
Course Invitation

For

Training-of-Trainers: Teaching Gender in Security Institutions (5 days)

8-12 June 2026 in Geneva, Switzerland

Background

DCAF – Geneva Centre for Security Sector Governance invites you to nominate participants to attend a Training-of-Trainers course: *Teaching Gender in Security Institutions*. The five-day course is for military, police and other (civilian) gender trainers or advisors working with security institutions. It will take place in Geneva from 8 to 12 June 2026 (arrival on 7 June 2026).

Course description

This five-day residential course aims to develop the capacity of gender trainers who deal with military or police audiences where resistance to change can be high and to equip them with the proper methodologies and tools to promote transformative learning and the implementation of the Women, Peace and Security agenda. The course will be held in English.

Target audience

The course will target police, military and other trainers and advisors involved (or planning to be involved) in delivering gender training to security institutions and looking to develop their facilitation skills in this area. Participants will be nominated by our international partners and DCAF entities, including country offices and gender focal points.

Course objectives

- Sensitize and educate on the relevance of gender in security (including police and defence), and on recognizing and dealing with gender bias.
- Provide methodological and didactical support to help trainers and facilitators design courses and develop adapted sessions.
- Explain and apply different strategies to overcome resistance to change and gender backlash in the security sector and police and defence organizations, including by fostering transformative adult learning.
- Discuss the Women, Peace and Security Agenda and its implementation through National Action Plans and learn how to promote the meaningful participation of women in peace and security roles.
- Explore the notion of intersectionality and sensitize trainers to the importance of integrating elements of intersectionality in their gender trainings and in their teaching methodology in general.

Learning methodology

The course will be facilitated by DCAF staff and personnel from other institutions with SSR and gender knowledge and expertise, as well as extensive experience in facilitation. The five-day programme will help participants better integrate gender into their work and leadership, and understand the challenges related to

gender work in practice. The format will combine interactive teaching sessions with group discussions and peer-to-peer learning. The course methodology is aimed at adult learning, which means that it focuses on participant engagement, experience sharing, and practical application. The interactive and peer-learning setup includes a series of hands-on exercises, simulations, and group activities. An inductive approach throughout the course places participants at the centre of the learning experience. Therefore, all participants will be required to dedicate each day fully to the course. The course includes the following components:

Before the course

- Participants will need to complete a pre-course survey.

During the course

- Participants will complete a daily evaluation form.
- Social and networking opportunities will be offered to participants, alongside coffee breaks and lunch.

At the end of the course

- A certificate of attendance will be provided upon course completion.
- On the last day, participants will complete an end-of-course survey to evaluate the course. Approximately 3 months later, participants will be asked to complete a long-term follow-up survey.

More details on the programme will be provided ahead of the course.

Fees, logistics and accommodation

The course is free of charge, but participants are responsible for their own travel and accommodation costs, including meals, visas and insurance. Lunches during the training will be covered by DCAF.

DCAF will however provide for accommodation and meals for 8 participants in its efforts to promote a diverse course audience. For those, travel and visa will still be the responsibility of their organisations. Participants wishing to be taken into consideration for sponsoring will have to mention that in the application form. As places are limited, we advise you to apply as soon as possible.

DCAF will provide a list of suggested accommodation options to all confirmed participants. Participants are of course free to book accommodation elsewhere. We recommend participants arrive on Sunday 7 June and book departing transport either in the evening on Friday 12 June or on Saturday 13 June.

The course will begin on Monday 8 June 2026 at 09:00, and end on Friday 12 June 2026 at 15:00 at Maison de la Paix, GCSP (Conference room 647), Chemin Eugène-Rigot (2D), 1202, Geneva.

Visas should be requested no less than six weeks prior to the training to account for visa delays. DCAF can provide a letter to support your visa application. If you need a letter of support or have questions about your visa request, please contact us once your participation has been confirmed (see hereunder).

More details about logistics will be provided ahead of the course.

Course registration

You can use [this link](#) to register for the course. Do not forget to submit your CV. We encourage all people working on gender sensitization and gender training in security institutions to apply, and we will work towards selecting a diverse and balanced group of participants. We strongly encourage men to apply for this course. The deadline to register is **24 April 2026**.

Contacts

For any questions on the course's organization, content and the event's logistics, please contact:

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Course programme

Time	Monday, 8 June 2026 Contemporary Approaches to the WPS Agenda	Tuesday, 9 June 2026 Adult learning and transformative learning methodologies	Wednesday, 10 June 2026 Integrating a Gender Perspective	Thursday, 11 June 2026 Mapping of gender structures and audience adaptation	Friday, 21 June 2026 Dealing with Resistance
9:00-10:30	Session 1.1 Welcome and Introduction	Session 2.1 Adult learning principles: transformative learning approaches	Session 3.1 Gender and security: gender-based violence and conflict-related sexual violence in military	Session 4.1 Conceptual frameworks and gender structures	Session 5.1 Dealing with resistance and exercise
10:30-10:45	<i>Break</i>	<i>Break</i>	<i>Break</i>	<i>Break</i>	<i>Break</i>
10:45-12:30	Session 1.2 Key concepts and terminology, including intersectionality	Session 2.2 Adult learning principles: gender dynamics and audience engagement	Session 3.2 (10:45-13:00) Gender and security: entry points and tools exercise	Session 4.2 Moderated mapping of existing practices and providing expert feedback	Session 5.2 Dealing with resistance exercise
	<i>Lunch (12:30-13:30)</i>	<i>Lunch (12:30-13:30)</i>		<i>Lunch (12:30-13:30)</i>	
13:30-15:00	Session 1.3 Key concepts and terminology continued	Session 2.3 Adult learning: Session design	<i>Lunch (13:00-14:00)</i>	Session 4.3 Speaking to various audiences about gender	Course conclusion and evaluation
15:00-15:15	<i>Break</i>	<i>Break</i>	Session 3.3 Free afternoon for self-study, meetings and/or work.	<i>Break</i>	
15:15-16:30	Session 1.4 Women, Peace and Security Agenda: Global Perspective and Practical Learnings	Session 2.4 Adult learning: Group exercise		Session 4.4 Speaking to various audiences: group exercise	Departure (15:00)
Evening	Welcome dinner	<i>Free</i>	<i>Free</i>	<i>Free</i>	

This schedule is iterative and remains subject to change.