



Get Moving!

inspiring individuals | strengthening organizations | creating a VAW prevention movement

Participant's Workbook



Get Moving! **Participant's Workbook**

Copyright © 2012 The GBV Prevention Network / Raising Voices
All rights reserved.

ISBN: 978 9970 893 21 1

Concept Development: Jean Kemitare and Lori Michau
Editing: Stephanie Sauvé
Design: Samson Mwaka

GBV Prevention Network

Plot 16 Tufnell Drive, Kamwokya
P. O. Box 6770 Kampala, Uganda
Phone: (+256) 41 4531186 / 31 2266400
info@preventgbvafrica.org www.preventgbvafrica.org

The GBV Prevention Network is coordinated by Raising Voices
and generously supported by Norad, Hivos and the Sigrid Rausing Trust.



Get Moving!

inspiring *individuals* | strengthening *organisations* | creating a VAW prevention *movement*

What is *Get Moving!*?

Get Moving! is a powerful internal process that strengthens organisations working in violence against women (VAW) prevention. Covering ten provocative topics, it reveals insights into violence against women that are key to achieving a higher quality of work. Opportunities for intensive self-reflection and self-discovery can lead staff to feeling more passionate about and committed to their jobs. Activities and discussions help to build a positive organisational culture by exploring not just **what** the organisation does but more so **how** it does it. As more organisations complete the *Get Moving!* process, the quality of VAW prevention across the region will improve, touching more women's lives in more lasting ways. **This** is movement building.

Get Moving! is your call to action.

Why *Get Moving!*?

It is a gift to have work that enables us to leave a positive mark on the world. *Get Moving!* brings that gift to life. Its exploration of VAW work enhances and strengthens not only who we are on the job, but also who we are at home, in the community, and in our spirit. It starts with the individual to increase the effectiveness of the organisation. As a regional movement, it then fosters solidarity to multiply our impact.

Our impact directly affects the wellbeing of women and their families. How we conduct our work can be as harmful as it can be transformative, and it is our responsibility to ensure it is the latter. Like others affecting personal wellbeing—doctors, counsellors, clergy—we need to hold each other to a standard of integrity and effectiveness that reflects the power of our work. We can do so by uniting around the foundations of VAW prevention: equality, women's rights and the positive use of power.

Get Moving! connects us with all of this.

What are the *Get Moving!* objectives?

1. To inspire us as **individuals**—by critically examining our personal values and identities, including how we can be true to ourselves in all areas of our lives.
2. To strengthen us as **organisations**—by identifying the opportunities for enhancing organisational culture and integrity by walking the talk of VAW prevention within and beyond the workplace.
3. To connect us as a **movement**—by deepening our understanding of the positive power that comes from working together in solidarity.

What are the *Get Moving!* topics?

1. What is *Get Moving!*?
2. The Journey to Here
3. Knowing Ourselves
4. Learning from Our Own Relationships
5. Acknowledging Power Imbalances
6. Leading with Values
7. Exploring Activism
8. Championing Women's Strength
9. Building Movements in Solidarity
10. Moving Beyond *Get Moving!*

How is each topic addressed?

For each topic, three distinct steps are conducted:

1. An **introductory activity** explores the topic broadly (2 hrs).
2. A **private reflection** applies the topic to the self and is usually completed at home (1 hr).
3. A **concluding activity** applies the topic to organisational culture (2 hrs).

With this three-part approach, *Get Moving!* enhances individual perspectives through to organisational programming—for a lasting, positive effect.

Who participates?

All members of an organisation participate in *Get Moving!*—from junior support staff through to program supervisors and directors. A respected staff member is chosen to facilitate the process or to co-facilitate it with the director, using the *Get Moving! Facilitator's Guide*. The director engages as an equal participant in the process.

What resources are required?

Basic office supplies and a photocopier are helpful but not essential. Ideally all participants receive their own *Participant's Workbook*, which includes a summary of key concepts, suggested readings, and the guidelines and space for writing exercises—greatly enhancing a participant's connection to the process.

What are the options for how to conduct the process?

1. **As a culture of continual improvement:** Implement one topic every two weeks, with the private reflection conducted on one's own time. This approach allows for gradual adoption of the ideas over five months, building the foundation for a culture of self-reflection and continual improvement. 
2. **As a short-term initiative:** Complete one topic per week, by dedicating two separate half-days each week to the process (e.g., Tuesday and Thursday), with the private reflection completed at home in between. This approach allows for a shorter 10-week process that still blends with a regular work schedule.
3. **As two intensive retreats:** Organise two five-day retreats within three months, covering one topic per day, with private reflections completed in-session. This approach allows you to conduct a highly condensed process if work routines do not allow for a more gradual, integrated schedule.

With an investment of time, energy and self, *Get Moving!* becomes a journey that strengthens us personally, professionally and collectively. For more information or to connect with others using *Get Moving!* visit www.preventgbvafrica.org



Contents

The Personal Journey of <i>Get Moving!</i>	1
What Is a Workbook?	3
TOPIC 1 What Is <i>Get Moving!</i> ?	7
TOPIC 2 The Journey to Here	19
TOPIC 3 Knowing Ourselves	29
TOPIC 4 Learning from Our Own Relationships	39
TOPIC 5 Acknowledging Power Imbalances	49
TOPIC 6 Leading with Values	59
TOPIC 7 Exploring Activism	69
TOPIC 8 Championing Women's Strength	79
TOPIC 9 Building Movements in Solidarity	89
TOPIC 10 Moving Beyond <i>Get Moving!</i>	99



The Personal Journey of *Get Moving!*

Elevating our organisations begins with us as individuals. In our VAW work, we call on the strength of women time and again. In *Get Moving!* we must call on the strength within ourselves: the strength to examine our own relationships and behaviours, hopes and fears, pasts and futures. The strength to practice what we preach and stand for what we believe. The strength to be our true selves in all areas of our lives. The strength to seize opportunities for personal growth.

The following pages guide us step-by-step in calling on this strength. For many participants, these pages become the heart of the *Get Moving!* experience—making it personally unforgettable and, in some cases, life changing.

We all have strength to draw upon. Like all things in life, we will gain from this process what we put into it. If we treat *Get Moving!* as just another “training,” we will miss a rare opportunity and won’t notice it passing us by. If we invest time and energy, take risks and leaps of faith, draw on our courage and passion inwardly and outwardly, *Get Moving!* can become a turning point in our personal and professional lives.

What will I need to do?

For each topic in *Get Moving!* after the group introductory activity you will be asked to do a *private reflection* before the group concluding activity. As the second of three steps in each topic, the private reflection offers the perfect moment to pause and ponder the ideas being presented. It includes a suggested reading, followed by writing exercises that build on what you have read. Everything for the private reflection is included and completed within the very pages of this workbook. The writing exercises are called “journaling,” which means writing your thoughts as they come to mind for your eyes only—knowing there are no right or wrong answers and without concern for grammar or handwriting. The only thing that matters is honesty—for in honesty, personal growth is made possible.

Will I need to share?

This journey is yours and yours alone. The workbook is your private space for thinking about each topic. Nothing must be shared. The workbook and its contents will never be collected, and will never be judged. You can allow its pages to capture your internal dilemmas and secrets. You can keep it for future reference. You can discard it at the end. Only YOU decide if its contents will ever be shared with others.

That said, many people find the private reflection so inspiring that they are eager to share certain aspects of their self-discovery. The concluding activity for each topic begins with time for voluntary sharing by those interested. If you prefer to keep your work private, you will still gain from hearing the stories of others. If you take the risk of sharing more of your personal self and story, you will likely have a richer experience overall.

What if I need support?

The reader and the writing exercises within this workbook may at times be provocative and leave you wanting to talk to someone for support. No matter your position in the organisation, seeking support when needed is a sign of strength, not weakness—and is, in fact, essential to conducting VAW work with passion and effectiveness. Speak with others in similar positions, with whom you can compare insights and share experiences. Speak with trusted family members and friends who support your work. Speak with trained professionals and service providers when appropriate. If struggling to connect with similar colleagues or the needed services, please contact us at info@preventgbv africa.org.



What Is a Workbook?

A workbook is **a reader + a notebook** in one. It is a place for reading while thinking with a pen in your hand.

It is a known fact that people take their knowledge further when they are able to write on the pages they read. On the pages of this workbook you are welcome and encouraged to:

- highlight text
- make margin notes
- write reactions and thoughts
- record feelings
- list ideas
- capture inspirations
- decorate the pages with scribbles and drawings

When we put pen to paper, it awakens deeper insights and ideas for action. The more you write in this workbook and the more you add to its ideas, the more this workbook will grow into something so much greater than what you started with. It will become an extension of your experiences and expertise. By writing your own thoughts alongside the printed words, you will create your own unique and invaluable resource.

