

How to Efficiently Break a Glass Ceiling in Politics

Fórum 50 %

Main messages:

1. Women often underestimate their knowledge, competences and skills. In order to succeed in male-dominated politics realistic assessment of their abilities is needed.
2. There exist structural barriers and unconsciously employed behavioral patterns hindering women from succeeding in politics, it's usually not their fault if they fail.
3. Solidarity among women in politics – also across various political parties – is necessary in order to change the status quo.

Objectives:

- To acknowledge existence of structural barriers.
- To learn how to recognize and react to manipulative behavior.
- To boost participants' self- confidence (ability to present their successes, acknowledging their strong points)
- To build solidarity among women politicians.

Useful hints:

- Use particular examples (e.g. specific politicians and their experience, excerpts from TV shows, news etc.)
- Try to keep the atmosphere relaxed, create safe space crucial for sharing experience.
- Deal carefully with essentialist approach – use examples to illustrate that women and men are both rather heterogeneous groups. Provide participants with alternative arguments pro increasing women's representation in politics.

Assignment (ordering party's demands):

Time & Place

Training time, breaks

Number of learners



Target Groups

- Women politicians
- Women political aspirants

Restrictions, possible risks linked to the target group and how to eliminate them

- Especially high-profile politicians may not be willing to admit women are marginalized in politics – have prepared statistics, research outcomes and other relevant materials illustrating structural gender-specific barriers
- Some politicians may be strongly opposing affirmative action – be ready to present relevant arguments as well as other – “softer” – measures such as mentoring, trainings, networking...
- With respect to party affiliation and/or current political situations participants may bring other controversial topics (such as migration), prepare suitable strategy how to get back to the original topic of the training. Bring rules of a seminar and post them on a visible place in order to refer to them; at the beginning make sure all participants agree with proposed rules.

How to attract and engage the target groups

- Interactivity! Don't skip planned activities, use visual materials.
- Ask for participants' experience, the trainers are not supposed to know everything and recommendations based on personal experience are always more trustworthy.

Topics

- Representation of women in politics
- Barriers women politicians face
- Debating
- Master-suppression techniques
- Presentation of political (and personal) achievements
- Providing positive feedback

Extent, length, depth

- *Total number of hours to be adjusted according to specific assignment and number of participants – see above (reducing the scope of training or dividing it in more training days)*
- *Coffee and lunch breaks to be added in a table below*

Capacities

- 2 trainers

Time from-to	Goal	Content	Method	Training materials	Outcome	Who name of the trainer
15 mins introduction 30 mins icebreaker (eventually adjust according to number of participants)	To gain liking and trust	Welcome, introduction of structure of training incl. timeframe, introduction of organization/trainers and rules of the seminar	Praise ourselves :) Stress personal experience; icebreaker – “marketplace”: what I sell (I already know), what I buy (want to learn), what I sell under the counter (something not linked to the training topics - e.g. interesting hobby)	Slides in ppt, name tags, rules	We are experienced and skilled trainers; we are part of the training – we are all different, ale something joins us :) Participants will know how the training will proceed and become acquainted	...
15 mins	To present current representation of women in politics	Data, numbers, statistics incl. resources	Ppt presentation (briefly, detailed info in printed materials); ask them to recon which country has the highest ratio of women in parliament – data IPU	Ppt slides	Participants will know women are under-represented in politics (incl. current figures)	...
30 mins (eventually adjust according to number of participants and groups)	To introduce barriers	Sociological findings	Activity - brain writing in 2 (or if necessary more) groups; Ppt presentation	2 x flip chart, post-its, markers; ppt slides	Participants get familiar with the main barriers and try their first presentation in the training (outcomes of group work)	...



