

OUTREACH MATERIALS FOR FEMALE MEMBERS OF THE POLITICAL INSTITUTION(S)

Organizations using the *Men, Power and Politics Toolkit* need to partner with female members of the targeted political organization(s) to understand the political context of the program and to hear women's experiences in political life.

Female members of the targeted political organization **MAY OR MAY NOT** also be members of local women's rights organizations or movements. If the female members of the targeted political organization are NOT also members of local women's rights organizations or movements then separate outreach efforts must be made to the two distinct groups:

- ▶ Members of local women's rights organizations can provide the political context of the program and help to hold male, political leaders accountable; and
- ▶ Female members of the targeted political organization(s) can share their experiences in political life and in the targeted, political organizations.

Staff of organizations considering the use of *the Men, Power and Politics Toolkit* may think they are aware of the experiences of the women members of the political organization(s) in the program, however it is an important part of the program to engage with them before the workshop with the male leaders. It is preferable to have the local masculinities organization engaged in this process, but, at least, the information should be written down in one place so that the workshop content is accurate and beneficial. need to be aware of the current gender context in which the program will take place. It is important to have this information written down in one place so that it can be easily shared with the local masculinities organization to ensure the workshop content is accurate and beneficial. Information to learn from them might include:

- ▶ When they have experienced gender-based discrimination and/or violence within this political organization or more broadly in political life;
- ▶ Who was involved in perpetrating this discrimination and/or violence;
- ▶ What aspects of the political organizational culture allowed this discrimination and/or violence to occur;
- ▶ Recommendations for what male political leaders can do to change the organizational culture and occurrences of discrimination and/or violence;
- ▶ Specific opportunities and entry points to talk to male political leaders about the practices and problems of their organizations; and
- ▶ Potential messaging that will help motivate and mobilize male political leaders to change the attitudes of their peers and the culture of the political organization.

- more -

Dear _____:

[IMPLEMENTING ORGANIZATION] is implementing a new program to engage male political leaders as transformative agents of change for gender equality. We are writing to invite you to participate and assist with this initiative that aims to change the patriarchal gender norms that are held by political leaders and underpin political institutions. The final desired result is a shift in the organizational structures, policies and actions of institutions such as political parties, civil society organizations, government ministries and elected bodies like local councils and parliaments.

The **Men, Power and Politics Program** seeks to promote gender equality in politics. It is therefore imperative that we seek open dialogue, collaboration, and partnership with female members or staff of [TARGETED POLITICAL ORGANIZATION]. The initiative's efforts to promote gender equality in politics will work to ensure that the program facilitators and [IMPLEMENTING ORGANIZATION] do not unintentionally reinforce underlying power inequalities between men and women, and that instead we leverage any privileges the organizations or the male leaders working with them have in order to create space for women and girls to actively participate.

In order to do this, [IMPLEMENTING ORGANIZATION] is currently seeking open dialogue regarding your experience with [TARGETED POLITICAL ORGANIZATION]. The full and equitable participation of women in public life is essential to building and sustaining strong, vibrant democracies. Women's ability to participate equally in politics as activists, voters, members of civil society, party members or leaders, government officials and elected leaders results in tangible gains for democracy. To date, many of the programs to increase women's political participation have focused directly on women. The goal of this program is to change the patriarchal gender norms that are held by political leaders and underpin political institutions. The final desired result is a shift in the organizational structures, policies and actions of institutions such as political parties, civil society organizations, government ministries and elected bodies like local councils and parliaments.

We would like to invite you to work with us in this initiative, which is designed to change the norms of male political leaders in order to change the attitudes of their peers and the political organizations they lead. Changing the political organizations will allow for greater women's political participation, leadership and gender equality. Your participation may include 1) a review of the current context regarding gender equality within women-only workshop activities, including sessions where you share your experience as a woman in politics and in [TARGETED POLITICAL ORGANIZATION]; and 2) mixed-sex workshop activities with the male leadership of [TARGETED POLITICAL ORGANIZATION], including sessions where you and the male leaders will co-create commitments for further action. [IMPLEMENTING ORGANIZATION] will support the coordination of your participation with the local program facilitation partner and the male, political leader participants. Please be advised that all information shared throughout this process will remain confidential.

Thank you very much for your consideration of this request. We are available to answer questions that you have and look forward to your participation.

Respectfully yours,