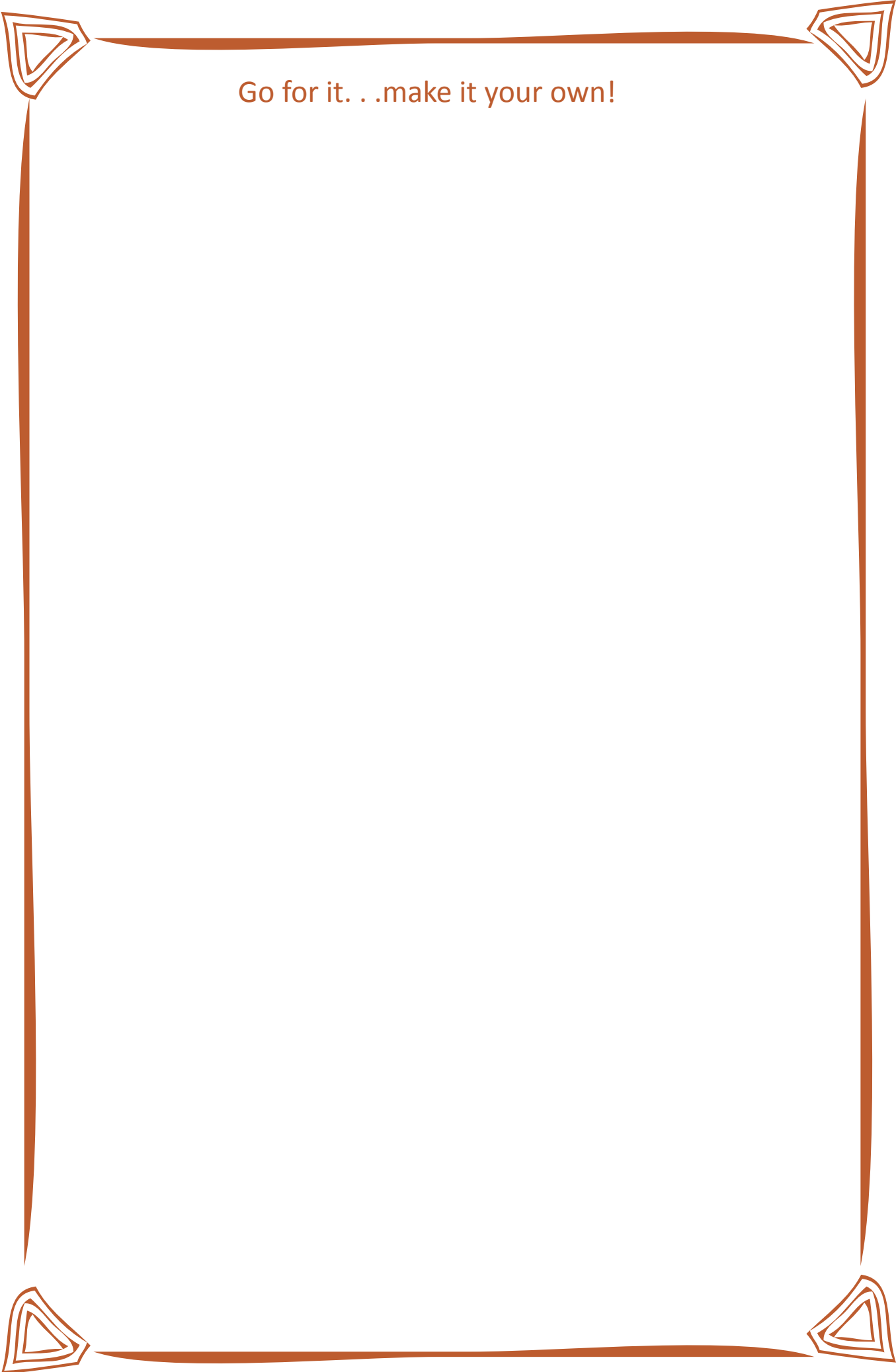
“The act of writing is magic, one word, then another. You create a world. You display a vision of the universe.”

—S. Horwitz

Still, it can be hard to make the first marks on something perfectly new. Especially when we’ve been told for so many years not to write in books. So we will help you get started . . .

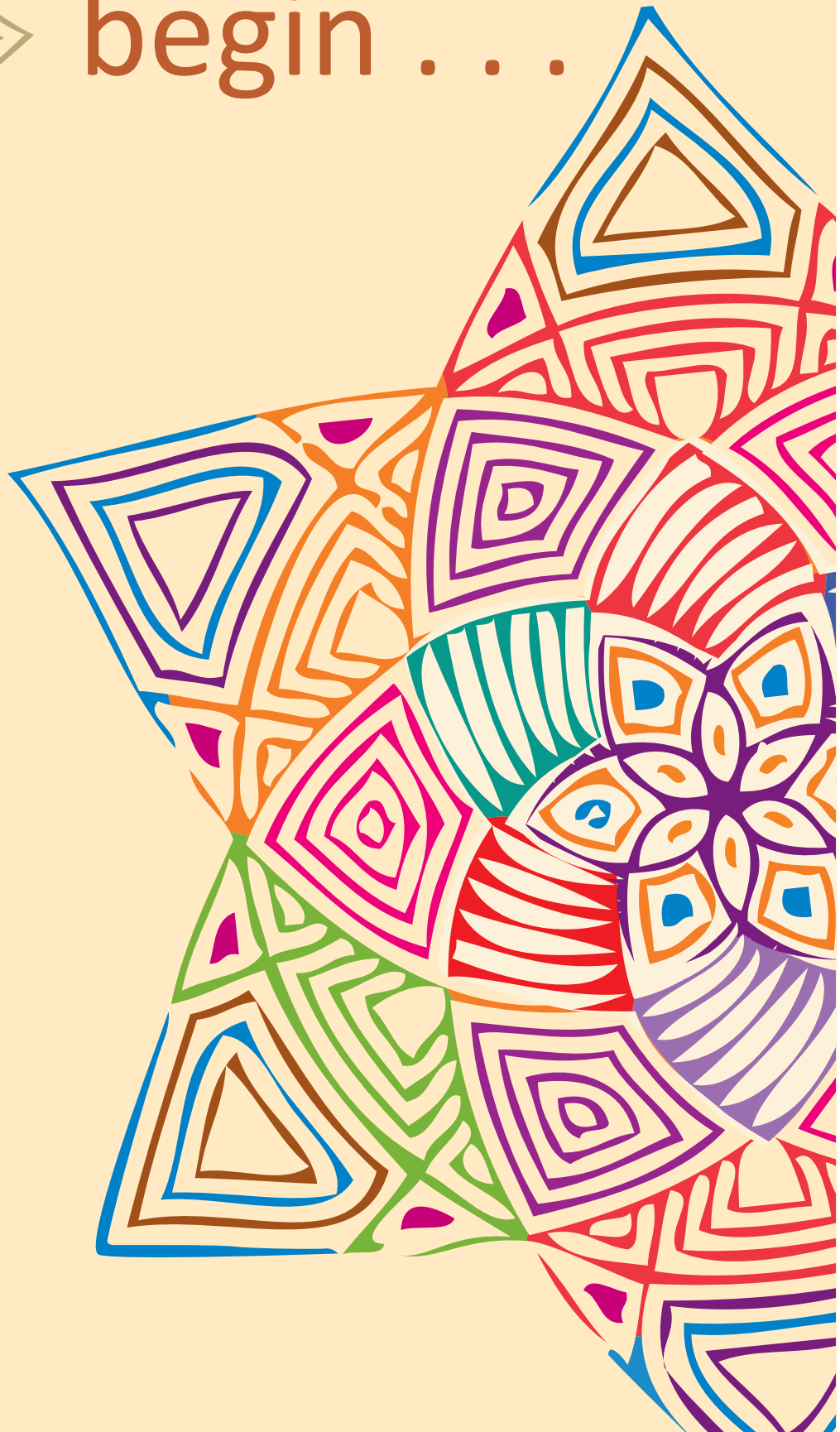
Your first exercise:

1. Underline a phrase on this page that catches your attention.
2. Write a comment in the margin about the quote by S. Horwitz.
3. On the next page, draw, scribble or sketch. Just play with the page, make this workbook your own!



Go for it. . .make it your own!

Let's
begin . . .



As we start *Get Moving!*, I am feeling . . .

(Tick one or more of the following:)

- ☐ impressed
- ☐ concerned
- ☐ excited
- ☐ nervous
- ☐ optimistic

- ☐ neutral
- ☐ confused
- ☐ cautious
- ☐ inspired
- ☐ other: _____

I am feeling this way because . . .



What Is *Get Moving!*

Here's what we've discussed so far . . .

The *Get Moving!* process is . . .

- about strengthening our VAW work by looking at who we are as individuals, who we are as an organisation, and who we are in solidarity with others.
 - a collective effort that requires energy and enthusiasm.
 - a personal journey that can help us become more self-aware.
- (See the introductory pages of this workbook for a full overview of the process itself.)

Get Moving! includes intensive self-reflection.

