**CSW66 Webinar Transcript – The Master’s Toolkits Will Never Destroy the Mater’s House**

**Pascalle Grotenhuis:** A very good morning and good evening and good afternoon to all of you. I think for some it's even in the middle of the night. So it's really great to welcome you all to the CSW panel. "The Master Toolkits Will Never Dismantle The Master's House." And I think the title is so well chosen that it probably attracted all of you to join. It's wonderful to see so many people from different parts in the world joining today. My name is Pascalle Grotenhuis, and I'm the ambassador for gender equality and women's rights at ministry of foreign affairs. And it's an absolute honour to moderate today's session. I would like to thank all the organisers for organising this event. It's CREA, IWDA, JASS, sorry, I should have pronounced it differently. Women Kind Worldwide and others And we will focus today on the importance of feminist toolkits to dismantle systems of patriarchal oppression and build feminist futures. And during this event, we will dive in into newly designed feminist toolkits presented by the organisations that are present with us today. And those toolkits have been designed with an intersectional feminist analysis to support movements and actors to create transformative change. I'm super proud to introduce to you today the speakers of today. We have Sakeena Razick, of CREA. We have Maureen Olyaro, of FEMNET, and I think she's calling in from the middle of the night from New York. So bear with us and really happy that you could join us. We have Kunthea Chan from Just Associates. We have Sattara Hattirat, from Backyard Politics, Thailand. I hope we have Dina joining us or maybe she will join soon. And we have Bronwyn Tilbury, of the International Women Development Agency. Before we continue to the overview of the toolkits, I was asked to shortly share with you the Dutch perspective on feminist approaches to developments. Promoting gender equality and the empowerment of women and girls in all their diversity has been a crosscutting theme in our international trade and development policy since many years now. I believe in our development corporation, it was early as 1976. Our foreign policy I think was added in the early 90's. We focus on issues such as equal and meaningful participation of women also in leadership positions. We focus on sexual reproductive health and rights. We focus on the prevention of violence against women and girls, and sexual exploitation, abuse, and harassment. We focus on education and empowerment of women and girls. And we have also are actively working on engaging men and boys in our work, as we all need to be on board if we need to make systemic changes. We have a so-called three pillar approach for promoting gender equality and the empowerment of women and girls. The first pillar is the work that we do on women's rights through specific gender programmes which I will elaborate on a little bit later, as some of you actually were working with. The second one is our work on gender mainstreaming to put gender in the heart of our foreign policy and our development policy and our trade policy. We are combined ministry with two minister, one minister is the foreign affairs minister, and the other one is the international trade and aid minister. We want to ensure that the gender lens is applied on human rights, on safety and stability, on foreign trades and development corporation. Accountability and shared responsibility is key to achieve this. And thirdly, we actively push for gender equality in our diplomatic work. Bilateral trade with EU, the UN, and incorporation with the private sector and civil society. I would like to highlight two, which according to me, are feminist approaches to development, that show how we institutionalise and implement promotion of gender equality and empowerment of women in all of our work. The first feminist approach derives from the fact that feminist movements and women rights organisations are really, really underfunded. They receive only a tiny fraction of development assistance, and we want this to change. So the government of the Netherlands has therefore created the SDG 5 Fund, the largest fund worldwide dedicated to gender equality women's rights and sexual and reproductive health and rights. In total the Netherlands has allocated more than half a billion euros for the period of 2021 till 2025, through which we created 28 strategic partnership with NGOs from the South. Through this support, we fund programmes empowering women, on women peace and security, on sexual and reproductive health and rights, as well as the feminist Southern-led funds, which supports women's rights activism at grassroots level in the Global South. The SDG 5 Fund is not only about funding. The programmes are set up as strategic partnerships between the implementing consortium organisations and the ministry. We seek to strengthen these strategic partnership through a structural dialogue and shared lobby and advocacy. Important values for us are equal relations with the consortium members and also the local ownership. Within these partnerships, the ministry strives to work in gender transformative way, looking into how to transform unequal power relations. Through this transformative approach, development policies become more sustainable and communities become more resilient. And we strive to do that with an intersectional lens, looking into how discrimination and privilege intersects, which help us to focus on those groups that are most marginalised. The second example, sorry, I'd like to highlight is feminist approaches to development is our commitment to the UN Security Council Resolution 1325. As you know, it's a landmark resolution on the importance of involving women in peace and security issues. It's more topical now than it has ever been with the crisis in Afghanistan and the Ukraine. The Netherlands has been active in implementing this agenda through the development of a national action plan on 1325, diplomacy and efficacy, and by funding standalone women peace and security programs. The Dutch Women, Peace and Security agenda is shaped through a very close and constructive corporation between the government, different ministries and civil society. In the Netherlands, 60 plus organisations are signatory to the National Action Plan. And together we are committed to a world in which equal and meaningful participation of women and girls in decision making on peace and security is the norm, in which sustainable peace and development opportunities are achievable for all. And in which conflict related violence against women, men, girls and boys has stopped. Drawing on the lessons learned from our previous National Action Plan on women, peace and security, our programmes are drawing on national and international development and studies. We developed and published recently the Fourth National Action Plan 1325 in December, 2020. Our national action plan is based on the four pillars of the global women peace and security agenda with strategic outcomes on participation, prevention, protection on relief reconstruction and recovery. And we've added a fifth outcome on mainstreaming women peace and security in order to ensure a more vigorous effective implementation. I think I can go on for hours and hours on what we do and how proud we are. And there's a lot more to say on feminist approaches to development, but I want to keep it short and leave enough room for the next part, in which a brief overview of the different toolkits will be given. I like to give the floor to CREA first, to introduce us all to their toolkit, "All About Power," "All About Movements," "Feminist movements". Sakeena, could I give you the floor?

