assembly (EWYCA) with support from SouthSouthNorth (SSN) through its Climate and Development Knowledge Network (CDKN) programme. It serves as a platform to document, strengthen, and amplify youth-led environmental and climate initiatives in Addis Ababa.

The Youth Canvas focuses on addressing the key challenges and opportunities facing youth-led organisations working on environmental sustainability. Its research

highlights that young people in Addis Ababa are leading impactful initiatives in waste management, renewable energy, climate adaptation, and policy engagement. Despite their contributions, these organisations face significant constraints, including limited access to finance, bureaucratic hurdles, insufficient institutional support, and gender disparities in leadership.

The initiative underscores the importance of collaboration and policy engagement, noting that while many youth organisations have formed partnerships, fewer are engaged in policymaking, revealing a gap in youth representation in decision-making processes. It calls for structural solutions such as stronger funding mechanisms, diversified financing models, formal networking platforms, and institutionalised youth participation in climate governance.

The Youth Canvas ultimately aims to equip youth-led organisations with the resources, visibility, and policy support needed to scale their impact. It advocates for government institutions, donors, and private-sector partners to invest in youth leadership as a critical driver of Ethiopia's transition toward a resilient, inclusive, and sustainable future.

Daily Training Summary

Day 1: Understanding GESI Dynamics in Climate Change (Lead: Helina Teklu)

The first day of the workshop commenced with engaging opening and welcoming speeches by Helina Teklu, founder of EWYCA and Arsema Andargatchew, Country Program Manager for CDKN Ethiopia, during which participants were warmly welcomed and the objectives of the workshop were clearly outlined. Following this, a round of introductions took place, allowing participants to share their names, the organisations they represent, and one thing they care about. This interactive element set a positive tone for the days ahead, emphasising the importance of gender equity and social inclusion (GESI) in addressing climate change.

The training began with a dynamic exercise entitled "Gender Stereotypes," designed to facilitate a discussion about the typical roles/traits associated with different genders. Participants were encouraged to identify and question these stereotypes. They discussed and switched roles to see things from different perspectives,

examining how society shapes stereotypes and brainstormed ways these stereotypes can restrict both genders. Participants reflected and shared their thoughts on gender roles from their experience and how their background shaped their thoughts. One participant reflected on how much gender roles limit the potential of women. This interactive approach encouraged participants to reflect critically on their own experiences and biases and helped set the stage for deeper conversations about how these stereotypes can limit opportunities for people, especially women.

Following the introductory activities, the workshop moved into a session clarifying the distinction between sex and gender. Participants explored definitions and societal expectations that shape our understanding of these concepts. This was followed by an in-depth discussion on gender equality, social inclusion, equity, and equality. Conversations were ongoing on how equality can be achieved. Then participants took part in a group exercise in which they matched words such as "sex," "gender," "equality," and others with their definitions. Participants also shared personal interpretations enriching the dialogue with diverse perspectives.



Figure 2: Participants discuss about gender norms and sharing their personal experiences.

Photo by Jeba Studio

After a brief break, the focus shifted to the status of women globally and in Ethiopia, focusing on economic participation and opportunities, educational attainment, health, and political empowerment. This session presented data and identified gender gaps to highlight key issues and trends affecting women in these areas. Practical examples were shared to illustrate these points, emphasising the importance of addressing these gaps. Participants provided feedback on how valuable it was to receive and discuss this data. They stressed the significance of focusing on rural women, who are often the most affected, and highlighted the need to include disaggregated data especially concerning persons with disabilities to ensure comprehensive and equitable solutions.

The next session explored GESI in the context of Climate Change, examining how climate adaptation and mitigation intersect with gender issues. Discussions highlighted the disproportionate impact of climate change on vulnerable and marginalised communities. The IPCC's (Intergovernmental Panel on Climate Change) climate risk formula, which frames climate risk as a function of hazard, exposure, and vulnerability, was also highlighted and discussed. To deepen understanding, participants engaged in an interactive role-playing activity titled "Who Am I?", which illustrated varying levels of vulnerability to climate hazards. This exercise reinforced the day's theme of inclusivity and equity

In the afternoon, the focus shifted to National and International frameworks on Gender and Climate, including the Sustainable Development Goals (SDGs), particularly SDG 5, the Sendai Framework, the Paris Agreement, the Gender Action Plan and Ethiopian policies on climate and gender. Participants explored progress made in Ethiopia regarding gender equality and how it relates to climate action. The session concluded with a group exercise that applied gender issues to water management and energy, encouraging active reflection and diverse perspectives from participants. Participants reflected on how women are not only affected by these issues but also act as champions for change within their communities.

Day 2: Assessing Climate Risk and Resilience (Lead: Ilham Mohammed)

Day two began with a recap of the previous day's content, encouraging participants to share their reflections and insights.