- Self-reflection leads to self-discovery, and self-discovery can lead us to feeling more passionate about and committed to our work.
- One way *Get Moving!* encourages reflection is through journaling. Journaling can be challenging at first, especially when we are only used to academic or professional writing.
- Here are some journaling tips:
 - a. Pretend you are letting your thoughts wander and that your hand just happens to be writing those thoughts on the page.
 - b. Try not to stop writing, even if that means writing down the sentence, "I don't know what to write next."
 - c. Since this is for your eyes only, try taking some risks by being more honest in what you write than you would be talking to a friend.

To have common language, we will use violence against women (VAW) instead of gender-based violence (GBV) because . . .

- GBV is very challenging to translate. Using terminology that is not immediately or easily understood by others creates barriers in our work.
- GBV uses one of the most overused and misunderstood words in the field: "gender." The word "gender" carries important meaning, but much of that is being lost in its overuse.
- While we recognise that violence against both women and men is unacceptable, we want to be clearly focused on women and girls.
- We want to use language that we, as professionals, relate to immediately without having to go through various training sessions to understand.

Never forget . . .

- *Get Moving!* may at times feel new and different, however, the more you bring of yourself and the more risks you take, the more you will gain!

*Now that we have explored the **Get Moving!** process, it is time to think about the sense of safety needed to ensure a positive experience for all. The following pages will help you examine how your own behaviours can help make **Get Moving!** a safer space, one in which people feel comfortable being honest and open in group discussions. Immerse yourself in the reader on the next two pages and then follow the journaling suggestions on the pages that follow.*



Reader: Creating Safer Spaces

Sharing our personal feelings and reflections about violence against women deepens our understanding of what is required for change. However, personal sharing with colleagues requires a sense of safety—a comfort with being honest and vulnerable in front of others.

We can never create a perfectly safe space, because no one has complete control over what others think, say, do or believe. However, we can create “safer” spaces. We can decide individually and collectively to practice behaviours that encourage each other to authentically share ourselves. Here are five qualities of a safer space:

1. Confidentiality

Confidentiality means keeping things secret or private. In rich professional discussions, people may share personal experiences or stories to help relay a lesson, illustrate an idea, create a personal connection or explain a need for support. When working in a safer space, there is a common understanding that private aspects of what is shared—people’s names, revealing details, sensitive topics—are never again repeated beyond the space and company in which they were first expressed. Key themes and ideas can be referred to openly, but no one ever has to fear that people will expose their private sharing to others.

2. Non-Judgmental Behaviour

In a non-judgmental learning space people are supported, rather than looked down upon, as they work through moments of personal growth. For example, VAW work is about equality and acceptance, but each of us has prejudices. As we engage in group discussions, we may say things that even surprise ourselves. The belief that some groups (men, certain ethnic groups, rich people, etc.) are better than others is so entrenched in our society that it can influence our perspectives despite our best intentions. Part of becoming more self-aware includes discovering these biases within ourselves. In a safer space, we can discover these biases, take responsibility for them and change them, all amid support and encouragement from colleagues.

3. Direct Communication

Part of creating a safer space is about speaking openly when we feel hurt by something someone said or did. In this way, no one is ever left wondering if others are holding negative feelings toward them. One way to do this is by using “I” statements: “When you said _____ I felt _____ because . . .” Using statements such as this may be challenging at first, but ultimately allows us to create the safer space we desire.

4. Time for Self-Care

A safer space encourages people to take care of themselves. While it allows us to discuss deeply personal stories and even provocative memories, this can at times be emotionally difficult. In a safer space, we make time for our emotional needs and others'. We can excuse ourselves for a moment of reflection. We can ask for support and comfort from colleagues. We can seek professional support when needed—and can encourage others to do the same. This is healthy, professional and essential behaviour for doing effective violence against women work.

5. Commitment

Creating safer spaces requires a long-term commitment to all of the above, so that these behaviours become a culture that everyone can expect and rely on. This commitment means making safer spaces a priority, so that people feel comfortable sharing their most honest emotions and thoughts. It is only with such honesty and openness that we can break down our old ways of thinking, and support each other in walking the talk of VAW prevention. In VAW work at its best, creating safer spaces is a professional responsibility that everyone takes seriously.



Journaling: What Safer Spaces Mean to Me

Think about the five qualities of safer spaces described in the reading: (1) confidentiality, (2) non-judgmental behaviour, (3) direct communication, (4) time for self-care and (5) commitment. Consider how you feel about each. Which do you find easy? Which do you find difficult? Which do you feel are most important? etc. Follow the prompts below to write about these thoughts.

1. *The qualities of a safer space that are most important to me are . . .*

These are most important to me because . . .

2. *The qualities of a safer space that are most challenging for me to follow are . . .*

These are most challenging for me to follow because . . .

*I can try to manage these challenges in *Get Moving!* by . . .*

3. *The qualities of a safer space that I think will be **challenging for our group** during *Get Moving!* are . . .*

—*Maya Angelou*

Journaling: A Memory of Feeling Safe

Think about a time when you felt particularly safe sharing personal information with an individual or group. Think about what made you feel so safe, and follow the prompts below to write about these thoughts.

A time when I felt really safe sharing personal information was when . . .

If I really think about it, what made me feel so safe was . . .

***“When a woman tells the truth
she is creating the possibility for
more truth around her.”***

— Adrienne Rich

Going Further

For (3), we recommend a separate notebook for writing as much and as freely as you can.

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins or other markings on the paper.





Fifteen years ago . . .

(Tick the one that most applies to you.)

- ☐ I would never have thought of getting a job like this.
- ☐ I was just beginning to connect with VAW issues.
- ☐ I was doing work that wasn't fulfilling for me.
- ☐ I was noticing more and more the injustice that surrounded me.

Because . . .



The Journey to Here

Here's what we've discussed so far . . .

Injustice is...

When someone is denied the opportunity to enjoy their human rights.

- Many people feel that some injustices—including many against women—are either harmless or a fact of life. However, for each of us, various personal and professional experiences have helped us realise that this is not true.

Injustice is political.

- One thing that sometimes happens as a result of our experiences is that we begin to see how injustice is “political.” In this case, the word “political” is not referring to political parties and elections. It means that something is not limited to an individual incident, but rather is an example of the systemic oppression of a specific group.

Becoming passionate about confronting injustice means becoming “politicised.”

- When we realise that injustice is political, we often begin to recognise injustice in otherwise common events and to feel passionate about creating change. This is called being “politicised.” Specific experiences that we live through or witness can lead to our politicisation.
- We each have our own stories of how we have become politicised and developed our critical consciousness. Often these stories include painful memories of injustice we witnessed or experienced, or perhaps committed, before being more aware. Our power to create change begins in these stories and the emotions they provoke. These stories give us strength the more we share them. These stories will always be at the heart of our VAW work, and thus are at the heart of the *Get Moving!* process.

Now that we have explored the experiences that sparked our passion for confronting injustice, it is time to think about what this really means for how we act on a daily basis. The following pages will help you examine how to honour your commitment to confronting injustice through your everyday actions and choices. Immerse yourself in the reader on the next two pages, and then complete the journaling suggestions on the pages that follow.



Reader:

Confronting Injustice in Daily Life

When we become politicised, the way we participate in life changes. We recognise injustice in common events, when others may not. We can no longer tolerate these injustices, while others may. We passionately believe change is possible, when others feel it is beyond reach. We feel compelled to confront injustice, because it is the right thing to do. These new perspectives and emotions can be overwhelming at times. They can leave us wondering how to behave in everyday moments so that we honour our inner commitment to creating change. Here are some ideas:

When Doing Daily Activities

In our daily activities, we can treat everyone with respect and kindness—no matter how different they are from us. By watching for and catching our biases and prejudices, we can stop these from influencing our behaviours. In this way, we will model the justice and equality that we believe in.

When Spending Time with Friends

Issues of equality often arise in the experiences we have and stories we discuss with our friends. In these discussions, we must always make our perspectives known—never fearing a healthy debate. At the same time, if we suspect that a friend is facing difficulties, we need only offer our support gently, as an invitation: *“I am sorry this is happening for you. I believe that women have the right to live free of violence. I am here to provide support if you ever want it.”*

When Telling Others about Our Work

Others may feel hesitant about the nature of our work, but that doesn’t mean we need to be hesitant ourselves. By openly sharing our passion and enthusiasm for our jobs, we will encourage the curiosity of others. Some people will express interest in our perspectives, finding the courage through our example. Others will question us, and we will need to be ready to explain our ideas.

When Witnessing Injustice

It is essential that we speak out when we witness injustice—no matter how subtle, and even among people who are close to us. If we witness injustice among friends or family, we must find the courage to name it in a direct and respectful way. We may provoke resentment or anger from others. However, our actions will ultimately earn us respect and will make our support known to those who need it most.

When Meeting New Allies

The more we behave according to our politicised perspectives, the more we will attract like-minded allies into our lives. These people become a source of strength, reminding us that we are not alone, and that others share our passion to create justice and equality. Some of these allies will become trusted others, acting as mentors and coaches throughout our life journey.