**Sakeena Razick:** Yes, you can. Thank you, ambassador. Let me just share my screen because I will be presenting three toolkits today. And to start off with why we chose three of our toolkits is because it is the most recent toolkits we have worked on and is written or co-written by a scholar activist, trainer and senior advisor at CREA, Srilatha Batliwala. And it's also written with movement actors and activists as part of the core audience in mind. So "All About Power" as the name suggests talks about everything to do with power, talks about the fact that we work to address injustices and exclusion. But do we truly understand that these are all expressions of power and stem down to power structures? And this is just the simple primer that breaks down what is power? Where does it come from? How is it practised? And we then follow up with "All About Movements," that follows up very specifically from "All About Power". After we discuss how we talk about power and how power plays a part in creating the injustices and exclusions that we are fighting against, how do we go about changing them? And why movements are the most effective way in really tackling power structures. And to come to the final toolkit, which is in three parts. So feminist leadership is essentially a very core part of CREA's work. It is within our leadership workshops, our trainings and institutes, but somewhere down the line, we realised that it wasn't always as easy for activists and trainers who were part of these workshops to then take these learnings and practise it in their own personal spaces, in their communities, in their work and the need for a sustained feminist mentorship, a kind of, a mentor, a feminist mentor to not teach or tell, but to support and guide an activist or mentee as we refer to these young women leaders. And while working on this programme with the Global Fund for Women, we realised the lack of resources that specifically spoke about feminist mentoring guide. And that's when we decided to devise and really create this three part feminist mentoring guide that speaks about it in theory, in practise, and specifically from the stories of mentors and the mentees, thank you.

**Bronwyn Tilbury:** Oh, Pascalle, you're on mute.

**Pascalle Grotenhuis:** Oh, I'm so sorry. I was sipping some coffee. It's quite early in the morning. So I was actually eating some coffee and I wanted to spare you my noises. So I'm sorry for that. Maureen, can I maybe give you the floor please? Maureen of FEMNET.

**Bronwyn Tilbury:** Next it was gonna be, Kunthea, and I'm gonna share a video on behalf of JASS, because Kunthea is in a black zone. I'll share it now.

**Video Narrator:** The 'Our rights, Our Safety' toolkit builds on the experiences of women activists to offer practical and interactive approaches that both deepen our understanding of context, power, and risk and help us develop collective strategies and practises, which keep us safer and stronger as we defend human rights. It was created by JASS, in collaboration with the UN Special Rapporteur Michel Forst, and with the support of the International Service of Human Rights, Calala Women's Fund, and Central American Women's Fund. What are its objectives? Celebrate the struggles of women and feminists and help human rights defenders feel part of a global women's movement for social justice, contribute to a greater understanding and analysis of the violence faced by human rights defenders in every aspect of their lives and promote collective and feminist protection strategies based on knowledge and experiences in different regions of the world. Help WHRDs identify different ways in which the UN Special Rapporteur Michel Forst report on women defenders can be used as a resource for advocacy and analysis to enhance their collective power and protection. This manual is intended for people who work at the local and community level, and particularly for human rights activists and defenders who are facing various risk in forms of violence in their struggle to build a more just world. It contains information and educational processes, born of the valuable experiences and knowledge of women and their movements in different parts of the world. And it's designed to help deepen the vision, analysis and practises necessary to create a safer environment for the defence of human rights. The manual is a dynamic tool that must be adapted to the conditions, context, and resources of each group and participant and serves as a tool to help people reflect on how defending human rights including defending land and territories can affect women's security and wellbeing. It is important to go beyond conventional protection measures that focus on safe houses and home security system. We need to develop both individual and collective safety strategies, which are more movement-based and feminist in their approach to protection. The manual would help bridge the gap between international mechanisms and grassroots communities and create more effective strategies. The toolkit is available in Bahasa, Indonesia, Thai, Spanish, and English, and is currently being translated to other languages so that women human rights defenders all over the world can utilise it in their organising work.

**Pascalle Grotenhuis:** Wow, what an amazing, beautiful, beautiful video. Congratulations on that.

**Kunthea Chan**: Thank you, I just would like to add that the language that we are finalising right now is Mae, Patalo and Burmese so there will be another trailer column with insert this, it shall be public in the website, thank you.

**Pascalle Grotenhuis:** Thank you so much. And your comments and also the comments in the beautiful video on the languages. It also reminds me that we ask beforehand before this webinar, if there should be any translation available and we didn't hear back, so it's only in English. But if that causes any problems, I'm really sorry on everybody's behalf. And thank you for making your video so very inclusive. It's a really beautiful example. Then I would like to go to WomanKind's 'Plan Your Power'.

