

#### **AGENDA: WEEK 4**

- 1. Review of Week 3**
- 2. Homework Follow Up  
Meet with Women's Groups in the VDC**
- 3. Working with Women's Groups:  
Part 2: Holding a Networking Meeting for Women's Groups**
- 4. Women and Men Representatives Working Together  
Part 3: Communicating Effectively with Men-1**
- 5. Empowering the Women's Caucus:  
Part 2: Women's Caucus Formation**

**Homework: i) Conduct a Networking Meeting for Women's Groups in the VDC  
ii) Conduct the First Meeting of the Caucus**

#### **Materials Needed:**

- ✓ ***Table of male behaviors and strategies***
- ✓ ***Brown paper***
- ✓ ***Markers***
- ✓ ***Tape***
- ✓ ***Scissors***
- ✓ ***Extra files, handouts and supplies for any new participants***

### Review of Week 3

Ask the participants to recall the topics from last week's training session. Ask questions to review the main points and clarify any confusion. Make sure that all the of the participants understand the main points.

### Homework Follow Up

#### Meet with Women's Groups in the VDC

Ask each woman or pair to report briefly (five minutes) on what they discovered in their meetings with women's groups. They should also include any problems they encountered during their meetings and how they overcame these. As time allows, the other participants can ask questions of the presenter.

3. Working with Women's Groups  
Part 2: Holding a Networking Meeting for Women's Groups

#### *HW\*\*\*\*\*Homework Assignment*

#### ✓ *Conduct a Networking Meeting*

Before you explain the assignment, ask the participants if meeting the leaders of the women's groups was beneficial or not. Focus on how they were able to establish new relationships with women outside the VDC structure. Ask the participants how they could meet with all of the women leaders from the women's groups, in order to make these kinds of personal introductions and learn first hand about the activities of these groups. The participants might suggest going to each group individually, but remind them that this would take a lot of time. If the participants do not come up with the idea themselves, prompt them to come up with the idea for conducting a networking meeting. Remember, try to get the participants, themselves, to come to the conclusion that they should do this homework assignment: conduct a networking meeting for women's groups.

During the next week, they should meet again with one or two of the members (leaders, preferably) of each women's groups with whom they met the previous week. The participants should invite them to the networking meeting, which should be planned during this session.

Explain that there are two main objectives of the meeting. The first is that by organizing the networking meeting, the elected women will all get a chance to meet and become introduced in person to representatives of all (or most) of the women's groups in their VDC, and vice versa. These introductions will help with cooperation in the future on programs for the VDC. The second objective of the meeting is for the women in the various women's groups to meet one another to learn about each other's work and strengthen their collective efforts in development (particularly as it relates to women's issues) in the VDC. Now, tape up a piece of brown paper that says: When?. Where?. How?

Next, ask two participants to volunteer to be the co-leaders of the meeting. Ask these two women to come forward and help organize the meeting at this time. Give the participants 30 minutes to plan and organize their meeting. If necessary, guide the organization of the meeting by helping the co-leaders to answer questions on the brown paper. Suggest to them that each person should have a role during the meeting (such as welcome, reporter, logistics, co-leader, etc.)

Also suggest an agenda format for the participants to follow during the networking meeting. This might include:

welcome on behalf of the caucus;  
circle around the room so each woman may say their name, ward and name of their women's group (if a representative of a woman's group)  
a very brief introduction by a representative of the caucus on the responsibilities of elected women representatives;  
a chance for each representative from the women's group to give a brief presentation about their group;  
informal discussions and next steps (if appropriate); and  
thank you on behalf of the caucus.

#### ***Role Play***

Next, ask the participants to demonstrate how they will conduct the meeting next week. Ask each of the assigned representatives to show how she will perform her job in the meeting. Give suggestions to the participants when necessary. Repeat the role play until the participants feel familiar with their jobs.

#### **4. Women and Men Representatives Working Together Part 3: Communicating Effectively with Men**

Explain to the group that this session will share with the women ways of communicating with men, especially difficult men who may be uncooperative or even antagonistic towards the agenda of the women representatives. Remind the participants again that not all men behave this way. However, if men do demonstrate some of these difficult behaviors, there are methods that may help the women representatives to cope better with these attitudes so that they can be effective in reaching their goals.

#### **★ Group Discussion**

Ask the participants the following questions and lead a group discussion. The aim of this discussion is to identify problems and strategies in terms of communication with men.

In your experience what kinds of men do you find it is difficult to work with? (List on brown paper these "difficult male" behaviors based the participants' responses).

#### ***Possible Answers:***

- ☞ Antagonistic;
- ☞ Does not listen;
- ☞ Arrogant

2. How do these behaviors make it difficult for you to work and reach your objectives?

*Possible Answers:*

- ☞ It is difficult to do any work if I cannot get support;
- ☞ It makes me feel discouraged;
- ☞ It makes me inarticulate and confused.

3. What are other "difficult male" behaviors that make it difficult for you to work with certain men?" (Add these behaviors to the same list.)

