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#WeCo LEAD

· YOUNG WOMEN'S LEADERSHIP ·

FOR COLLABORATIVE SUSTAINABLE COMMUNITIES ·



cesie
the world is only one creature

COMM'ON

Swide



Formation et Sensibilisation
du Luxembourg

szubjektív
értékek
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Toolkit #1 REFLECTIVE METHODS FOR FEMALE LEADERSHIP IN ENVIRONMENTAL ACTION

Toolkit #2

**LAB
ON
WOMEN EMPOWERMENT
FOR
SUSTAINABLE COMMUNITIES**

Toolkit #3 PATH OF THE RAIN DANCE



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THIS TOOLKIT IS DESIGNED TO BE INTERACTIVE,
PAPERLESS AND ECO-FRIENDLY




THIS TOOLKIT IS OPEN SOURCE

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ABOUT THE #WeCoLead PROJECT

#WeCoLead is a KA2 Cooperation Partnership co-funded by the Erasmus+ of the European Union. Led by SwIdeas in Sweden, the project also gathers partnerships from Italy (CESIE), Greece ('COMMON), Hungary (SVF – Subjective Values Foundation), and Luxembourg (FSL – Formation et Sensibilisation de Luxembourg).

#WeCoLead is an innovative project based on the idea that young women are especially positioned to creatively and innovatively initiating processes to develop a sustainable new normal that is coped with gender equality and empowerment. Based on this, the project has two main goals: 1) to empower young women to act as leaders in shaping the sustainable new normal and fighting against climate change, acting as change-makers, and exploring their active citizenship and socio-economic potential 2) to promote sustainable internationalization by empowering the EU to act as leader in matters of biodiversity conservation, sustainable practices, and sustainable action. This project brings together the power of young women to act as leaders in the promotion of green and sustainable practices, interactive and innovative methodologies, and collaborative methods to produce results that will be relevant, useful, and empowering for young women and for youth workers.



Project Result 2: #CoCreateTheToolkit

The second project result's activities have led to the co-creation of the #WeCoLead toolkit, that provides a step-by-step process with methodologies, theoretical modules for female leadership in environmental sustainability, and exercises for young women and youth workers. Inspired by the Civil Society Toolbox's structure and methodology, the #WeCoLead Toolkit is divided in 3 different parts, steps which aim to empower all young women, civil society representatives, stakeholders and youth workers on how to support female leadership in environmental sustainability matters. The Toolkit is based on the core idea that, as result of our research in the partner countries, female leadership and empowerment are intertwined processes that take place gradually and can be supported on different levels: 1) the individual level, 2) in small organizations or informal groups, and finally 3) at the structural and organizational level in established organizations.

Therefore, 3 parts of the #WeCoLead Toolkit are the following:

1.

REFLECTIVE TOOL FOR FEMALE LEADERSHIP IN ENVIRONMENTAL ACTION

The tool aims to increase young women's leadership potential and give them a better understanding of what social structures affect our lives in terms of gender and environment. It contains self-reflection tips, relevant content, exercises on climate change issues and environmental sustainability. This tool is a response to one of the key needs identified, which is that young women often lack roles models, access to educational platforms, knowledge on how to contribute to environmental sustainability through individual actions. Some also lack community support from other diverse groups of women, although the heterogeneity of this target group calls for an intersectional approach.

2.

LAB ON WOMEN EMPOWERMENT FOR SUSTAINABLE COMMUNITIES

The Lab addresses the expressed need for supportive activities in different fields (emotional, financial, household support) and advocacy for a wide range of gender equality, issues found both at home, in education and labor market. This Lab gives a planning activities opportunity for young women leaders and/or organizations that want to work on women's empowerment. The Lab stems from the idea that groups of young women and members of civil society need practical tools/methods and processes to support them in creating activities and projects in their local communities. The process of this Lab wishes to inspire and create the space where people come together to collectively focus, brainstorm, design and develop an implementation time-plan for their activity always taking into consideration the environmental sustainability aspect.

3.

PATH OF THE RAIN DANCE – WORKING ON JOINT PROJECTS FOR COLLECTIVE ADVOCACY

The goal of the Path is to support small, medium, and bigger organizations in developing their way of working, organizational tools and methods, as well as providing support in advocacy projects. The path stems from the identified need for more advocacy on women's rights, raising awareness in our respective societies on climate change and how young women's leadership is an essential resource to reduce socioeconomic and environmental inequalities. Thus, advocacy requires strategic action, planning and organizational coordination. The Path provides guidance on tools, cards, and methods to conduct the following: an analysis of the local thematic you want to work on, a list of issues you want to tackle and a plan of activities to implement locally; An analysis of your allies, participants and local community and a strategic plan on how to reach out; A risk assessment for your activities and a plan on action; An evaluation strategy to manage results and points that you can use for advocacy action.

BACKGROUND: WHY ARE WE HERE?