**Dinah Musindarwezo:** Thank you very much, Pascalle. I'm sure you had already introduced me so I don't have to use my time for that. And I'm sorry for joining early or late. I had problems connecting, but I'm happy to be here nevertheless. So the toolkit I'm going to talk about is called 'Plan Your Power'. It's a toolkit that was developed by WomenKind Worldwide in joint collaboration with International Women's Development Agency, IWDA. It focuses mainly on women's rights advocacy. So this toolkit is best on women's rights approach to advocacy, which recognises the need for long term structure change for women's rights. They have to be fulfilled. You have to take that approach. And to also to say that it was developed in really meaningful consultation with women rights organisations, feminist movements, and human race defenders that we work with as Womankind Worldwide, and IWDA both in African region and in the Asian region. It drew a lot on existing resources developed by other organisations before with Gender for Women Network among others. And so the purpose of this toolkit is really aimed at supporting advocates to understand how to use women's rights approach to advocacy, rather than just advocating on women's rights issues. It focuses on power, power analysis as a way of planning and carrying out advocacy. It recognises that successful women's rights approach to advocacy depends on understanding the power and where it is located, how it operates in different context. But most importantly, also looking within, in terms of how we also use power as advocates, as individual advocates, or as organisations focusing on women's rights. So the power analysis really includes understanding the oppressive, but also transformative power of feminist movements and women's organisations. And really what makes this toolkit different from other toolkit that we have seen. 'Cause there are many that focus on advocacy. So this one that really focuses on women's rights advocacy planning is different because it understands as I have said, gender and power in terms of how it operates, understanding the oppressive power, the transformative power, who holds it. And how do we work in ways that will challenge oppressive power and build transformative power? It tackles the underlying structural causes of inequalities, and really looks at systems of oppression in terms of patriarchy, but also how patriarchy works with other system of oppression, such as capitalism, racism, and other systems of oppression, because we know that patriarchy doesn't work alone. And really knowing that even the methods of carrying out advocacy, of planning advocacy then before it is carried out are also political and so using really strategies that are inclusive, that are transformative, that centres the voices of those that are more marginalised and often times excluded. But also this toolkit is different because it also recognises that when advocating on women's rights issues and taking women's rights approach to advocacy, oftentimes we expect a backlash. So it's not really a linear approach, but rather, also knowing that backlash will happen and how sometimes it would take three steps forward and take two steps backwards. So how do we deal with that? And how do we assess risk for such backlashes when they do happen? And how do we share those risks as advocates? It also organises that when building transformative power, we must be inclusive. We must ensure that the voices of those that are most marginalised are at the centre of that. And it is really important that when building transformative power it is important work in the movements, in alliances with diverse women and gender non-conforming people, but also we know that to have successful women's rights advocacy is really important to support and resource women's organisations and movements in ways that is transformative, because we know that carrying out effective advocacy is also a long term process. It takes a lot of time and a lot of resources, and a lot of planning, but in terms of also thinking about resources, it also recognises that while planning effective advocacy it is really important to think about the existing resources, both in terms of money, but also time and context. But also really it talks about putting the priorities of women that face intersecting marginalisation and discrimination, based on gender, identities, sex orientation, on disabilities, on race, on age. The priorities of women that are facing intersecting discrimination need to be put at the centre of advocacy. So we have a link, which I will share in the chat if that's okay to find out more information around this toolkit. And I'll stop here for now, thank you.

**Pascalle Grotenhuis:** Thank you very much for your very clear presentation. Thank you so much. I would like to invite Bronwyn, of the International Women's Development Agency to present your toolkit.

**Bronwyn Tilbury:** Thanks so much, Pascalle. And first of all, I'll just share my screen. Hang on second. Can you all see that?

**Pascalle Grotenhuis:** Yes.

**Bronwyn Tilbury:** Yeah, okay, great. So just building on what Dinah was saying about the Plan Your Power toolkit, that's it there. We were really proud to develop this toolkit in collaboration with Womankind Worldwide. IWDA now delivers three to five day advocacy training workshops to organisations based on this plan your power methodology. The workshops provide participants with a collective framework to think about women's rights in their context, and to design strategic advocacy plan. It takes the organisation through each stage of the advocacy planning process. And at the end of the workshop, the team will have a comprehensive strategic advocacy plan ready to implement. So that sits alongside the toolkit that you can pick up and do the same thing with yourself if you wish. After a few times of running that workshop, however, we reflected on the diversity of participants, including their different skills and their learning styles and their level of knowledge and experience with advocacy. And we also reflected on the inherent power imbalances that exist in organisations, even in feminist ones. So we wanted every participant to feel prepared and able to contribute in each of these advocacy planning workshops. So what we did was develop an online learning course on the fundamentals of feminist advocacy planning that participants can complete at their own pace prior to coming to a workshop or prior to undertaking an advocacy planning process. The online course adopts storytelling methodology, and it uses multimedia and quizzes to keep it engaging and to support self assessment on the key ideas around advocacy principles, and that online workshop and the workshop development was all generously funded and supported by the Ministry of Foreign Affairs in the Netherlands. Another toolkit that we were able to develop at IWDA with the generous support of the Netherlands was the Feminist Organisational Capacity Strengthening toolkit. Which is a toolkit that we're really proud of. It was launched last year. IWDA believes that stronger feminist organisations are better able to establish and participate in strong healthy feminist movements and create the kinds of world that we wanna see. And so that's why we developed the Feminist Organisational Capacity Strengthening toolkit or FOCS as we call it for short. And we developed this toolkit in collaboration with our partner organisations across Asia and the Pacific, and with the Gender at Work Associates Group. But then the composition of FOCS is the importance of recognising and challenging unequal power relations inside our organisations, cultures, and practises. And when we challenge those, we will make organisations better prepared to recognise and transform power inequality in the world. FOCS is designed to support organisations to better align their internal practise with their feminist principles, so that they're better able to make the contributions to the world that they seek to make. The toolkit includes a backgrounder, a facilitation handbook, an organisational capacity self assessment module, a leading governing and being accountable for women's rights organisation module, a feminist resource mobilisation module. As you say, Pascalle, women's rights organisations are woefully underfunded around the world, and we're very grateful for donors like yourself, but there needs to be more. So this resource really helps organisations to develop plans around collective advocacy for that kind of thing, and to raise money for themselves and then creating cultures of care and resilience module. You can pick up the toolkit by yourself and run it in your organisation. But again, IWDA has developed a set of two to four day online workshops to support organisations to implement FOCS for themselves. And it's ideal for organisational strategic planning processes and we're really keen to hear from people who'd be interested in talking to us more about those workshops. Thanks, Pascalle.

