

## **EXPERIENCE IN MENTORING**

We have provided mentoring to administrations and social organizations as they work to include feminist perspectives in their activities and as they undertake organizational changes to promote greater gender equality. We have accompanied processes of diagnosis, planning and evaluation, making use of a range of participatory methodologies adapted to the specific situations and needs of each process.

### **Processes of organizational change**

- Mentoring of [Bizigarri](#), in its process of organizational change towards greater gender equity: Diagnostic stage and Action Plan. 2015-2018, REAS, Euskadi (Basque Country)
- Mentoring of capacity building process for technical and administrative teams, including training sessions, debates, development of priority issues and revision and improvement of internal working processes. 2016, Basque Agency for International Development Cooperation.

### **Evaluation**

- Evaluation process of the first Gender Equity Strategic Action Plan, 2013-2016. 2018, Setem Hego Haizea.
- Evaluation of the 2<sup>nd</sup> Master Plan for International Cooperation. 2016, Donostia City Council.

### **Introduction of Feminist Perspectives**

- Workshops and conferences for many civil society organizations (social movements, trade unions, public institutions, universities, social economy organizations, etc.) to strengthen their efforts to integrate feminist perspectives into their economic analyses and their advocacy processes, both in terms of their internal organization and in their public actions. 2002-2018. See examples [here](#), [here](#) y [here](#).



- Introduction to Radio from Feminist and LGBTQ+ Perspectives. Workshops for the Madrid City Council (2017) and for social movements (2014-present)