TWO BASIC IDEAS MAKE THIS LAB

1

THE NEED FOR TOOLS TO CREATE ACTIVITIES THAT SUPPORT FEMALE LEADERSHIP

This Lab was designed as part 2 of the **#WeCoLead** Toolkit, after extensive research on barriers to female leadership and empowerment in the 5 partner countries in the project (Greece, Sweden, Italy, Luxembourg, Hungary). Overall, the results in all countries were quite aligned, with some small exceptions, as the analysis of the data showed the need for supportive empowering activities in different fields of women life (e.g. activities that aim to empower financially, emotionally, in every day barriers of family roles) and the need for advocacy in a wide range of gender equality issues found both at home, in education and labor market. This Lab gives an opportunity to young women leaders and organizations to plan activities for social impact and women empowerment. The Lab can be developed in parallel or synched with **the Path of the Rain Dance**.

2

THE NEED FOR ADAPTATION FOR ENVIRONMENTAL SUSTAINABILITY

Do women tend to be more sustainable and conscious about environmental issues? Do women embed more environmental principles and practices in their businesses? How are gender and climate change issues interconnected?

The results of our research conducted through surveys and workshops with young women, youth workers and organizational representatives in Greece, Italy, Sweden, Hungary and Luxembourg showed the the interconnection is not always clear and sometimes blurry. In statistical terms, the participants were split in two main groups with the respective lines of thinking:

- The first half claimed that “yes, women are more environmentally sustainable due to their gender”. This can be seen both in environmental businesses, communities, and consumption of goods.
- The second half believing either “no, it is a stereotype that women tend to be more sustainable” claiming that this idea is linked to stereotypical beliefs about women tending to be more in charge of the household (thus, deciding on waste management, food supply, power consumption etc).

In either case, most respondents agreed that, regardless of these two main perceptions and lines of thinking, environmental sustainability is a field that everyone regardless of their gender and social position should focus on.

In **#WeCoLead** Inspiration Activity Chart for Environmental Sustainability you will find that this Lab uses environmental sustainability field as the example, and probable theme of activities to be developed. Connecting young women empowerment with environmental sustainability is one way to achieve sustainable communities in the future.

Feel free to adapt the theme of the activities that this Lab proposes. Make sure you link them directly to your local reality or local community needs.

INTRODUCTION

During the implementation of local workshops within the Project Result 2 of the **#WeCoLead** project, valuable information was gathered in order to understand and break down the main issues and barriers that women face when:

- a. Wishing to enter higher education;
- b. Wishing to enter labor market;
- c. Balance their personal and work life;
- d. Wishing to start their own business;
- e. Work to empower women to create sustainable communities.

The results revealed a pattern of 6 core barriers (patriarchy, family roles, financial insecurity, psychology, lack of empowerment from an early age and organizations not having the right methodologies to approach women). In addition, the research revealed that there is a circular motion of results/effects that are overlaid between the core barriers (e.g., financial incompetence & freedom, lack of confidence, career choice and career development, increasing patriarchic models and social stereotypes, affects family planning).

The participants of the research suggested ideas and solutions that were clustered in two main thematics: the need for advocacy work and the need to find tools to develop specific activities for supporting female leadership in local communities.

You can find more on the research in supporting document: **#WeCoLead Harvest Analysis on Women Empowerment for Sustainable Communities**.

With this Lab, we give the opportunity to young women leaders, community groups or organizations to work on activities that will empower and support women. The process of this Lab wishes to inspire and create the space where people come together to collectively focus, brainstorm, design and develop an implementation time-plan for their activity always taking into consideration the environmental sustainability aspect.

WHO SHOULD ATTEND?

This Lab is designed for small groups 6-15 people.

Make sure you invite people who are interested in the subject, who wish to work on women empowerment and who have some level of experience in organizing community activities. It might be a group of friends, an informal community group, a team within an organization or just individuals who came together under the same goal.

MATERIALS YOU WILL NEED

Flip chart
Markers (in different colours)
Moderation Cards or Post its (in different colours)
Sticky dots or figures for voting (in 2 colours)

Supporting Documents:

#WECOLEAD METHODOLOGY CHART

#WeCoLead Harvest Analysis on Women Empowerment for Sustainable Communities
#WeCoLead Inspiration Activity Chart for Environmental Sustainability

PREPARATION

WHERE DO WE START?

The process of this Lab wishes to inspire and create the space where people come together to collectively focus, brainstorm, design and develop an implementation time-plan for their activity always taking into consideration the environmental sustainability aspect.

We urge you to ask your participants to read the [#WeCoLead Harvest Analysis](#) supporting document as the starting point of your activity planning as it showcase an overview of most common barriers young women face in a European level.

Mandate a **2 person hosting team** for this Lab Session. The hosting team will prepare the Lab and facilitate the Session flow. They will be able to take part in the content discussions but will need to be very transparent with their role switches between participant and facilitator!

You will need around 4-5 hours to complete this lab. Please make sure you take small breaks between your sessions to recharge!

ONLINE TIPS AND TRICKS

1. When you facilitate a team online, along with the facilitator's role have also a "tech" focus person!
2. Prefer to use an online meeting platform that features breakout rooms!
3. It will be easier for the hosting team to facilitate the process if they prepare step by step "flip charts" according to the flow of the Lab. Look into online platforms like Miro that will help you work as a team online!
4. When using Miro, allow participants to get familiar and navigate with the board for a while.
5. Always start your Lab with a check-in, it gives the participants time to synchronize their energy and come together! Don't forget to use online energizers / collective fun movement in front of the screen and always check if and when the team needs a break.