**Pascalle Grotenhuis:** Thank you so much. And I'm really impressed actually by all the different toolkits. And I think it's great help for all the organisations in this webinar, but also outside this webinar too to learn more about. So it's really inspiring to see. If and I already see it happening, but if you have any Q and A's you can put them in the chats as we speak, I see that there are some of them are coming in, so that's really helpful and we will definitely touch upon them later. Also, we would love to hear it. We just heard from four terrific organisations, but I think I saw something in the chat already that there are more toolkits. Because we obviously, we don't have to oversight of all of them. So it would be really, really helpful if you have any feminist resources or toolkits or other materials that you would like to share, please do so. And I think that's the value amongst other things of this webinar. So please share interesting, usable, relevant stuff in the chat. Then we will go to our distinguished speakers for a few questions. Speakers, I think we had great presentations, but there's always more to ask more to learn. I just saw that Dinah left. Is that correct or not?

**Bronwyn Tilbury:** I think she's still here we just can't see her.

**Pascalle Grotenhuis**: Okay.

**Dinah Musindarwezo:** I dropped off but I'm back.

**Pascalle Grotenhuis**: Oh, very good. We wouldn't go on without you. So happy to see you again, perfect. I would love to ask a question actually, to Sakeena and to Bronwyn about the different toolkits. Just to make sure to all the participants, but what would be the difference between a feminist toolkit and a gender equality toolkit? And I know we have this discussion in our ministry all the time. People really go easy about gender equality. I think everybody sees that, but then if we talk about the word feminist in my ministry, some of the colleagues think it's a concept of the 70's and everything. So I would love, love, love to hear from you. What is the difference between a feminist toolkit and a gender equality toolkit? Sakeena, could I give you the first floor?

**Sakeena Razick:** Sure, I can start. So when thinking about a feminist toolkit and a gender quality toolkit, I would say that the first thing is not just about what is being said, but about how it is being said. And feminist toolkits embrace the practise of feminism in both it's content and physical design. And maybe it's because I'm from the communications team, but let me start with the physical design. But to start off it's just the structure. How is it presented? How is it written? Are you writing to your audience? Is it easily readable? Can you really take this concept and actually translate it into their own work? Are complex ideas and concepts put in a way that makes them accessible, including to on the ground, grassroot level activists. And illustrations, if illustrations are used, what is the thinking behind it? The politics that connect it to your work and your toolkit and what you're discussing. The languages the toolkits are available in, "All About Movements" and "All About Power". We have it in English, Hindi, Nepali and Bengali. But we're realising that we need to keep this conversation going about what languages are toolkits available in. And then accessibility in all of its forms; from language to also including image descriptions or alt text. If it's in what format is it, if it's digital, can it be easily downloaded? Can it be easily shared? And what can you do to continue improving this as you develop more and more toolkits? So these are some of the questions when we think about just the physical design of the structure, and thinking that the content or the structure that the content is in is designed to truly bring people in, bring people into what we are trying to say. And then coming to the content, I would say feminist toolkits really transforms ourselves to practise feminism while we're writing the toolkit, talking about the toolkit and using the toolkit. It forces you to look at the issue, but not just the symptoms, but really look at the root cause and go beyond into your personal spaces recognising that the structures of injustice that we are trying to tackle do not stop at the door of our private and most intimate spaces. And to continue with content, again, it has to be easy to relate to it, it reaches to your kind of audience. Think about your context if you're working in the Global South, if you're writing for the Global South that you're addressing. You're using examples and key stories from the Global South, using talks and examples. Again, questions, some of our toolkits also have a little box where you just, it's a little exercise that forces you to take a deep breath, just think about it, just think about your own power and how you're exercising it. And I really think that this helps connect the personal to the political and case studies have really helped a reader understand feminism not just as an abstract level of theory, but truly what it's like in practise. And another value that we have at CREA is about multi-generational values. And how is this within our toolkits? We speak about this as a value in our work, but this should be reflected. It should not just be a top to bottom instructional approach, but be inclusive and transformative. And the idea behind toolkits, it's just not that gender equality is embedded into the work that we are doing, but that our primers and guidebooks are more political in the sense that they interrogate power at all steps, interrogate our own practises, our own ideas, our behaviours, the baggage that we carry. So that it's not just a an apolitical reading of how to embed gender or a gender lens in what the work that we do, but a deeper interrogation of why and how. I have a very personal metaphor that I use when I started to understand toolkits and feminist toolkits. And I think about it as if you're looking into a pool and that pool is your metaphor for injustice, exclusion, or the issues that you're trying to tackle. I would say you can look at the pool and you can examine it and study it and identify it. And you write a toolkit about it, or you can immerse yourself, really just jump yourself into the pool and truly try and understand everything around it and how the pool and you connect and then how you would take this and then practise it in your work in your communities. I will stop there.

**Pascalle Grotenhuis**: Thank you, I think your metaphor about the pool is I can totally see it. So it's a really good one. And I also loved your talking about the multi-generational perspective. That's why I actually have a, I say mini me, but that's devaluing her, but she is 24, and she is the youth ambassador for sexual rights, sexual and reproductive health and rights and bodily autonomy. And we share the platforms. I think today was a little bit too early for her, but otherwise I would've loved to share us, but we find it really important also to have the younger generation part of our efficacy, but also part of our policy processes. Yeah, thank you very much for that. Bronwyn, can I ask you the same question?