Tips for Finding Trusted Others

A trusted other is someone who shares our analysis of the world, who we can trust with our true selves and who supports our journey forward. Sometimes trusted others emerge naturally in our lives. Sometimes we need to develop these relationships intentionally. As a politicised person, trusted others remind us of our power and potential—when we need the reminder most.

1. **Choose one or two individuals who match the following description:**

- They inspire you with their experience and strength.
- They support your politicised work and life.
- They make you feel comfortable when you share your most honest emotions and thoughts.

2. **Ask each individual if they would be willing to meet regularly to do the following:**

- Listen to you without judgment, creating a safe space to explore new ideas.
- Lend you encouragement and support during rough times.
- Tell you the truth when no one else will.
- Provide you advice and wisdom from their personal experiences.
- Ask you difficult questions when an important truth lies in the answer.
- Remind you what you are good at, where you want to go, and who you strive to be.
- With hope and positivity, inspire you to realise your best self.

3. **Promise your trusted other that you will do the following in return:**

- Speak honestly.
- Listen openly, always remembering the individual's good intentions.
- Respect the individual's available time.
- Be available as a trusted other in return.



Journaling: A First Time for Everything

The first time I spoke out against injustice, the situation that triggered me was this . . .

I spoke out by saying . . .

This is what happened . . .

At the time I felt . . .

Looking back I feel . . .

Journaling: New Relationships

Think about all the new people you have met or become closer with as a result of doing VAW work. Choose three and follow the prompts below to write about your experience.

Three people I am grateful to know or be closer to as a result of my VAW work include . . .

I am grateful for these relationships/friendships because . . .

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

“Life’s challenges are not supposed to paralyse you, they’re supposed to help you discover who you are.”

—Bernice Johnson Reagon

Journaling: Finding Trusted Others

Look back at the reading, and reread the “Tips for Finding Trusted Others.” Choose one individual you would like to formalise as a trusted other, and follow the prompts below to write about how you will do this.

The person I hope to have as a trusted other is . . .

I think the best time to approach this person will be . . .

To explain my wish to have them as a trusted other, I will say . . .

As I think about having this conversation, I feel . . .

“A mentor is someone who allows you to see the hope within yourself.”

—Oprah Winfrey

Going Further

For (1) or (2), write your notes below.

For (3), we recommend a separate notebook for writing as much and as freely as you can.

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



The one person who is most aware and supportive of my whole true self is

It came to be this way because . . .



Knowing Ourselves

Here's what we've discussed so far . . .

Identity is . . .

The characteristics and roles that connect us to specific groups in society and that make us uniquely who we are.

- By “**characteristics**” we mean socio-cultural and biological characteristics such as our sex, ethnicity, socio-economic status, religion, etc. A characteristic does not mean a personality trait like “being kind.”
- By “**roles**” we mean who we are in relation to others and based on our daily activities, such as parent, activist, professional, student, artist, etc.
- Identity is a large part of what makes us who we are. It influences how we see the world and how we choose to act within it.
- For each of us, there may be parts of our identities that are quite public and other parts we feel unsafe sharing openly with others—because we fear stigma, rejection or judgment.
- Different parts of our identities influence our lives in different ways at different times.
- Identity is closely connected to our values.

Values are . . .

The qualities that we most deeply believe in and that we can use to guide our choices and actions.

- There are many values that underlie our various beliefs. However, all of us believe in some values more deeply than others. Unless we take the time to reflect, it can be difficult for us to know which values we believe in most.
- It is important to know which values are most important to us, so that we can use them to guide our choices and actions, to become the person we want to be, and to help others know who we truly are.

In Summary. . .

- a. Values are part of what makes us who we are.
- b. Values affect everything we think, do and say, and thus, how other people view us.
- c. If we can build self-awareness about our values, we can be more deliberate in using them to guide our choices and action, and more deliberate in becoming the person we want to be.

Now that we have explored who we are as individuals, it is time to look more closely at our values. The following pages will help you examine what it means to truly live your values, by using them to guide your actions and choices. Immerse yourself in the reader on the next two pages, and then complete the journaling suggestions on the pages that follow.



Reader:

The Power of Living Our Values

Values are the qualities that we most deeply believe in and that we can use to guide our choices and actions. They form the foundation from which we live. Our values are so much a part of us, we often don't even notice them. They influence us in every minute and in every second. The simple fact that we can feel good or bad about our own and other people's behaviours, means that we have values.

Our Changing Values

Defining our values is an ongoing process. As time passes and as we grow and experience life, our values can change and their importance can alter. We can nurture values we decide are important at any point in our lives. Reflecting on our values and how they are changing brings useful self-awareness and clarity of mind.

Turning Values into Actions

Whether or not we are aware of it, our values influence our every move. But that doesn't mean we are always acting according to our values. Sometimes our values tell us to act one way, but we still decide to act another. Sometimes we don't even realise that our actions are contradicting our values. Many things can stop us from acting according to our values: fear, pressure, distraction, stress, greed, etc. Acting according to our values requires an intentional and impassioned effort. The more we make a conscious effort to do so, the more natural it becomes.

When We Don't Live Our Values

When we don't live our values, we sometimes feel frustrated, disappointed and anxious. For example, if we value openness, but at work resist ideas that are not our own, we will feel conflicted among colleagues and distracted by our own disappointment. However, sometimes societal norms blind us from a contradiction. For example, many men who use power over women will say that they value respect, cooperation and kindness. Society has convinced them that having power over women is "normal," so much so that the contradiction with their values goes unnoticed.

When We Do Live Our Values

When we do live our values, we feel better about ourselves, more fulfilled and less stressed. Further to that, we contribute to the greater good, adding strength and positivity to our relationships and communities. Our actions inspire others to live their values, and we attract friends who share the values we are exhibiting. When we get used to reflecting on and honouring our values, they become a tool, day-to-day and in difficult moments. They become something to fall back on when making life's big decisions. They help us determine what we want out of life and how to get through each day along the way.

Tips for Living Values

1. **Slow down:** Your values are always guiding you. But sometimes life moves too quickly to notice.
2. **Regularly reflect on your values:** Make time to reflect on your values and whether your actions are aligned with them. Such reflection can be as simple as your thoughts on your way to work or while lying in bed or journaling before sleep.
3. **Use your values as a tool:** When facing a challenge, use your values to find the solution. Think about the values you believe in most and how you could handle the challenge if guided by them.
4. **Connect with others who live their own values:** Acting according to your values is a value in itself—a value called “integrity.” Spending time with others who have personal integrity can inspire you to live according to your values even when it feels difficult.
5. **Have deliberate conversations with those close to you about values.** Often even in our closest relationships we haven’t taken the time to talk about our values, why they are important to us and how they guide us. Begin this conversation with family, friends and colleagues.
6. **Verbalise your values:** If you fear that living your values will seem like an inappropriate action to others, verbalise your value to explain your choice (e.g., “I have made this decision, because I value . . .”).



Journaling: Integrity Check

Write your top three personal values in the far left column. You can use the top three values that you identified in the group activity, or if you have changed your mind, you can write in new values. Fill in the blank spaces to the right of each value, writing down (a) actions you usually take that match that value, (b) actions you sometimes take that contradict that value, and (c) the implications or consequences for your life. Be as honest as possible. This is just for your own reflection and self-awareness.

Value	Actions that Match	Actions that Contradict	Implications
1.	a.	b.	c.
2.	a.	b.	c.
3.	a.	b.	c.

Journaling: Personal Values to Strengthen

Think about any two personal values that you would like to make more dominant in your life. These should be values you want to show more often in the things you say and do. For each of these values, follow the prompts below to write about your thoughts.

1. *The first value I want to make more dominant in my life is . . .*

Because . . .

I will do so by . . .

2. *The second value I want to make more dominant in my life is . . .*

Because . . .

I will do so by . . .

“If you don’t stand for something, you will fall for anything.”

— Malcolm X

Journaling: Living More Values More Often

Look back at the reading, and reread the “Tips for Living Values.” Think about which of these ideas you find most interesting. Choose three, and follow the prompts below to write about your choices.

Note: When deciding which tips you will try, take a minute to think about what's influencing your decision. Is it what seems easiest or what will be a positive challenge for you personally? Try to challenge yourself!

Here are **three** things I will do to help better live my values . . .

I will maintain and monitor my commitment to these actions by . . .

“Until we know the assumptions in which we are drenched, we cannot know ourselves.”

—*Adrienne Rich*



You have now completed the private reflection for Topic 3. If you want to take this reflection further, consider doing the following:

1. For one week, write down each courageous thing you do to better align your actions with your values. At the end of the week, review your list and post it somewhere visible for inspiration.
2. Choose someone with integrity who you admire. Meet with them to discuss their experiences and tips for living one's values.
3. Every morning for a week, journal for 10 minutes about **whatever comes to mind**, starting with the following phrase: "Reflecting on my values makes me think about . . ."