SESSIONS

1

FOCUS ASSESSMENT

What are we focusing on and why?

After a quick **check in**, start the session with a round of perspectives on the women empowerment thematic:

Where do you want to focus your activities on? Why do you want to tackle this issue? What is the connection with your local reality? What is the need you want to support? (If your group doesn't have a specific issue they want to focus on please use **#WeCoLead Harvest Analysis on Women Empowerment for Sustainable Communities** in order to get inspired and navigate between most common issues women face today.).

Visualize and cluster the issues your group proposes. These will be your activities' thematics.

***Note: In case you have already decided on the theme of your activity please go to step 2. Content Development.**

Vote and conclude which thematic is the most & least interesting for your group with two "currencies" (2 dots per person for each color):

- green dots/figures = for the most interesting and most exciting-to-work-with
- red dots/figures = for the least interesting

For the 2 most (green) voted thematics **converge on an objective statement that explains the "Why"**. Write down in moderation cards. This will help you introduce and communicate your goal to your audience/local community later. **[30']**

Propose activities! Work on the 2 most (green) voted thematics, break into pairs, each group works on one of the themes. In pairs, **choose a potential activity to tackle this thematic**. What is the most suitable activity for this issue? What is the highest potential of the activity? What could be the result for women's life in your community? Would it be fun and engaging? Would I want to attend and why? (Use **#WeCoLead Inspiration Activity Chart for Environmental Sustainability** in order to get inspired).

Work on each potential activity with a solid example. Create and use a local woman's persona and try to imagine: What would be the benefit for her if she attends? What effect will your activity have in her life? Will there be any barriers stopping her on attending? **[30']**

Come back to the group and share. Each pair pitches their proposed activity, its potential and the women's persona that will attend. **[10']**

Vote, as a group, **on the proposed activities**. What would have the most impact for your community? Do you choose one of them or do you create a series of activities? **[5']**

You now have a list of your future activity/ies!



TAKE A SHORT BREAK

2

CONTENT DEVELOPMENT

How do we develop our activity and who do we involve?

In your group, **brainstorm the content (subject/methods and processes) of your chosen activity.** Take notes on moderation cards or post its and cluster them as you go under each implementation category. **Create a draft map of all aspect of implementation.**

Your clusters should include:

a. target group **b.** content development (***please use #WeCoLead Methodology Chart in order to get inspiration and/or ideas**) **c.** funding **d.** allies/stakeholders **e.** location **f.** communication/reach out **g.** results **h.** other

How many people would participate? Do you need to reach out to speakers/trainers for support? Where and when will your activity take place? Will you need funding for your activity? Do you want to monitor the results of your activity and if yes, how would you do that? How will you communicate your activity? Do you need other local stakeholders involved (e.g., local leaders, local community groups/organizations, local authorities, etc.)? Will you need any authoritarian permission (e.g., municipal permission to implement in a public space). **[30']**

Take a step back, look at your map! In your group, take few minutes for each cluster and discuss. What did you forget? Is there something missing? Is there any potential risk? Do you need to have any alternative scenarios in case something doesn't go as planned (e.g., if you want your activity to take place in an open space, what will you do in case of rain)? **[20']**

TAKE A SHORT BREAK



3

IMPLEMENTATION STRATEGY

How will you and your team implement your activity?

Time for action! What lies ahead? How do we organize in order to make this activity happen?

Look at your implementation map and your clusters. **Decide who will do what and assign 1-2 people per cluster,** this is the “cluster name” team. Ask your group to choose on what they want to work on based on their knowledge and their enthusiasm. **Write names next to the clusters on your map.** **[5']**

Break into cluster teams. Each team takes some time to brainstorm and note down steps, actions, etc. that they need to take in order to tackle all aspects of the cluster they are responsible of. **[40']**

Time for consultation!

Each team presents to the group their strategy, explaining the steps they will follow and the support they might need. Make a circle of discussion and let each group member consult the cluster team based on their previous knowledge and experiences, local connections and network. [30']



TAKE A SHORT BREAK

4

STRATEGIC ACTION

What is our next move?