**Bronwyn Tilbury:** Yes, again, I love that pool analogy. I'm gonna use that.

**Pascalle Grotenhuis**: Me too.

**Bronwyn Tilbury:** It's such a good one. So when I was thinking about this question, I thought there was sort of four ways in which I think a feminist approach or a feminist toolkit is different to just a gender equality one. I think the first one is around a feminist approach really engages with power not just gender. So it makes it possible for us to see and challenge unequal power relations and harness alternative forms of power, more inclusive transformative forms of power. So for example, the "Plan Your Power" toolkit, takes as its starting point an activity on understanding and using power to ensure that all participants have a similar understanding of power and how it operates before they even start thinking about what their advocacy campaign might be about. The second one is around similar to what Sakeena was saying. It's the how of what you're doing is just as important if not more important than what your outcome might be. So if you make the question of how a programme is implemented or a piece of work that you're doing, the process of how that is done central to achieving that goal, then you're hopefully avoiding unintentionally reproducing systems of power and equality that you're actually trying to address through your programe or your project. So that's why planning or an advocacy campaign or examining your own organisational strength takes into account that power dynamic in the actual process of the workshops and the analysis itself. I think we all know the third. The root of a feminist approach is that you look at systems and structures, not just the symptoms of those systems. So and someone else mentioned this earlier, you are looking at systems of inequality. So the patriarchy, White supremacy, capitalism, those kinds of systems, when you are analysing a problem, rather than just a narrow or a shallow understanding of inequality between men and women. And then finally that intersectional lens I think is fundamental to a feminist approach. Addressing multiple systems of oppression and inequality and allowing us to better recognise those overlapping sources of discrimination. And I think that's important when you are going through a process that is feminist, that you are constantly having that intersectional and that power lens on what you're doing. And that's what these feminist toolkits that we're profiling today do so well, I think.

**Pascalle Grotenhuis**: Thank you very much. I think it's very clear and I was wondering maybe Bronwyn, just to become very concrete, but what did it change in? Did you do it in your organisation and what did you find? What did you change?

**Bronwyn Tilbury:** Yeah, we have done it in our own organisation. That was one of our intentions from the very beginning that this toolkit would be as helpful hopefully to ourselves as it would be to partners and others around the world. And the interesting thing is that when we did the self assessment on IWDA, it was going through a feminist process that was democratic, that brought everyone into the room to express their opinions on what was happening in the organisation. It identified the most important priorities for the organisation that everyone kind of knew in their bones were issues that we wanted to work on. And those were things like looking at our approach to diversity and inclusion and looking at the kinds of culture that we were creating around collective and self-care and approaching the ways in which decision making was happening in our organisation. And that's the kind of transformative that you don't necessarily get when you're doing a strategic planning process. That's sort of based on the corporate model.

**Pascalle Grotenhuis**: Thank you very much, thank you. Maybe other speakers want to contribute to this question and otherwise I will go to the next question, just looking around the table. No, then I will go to the next question and we have plenty of questions coming. Maybe a question for Maureen and Sattara. Maureen of FEMNET, and Sattara of Backyard Politics in Thailand. What examples can you give of how taking a feminist approach has contributed to your feminist agenda? Maureen, do you wanna go first?

**Maureen Olyaro:** Okay, no problem. Can you hear me well?

**Pascalle Grotenhuis**: Yes.

**Maureen Olyaro:** Okay, so with the support of the European Union, FEMNET has been implementing a project aimed at nurturing the capacities of women rights organisations in the continent for policy influencing on gender equality and women empowerment. And we were privileged to use the FOCS tool that Bronwyn talked about, the Feminist Organisational Capacity Strengthening toolkit. And one of the things about the toolkit from our experience was the fact that it does not assume that women rights organisations don't have capacities and that they're therefore lacking and in need of skills, but rather there's the acknowledgement that they have inherent capacities and their record of defending women's rights before everything was institutionalised and designed to fit maybe our funding partner requirements et cetera, is appreciated. And also the thing about using the toolkit was the appreciation as well that women rights organisations and the staff therein are agents of change and solution providers. And the freedom that is derived from this appreciation then affords women rights organisations the ability to not only focus on investing in technical capacities which is what you see happens a lot with mainstream approaches for organisational development, but also focusing on soft skills, including interpersonal relationships, realising that these are just as important in terms of strengthening the women's movement in Africa. Something else that I can give as an example from my experience of using the toolkit was that using the feminist approach then helps the women rights organisations that we are working with as FEMNET to define their own path and identify their own strengths and weaknesses without having to follow prescribed frameworks that were not necessarily contextual. Something else that stood out is that the dignity of the approach in terms of allowing them to be at the driver seat then gives them an opportunity to speak to their realities, including the reality to enhance useful and sometimes often ignored capacities around self care and the need for functional and fit for purpose policies. So I'll give an example of one of the young feminist organisations that we worked with using this approach was able to develop organisational policies that really spoke to the reality and politics of young feminist organising and policies that recognised the limitations and context that girl and young-led organisations face when they're doing their day to day work. Something else that we found of benefit was the fact that a feminist approach like we've heard from the other speakers it values diversity and inclusion. And so our members really benefited, the women's rights organisations that we were working with really benefited by being intentional in terms of evaluating to what extents their organisations are walking the talk when it came to being inclusive. And an example that I can think of specifically around this was after we engaged, worked with them using the FOCS tool, some of our partners were quite brave in challenging funding partner requirements that stifle inclusion and diversity. So the small, big things like how we have activity registration forms that only allow for you to sign in as either male or female, how sometimes funding partners disregard the right to anonymity, especially for girls and young women who don't wish to disclose information that can be used to identify them. So these are just some of the things that came out after we used this approach in terms of helping those partners to evaluate their capacities. And I think maybe just lastly, just to say that, because we are using a feminist approach, then there's a greater focus on ensuring that women rights organisations have their capacity to identify inequalities. And this is speaking to what Bronwyn had said that it helps us go deeper. And when you go deeper then you're able to address any gaps using locally informed solutions as opposed to solutions that may not necessarily work in terms of the context that you are working in.