For (1) or (2), write your notes below.

For (3), we recommend a separate notebook for writing as much and as freely as you can.



The following three relationships are most dominant in my life:

My relationships with . . .

- | | |
|--|---|
| ☐ my husband/wife/partner | ☐ my best friend(s) |
| ☐ my son(s) | ☐ my neighbour(s) |
| ☐ my daughter(s) | ☐ my faith leader |
| ☐ my parent(s) | ☐ my community leader(s) |
| ☐ my coworker(s) | ☐ other: _____ |
| ☐ my in-laws | |

The relationship that makes me feel the best about myself is . . .

Because . . .



Learning from Our Own Relationships

Here's what we've discussed so far . . .

We live the context for our work every day simply by being a woman or a man.

- Every day, we experience or witness power imbalances as a result of our sex. This affects our choices, decisions and behaviours both directly and indirectly.

This imbalance of power between women and men is at the root of violence against women.

- This imbalance of power involves men having “power over” women. It is what allows violence against women to happen.
- We all share the same human rights, but women cannot enjoy these human rights equally unless power is balanced.
- When our communities tolerate men having power over women, it can bring feelings of shame for women and men alike, especially when we begin to see how it is unfair.

Violence against women is part of systemic oppression.

- If society did not support an imbalance of power between women and men, people would experience violence randomly and equally.
- The fact that women as a group are more vulnerable to violence results from systemic oppression and injustice.

We must start with ourselves.

- Some of our most powerful insights in VAW work come from our own experiences and emotions.
- Recognising the imbalance of power between women and men and how that makes us feel brings insight and motivation to lead change.

Now that we have explored our relationships with others, it is time to look closely at our most intimate relationships. The following pages will help you examine the power dynamics with your husband/wife/partner (or what you've witnessed in similar relationships that are close to you). Immerse yourself in the reader on the next two pages, and then complete the journaling suggestions on the pages that follow.



Reader:

Power in Our Lives and Relationships

Power can be positive or negative. It can be used to do right or to do wrong. One of the most common yet destructive forms of power in our communities is the negative use of power that leads to violence against women.

How we each use or don't use our power comes from what we have seen and experienced in the past and present—including the attitudes and behaviours that are tolerated in our communities. With careful personal reflection we can analyse our own behaviours and bring them into question, so that our VAW work and personal lives become enriched by positive power in every form.

What Is Power?

Power is the ability to influence your own or others' experiences.

What Are Positive Forms of Power?

Power Within is the positive feeling we experience when we love and accept ourselves, believe we are valuable, and feel deserving of all our human rights. Power within is the foundation for all other positive forms of power.

Power To is when we take action to positively influence our own and others' lives.

Power With is when we join others without bias or discrimination to positively improve our own and others' lives.

What Is the Negative Form of Power?

Power Over is when our words or actions make it difficult, frightening or even dangerous for others to use their own power. The resulting imbalance of power often leads to violence in its many forms — physical, sexual, emotional or economic.

How Do Imbalances of Power Become Accepted?

When it is difficult, frightening or dangerous for a particular group to use their power, then their voice is lost, and others begin to establish the social norms. Typically, new generations follow those social norms without question—whether benefiting or suffering from them. For example, in our VAW work, we see how the tolerance of men's power over women leaves many women living in fear and without a voice. As a result, many people, including some women, believe women are worth less than men. This imbalance of power is so common that we often fail to recognise this as injustice. However nothing, including our social norms, can remain static. In time, a brave few do what others didn't recognise or were afraid to do—they speak up against injustice. They strive for change.

The First Steps in Balancing Power

1. **Start with your own relationship:** First, decide what you believe about equality. If safe, start a conversation with your partner about types of power. When it is comfortable to start talking about the power dynamics in your own relationship, then you have begun on the path of creating balance. Creating a more balanced relationship requires commitment and action from both partners. It puts us in new roles we are not used to, which can be challenging at times, but ultimately rewarding.
2. **Rethink workplace behaviour:** Consider whether your behaviours ever make it difficult for others to use positive power in the workplace (e.g., if people feel fearful or less confident as a result of their interactions with you). Sometimes, despite our good intentions, we use power over others. If you catch yourself doing this, think about ways you could handle such instances differently. This may feel challenging if you are a supervisor. Remind yourself that showing authority does not require using power over others. Rather, leading and supporting can be done in such a way that actually fosters colleagues' positive power.
3. **Observe yourself in the community:** Think about the "power over" relationships in your community (e.g., wealthy over poor, educated over less educated, urban over rural, one ethnicity over another). Observe your habits closely for one week, and see if you have adopted any behaviours that make others feel less powerful in your presence. Reflect on and experiment with more positive ways to use your power in such situations.
4. **Question your own inaction:** Think about times you observed others using negative power, yet chose to remain silent. Reflect on and/or journal about the experience, to explore your own fears and reasons for inaction. Identify alternative ways for handling those situations and some responses you could use in similar future scenarios.
5. **Reflect on your personal discomfort using power:** Think about the times when you feel uncomfortable using your own power. Consider what makes you feel that way: (1) someone using power over you, OR (2) your own lack of "power within." For (1), seek guidance and support for talking to the person about how you feel. For (2), reflect privately and with close friends to begin nurturing your self-esteem.



Journaling: Relationship Self-Evaluation¹

Complete this “Relationship Self-Evaluation” to evaluate the balance of power in your intimate relationship. If you are not in a relationship, complete the form based on a past relationship, or for a relationship you know well (e.g., the relationship between your mother and father). This assessment is for your eyes only. Take your time and be as honest as possible. If safe, ask your partner to also complete this form, and then discuss areas that you are proud of in your relationship and areas you would like to change.

For each question choose one of the following scores:

1 = never 2 = seldom 3 = sometimes 4 = often 5 = always

QUESTIONS	Score
1. Do both partners have equal hours of family responsibility (i.e., household work, professional work, child rearing, etc.)?	
2. Do both partners equally receive thanks and recognition from the other?	
3. Are both partners’ interests treated with equal priority?	
4. When making decisions, do both partners aim to reach consensus?	
5. Do both partners have equal influence over how money is used?	
6. Can both partners access the family’s money independently?	
7. Do both partners apologise and admit wrong when necessary?	
8. Do both partners have equal opportunity to spend time alone with friends?	
9. Do both partners control their anger or temper appropriately?	
10. Do both partners make each other feel equally comfortable saying no to sex?	
11. Do both partners make equal effort not to project their bad moods on the other?	
12. Are both partners equally able to turn to the other for support?	
13. Do both partners feel equally safe?	
14. Do both partners equally trust the other’s fidelity?	
15. Do both partners feel that the other would care for them if they became ill?	
16. Do both partners have equal security should the other die or disappear?	
17. Do both partners have equal power during sexual activity?	
18. Do both partners have equal ability to initiate sexual activity?	
19. Do both partners equally prioritise safe sex?	
20. Is the sexual pleasure of both partners treated as equally important?	

¹ From the *SASA! Activist Kit for Preventing Violence against Women and HIV*, by Raising Voices

Journaling: Reflecting on the Questions

Look again at the Relationship Self-Evaluation. Think about how each question made you feel. Follow the prompts below to write about your thoughts.

1. *The question that most surprised me was . . .*

Because . . .

2. *The question that made me feel the most uncomfortable was . . .*

Because . . .

3. *The question that made me think most about an area of my relationship I'd like to change was . . .*

To begin making that change, I will . . .

"No person is your friend (or kin) who demands your silence, or denies your right to grow and be perceived as fully blossomed as you were intended."

—Alice Walker

Journaling: Balancing Power

Look back at the reading, and reread the “The First Steps in Balancing Power.” Think about which of these ideas you find most challenging. Choose one you will try in your personal life, and write it down. Then write down five things you will do to show your commitment to this action.

Note: When deciding which you will try, take a minute to think about what's influencing your decision. Is it what seems easiest or what will be a positive challenge for you personally?

One way I will try to balance power is . . .

Five things I will do to show my commitment to this action are . . .

"You don't have to be anti-man to be pro-woman."

—Jane Galvin Lewis

For (1) or (2), write your notes below.

For (3), we recommend a separate notebook for writing as much and as freely as you can.



Right now, this is how powerful I feel . . .

(Place a tick on the arrow.)



not at all

extremely

Because . . .



Acknowledging Power Imbalances

Here's what we've discussed so far . . .

There are many examples of how social norms, in either spoken or unspoken rules, support men having power over women. For example:

In relationships . . .

- acceptability of violence against women as a part of marriage
- the belief that men have a right to discipline women
- the belief that men should make decisions around finances
- acceptability of different expectations for men and women (e.g., men can come home late, women cannot, etc.)

In families . . .

- preference for boys
- boys having access to schooling but not girls
- socializing girls as caretakers
- women eating after serving everyone else

In communities . . .

