Gender in Higher Education Training Course

Professional Development Training Course Outline

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

Course Introduction

Gender in Higher Education Training Course explores the systemic challenges, gender biases, and policy gaps affecting students, faculty, and administrative leadership. Participants will gain advanced insights into gender-responsive pedagogy, institutional policy frameworks, and inclusive academic practices, empowering them to design strategies that foster equitable participation and career advancement for all genders. The course emphasizes intersectionality, social justice, and leadership, preparing stakeholders to address the unique barriers faced by underrepresented groups in academia.

In addition, the course integrates practical tools, research-driven frameworks, and real-world case studies to enable participants to critically assess institutional culture, curriculum design, and governance structures. By leveraging global best practices and data-driven approaches, learners will enhance their capacity to implement sustainable gender equity initiatives, monitor progress through key metrics, and advocate for inclusive policies. This comprehensive program combines theory, applied research, and experiential learning to ensure participants are equipped to champion systemic change in higher education institutions.

Programme Curriculum

Gender in Higher Education Training Course

Introduction

Gender in Higher Education Training Course explores the systemic challenges, gender biases, and policy gaps affecting students, faculty, and administrative leadership. Participants will gain advanced insights into gender-responsive pedagogy, institutional policy frameworks, and inclusive academic practices, empowering them to design strategies that foster equitable participation and career advancement for all genders. The course emphasizes intersectionality, social justice, and leadership, preparing stakeholders to address the unique barriers faced by underrepresented groups in academia.

In addition, the course integrates practical tools, research-driven frameworks, and real-world case studies to enable participants to critically assess institutional culture, curriculum design, and governance structures. By leveraging global best practices and data-driven approaches, learners will enhance their capacity to implement sustainable gender equity initiatives, monitor progress through key metrics, and advocate for inclusive policies. This comprehensive program combines theory, applied research, and experiential learning to ensure participants are equipped to champion systemic change in higher education institutions.

Course Duration

5 days

Course Objectives

1. Understand gender dynamics and intersectionality in higher education.
2. Identify systemic barriers and unconscious biases affecting students and staff.
3. Analyze gender-responsive policies and institutional frameworks.
4. Develop inclusive curriculum design strategies.
5. Promote equitable leadership and governance in academia.
6. Apply gender mainstreaming in higher education programs.
7. Strengthen mentorship and career development pathways for underrepresented genders.
8. Evaluate the impact of gender equity interventions using data analytics.
9. Integrate inclusive teaching and learning methodologies.
10. Advocate for policy reforms and institutional change.
11. Foster collaborative partnerships for gender equity initiatives.
12. Address sexual harassment, discrimination, and equity compliance.
13. Leverage global case studies to inform local gender strategies.

Target Audience

1. University faculty and lecturers
2. Academic administrators and policy makers
3. Student affairs officers
4. Gender and diversity officers
5. Higher education researchers
6. Curriculum developers
7. Student leaders and associations
8. NGOs and advocacy groups focusing on education equity

Course Modules

Module 1: Introduction to Gender in Higher Education

- Overview of gender equity and inclusion
- Key gender concepts: equality, equity, intersectionality
- Historical trends in higher education gender participation
- Case study: Gender parity initiatives in Nordic universities
- Institutional gender audit

Module 2: Gender Policies and Institutional Frameworks

- National and international gender policies
- Institutional governance and policy analysis

- Compliance and accountability mechanisms
- Case study: Gender mainstreaming in African universities
- Policy gaps and solutions

Module 3: Inclusive Curriculum and Pedagogy

- Designing gender-responsive curricula
- Inclusive teaching methods
- Addressing bias in course content
- Case study: STEM curriculum reforms in Asia
- Redesigning sample course modules

Module 4: Leadership and Governance

- Gender and leadership pathways
- Barriers to women in senior academic roles
- Promoting equitable decision-making structures
- Case study: Women leaders in Ivy League universities
- Leadership decision-making exercises

Module 5: Mentorship and Career Development

- Mentorship programs for underrepresented genders
- Networking and professional development strategies
- Monitoring mentorship outcomes
- Case study: Mentorship programs in UK universities
- Developing mentorship action plans

Module 6: Addressing Bias, Harassment, and Equity Compliance

- Recognizing unconscious bias
- Sexual harassment prevention frameworks
- Institutional compliance and reporting mechanisms
- Case study: Anti-harassment programs in US universities
- Responding to equity challenges

Module 7: Data-Driven Gender Interventions

- Gender-disaggregated data collection and analysis
- Measuring impact of equity initiatives
- Using analytics for strategic planning
- Case study: Data-informed gender programs in Latin America
- Designing gender metrics dashboards

Module 8: Global Best Practices and Advocacy

- Comparative global approaches to gender in academia
- International collaboration and advocacy strategies
- Scaling successful interventions
- Case study: Gender equity partnerships in Europe
- Developing a local advocacy roadmap

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

Start Date	End Date	Location	Price
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