**Maureen Olyaro:** Thank you so much, Maureen, for your very great insights, actually on how this helps you, but also the women and girls we're all working with. Thank you. Sattara can I ask you the same question? What examples.

**Sattara Hattirat:** Yes, I would have to say I agree with everyone and to reinforce what everybody has said. In my own words, I would say we were using status tools and I find that the feminist tool support us to be true to ourself and to really hear the truth in our friends, in our community. And I truly believe this is all-time empowerment for us who are mostly people who are made voiceless and selfless, how to be true to ourselves, that was taken away and how feminist tool helped us to be true to ourselves. I think first is because like everybody said, it really takes reality seriously. It takes what has been created from patriarchal society; the biases, the baggages, and the wounds in people. The tool recognises these and then deliver a learning environment that yes, it challenge what needs to be challenged, but it also supports what needs to be supported. And I think that's very important and supporting is what we usually forget. And it's a form of challenge, how we challenge patriarchy. And secondly, the feminist tools recognise individual reality and reality in our current context, what's really happening inside and outside of each of us and affirm our feelings and experiences. And in, for example, my tip is calling you right now. I need to go and tend to my cattles or I am burned out and I am low in energy being here today. It welcomes all things, our reality of each individual and in this kind of process, marginalised the women and LBQ people feel safe and supported and not in many processes that we could really be ourself. And that all feelings that we have are respected. And then thirdly, when people feel safe and supported, they recognise what is true for themselves. And the collective learn together what is true for us because there is a place for it to manifest and you don't have to twist it into something else that how people say this is more true. So we create knowledge that is true for both ourselves as a person and our collective and our context. And then our friends here have said that, my fourth point, feminist tools show and not tell. And that is what matters for real people's learning, I think for creating new ways to be like, if you think about how you learn things in this world and how you learn your cultures and the way to think and to behave, and no one tells us any theories growing up. We learn from what we see, hear and feel from other people around us. And if we want to unlearn the old power abused ways, we need to do things in a non-power abused way. And what I'm saying is still a theory. And in practise, sometimes we have been so abused that we do not recognise it. It is abuse. And we have been so unequal that we do not recognise inequality. And feminist tools take all these things deeply into learning and show what not abuse feels like. And so my take on it is that feminist tools give power back to women and marginalised people instead of taking it away. And when it is done effectively, you can see power sparkling in people's eyes and they're ready to move forward taking initiatives. People like to do things when they feel powerful. And when they start doing things, you can see that they do it in the new ways that they have learned by their experiences. And they have experienced how it is done, not just listening to its theories and feminist tools make it their own experiences. One of my friends said, "You cannot understand feminism unless you are living it. You cannot learn it from books." And this kind of tool allow you to live it. People not only learn about gender or feminist issues in a feminist process using a feminist tool, they experience how life in equality feels like, what they feels like, what it means to have your whole life and you as a whole person respected. What it means when your voices, no matter how you use them matter. It shows how your experiences count and you can see from your own eyes or hear from your own ears how now you are really contributing into knowledge, a collective knowledge. And if you feel any bit empowered by what I have just said, I think your heart is responding to elements in feminist tools. And that is how we learn and change using this kind of tool instead of just talking about gender equality. It has transformed myself, my colleagues and people in my network, especially I see that this especially matters when things are tough and we feel so exhausted fighting, and we feel so isolated. These tools remind us how, what we dream of, how a new world feels like. And it can actually happen because it's happening right now. And in this circle that we are doing this process. It's not only the knowledge in this kind of process. I feel it's not, we are showing it's not only the knowledge that matters, but also how knowledge is constructed and how the knowledge really resonates to us. We are women and marginalised people of the Global South and how knowledge resonates to who we truly are I think it's very important because much of the knowledge we are made to use does not come from us. That's from the West, the men and the groups in power. And great feminist tools, in my experience of using it with my community, it unlock not only what we think, but our experiences and our soul. It proves to you that not only does knowledge matters, but you matter and I think that is how a movement is made. And I want to give two examples of how it benefits us. First, it bridged a youth activist and older activists together easily when things were tough for the both sides. And second, I thought that it could bring back friends who burned out back to feeling lively about working again. Thank you.

**Pascalle Grotenhuis**: Thank you, Sattara. I can disclose this. This is my first meeting of the week, but I feel so inspired just by listening to you and by all the other previous speakers as well. But I think you so simply but so well explained what a difference is between a feminist approach and what it entails to be, how it makes you feel, how it contributes to collective wisdom and why it matters so much. So thank you so much for being so clear in what it would be and why we would all actually, and I think we all are trying to live it and living it, but by actually the whole world's needs a feminist approach, but maybe I'm getting a little bit too activist here. I think there was a question also about mentoring and I feel actually like this whole webinar is also a bit mentoring to all of us who are doing work in the field that it's not always easy. And I think, Sakeena you said it it's sometimes three steps, and Maureen said it three steps ahead and then two steps back. And it's quite tiring and challenging. But I believe that with all the people in this call, we can definitely make a difference and make an impact and we should stick together. And I think it's also about the collective wisdom. I think that resonated very much with me, Sattara, that by knowing and feeling and working together, I think we can make a difference. So I don't know if anybody can maybe put in the chat, if there's any great mentoring programmes. I'm sure we all, I've been mentored and it helped me a lot. And I'm now giving back by mentoring other people. And I'm sure you're all doing that, but if there's any information, please put it in the chat. But I would like to know, and maybe Sakeena and Sattara, you could shed a light on that is what are some of the top tips for groups and people wanting to apply feminist approach to their programmes of work? So who are thinking about it? So what kind of tips or suggestions would you have to give them? Sakeena, could I give it to you first?