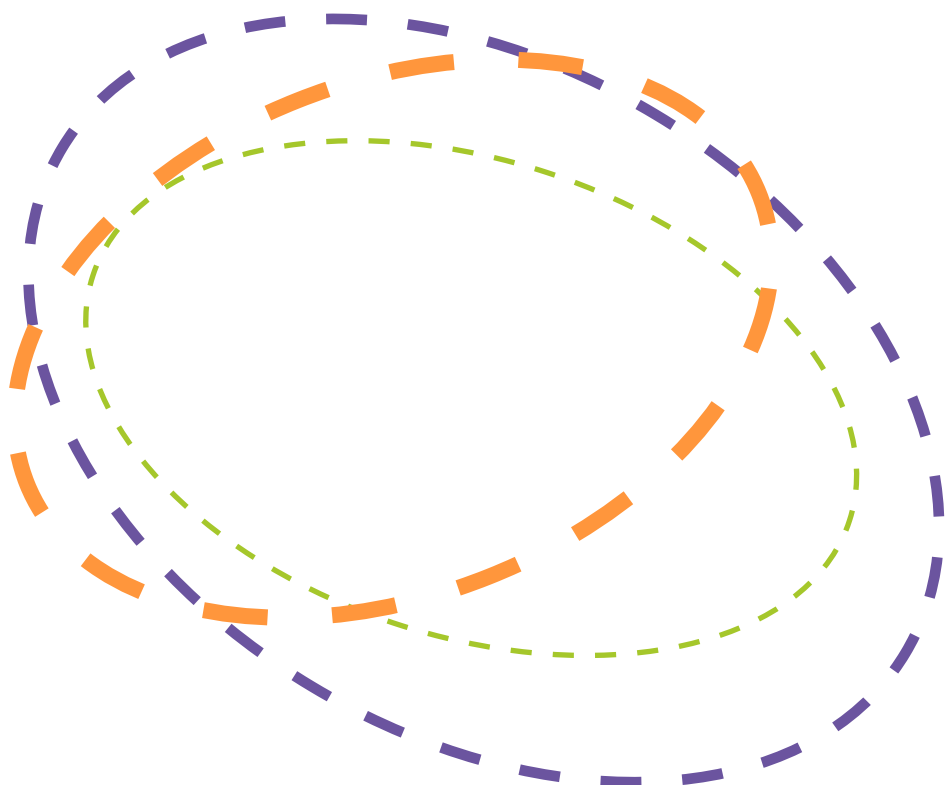
You now have a map of implementation and assigned teams on who is doing what!

Go back to your cluster teams and take few minutes to **make any necessary changes or adaptations** after the group consultation. [20']

Back to your group, work together to **create an action plan alongside a time-plan**. Coordinated your work toward your activity. Where do you start? Identify overlapping points, what needs to happen in parallel? What takes more time? Go back to your potential risks, how do you prepare for different scenarios if occurred? How will your team coordinates? When will your next meeting be? [40']

Take few moments of silence and look at your action and time plan.

Celebrate and **check out** with a round of appreciation on what you accomplished together!





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Supporting DOCUMENTS



The Women Empowerment Lab for Sustainable Communities was developed by COMM'ON (Greece) in the scope of #WeCoLead project “Women Leadership for collaborative sustainable communities” 2021-1-SE02- KA220-YOU- 000028775 funded by Erasmus+ of the EU with the collaboration of SwIdeas (Sweden), CESIE (Italy), Formation ey Sensinilisation du Luxembourg (Luxembourg) and Szubjektív Ertekek Alapítvány (Hungary). The Lab is inspired by the Civil Society Toolbox methodology and exercises.

SUPPORTING DOCUMENTS

#WeCoLead Inspiration Activity Chart for Environmental Sustainability

There are a lot of different places where you can find inspiration for your future activity.
Be open, be smart, try to combine important issues, think outside the box or even better break the box

a.

Activity Inspiration

Find your Activity Theme

WHAT IS YOUR ACTIVITY THEME?

Information / Education / Empowerment Activity

(e.g. Informing on laws that support women at work/home, Creating educational activities for minors or adults, Empower women on specific local issues, etc.)

Supportive / Inspiration Activities

(e.g. Create an activity that supports women to an everyday barrier that they face, as creating a community daycare for single mothers, Showcase good examples and practices in bussiness/ academic environment, etc)

WHAT DO YOU WANT TO **FOCUS ON**?

Activities that raise awareness on gender stereotypes

(e.g. work with young children on gender roles, work in bussiness/academic environment, etc)

Opening space for discussion between specific groups

(e.g. enlight sexist behaviors in bussiness/academic environment, promote “unconventional” role models, etc)

Platforms where women support women

(e.g. inspiration storytelling, mentoring, support groups, etc)

Supporting the development of a healthy system at home

(e.g. working with families, create safe spaces for discussion/sharing/support, etc)

Working with all genders

(e.g. including men in the discussion)

Source: Inspired from the #WeCoLead Harvest Analysis. Developed in 5 countries, Greece, Sweden, Italy, Luxembourg, Hungary, in June-September 2022

b.

Women Empowerment and Environmental Sustainability

Working towards sustainable communities

Connecting young women empowerment with environmental sustainability is one way to achieve sustainable communities in the future. Below you will find a chart of inspirational examples to support you develop your own ideas for activities. In the examples you will find activities that use environmental sustainability field as the example, the opportunity or probable theme of activities to developed for women empowerment.

A RE-USE & RECYCLE WORKSHOP AS A SAFE SPACE FOR SHARING

A supportive activity example

Creating a safe space where women can share, discuss, support and inspire one another

Context: You live in a working class area where most women don't work and have no higher education. The domestic abuse rates are really high and there is no victim support system by the state, either by an ngo in your town. On the other hand, you have noticed that women tend to participate more in cultural, educational activities. In addition, you have seen more and more women participating and engaging in recycle, zero waste, etc. activities in your local community the last year.

Your goal: Create a safe space where women can come together, share, create bonds, create a supportive system in their community.

Additional goal: Give the opportunity to women to develop skills / practice crafts that could potentially develop to an income source.

Restrictions/Risks: You need to find an "innocent" activity that brings women together for all the above reasons that doesn't raise any suspicions abusers.