- paying bride price as if a woman is a “product” to be purchased
- public tolerance and lack of punishment for men who abuse wives and other women
- women being restricted from eating certain foods (e.g., chicken / eggs)
- women sitting on the floor and men on chairs during gatherings

In law or institutions . . .

- women needing a father or husband's consent
 - to own property
 - to process travel documents
 - to conduct banking e.g., acquiring loans
- men being able to divorce on the grounds of adultery when women cannot

Now that we have explored the power imbalances within society, we may feel inspired to talk about power with others in our day-to-day lives. The following pages will help you examine why it is important to talk about power and how to get started. Immerse yourself in the reader on the next two pages, and then complete the journaling suggestions on the pages that follow.



Reader: Why Talk about Power?

It is one thing to **know** about power. It is another thing to **talk about it**. Talking about power gives life to ideas that some people would like to ignore. It rouses emotions, positive and negative. It sparks criticism and debate. It can feel like a risk. So why bother?

Because It's the ROOT Cause

Many things are associated with violence against women—such as alcohol abuse, poverty, unemployment, culture or religion. The reason the imbalance of power is considered the root cause of VAW, is because without it VAW would not exist. If power was equally balanced, violence would be used randomly and equally against both sexes. It is not. Violence is systematically perpetrated against women in many spheres of life. Oppressing a group of people in this way is an injustice. Preventing injustice is about eliminating the root cause; preventing violence against women requires eliminating the power imbalance between women and men. If we don't talk about power, we inhibit any chance of lasting change.

Because Silence Supports Systemic Injustice

When injustice against a certain group of people is widespread, as with VAW, it is sustained by a collective silence. The more far reaching the injustice, the stronger the silence, and the more challenging it is to break the silence. Breaking the silence is the first step toward change. By talking about power, we break the silence.

To Create a Vocabulary for Change

Explaining VAW in terms of power is tangible. It is something people can immediately relate to and apply to their lives. As activists, it is thus an idea that can connect and strengthen our efforts. Sometimes different VAW prevention groups are saying the same thing in different ways. By using different language, we divide our efforts and achieve little. With common vocabulary, we can join our power for greater impact. This type of energy and clarity of ideas is contagious, as is the language of "power."

To Inspire All Generations

By talking about power we provide alternatives for existing and future generations. The language of power helps adults rethink the long-held status quo of men having power over women. The gain for adults trickles down to their children. Children and youth are looking all around for how to understand their world and act within it. By role modelling and teaching children how to use positive power and how to respect the power of others, we create new social norms in the present and for the future.

First Steps for Talking about Power:

1. **Get strong and connected:** Nurture your power within and connect with allies to help overcome your fear of challenging the status quo.
2. **Practice:** Start by reflecting on simple examples of power that you witness in day-to-day life. Think about how you could use these examples to talk about power with others.
3. **Start small:** Engage in small conversations with trusted people first. Don't try to take on everything all at once.
4. **Start broad:** First talk broadly about the concept of power, before focusing on VAW. Discuss with both women and men whether they feel they have power or lack power.
5. **Beware of jargon:** Monitor yourself to ensure you are speaking plainly and directly about power, and not burying the ideas in jargon about gender and rights.
6. **Try it at work:** When working in the community, substitute talking about gender/rights with talking about power. See if the ideas are easier for average community members to connect with.



Here are three things I find helpful to say when explaining the concept of power to others . . .

“Courage is not the absence of fear, but rather the judgment that something else is more important than fear.”
— Ambrose Redmoon

— *Ambrose Redmoon*

Journaling: Reasons for Talking about Power

The first page of the reading gives a few different reasons why it is important to talk about power. Consider your feelings about each reason provided, and then follow the prompts below.

From the reasons in the reading for talking about power, the one I found the most compelling was . . .

Because . . .

[illegible]

Journaling: First Steps in Power Talk

Look back at the reading, and reread the “First Steps for Talking about Power.” Think about which ideas you find most intriguing and which you could see yourself doing. Commit to three that you will try in your personal life, and then follow the prompts below.

Note: When deciding which you will try, take a minute to think about what’s influencing your decision. Is it what seems easiest or what will be a positive challenge for you personally?

To start talking about power in my personal life, I will do the following three things . . .

I will maintain and monitor my commitment to these actions by . . .

“The future belongs to those who believe in the beauty of their dreams.”

—Eleanor Roosevelt

Going Further

For (1) or (2), write your notes below.

For (3), we recommend a separate notebook for writing as much and as freely as you can.



People who look to me for guidance and inspiration
include . . .

This makes me feel . . .



Leading with Values

Here's what we've discussed so far . . .

Just as people have values, so do organisations.

- In order to be effective, an organisation needs to have clear, concise and shared values that everyone understands and can contribute to.
- The values that guide an organisation deeply influence and shape the organisational culture.

Different things influence what we choose as organisational values.

- Often an organisation's values come in part from the shared personal values of the organisation's staff.
- The nature of an organisation's work also brings its own inherent values.

For example:

If our work is about preventing violence against women, non-violence and equality are values inherent in the work itself. We value non-violence, because we know that we cannot prevent violence against women by using violent means. We value equality, because we also know that the fundamental basis of violence prevention work is the belief that women and men are equal, with no one having the right to control or hurt the other.

We can all play a leadership role to strengthen our organisational integrity.

Organisational integrity cannot be created by directors alone. Each and every staff person, no matter what their position or length of time in the organisation, is responsible for creating and ensuring organisational integrity. Each of us can demonstrate leadership by living our values every day in every way. This is values-driven leadership.

Values-Driven Leadership is...

Leading by example, no matter your role, position or situation, by letting positive values guide how you act and inspire others.

Now that we have explored organisational values and integrity, it is time to consider what that means for our individual leadership. The following pages will help you examine how you can lead using your values as a tool. Immerse yourself in the reader on the next two pages, and then complete the journaling suggestions on the pages that follow.



Reader: Everyone Is a Leader

In VAW prevention, we will fall far short of our potential as organisations if we rely entirely on directors and supervisors to uphold and hold us accountable to our values. Values-driven leadership is the responsibility of all.

What Is Leadership?

Leadership is proposing ideas and taking actions for the greater good while making others feel worthy and capable of doing the same. To lead means sometimes going against the norm, and suggesting alternatives that are better for all. To lead is to believe in people's positive power, so that they feel worthy of being believed in.

How Are We All Leaders?

A leader is not only a “boss” or the leader of a team, but anyone who positively impacts the lives of others on a daily basis. In life and work, we all guide and inspire others toward particular goals and actions—whether directly or indirectly. Leadership is not dependent on a title or formal authority, but instead lies within each of us. Whether at our offices, in our homes, out with our peers, or in the communities in which we work—we lead, above all, by example.

Why Lead with Values?

When we lead with our values, we inspire others to feel capable of values-driven actions, which brings strength and positivity to our workplaces and communities. Through our own values-driven leadership, we can draw out the best in colleagues, community leaders, government officials, community members, women experiencing violence, and more. As representatives of our organisations, people look to us to understand what it truly means to live the values of equality and justice. They look to us as they consider whether they want to make such changes in their own lives. The subtleties of what we say and do influence people's faith and trust in the ideas we represent. By leading with our values, we can ensure our influence is positive.

The Challenges of Values-Driven Leadership

Like most things worthwhile in life, values-driven leadership is not always easy! Obstacles can challenge us and can even prevent us from staying true to our values. Living our values takes courage. We may come across a colleague whose values are incompatible with our own, or have a friend who pressures us to make decisions inconsistent with what we believe. One of the best ways to overcome such obstacles is open communication. Friends, colleagues and family members may not always agree with us, but often they will listen to what we have to say. If they trust we are being honest, and if they understand our good intentions, then from there we can often find a way forward together.

Tips for Using Values as a Leadership Tool in the Workplace

As we reflect specifically on our leadership in the workplace, and how we are accountable for helping to maintain organisational integrity, we can use a practical eye to identify the opportunities for values-driven leadership. Here are some examples:

1. **Remind each other to keep values clear and visible in the workplace.**
Post values in a decorative way. Read them at the beginning of key meetings. Refer to them in strategic plans, performance reviews, at organisational retreats and during celebrations.
2. **Demonstrate organisational values in how you interact with each other and others.**
Collectively choose one value a week to improve upon in your interpersonal interactions. When faced with an interpersonal challenge refer to organisational values as a guide.
3. **Remind each other to use organisational values as a decision-making tool.**
At meetings ask, “How can our values help us make this decision?” Post a similar statement above your desk as a daily reminder.
4. **Explain professional decisions by referring to organisational values.**
When explaining difficult decisions, start by reminding others of the organisational values. When documenting decisions, make additional notes about the organisational values supported.
5. **Put organisational values before personal gain or convenience.**
When you feel yourself torn between values and personal gain or convenience, force yourself to stop and reflect. Go for a walk. Do a favourite activity that makes you feel positive and strong. And then reconsider your options.
6. **Dedicate work time to reflection on personal and professional values.**
Set aside a private time in your workweek to reflect on values, perhaps your lunchtime or the first hour of the day on a particular day of the week. Advocate for putting values reflection on the agenda for organisational retreats.
7. **Speak out when you notice organisational behaviours deviating from organisational values.**
If you notice contradictions in some work you are doing with colleagues, raise the issue at a meeting with those individuals. If observing contradictions that may be more sensitive, speak with the person directly or consult privately with a supervisor, whichever feels most appropriate.
8. **Show commitment to organisational values outside work responsibilities.**
Reflect on how you feel when you see people lose their integrity outside the workplace. Be aware of your behaviour outside work hours. Ask someone who is both your colleague and friend to tell you honestly if they ever see such contradictions in your behaviour outside work.