The first session focused on gender analysis in the context of climate change. Participants explored how gender analysis impacts communities and emphasised the importance of considering women, youth, and marginalised groups in climate-related actions. This approach helps identify the roles and responsibilities of different genders within a community, highlighting the need to incorporate women's roles in planning and implementing climate actions. It also addresses questions related to vulnerability, risk, and the specific needs of different genders. The key steps discussed included:

1. Creating a stakeholder committee.
2. Gathering relevant data.
3. Understanding the varying climate risks faced by different groups.



Figure 3: The Climate Lottery game
Photo by Jeba Studio

A group exercise followed, where participants were assigned various hazards and tasked with identifying the exposure, vulnerability, and adaptability of community members affected by these hazards.

The participants were then divided into two groups to play the Climate Lottery game, which allowed them to step into the shoes of marginalised communities and understand how climate change disproportionately impacts women and vulnerable groups. This interactive experience facilitated open dialogue about how climate change exacerbates existing vulnerabilities. Participants were encouraged to share their experiences and perspectives, which further deepened their understanding of gender dynamics in the context of climate action. One participant shared how unfair it felt when playing this game and realised how much impact and sacrifice vulnerable farmers have to make. Another participant shared that stepping into the role of a pregnant female highlighted the lack of privilege, even with access to resources.

Several tools were then introduced to enhance understanding of resilience, including the ODI/Action Aid Assessing Resilience Toolkit, the UNFCCC Problem Tree Method, and the ICLEI Prioritising Resilience Tool.

Participants examined a case study from Chad and Tanzania, discussing how programs can evolve from being gender-blind to gender-aware. The session emphasised the importance of effectively integrating gender considerations into climate programs and policies.

Afterwards, participants formed groups to identify a central problem related to climate change within their respective fields/perspectives. They worked collaboratively to construct a complete problem tree that illustrated the various factors contributing to the identified issue. Each group then presented their problem tree, which sparked constructive feedback and discussions on proposed solutions from their peers.

The day concluded with a comprehensive recap, where participants reflected on key insights and discussed how to apply this knowledge in addressing future climate challenges.

Day 3: Practical Measures and Next Steps (Lead: Jodahi Bezabih)

The final day of the workshop began with a comprehensive recap of the previous sessions to ensure participants retained the knowledge shared throughout the event. The session continued from Day 2, focusing on the final toolkit, the CRISTAL toolkit, designed to strengthen resilience and livelihoods.



Figure 4: participants reviewing their roles for the Climate and Society game

Photo by Jeba Studio

Participants then engaged in the Climate and Society game that highlighted the diverse vulnerabilities people experience in relation to climate change. This activity fostered a deeper understanding of how different groups can act as change-makers in their communities. One participant who played the role of a prostitute girl shared how being excluded from the community affects not only herself, but also the community. Another participant who played the role of a wealthy individual

reflected how even the least vulnerable are ultimately affected when community systems are disrupted by climate change.

The next session addressed gender-responsive budgeting. Participants learned about Ethiopia's frameworks on gender-responsive budgeting and discussed the importance of financial allocations that consider gender dynamics. This session aimed to equip participants with the knowledge necessary to advocate for equitable budget practices in climate action initiatives. And that gender-responsive budgeting should be incorporated from the initial planning process.

After a short break, a case study on gender-responsive budgeting in climate-smart agriculture was presented. The discussion included transformative elements for budgeting and how to identify actionable climate strategies that align with gender equity goals. Following this, a lively discussion ensued on prioritising qualitative versus quantitative empowerment of women; whether to bring women into leadership positions or supporting women at the community level, during which participants shared their perspectives.

The concluding sessions focused on translating learning into action. Participants were encouraged to identify one actionable change they would implement after the workshop. This reflective exercise reinforced the importance of applying acquired knowledge in daily life and advocacy efforts.

The workshop closed with a formal ceremony. Feedback forms were distributed to gather insights on the workshop's effectiveness and areas for improvement. Facilitators emphasised the importance of continued advocacy for gender-responsive climate actions and encouraged participants to stay connected and support each other in driving positive change. Overall, the workshop achieved its objectives of enhancing understanding of GESI principles and empowering women and youth to champion inclusive climate solutions.



Figure 5: Participants determining one actionable change they intend to implement post-workshop.
Photo by Jeba Studio

Overall Reflection

The GESI-CC training proved to be a transformative experience for Youth Canvas members and other youth participants, most of whom are already actively engaged in climate change initiatives and various human rights activities. It deepened their understanding of gender equity and social inclusion while providing practical tools and strategies to incorporate these principles into their ongoing work. By fostering critical discussions and interactive exercises, participants were able to reflect on their own biases and expand their perspectives on how climate change disproportionately affects marginalised communities.

The training also empowered participants to advocate for inclusive climate solutions and challenge stereotypes, enabling them to amplify these learning within their networks. Collaborative sessions fostered knowledge sharing and actionable planning. Overall, the training reinforced the importance of gender-responsive approaches into climate action, ultimately inspiring a new generation of advocates committed to creating equitable and sustainable solutions.