monitoring, human rights monitoring, and education, there is a need for modules of gender training to be integrated into already existing courses. At the same time, the curriculum should reflect that there is a "core" material that all participants should learn regardless of function. The PPC will be reponsible for suggesting to form of the training. However, the product should be a training template that can be extended to other organizations. It was also suggested that the PPC be encouraged to integrate a gendered perspective into already existing courses.

37. The Steering Committee also agreed that this initiative be situated within a structure of different programs and projects, and that the PPC should scan what initiatives, programs, and curricula already exist.

XI. Clientele

38. It was agreed that the expected clientele represent the broad scope of actors involved in peace operations at the intermediate and senior levels. It was agreed that the Steering Committee should also explore means of tapping into other institutional levels so that the training is reinforced.

39. It was repeated throughout the two days that leadership support, including UN leadership, Special Representatives of the Secretary-General (SRSGs), Heads of Mission, as well as leaders in the field, is important to the success of the initiative. In order to tap into this level of clientele, without them necessarily participating in the course, it was suggested that the PPC develop a marketing tool which would explain why this course is necessary. The marketing tool could diminish the likelihood that leaders will shrug off responsibility for participating, serve as an educational tool, and stress the initiative's importance. Part of the objective in targetting those in leadership and informing them about the initiative is to challenge and/or diminish the probability that attitudes contrary to those imparted by the training would trickle down.

40. It was suggested that this tool could take the form of a document outlining the rationale of the project, detailing problems like the ones mentioned above, and stressing that participation not be conveyed as a burden but rather a means by which to improve peacekeeping.

XII. Evaluation/Monitoring

41. The issue of participant evaluation is recognized by the Steering Committee as an important aspect of the initiative. The issue of evaluating the success of the training was discussed, particularly how the implementing agent would evaluate the impact of training, and track peace operations? It was suggested that this aspect of the initiative be discussed later at the Course Design Conference.

XIII. Action Plan