Journaling: A Day of Leadership

Think of all the people who observe you, interact with you and work with you on a given day. Think of all the moments you are being a leader when perhaps you didn't used to see it that way. Fill in the chart provided. For each time and place, write down one or two ways you can be a leader (to family, friends, community members or colleagues) by acting with integrity.

Morning at Home
At Work in the Office
At Work with Other NGOs
At Work in the Community
After Work in the Community
Evening at Home

Journaling: Through the Eyes of Others

Imagine looking at your organisation through the eyes of a community member, a donor, and then an outside activist. Using the prompts below, write what **they** would think about your organisation's integrity and what **you** could personally do to improve that integrity in response.

I am a community member. Let me tell you about how this organisation does and doesn't follow the values inherent in VAW prevention . . .

I am a donor. Let me tell you about how this organisation does and doesn't follow the values inherent in VAW prevention . . .

I am an activist. Let me tell you about how this organisation does and doesn't follow the values inherent in VAW prevention . . .

*From looking through these people's eyes, here's what I could do to **enhance what our organisation already does well:***

*From looking through these people's eyes, here's what I could do to **address what our organisation needs to improve:***

"I would like to be known as a person who is concerned about freedom and equality and justice and prosperity for all people."

—Rosa Parks

Going Further

You have now completed the private reflection for Topic 6. If you want to take this reflection further, consider doing the following:

1. For one week, end each workday by writing down one way you acted according to organisational values and one opportunity missed. At the end of the week, look for patterns and clues for how to increase your values-driven leadership.
2. Talk to a trusted colleague about any challenges you face in upholding the values of your organisation and explore together possible strategies for overcoming those challenges.
3. Every morning for a week, journal for 10 minutes about **whatever comes to mind**, starting with the following phrase: "I could show more leadership if I had the courage to . . ."

For (1) or (2), write your notes below.

For (3), we recommend a separate notebook for writing as much and as freely as you can.

[illegible]



Looking across history, I believe one great success achieved by activists has been _____

And this is why . . .



Exploring Activism

Here's what we've discussed so far . . .

Activism is . . .

Intentional actions guided by the head and heart aimed at creating social change.

- Activism reaches beyond work responsibilities. It grows from within us and becomes part of our identities and values.

POWER WITHIN / POWER TO + IDENTITY / VALUES + WOMEN'S STRENGTH / RIGHTS = ACTIVISM

- Throughout *Get Moving!* we have talked about **power**, in particular the power that rises up within us and ultimately inspires us to take positive action in our lives and communities.
- We have talked about the **identities and values** that have in part led us to and guided us through our work on VAW.
- We have talked about how our work is first and foremost about championing **women's strength and human rights** to create the societal change needed to truly prevent VAW.
- Each part of this equation is an ingredient of positive and effective **activism**.

There are two types of activism.

- **Collective activism** are actions taken in collaboration with others in response to injustice. This is usually planned and organised in advance.
- **Personal activism** are actions taken in our private lives, in response to injustice. This is often spontaneous.

Get Moving! is an opportunity for us to reflect on our collective and personal activism and to strengthen areas that would build our activism.

Opportunities for personal activism surround us on a daily basis.

- Activists are committed to an issue and feel compelled to act on injustice wherever it is seen – not just at work. Personal activism is essential, as it means we are living our beliefs.
- As professionals in the VAW field, sometimes we can see that our activism is more often collective than personal. This may signal a disconnect between our professional and personal lives.
- We all can summon the courage to integrate our activism into our personal lives. This will help us feel more integrated as people and connected to our beliefs and our work.

Now that we have explored activism, it is time to look at ourselves as current or potential activists. The following pages will help you specifically explore what being an activist involves. Immerse yourself in the reader on the next two pages, and then complete the journaling suggestions on the pages that follow.



Reader:

Am I an Activist?

Activists recognise their *positive power* to create change and feel compelled to address the *negative power* that creates injustice. They bring their beliefs and activist energy to every aspect of their lives, and some find work in a related field. The life of an activist is both challenging and rewarding. It requires that you continually question injustice and the status quo, and inspire activism in others while simultaneously reenergising the activist within yourself. Reflecting on this lifestyle allows us to consider whether we are already living as activists or are inspired to follow this path.

The Vision of Activists

Activists lead their lives according to a bold and inspired vision of justice, yet one that may not be realised in their lifetime. An activist's vision touches all aspects of their life—from their organisational work through to how they manage their home and personal life. When change feels slow, this vision provides confidence and hope.

The Self-Worth of Activists

Activists believe in their own worth and the worth of every individual. They believe in the significant contributions they can make to their community by following their values at all times. This sense of self gives them the strength to overcome adversity.

The Commitment of Activists

A few sporadic actions is not considered activism. Activism is a commitment that runs long and deep—an activist's work is the work of a lifetime, sustained by the most profound experiences and beliefs. Activists instinctively seize every opportunity to lead change—and when they miss or shy away from such an opportunity they feel the pain of regret and the renewed intentions that come from learning. Even when they fall short in their efforts, their continual commitment to self-improvement sets them apart, for they are motivated by ideas that are larger than themselves.

The Connectivity of Activists

The work of activists includes fostering activism among others—creating communities of support among us as well as the critical mass needed for social change. VAW activists engage others in learning and talking about violence, its root cause and its consequences. They help people to creatively channel their outrage at injustice into strategies for leading positive change. They show how feelings of outrage should not be feared, for in them is the spirit that fuels the most effective activism.

The Spirit of Activists

Activism inspires the spirit and puts it to exceptional use. Activists learn that to sustain their work, their spirit needs renewal. Inner strength or power within can be drained through the often challenging work of leading change. Activists find renewal in a wide range of daily practices that foster their wellbeing and enable them to turn inward, reflect and refocus. Wellbeing activities include journaling, meditation, praying, music, exercise, art, dancing, connecting with trusted others, and more.

The Knowledge of Activists

Activists require a deep understanding of root causes. VAW activists stay well informed about issues related to the imbalance of power between women and men. They have a passion to read and learn about the promising practices in VAW activism being innovated by others.

The Story of Activists

Every activist has a story—a story of the moments and personal experiences that led them to this path. Whether dramatic or simple, this story is a source of continual motivation. It is unfinished and forever evolving.

There's A Story Behind Every Activist...

Grace is an activist working with an NGO that addresses violence against women. While she was growing up, Grace witnessed her mother experiencing violence and saw how it affected her mother, herself, and the rest of the family. She saw on a daily basis how the injustice and indignity of violence eroded her mother's self-esteem, her opportunities, and her sense of self. She witnessed the suffering and was profoundly moved by it. Grace recognised that her mother's personal experience was sanctioned by the community and that it continued because others felt this was an acceptable and normal way to treat a woman.

Thus, Grace made the connection between her personal experience and social injustice. Grace's experience compelled her to be an activist. She has a fierce belief in the rights of women and now, in her personal and professional life, is acting according to this belief. She works in the community fostering community-led activism and never hesitates to speak out among family, neighbours, and colleagues when she sees opportunities and alternatives that could help lead to change.

What's Your Story?



Journaling: Excitement and Worries

Being an activist is a rich and rewarding life. It is a way to leave a positive mark on the world, to make a difference in the lives of others, and to live a life true to yourself. However, it takes courage and risk. It provokes others to contradict and challenge you. When we think about being or becoming activists, we often have mixed feelings. Think about your feelings, and then follow the prompts below to write about these thoughts.

What excites me about being an activist is . . .

What worries me about being an activist is . . .

***“Our lives begin to end the day
we become silent about things
that matter.”***

—Martin Luther King Jr.

Journaling: The Qualities of an Activist

The reading described various qualities of an activist. Some may have been familiar to you. Some may have surprised you. Think about your reaction to each, and follow the prompts below to write about your thoughts.

Based on the reading, the qualities of an activist that I feel I already possess are . . .

Based on the reading, the qualities of an activist that I feel still need nurturing within me are . . .

Journaling: My Story

Every activist has a story. Think about all the different moments and experiences that motivated you (or are motivating you) to become an activist. Write your story by explaining these events. Sometimes this can provoke intense emotions. Talk with a trusted other if you need support.

My story goes like this . . .

