

INTERVIEW GUIDE FOR WOMEN ENGAGED IN THE WORKSHOP

INSTRUCTIONS FOR THE INTERVIEW

These interviews are intended to be conducted in a setting that is safe and confidential. If face-to-face, ask the respondent(s) where they feel comfortable having the interview; if possible, this should be a place they feel is safe and confidential. Individual respondents may prefer to have the interview via phone. The sooner you can develop a rapport with the respondent so they feel safe and comfortable, the more successful your interview will be.

Use the following questions to guide the discussion. Probe for details to get as much of the respondent's "story" as possible of what is working and what can be improved related to attitudes and behaviors of the male politicians who participated in the masculinities in politics workshop.

Some ways to get more details on the respondent's story are:

- ▶ "That's an important perspective, would you elaborate on it?"
- ▶ "Would you provide an example?"
- ▶ "That sounds like an important issue, please tell me more."

The intent of the interview is **not** to ask all the questions within the time allotted, and if the respondent is uncomfortable answering any given question, it is acceptable to skip the question. Ensure that the respondent knows they can stop the interview at any time.

All questions are open-ended, and suggestions are made for alternate versions of questions for female colleagues of the male workshop participants who **were not** in the workshop.

Because of the open nature of this interview, try to type your notes as verbatim as possible directly into the interview guide. Do not be concerned if the responses do not align with the question you asked, you can move the responses later to the appropriate question if needed. It is important to let the discussion flow like a natural conversation. It is not advised to record the interview given the sensitive nature of the topics.

PART 1: INTERVIEW INFORMATION

Prior to beginning the interview, fill in the information below.

Date:

Name of Interviewer:

Masculinities Workshop Participant: Yes No

Political Organization of Interviewee:

Position Held by Interviewee:

PART 2: INFORMED CONSENT

Start the interview by reading the following text.

Thank you for agreeing to participate in this interview. I recognize that you are busy and I thank you for taking the time to share your thoughts. My name is (your name).

Position Held by Interviewee:

This interview is one part of an evaluation we are doing of [ORGANIZATION NAME AND PROGRAM] that seeks to change harmful norms associated with definitions of masculinities in our country by working with male political leaders to change patriarchal attitudes and behaviors. The evaluation is part of a series of data collection events to understand the extent to which our interventions have influenced attitude and behavior change among male politicians with whom we have worked.

We are conducting these interviews to capture women's experiences, perspectives, and concerns within political parties to provide a more holistic picture and story of what is changing, what is not changing, and what change is still needed. Your perspective is invaluable and I hope you will feel comfortable and can be open and honest in our discussion. If you feel uncomfortable at any time please let me know. You can refuse to answer a question or end the interview at any time.

I will be taking notes as we talk, but everything you say will remain anonymous. I am not recording your name in these notes, and we will not identify you by name or use a quote in any documents or reports without your prior approval. The notes from this interview will contain no information that would allow you to be linked to specific statements.

Do you agree to this interview?

What questions do you have for me before we begin?

PART 3: INTERVIEW QUESTIONS

FOR ALL RESPONDENTS

1. What do you appreciate about the men in your political party?
2. Tell me a story of a time when you felt supported by the men in your party? (*probes: what happened?, who was there?, what was their role?, what was your role?, what happened as a result?*)
3. What positive changes in attitudes or behaviors, if any, have you seen since the workshop ended? Specifically among men in your party in terms of supporting you and/or other women in the party? (*probe for specific changes in attitudes and behaviors*).

FOR WOMEN WHO PARTICIPATED IN THE WORKSHOP:

1. What, if anything, have you done differently since the workshop?
2. What changes in attitudes and behaviors, if any, have you seen among the men who participated in the workshop with you?

FOR ALL RESPONDENTS:

1. Reflecting on all we discussed today, if you were granted three wishes for your political party to promote women to be involved and lead political parties and movements what would those three wishes be? (*Allow respondents to elaborate as much or little as they want and do not hold them to the number three. They can give more or less, whatever they feel comfortable doing*).
 - 1.
 - 2.
 - 3.
2. Is there any other information that you feel is important for me to know? This can include information that I did not ask about the workshop with you?

PART 4: CONCLUSION

Thank you for your time and candor. Your perspective is much appreciated and will be valuable to our evaluation to improve our efforts. We hope that you have found the conversation interesting.

If there is anything you are unhappy with or wish to complain about, you may reach out to me through **[IMPLEMENTING ORGANIZATIONAL CONTACT NAME]**. I would like to remind you that everything you have shared with me will be kept confidential. Thank you.