Your idea: How about we create a weekly craft workshop? "How to make jewelry from recycle and re-use materials". We would target especially young women and we can use word of mouth to bring more women in as time goes by. We can also ask women from our community who already have small hand-made bussineses or women who work with recycle and re-use materials to come give small lectures and share their stories once a month! We could even ask a psychologist to come and talk to us about the benifits of crafting and creative work in our mental health (that could be a smooth way to introduce a mental health expert to potential victims)!

We could start our weekly workshops with a small cycle of "getting to know one-another" and we can engage participants to be more open with their sharings after a while. In parallel we can create a facebook group where women can connect in a personal level if they want to.

At the end of the year we could make an small bazzar to sell our jewelry and we can all agree on where we want to donate our profit!

COMMUNAL CAR SHARING SYSTEM FOR WOMEN

A supportive / empowering activity example

Creating a system that supports women to move around safely for work or/and education

Context: You live in a village 20 min from the main town, where there is no opportunity for work or higher education. Just outside the village there is a big factory producing electric cars where most of the men in your community work. There is a big number of young women, some of them with families, still living in your village with few means of transport. There is no frequent public bus connecting your village with the main town. Most women are afraid to use the public transport as the bus stop is in a remote part of the village and there have been sexual assaults in the past. When you talk to young women in your community you see that they are eager to work and study but they don't want to move to the city either by choice (they like their life in the village) either due to financial struggles.

Your goal: Create a safe transport system for women.

Additional goal: Support the conversation about environmental protection that is very active in our community due to the many environmental sustainability activities that the local factory organize.

Restrictions/Risks: You don't know if you will have enough resources (volunteers, vehicles) to support your cause.

Your idea: How about we create along with a small women's group a car sharing system that women can use throughout the day to transport back and forth to the city for work and study? "Communal car sharing system for women". We can self organize and take turns on who is driving depending on the day and each participant's schedule. We can support morning, mid day, afternoon and evening rides to make sure all of us can reach the city and chase our dream/need for work or education. We can find support by the local factory to provide us one or two of their electric bussiness vehicles as part of their csr (corporate social responsibility) program. This way we can also support the environmental sustainability conversation that take place in our community.



WOMEN HEAD OF ECO-FRIENDLY BUSSINESS

An inspirational / informative activity example

Using environmental sustainability as a reason to hear inspiring women role model stories

Context: You want to support women endeavors to create their own bussiness. In your community you notice a lack in women role models in positions of power or women head of bussiness. You want to enlight another aspect of bussiness development, that of eco-friendly bussinesses. Inspiration is a personal journey, but stories and personal journeys can inspire, especially if you find similarities with the storyteller.**Your goal:** Create a safe transport system for women.

Your goal: Create a space where women who run their own bussiness share their story.

Additional goal: Invite women speakers who run eco-friendly or environmental sustainable bussinesses.

Restrictions/Risks: You need to include speakers with a diverse background in order for listeners to relate and find similatities within their story.

Your idea: Research your local eco-friendly bussiness to find women bussiness leaders, interview them and ask them to share their story. Select 2-3 women and invite them to come to your event to share their story. Share with them some key points that they need to include in their storytelling (e.g. how they started, the barriers they faced, sexist behaviors they came accross, how they manage family and work, what would their advive be to their younger self, why they choose to run a eco friendly bussiness, what are the difficulties they find due to that dessition.

During the event, create a space where the audience can ask questions to the speakers, moderate the conversation. Ask your speakers if they are open to mentor or guide younger women in their endeavors.





Tips and Tricks for Environmental Sustainability

Developing activities that contribute to the environment

Your actions matter, even the smaller choice can make a difference!

When you design and implement your activities think on your environmental footprint. Promote and collaborate with people, groups or companies that promote a more sustainable way of living. Make a statement in the details!

Below you can find some “tips and tricks”, some ideas to help you implement eco protocols. Use what works for you, your team or your activity! Get inspired and brainstorm similar solutions with your team!

WHAT DO YOU PARTNER WITH?

Who are your collaborators?

When you prepare for an event/activity check your collaborators, your production suppliers. How do you choose your providers? Make sure you add on your criteria list local or small, eco-conscious businesses. Support local or hand-made products! Support those who fight for sustainability every day.

Who do you ask for support?

If you are looking for funders or sponsorships, think also your local/community businesses or companies with csr (corporate social responsibility) programs that believe in sustainable development, green energy, eco-sociousness, etc. Link your event or activities with those who believe in the same cause and make a statement together!

Start small. Start with your team!

Paper or digital?

Start from the small details! Do you need to print out your agenda? Can you upload it in your teams digital calendar? Do you need to use post its? Maybe use a digital white board?

Transportation

Do you need to transport for your teams meeting? Can you share a car? Can you bike-ride to your destination?

Green travel option

Does your production team needs to travel? Sustainable or Green travel focuses on transports that minimize the impact on the local environment and culture. Look into it and find your options!

Recycle, donate, compost or just limit your waste!**Food and Drink! Be eco cautious think on potential waste production during your activity!**

Will you provide food or drink? Think your packaging or cups/plates/etc! Can you use eco friendly solutions? Can you use biodegradable, eatable, or something similar materials? If not, can you limit consumption or use a warranty for participants to bring back after use?

Food waste or compost?

If you provide food think of food-waste or leftovers! Can you provide a compost bin? Can you “donate” your leftovers to a communal garden or your city compost bins?

Food sharing

If you have leftover food from your event? Can you donate it to your local free-meal charity?

