D2: VISIONING CHANGE

AIM

By the end of the session, participants will have:

▶ Appreciated the progress the party/organization has made on promoting women's political participation.

▶ Identified the issues on which the party/ organization needs to do more work in order to make more progress..

▶ Shared their visions of the future for the party/ organization, a future in which women and men are fully and equally involved at all levels of decision-making and leadership.

Time: 75 mins

Materials:
▶ Flipchart paper and pens

▶ Handout D2: The 5-D Process for Visioning Change

Training Tips:
✓ Encourage participants to be specific in the changes they want to see made (Design phase) and the actions they want to see taken (Deliver phase).

STEP-BY-STEP

1. Explain the aims of the session.

2. Give a short presentation on the 5-D Process for Visioning Change, using the information in Handout D2. If possible, distribute copies of the Handout to participants.

3. Break participants into smaller groups of 6-8 people. Ask each group to take the next 30 minutes to use the 5-D Process, and create a vision of changing a specific aspect of patriarchal masculinities in the party/organization, based on the issues already discussed in the workshop so far. Ask each small group to write out on flipchart paper the details they have discussed for each of the five phases: Define, Discover, Dream, Design, Deliver.

4. After 30 minutes, bring the small groups back together, and ask them to take it in turns to present their 5-D Process of challenging patriarchal masculinities in the party/organization. After each report back, allow a few minutes for questions from other participants.

5. When all the small groups have reported back, lead a general discussion on:

   ▶ **Define:** *Which aspects of patriarchal masculinities in the party/organization are the most important and urgent to address?*

   ▶ **Discover:** *What can we learn from what is already being done? What strengths and successes can we build on?*

   ▶ **Dream:** *What is our vision of gender relations in the party/organization being based on relations of power-to and power-with, rather than the power-over relations of patriarchal masculinities?*

   ▶ **Design:** *What are the specific changes in the everyday practices of the party that would express these gender relations of power-to and power-with?*

   ▶ **Deliver:** *What specific actions can we take to achieve these changes?*

6. End the session by thanking participants for visioning the changes they want to see.