*Possible Answers:*

- ☞ Thinks in a traditional way;
- ☞ Feels threatened by women;
- ☞ Does not trust women.

Ask the participants the following questions for each of these different types (subgroups) of behaviors:

Why do you think a man might behave in this way? (What is their purpose or reason for behaving this way?)

*Possible Answers:*

- ☞ Wants his own way;
- ☞ Thinks you are wasting his time;
- ☞ Feels threatened.

2. What can you do if men behave this way? (What are some solutions or strategies for dealing with them?)

*Possible Answers:*

- ☞ Admire them/Give them a complement;
- ☞ Be polite, make it seem like your idea is really his idea;
- ☞ Use logic to make your point.

Explain to the participants that, unfortunately they sometimes must deal with difficult men in order to be effective in reaching their own goals. Simply avoiding these kinds of men is not a solution. For example until the next election, they will have to work with the ward committee. What if the ward president is difficult? How will they manage?

If the participants are having difficulty coming up with the answers to these questions, try a more practical approach. Ask them what a woman could do if she had to convince a man who is antagonistic, jealous or hostile.

The goal of this discussion is to come up with a chart that may look like the one below. Make sure to include, list and repeat the advice that is generated from the discussion in the chart. Encourage the

participants to draw on their own experiences that have been helpful in working with difficult men. Focus on positive solutions.

**Sample Chart:**

<u>Male's Behavior</u>	<u>Psychology (motive)</u>	<u>Solution/Suggestion</u>
1. Doesn't listen	wants it his way	make him think your agenda is really his idea
Doesn't listen	doesn't value women	show him that other men like the idea
3. Doesn't listen	feels threatened	give him compliment before your suggestion
4. Antagonistic/hostile	incompetent	talk about something his is good at. give him a compliment
Antagonist/hostile	angry/threatened	talk calmly to him, give him a compliment

**5. Empowering the Women's Caucus:  
Part 2: Women's Caucus Formation**

Explain to the group that they together (along with any other elected and appointed women ward and VDC members who may be absent at the day's training session) form a women's caucus (or group) for the VDC. This caucus can work together to push forward issues of importance in the community. Explain that the objective of this session is to discuss ways that a caucus of VDC women representatives can be created, and continue to function and be effective after the completion of the training program.

**★ Group Discussion:**

Conduct a group discussion by asking the following questions to the group. After each question, try to encourage the group to reach a decision by consensus. List the decisions reached by the group on brown paper.

What kind of activities would you like to do as a caucus?

**Possible Answers:**

- ☛ Vocational and income generating programs for the women in the VDC;
- ☛ A campaign against gambling and alcoholism;
- ☛ Literacy programs for children and adults.

2. How often will you meet?

(Suggest that they continue meeting at least once or twice a month.)

3. As a group, how are you going to handle conflicts and disagreements that arise in the future?

*Possible Answers:*

- ☐ By discussing the problems as a group:
- ☐ By working cross party lines:
- ☐ By respecting every one's thoughts.

4. Who will take responsibility for running the meetings and organizing the activities?

*Possible Answer:*

- ☐ The chair or the secretary (but every member should be motivated to help)

5. Is it necessary for your caucus of women's representatives to have a leader elected from the group, such as a president or secretary?

*Possible Answer:*

- ☐ Yes.

(Suggest to the group that if they elect a chair or secretary, they might want to limit the term to one year, which will give more women the chance to hold a leadership position in the caucus before the next elections.)

After the discussion, give the participants 20 minutes to form a caucus and select officers for it. Before that, write on a piece of brown paper that you tape to the wall: Meeting how often?, Who will be the officers? (i.e. Chair, Vice-chair, Secretary, members etc.) Ask them to fill in the answers to the question on the paper during their discussion.

★ **HW\*\*\*\*\*Homework Assignment**

✓ **Conduct the First Meeting of the Caucus**

Ask the participants to organize the first meeting of the caucus that they just formed. Reinforce the idea that meeting regularly will help to strengthen the caucus and keep it functioning smoothly. Encourage them to develop an agenda for the meeting. If necessary, suggest some topics that they could include in the agenda for the first meeting such as: setting future programs, drafting a constitution etc. Ask that one of them to give a presentation on the first meeting of the caucus next week.

Ask the participants during the first caucus meeting to form an advisory committee for their caucus. The VDC President will be the head of the committee and some senior leaders ( from all parties). Women and teachers may also be the members of the advisory committee. In order to form the advisory committee, ask the participants to meet with the VDC President ahead of time and talk about the committee and the help and support the caucus will need from him in the future. Tell the participants to ask him to recommend other persons for the advisory committee. Also explain to the participants that they should outline the role of the advisory committee to the VDC President. The role of the advisory committee may include:

Attending the regular caucus meetings and offering suggestions:  
Giving suggestions to the caucus as and when necessary:  
Help the caucus conduct their programs successfully: etc.



***Conduct a Networking Meeting*** (explained earlier in this lesson plan)