Water Refill

You have an outdoor activity? Make sure you can provide a source of water for participants to refill their water bottles!

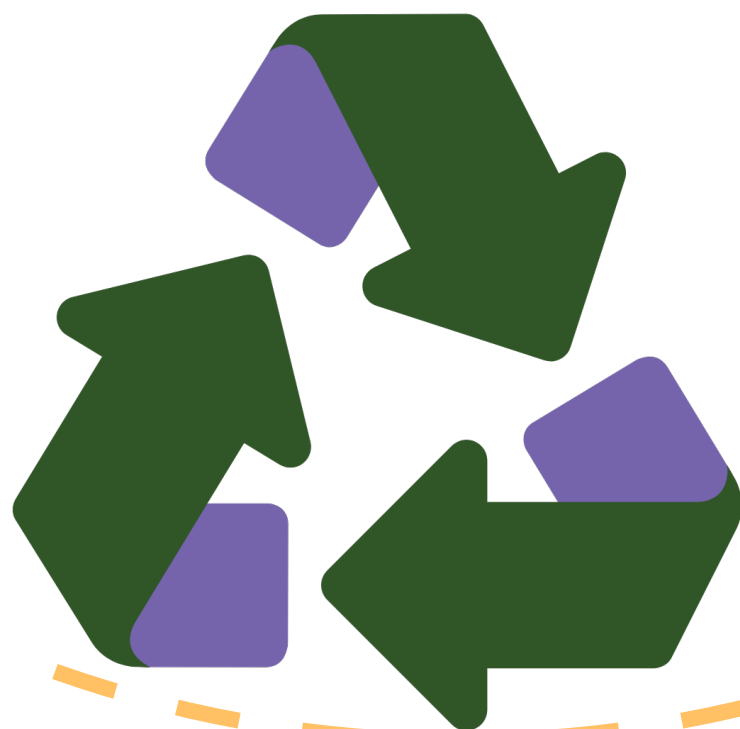
Composting Toilets

If you organize a big outdoor event or a festival and you have to provide a toilet solution don't go chemical, think about eco-friendly alternatives like composting toilets or eco waterwaste solutions.

Communication Material

If you want to promote a message during your activity, choose to go digital and paperless! Can you provide qr codes where people can access files/announcements etc.

Can you use digital screens and not paper posters or plastic banners? Can you flip your fliers to automatic sms messages when someone enters a specific area?



SUPPORTING DOCUMENTS

#WeCoLead Harvest Analysis on Women Empowerment for Sustainable Communities

During the implementation of #WeCoLead program valuable information was gathered in order to understand and break down the main issues women face when wishing to enter higher education and labor market; when searching for the balance between personal and work life; when wishing to start their own businesses and when building their position with environmental sustainability.

The program also focused on understanding the collective impact that community leaders and organizations have on women empowerment field; possible ideas, solutions, knowledge and methodologies that exist and could support others in the future.

This harvest aims to showcase patterns and trends that came up in the overall #WeCoLead program research results. The input was harvested from 5 local workshops and 5 local surveys that took place in the 5 partner countries (Sweden, Greece, Italy, Luxembourg, Hungary).

PARTICIPANTS Who participated?

- Young women and representatives of organizations that work for women empowerment participated in 5 local workshops in the 5 partner countries of the program #WeCoLead, aiming to share ideas, solutions and methodologies that answer specific needs in women empowerment process.
- Young women from the 5 partner countries of #WeCoLead program participated in an online survey recognizing needs, challenges and sharing knowledge that they hold in their roles

IMPACT What we offer for women empowerment and sustainable communities

- **Space for education & information**
Mentoring, educational programs, inspiration programs, front line work on women's reality.
- **Space for inspiration**
Women's groups, mentoring, sharing stories.
- **Support**
Women's groups, women's unions, victims, first line work presence on the ground, standing up against sexism.
- **Space for connection**
Networking.
- **Advocacy**
Activism, representation, initiatives for promotion, campaigns, policy changes, changing language to be inclusive.

