

TOOL A1: INTRODUCTIONS AND EXPECTATIONS

AIM

By the end of the session, participants will have:

- ▶ Begun to build closer working relationships .
- ▶ Shared their expectations of the workshop, in order to align them with the workshop goals and content.

STEP-BY-STEP

1. Explain the aims of this opening session.
2. Use an interactive activity so that each participant (and facilitator) introduces themselves to the rest of the group.
3. Ask participants to pair up. Have the pairs ask each other the following questions:
 - ▶ What excites you about taking part in this training?
 - ▶ What are your anxieties/concerns about taking part in this training?
4. Allow about 5-7 minutes for these pair conversations, then bring everyone back together. Going around the pairs in turn, have participants introduce their partner, by saying their name, and their excitements/anxieties. As the pairs report back, write up these excitements and anxieties on separate pieces of flip-chart paper.
5. Thank everyone for sharing what they are excited about - go through the list, looking for commonalities and differences. Remind the group about how excited you are as the facilitator(s) to be involved in this training, and share some of what excites you about the training. Emphasize the importance of a positive, creative energy which will help us, individually and collectively, to address the difficult issues we will discuss today.
6. Present the training goals for this workshop and relate these to the excitements and anxieties discussed above (see the Notes section). Review with participants the agenda for the day, and highlight the ways in which the planned content of the agenda relates to the issues and questions that participants are excited about discussing. Also highlight those aspects of the agenda that respond to any anxieties raised by participants.
7. If participants identify issues and questions that are not covered by the agenda, consider ways to change the agenda to address them. If changing the agenda is not feasible, make clear to the group that these particular issues and questions cannot be addressed in this workshop, but that they have been noted and that they may be addressed in a subsequent training .
8. End the session by thanking participants for being open about both their excitements and anxieties.

Time: 30 mins

Materials:

- ▶ Flipchart paper and pens
- ▶ Workshop goals and agenda written up on flip-chart paper

Training Tips:

- ✓ Ask a senior figure from the party/ organization to make some opening remarks at the beginning of the workshop. Observing protocol in this way will help to ensure the support of party/ organizational leadership.

A1: NOTES FOR THE FACILITATOR

A sample set of training goals for a Changing Political Masculinities training process are presented below. The exact wording of these goals should be adapted for different organizations, participants and contexts.

By the end of the workshop, participants will:

- ▶ Have a better understanding of the personal impacts of patriarchal gender norms on their own lives and on their families, communities and the parties/organizations to which they belong;
- ▶ Be able to describe the political impacts of these patriarchal gender norms on limiting women's participation in political life;
- ▶ Be able to identify the range of personal and political motivations for men to support women's greater participation in political life;
- ▶ Be able to describe organizational strategies and individual actions to challenge patriarchal gender norms and promote women's political participation; and
- ▶ Make a personal commitment to taking specific action to challenge patriarchal gender norms and promote women's political participation.