SESSION C2: NOTES FOR THE FACILITATOR

Where possible, meet with women from the political organization beforehand to gather first-hand testimonies from them about their gender journeys in the political organization. For political parties, workshop organizers could meet with representatives of the party's Women's Wings to hear their experiences.

Decide, in advance, how best to present this information during the session, ensuring that you do so in ways that do not expose women to any further discrimination or violence. Two options on how to present this information to the men in the workshop: 1) two or more volunteers from the meeting with women attend this session of the workshop and present gathered testimonies or 2) organizers create a summary of the women's experiences, which is presented to male participants during the workshop.

Use available research to inform men about the nature and extent of sexism, discrimination and/or violence that women face in political life: There is a growing body of research whose findings can be used during the session to ensure that the discussion focuses on what is known about the realities of the discrimination and/or violence that women face in political life. SOURCE: https://www.ndi.org/not-the-cost for up-to-date research.

Understand in advance the difference between direct/personal sexism, discrimination and violence and indirect/organizational sexism and discrimination. Direct sexism, discrimination and violence (verbal, physical and sexual) is frequent and widespread.

When perpetrated by senior figures in the political organization, it can be difficult to report it and for other men to challenge it. Indirect/organizational sexism and discrimination includes political party rules and/or political organization procedures that often have discriminatory effects. For example, criteria for candidate selection could include educational or financial requirements that indirectly discriminate against women. Subsequent sessions look more closely at how to do this.