

Where Are We Now?

Situation Analysis

Portfolio Review and Needs Assessment (PRNA)

Introduction

At the beginning of ISOFI, we wanted to know how much progress CARE had already made in integrating sexuality and gender into its existing reproductive health programs. We also hoped to find useful methods for monitoring organizational progress and personal change, throughout the process of ISOFI.

CARE and ICRW designed a method of reviewing the portfolio of reproductive health programs to identify opportunities for improvement and learning. In ISOFI, this was called “Portfolio Review and Needs Assessment” (PRNA). This method of reviewing current and past program approaches brought together many key stakeholders (including managers, advisors, field staff and partner agencies), and looked in detail at project content, strategies, staffing, partnerships and monitoring and evaluation. Some of the tools used in the PRNA at the beginning of ISOFI were also used midway through the project and again at the end, in order to gauge organizational change.

How we implemented PRNA

At the beginning of the ISOFI pilot phase, CARE and ICRW led a half-day discussion in both India and Vietnam with CARE project staff to identify current program strengths and gaps related to gender and sexuality. These discussions were designed to identify opportunities for integration of and entry points for gender and sexuality in projects.

Next, CARE and ICRW led a learning and reflection workshop with CARE project staff to explore the gaps and learning opportunities that they had identified during the half-day discussion. The workshop was designed to review the following:

Topic to review

Tools Used

■ Current level of integration of gender and sexuality in the existing portfolio

- General Discussion Guide
- Progress Along the Gender Continuum
- Program Principles Analysis

■ Conditions necessary for integration of gender and sexuality, including ways to build ownership

- Stakeholder Analysis
- Force Field Analysis
- General Discussion Guide

■ Existing learning mechanisms to foster understanding of gender and sexuality

- General Discussion Guide

Each of these tools is described below.