**Sakeena Razick:** Sure, I'm still thinking about a lot of things that Sattara also brought up.

**Pascalle Grotenhuis**: Yeah, me too.

**Sakeena Razick:** Yeah, and I love how we spoke about this kind of thinking about the challenges. The thinking about the supportive side of toolkits, one of my favourites I think I'll take from this. But top tips I would say, think about just your process and the feminist approach that you are thinking about that from start to the end and it never really ends, is it a consultative and collaborative process? For example, resources on young people should be written with someone young and bold, avoid the saviour gears. Do not think that there's no thing of persons without voices. It is just not the spaces for persons to amplify their voices. You also, again, going back to your structure, using open-ended questions and prompts, case stories, and then Bronwyn also touched on this, on the process. When you begin your feminist approach, if it's your toolkit, and then from taking the toolkit to your programmes, who do you bring to the table? What sessions do you have if it's self focus groups discussions or thought sessions? And to really think about the why you're doing the program? Why are you trying to communicate this? And if we have these four Ps that we talk about and it's really kind of impacted our feminist works. If it's politics and purpose, what we believe in, our vision for a better social order. And then a purpose, the social goals, and change that emerge from this vision. If it's principles and values, that's the second P. Our values that spring from this vision of the world that we want to see, this beautiful feminist future that we are working towards and have come so far. Because a perfect world cannot be realised unless it is shaped by certain values and principles. And then the third P is personal and organisational power. We always come back to power, power, the use of power, the abuse of power, that derails our purpose, our principles and practises. And of course, practise. Thinking from these three Ps, if we are aligning our practises to our values, to how we understand personal organisational value and politics and purpose. So I would say thinking about this, this four Ps in your programmes, in your toolkits, in both your programmes and your toolkits and really embracing the kind feminist approach is definitely, I would say a starting point and something to continue from start to the end.

**Pascalle Grotenhuis**: Thank you, I think those four Ps are really applicable to all organisations. I wrote them down myself too, thank you. Sattara, could you maybe give some tips for organisations who want to start a feminist approach or are working in a feminist way.

**Sattara Hattirat:** I will add to what Sakeena has said. The first thing that we would consider as important is when we hold a space, it should feel safe for everybody in that space. And the way we do this is that we are particular about who share the same time and space all at once. So it's not about how many people you can involve all at once, because we want to be as inclusive as we are, but in a certain space, we can choose people. It's like holding a party where people can socialise by themselves and then knowledge comes from that. If they feel safe and relaxed, I trust that people will be able to connect to their knowledge and share freely. So who comes to the space at the same time matters for us. And secondly, I would say remind ourselves, the organisers, that it's not only about us or our agenda, and it's not about the goal that we see with life in front of us, but it's also how people are walking with us. And sometimes they like to take a rest or they're not there yet and that's okay. As long as we are nurturing the path with them. I think that these are two very important points for us to share.

**Pascalle Grotenhuis**: Thank you very much, I think they're very valuable points. I think actually I am going to ask all the members, or, all the speakers, the same question because I think it's really useful for all the people in the webinar to learn about the best tips. We have so much collective wisdom around the table that I would love to hear more. So I'm going to Kunthea, could you maybe also give some tips and suggestions on the same question.

**Kunthea Chan:** Thank you. Yeah, so many thing have been said already, and I just like to add maybe one or two things that really give us, I think we dare to dream a different world that is better than we are living in this system, because I think most of the time we are so fragile and perhaps sometimes we're also hopeless with the system and the structure we are in. But we need to dare to dream and listening our hope. So I think that's also something important for us to really integrate it in our process. And also like the way that we are building the collective knowledge from the experience, from the ground. Because most of the time, the way that we use the feminist perspective in our work is not just only for the gender equality, but also the whole society that is getting better. So how we really using the experience from the ground to break the inequality of our society that mostly give it to the high level. So how are we building those experience and also use it as a very critical reflection and create a new knowledge that we can together be our action to transform the patriarchal and the power in our society. And also remember that we are human being. We are human beings, so we need to be at the centre of the community that we can be together and create the space. Because I think sometime we forget about it. So then we go back to that and who is meta? Who is meta in our movement? So I think that is the heart that how, because sometime a lot of people using participatory approach, for popular education, for example. But then how, the way and the how? How they include those people. Sometimes they create the plan strategy and just present it to the people and they say that this is participatory. So how are you doing it is important. How are you really include those people in the process and organise a safe place that can be strengthening or explore their potential. Actually, they already have their own potential explore it, organise it, and build a collective power from that experience. I think that is important, thank you.

**Pascalle Grotenhuis**: Thank you so much. And again, the global, not the global, but the collective wisdom or the collective knowledge is so key. Maureen, could you maybe talk about your tips for organisations that want to start a feminist approach, but also maybe there might also be challenges or there might also be, it's probably not all easy going. So if you have lessons learned, that like you would like to share, that would be really welcome as well. It's up to you.