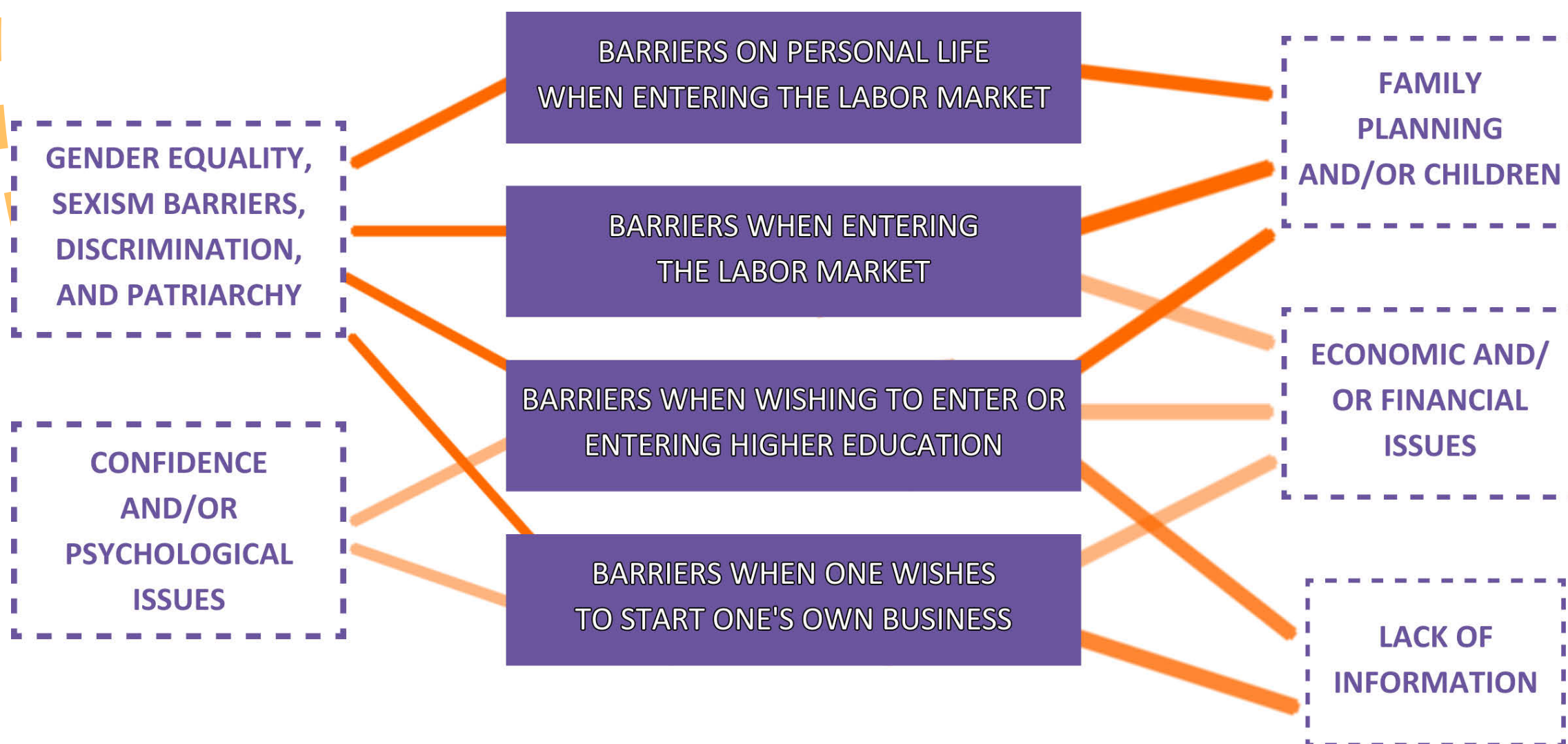
BARRIERS

What are the main barriers women face?

- **PATRIARCHY**
structural problems / sexist laws / cultural upbringing / gender gaps in salaries and work positions / internalized patriarchy in women / stereotypical differences / sexism / not many women in positions of power
- **FAMILY PLANNING / FAMILY ROLES**
family and work balance / family duties, lack of time / social life
- **PSYCHOLOGICAL / EFFECTS**
mental barriers / internalized barriers
- **FINANCIAL / INSECURITY**
lack of economic support / lack on funding
- **LOCAL ISSUES**
different local issues / local community issues
- **NOT HAVING THE RIGHT METHODOLOGIES**
to support women / to deal with every day problems
- **EMPOWERMENT**
lack of empowerment / lack on education / lack on information / support women