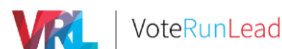
Time from-to	Goal	Content	Method	Training materials	Outcome	Who name of the trainer
45 mins	To introduce basic aspects and rules of debating	Basic rules and principles of debating, hints for efficient debating, fallacies	Ppt presentation, video; Activity – identifying fallacies	Ppt slides, video + sound device, internet access; post-its with printed fallacies, flip chart + markers	Participants will gain basic knowledge about debating and reasoning	...
45 mins <i>(eventually adjust according to number of participants and teams)</i>	To practice debating	Debate + feedback from trainers	Competitive debating (2 teams, each draws a statement: “favor of” / “opposed to”)	Timer in ppt, evaluation sheets for trainers (each trainer evaluate members of one team)	Participants will be able to debate in a group (to formulate their arguments without respect to their actual attitude)	...
60 mins <i>(eventually adjust according to number of participants and groups)</i>	To practice debating	Discussions on a given topic + feedback (trainers and participants – which fallacies they recognized)	Discussions in smaller groups (each group draws a context and topic of discussion, each participant draws emoticon indicating whether she uses fallacies or not – :-) or :- ()	Timer in ppt, evaluation sheets for trainers, cards with situations (in envelopes) and emoticons	Participants will be able to form and defend their arguments and identify and react to fallacies Participants will learn to provide feedback to others	...
95 mins	To introduce master	Berit As theory of master suppression	Role play(s) – ca 10-15 participants each –	Ppt, description of roles (for each	Participants learn to identify and react to	...



Time from-to	Goal	Content	Method	Training materials	Outcome	Who name of the trainer
	suppression techniques	techniques – how to identify and react to them	illustrating most common techniques Ppt presentation Discussion	version) DYI Power Booklet	master suppression techniques	
90 mins	To adopt and practice strategies how to efficiently react to master suppression techniques	Work in 5 groups – each draws a card with 1 technique and prepares a short scene illustrating how to adequately react to the techniques; afterwards each group perform their scene – the others try to identify which technique was presented and can comment on the content	Role plays in 5 groups	Cards with names of techniques	Participants will be familiar with master suppression techniques and strategies how to react to them	...
40 mins	To identify their strong and weak points	Creating personal SWOT analysis : assessment of skills, traits and qualities they have as politicians	Explanation of the task, individual work	Worksheet with SWOT chart	Participants will be able to assess themselves as politicians and identify their strong and weak points	...



Time from-to	Goal	Content	Method	Training materials	Outcome	Who name of the trainer
5 mins	To entertain participants and introduce them the topic – presentation skills	Excerpt from Bridget Jones movie	Audiovisual illustration, brief discussion – what was wrong about the presentation and how the failure could have been prevented	Sound device, internet access	Participants will be aware that for successful presentation thorough preparation is necessary	...
15 mins	To introduce basic rules of successful presentation To motivate them not to be shy or too humble to present their personal / political achievements	10 principles of successful presentation Brief description of the confidence gap between men and women	Ppt presentation	Ppt slides	Participants will be acquainted with basic principles of successful presentation	...
130 mins (adjust according to number of participants)	To boost participants' confidence, to provide them with feedback and to praise them	Introduction of basic rules of efficient self-presentation and storytelling approach Presentation of participants (1-2 minutes each) mutual	Ppt presentation Self presentations of participants (10 mins for preparation), providing feedback	Timer in ppt, evaluation sheets for trainers, worksheets	Participants acknowledge their strong points and successes Participants will be able to confidently present themselves	...



Time from-to	Goal	Content	Method	Training materials	Outcome	Who name of the trainer
	To get them acquainted with basic principles of efficient self-presentation storytelling – its use and benefits	compliments and feedback from trainers			and their achievements Participants will be able to provide positive feedback and support each other	
30 mins	To evaluate the training	Feedback from participants	<i>Choose a relevant method – may differ according to the specific assignment (sometimes written form is required) You can find some inspiration here... – always consider the target groups (some may be more open to interactive style whereas other may require more formal approach)</i>	<i>Depends on the method used</i>	Participants will reflect on the training – trainers, training content, methods etc. Trainers will be provided with feedback and according to it adjust the training in a future	...