**Maureen Olyaro:** Thank you, thank you so much. So I think one of the things I would say is we shouldn't be afraid to unpack and dismantle and reconstruct. And we shouldn't be afraid to say this isn't working because especially looking at organisational capacities strengthening, we have for so long worked with very heavily corporate oriented or funding partner biased approaches and processes. And so having that as a baseline, then it means if you're going to ensure that you are applying feminist approaches, then you have to be brave enough to say this isn't working for us and we want to do something different. We want to not only focus on process, but we are - sorry, we are not just focusing on the outcomes or the end game, but we are also as heavily invested in the process. So I think I have been brave enough to say when it's not working and I have been brave enough to create new ways of doing things is one of the top tips maybe I would be able to share.

**Pascalle Grotenhuis**: Thank you, that's beautiful. It's about dreaming and it's about being brave and it's about doing, and it's about the process. I think it's very valuable. Dinah, could I ask you to take the floor?

**Dinah Musindarwezo:** Yeah, thank you very much. Yeah, I agree with what other speakers have said. And my contribution would be definitely to emphasise the what, like, why are we doing what we want? Which feminist future do we want to see in this world and to achieve that it's really important to work with those that we actually, we know that the current world isn't working for. And so they are even more interested in that feminist future. And so how would we work collectively with them taking our collective actions. At Womankind, like every everything we do in terms of our strategy, it focuses on building movements. And we know that with movements, we have more power. We have transformative power to be clear to actually bring about change. And the other third thing I want to say is also that internal reflection that I think oftentimes as advocates, we tend to look at what is not working and really calling others to account, but maybe find it difficult to hold ourselves accountable. And I think we need to also as feminist movements and organisations, we need to start looking at ourselves. And so my tip for anyone who wants to take a feminist approach is start with yourself, look at your own practises and look at your own policies and systems and see if indeed it is actually doing what you are calling others to do. Whether we talk about inclusivity, how are we inclusive ourselves in our own organisations? If we talk about collective power, how are we ourselves sharing power within organisations? How we making sure that we are addressing structures of power that sit in our own organisations? And so the internal reflection is extremely important. And that's what we've been doing at Womankind with the opportunity of the new strategy where we're actually saying, can you look at ourselves? Can we start to decolonise our own practises? Can we start sharing power? And how does that then look like? And can you have these conversations with the partner that we work with in the Global South to know really what sharing power is and how we can do it in a way that is actually really useful to everyone. Yeah, and definitely I think I like Maureen's point around being brave. Because if you're working on systemic change and structure change, you definitely need to be brave and we have seen feminist activists and human right defenders really being brave. And so can we all be brave together? And I think being brave means that we'll be stronger if we also are all of us willing to share risks. Because oftentimes some of us might be based somewhere waiting to serve, but how are we sharing risk with those that are the front line? 'Cause then if you're not sharing the risk it means you're not really being brave enough to bring about systematic change and to be patient with ourselves because this kind of change won't happen in a few years. It's a long game. Thank you.

**Pascalle Grotenhuis**: Thank you, Dinah. I think the point you make about sharing risk, I think it's an excellent point and I think we're all working with women rights defenders and it's so important also to stand in solidarity with the ones on the front lines. So thank you for making that point really valuable. Bronwyn, can I give you the floor please?

**Bronwyn Tilbury:** Yeah, thank you, Pascalle. This is a really interesting question. So great to have everyone's perspectives. I think the one that I wanted to touch on was the way we put it in the FOCS modules was to prepare for depth. When you're taking a feminist approach, you are inevitably gonna be talking about power and that can be emotional, especially when you're working with oppressed communities and communities who come up against power and powerlessness on a daily basis. And we all do, that can be emotional. That's deeply felt, that's embodied stuff. And so when you're planning a process that is feminist, you need to anticipate that there will be depth and there will be emotion, and what are you gonna do? What ground rules are you gonna set around when that comes up and what grounding exercises might you plan to bring people back into themselves? What kinds of processes might you build in so that you can lean into that conversation about power, even though it's making people uncomfortable? 'Cause it might lead to some transformation. Yes, that would be my top tip, prepare for depth.

**Pascalle Grotenhuis**: Thank you very much. And I think we've all heard those discussions and there will be many of those discussions coming along. I think actually we could go on for hours and it feels like there's a sisterhood or friendship, even though we're online. But I think actually we're getting at the end of this webinar, but I think it definitely asks for more to come. I don't see any pertinent questions in the chat. I see many comments and many comments of support to all the speakers. So I think it's great tips by all the speakers. And I think there's a lot of learning and wisdom-forming going on. So with that, I am inspired for the months to come and maybe even longer. But I learned so much from all the speakers and from the toolkits, but also from the very personal experiences that were shared. I think the feminist approach is about the how, it's about being true to yourself, about being true to other people. It's about power. It's about persistence because it's not going to take only a few days or weeks. It's about patience. It's about perseverance and I think we're all doing it together. So that gives me great hope. And I hope you feel the same. I would love to thank all of you, both the audience and the panellists for being with us in this webinar and sharing your knowledge and your very wise words with us. I hope you are all as inspired by the ideas and practical tools provided today as I am. The toolkits that were presented so well today and that you can find online and in the chat can help to capacitate the organisations and yourselves to become stronger. And to better able to establish support and strengthen various feminist movements and approaches. And just from a very personal point of view, the Dutch government is here to support you. So if you need feedback or you want to reach out, you can do it to us, but also to the embassies abroad and to all the brilliant partners that were on the call today. Thank you so much, it was really a pleasure.