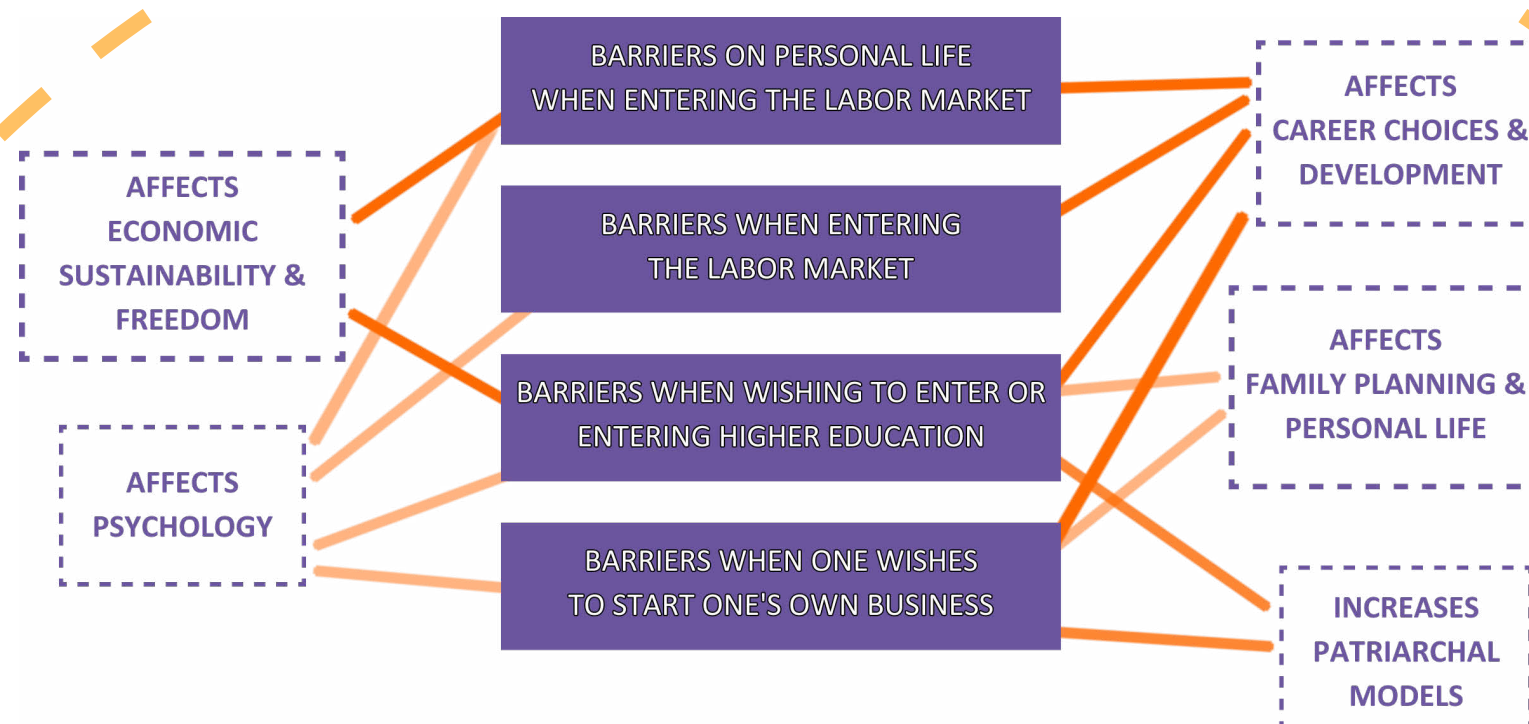
BARRIERS PATTERNS

What barrier patterns appear?



BARRIERS RESULTS

What are the effects women face due to these barriers?



IDEAS TO OVERCOME BARRIERS

How should we work on these barriers?

● HOW TO OVERCOME PATRIARCHY

- **Advocacy:**
activism, advocacy, be a pressure group to influence policy, laws change, more protective laws
- **Work with all genders / professionals:**
engage men, educate men, talk about toxic masculinity, educate how to manage roles / relationships, change our every day vocabulary
- **Education:**
work with children, start educating from an early age, change education from the roots, gender and sexual education
- **Organizations' coordination:**
coordinate organizations, discuss between networks
- **Other:**
expose films, music, etc. on prototypes, be more inclusive, events about multiculturalism, campaigns for stereotypes in work, house roles

● HOW TO SUPPORT FAMILY PLANNING / FAMILY ROLES

- Work with all genders / professionals: engage men, educate on how to manage roles and relationships
- Organizations' coordination: discuss between networks
- Other: organize usefull informative sessions

● HOW TO DEAL WITH PSYCHOLOGICAL EFFECTS

- Support and community: create communities, share stories, conversation & sharing clubs, share/express women are not alone in this
- Organizations' coordination: discuss between networks
- Other: organize usefull informative sessions, be open to questions, be aware of the long-term impact

● HOW TO WORK AGAINST FINANCIAL INSECURITY

- Inform: more trained specialists that focus on womens' rights, dedicated research to this issue, lack on gender statistics, organize usefull informative sessions for women
- Advocacy: pressure groups to influence policy
- Other: engage men, anoid exclusivity

● HOW TO INSPIRE EMPOWERMENT

- Inspiration: share women stories, women stories show that they are not alone, raise awareness on female leadership, ted talks, inspiration
- Connection / Networks: create more opportunities for rural and minority communities, create communities, connect with women who don't know they need empowerment
- Organizations' coordination: discuss between networks
- Other: coaching in workplace, support skills and talents

● HOW TO DEAL WITH PATRIARCHY NOT HAVING THE RIGHT METHODOLOGIES

- Empower collective processes
- Use imagination, be creative
- Focus on succesful practices from other organizations
- Find ways to empower in all activities (especially those that don't consider as such, eg dancing)
- Use methodologies that promote:

participation	confidence	trust
boundries	self exposure	expression
working with feelings	finding your voice	

IDEAS PATTERN

What should we work on?

ADVOCACY

most common for sociocultural structures and law transformations

ORGANIZATIONAL COORDINATION

more common for creating supporting activities dealing with all effects of barriers

RAISING AWARENESS ON GENDER STEREOTYPES

most common for women in labor market and when starting their own business

OPENING SPACE FOR DISCUSSION BETWEEN SPECIFIC GROUPS

most common for work within family structures, workplace, academic environment
(eg involve men, share the effects of certain behaviors etc)

PLATFORMS WHERE WOMEN SUPPORT WOMEN

most common for inspiration (create rolemodels) and sharing experiences
(in family structures, workplace barriers, academic discrimination & assault etc)

INFORMATION / EDUCATION / EMPOWERMENT

most common for labor market
(eg inform about rights, practise/learn new skills, etc)

SUPPORTING THE DEVELOPMENT OF A HEALTHY SYSTEM AT HOME

most common when family planning and homestead management

SUPPORT / INFORM / EDUCATE / CONNECT / INSPIRE

most common when dealing with patriarchy, financial insecurity, family planning, psychological effects

WORK WITH ALL GENDERS

most common when dealing with patriarchy and family planning



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