[illegible]

“It’s exhilarating to be alive in a time of awakening consciousness; it can also be confusing, disorienting, and painful.”

—*Adrienne Rich*

Going Further

For (1) or (2), write your notes below.

For (3), we recommend a separate notebook for writing as much and as freely as you can.

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins or other markings on the paper.



Three women who inspire me with their activism and what they have achieved include . . .

- 1. _____
- 2. _____
- 3. _____

What I’ve learned from these women is . . .



Championing Women's Strength

Here's what we've discussed so far . . .

Feminism is . . .

The belief that women have the same value and worth as men, and a commitment to advocating for women's rights.

- Many of us fear associating with feminism so as not to appear like we are challenging social systems that we have been born and bred in.
- However, preventing VAW requires us to have a critical analysis of social structures and how they promote violence and discrimination against women.
- Whether or not we call ourselves feminist or label our work feminist is a decision we each make as individuals and organisations. However, it is important that we understand our choices.

Stereotypes are . . .

Typically negative assumptions that we make about a particular group by generalising the behaviours of a few to the group as a whole.

- Feminism has been discredited by those who seek to retain the status quo—or men's power over women—creating various negative stereotypes.
- Having stereotypes used against you is a form of prejudice, and never a positive experience. But it is a challenge we must face honestly and professionally, considering the short-term and long-term implications of our actions.
- One of the biggest barriers in identifying ourselves and our ideas as feminist is that often we do not know how to challenge stereotypes about feminism. This helps perpetuate the stereotypes until, sometimes, we even start believing them ourselves.
- It will be a different challenge for each of us to determine how we want to manage the feminism in our work in comparison to negative stereotypes in the community.

Now that we have explored the stereotypes and facts of feminism, it is time to further consider the feminism that surrounds us. The following pages will help you specifically explore feminism from an African perspective—what it is and what it could be. Immerse yourself in the reader on the next two pages, and then complete the journaling suggestions on the pages that follow.



Reader: Feminism from an African Perspective²

What is Feminism?

Feminism is the belief that women have the same value and worth as men. It is a commitment to advocating for women's rights—including their political, social and economic equality to men. African feminism is this same commitment, yet with a focus on the unique challenges faced by African women.

What Does Feminism Question?

Some people claim that, as the bearers of children, women belong in the home. These people defend the unequal treatment of women on this basis. However, feminists believe that women and men, despite their biological differences, should have the same influence in society and the same freedom to choose their lives. This same perspective underlies women's rights work in Africa.

"Feminism has its roots in the African condition. This is because women in the continent have always been aware of the prevailing oppressive gender relations and have throughout history challenged these conditions in a variety of ways."

— Changu Mannathoko

Is Feminism New to Africa?

Feminism is relatively new everywhere in the world. Although the oppression of women has for long been a problem globally, feminism as a movement only began in the 1960s. That said, the spirit of feminism has been alive in Africa for centuries, in women's individual efforts and small victories across history.

"It is correct to say that feminism in our continent is not a recent event but a long historical process which has not yet been sufficiently brought to light. One of the tasks which faces African feminists therefore is to study the historical development of women's resistance in Africa against oppression."

—Nawal El Saadawi

² African Feminist Theory and Practice, A Reader Prepared for the African Women's Leadership Institute. By The Education and Research Working Group. Akina Mama wa Afrika.

Can a Global Movement Meet African Needs?

There is no *one* feminism. Feminism is meant to take different forms to serve different women. It will be up to women's rights activists across Africa to ensure our feminism evolves into something truly African. To disregard feminism because of its global prevalence would be to minimise progress made for women's rights. Those who say African feminists have been too influenced by the West, are the same to call equality "foreign." Yet are women's human rights only meant for non-African women?

*"The curious fact about African feminism today is that there is so much fear of being perceived or known as a 'feminist' or a 'woman liberationist'. . . This is mainly because 'feminism' or 'women's liberation' is branded as an imperialist, cultural domination ploy and therefore anti-African. Of course, this is clearly an African sexist view, a mechanism of scapegoating women as traitors to African values."*³

What's Ahead for African Feminism?

Over the past several years, feminists in the developing world have challenged feminists in America and Europe to examine how race and gender discrimination interact. These challenges have significantly strengthened Western forms of feminism. Similarly, African feminists are examining how gender discrimination in Africa interconnects with discrimination based on age, class, sexual orientation, ethnicity, tribe or living with disability. A unique quality of feminism is its ability to look at all aspects of a woman.

"The struggle of African women cannot be limited to individual struggles against men . . . women's struggle will have to join other movements against social inequalities . . . African women must stage their own feminist movements which would be in solidarity with all other agents of change. Today's Africa is 'ripe' for feminism."

—Marie-Angelique Savane

³ African Feminist Theory and Practice, A Reader Prepared for the African Women's Leadership Institute. By The Education and Research Working Group. Akina Mama wa Afrika.



Journaling: Mixed Emotions

Many of us have mixed emotions and thoughts about feminism. Think about your own, and then follow the prompts below to write about your thoughts.

The positive feelings and thoughts I have about feminism include . . .

The negative feelings and thoughts I have about feminism include . . .

***“Feminism is the radical notion
that women are people.”***

***—Cheris Kramarae and Paula
Treichler***

Journaling: Five-Year Vision

As mentioned in the reading, “It will be up to women’s rights activists across Africa to ensure our feminism evolves into something truly African.” Think about the type of African feminism that would inspire you, and then follow the prompts below to write about your vision.

Within five years, here’s what I would like African feminism to be like . . .

If African feminism was like that, then it would benefit me and my work in so many ways. For example . . .

“African women in general need to know that it’s OK for them to be the way they are—to see the way they are as a strength, and to be liberated from fear and from silence.”

—Wangari Maathai

Journaling: Breaking Down Stereotypes

Negative stereotypes are possibly the greatest roadblock in the positive evolution of African feminism. Think again about the kind of African feminism you would like to see in five years time (see preceding page). Write down **three** actions you could take to help breakdown stereotypes about feminism and work toward realising your vision.

Three actions I could take to help breakdown stereotypes about feminism and to work toward realising my vision include . . .

*"Hate is too great a burden
to bear. It injures the hater more
than it injures the hated."*

—Coretta Scott King

“Hate is too great a burden to bear. It injures the hater more than it injures the hated.”

—Coretta Scott King

Going Further

You have now completed the private reflection for Topic 8. If you want to take this reflection further, consider doing the following:

1. For one week, ask colleagues about any articles, poems, books or essays discussing African feminism that they have found useful in their work. Read the *Charter of Feminist Principles for African Feminists* (<http://www.africanfeministforum.com/the-charter-of-feminist-principles-for-african-feminists/>). At the end of the week, review the list and make a reading plan.
2. Speak with a feminist you respect about strategies for breaking down the negative stereotypes against feminism.
3. Every morning for a week, journal for 10 minutes about **whatever comes to mind**, starting with the following phrase: "I could become a more confident and bold feminist if . . ."

For (1) or (2), write your notes below.

For (3), we recommend a separate notebook for writing as much and as freely as you can.



Create an image that symbolises solidarity.

This image is about . . .



Building Movements in Solidarity

Here's what we've discussed so far . . .

Solidarity is . . .

A feeling of unity arising from common experiences, interests and beliefs between individuals, and demonstrated by collective support and action.

- Although we often think of solidarity in terms of our actions with friends and allies, we can also feel and be in solidarity with strangers and people beyond our immediate communities or countries who share similar feelings about right and wrong, and about justice and human rights.
- Solidarity is essential to creating social change. It is what brings us together, unites us and forges collective efforts that are stronger than we could ever achieve individually. In our VAW work, solidarity helps us move from an individualised perspective to one of a group. It allows us to go beyond supporting an individual woman to supporting all women to enjoy lives free of violence. We can more easily identify with other women, because we begin to appreciate how women all over the world experience common oppressions.

Solidarity is influenced by many things...

- We need awareness of our personal values and our organisational values before we connect with others on that basis.
- We need to connect with the many common experiences we share that enhance our feelings of solidarity.
- We need the many skills that we learn to strengthen our ability to act in solidarity with others, such as our ability to create safer spaces.

A movement is . . .

A large informal or formal group of people and organisations who share a politicised analysis about a social issue, and are working toward social change.

- The task of preventing VAW is a large one. In order to achieve this goal of ending violence against women, we need to feel we are not alone, that others support us and stand together in solidarity with us. Individuals and organisations cannot realise the vision of a life free of violence alone. We need allies, friends and community to be effective.

Solidarity is the backbone of building a movement.

Now that we have explored solidarity and movements, it is time to consider what solidarity actually looks like. The following pages will help you examine the characteristics of solidarity and what makes it so critical to driving movements. Immerse yourself in the reader on the next two pages, and then complete the journaling suggestions on the pages that follow.



Reader:

What Does Solidarity Look Like?

It is sometimes hard to know what solidarity looks like, since we identify with it first as a feeling. We can usually feel whether others are working in solidarity with us or not. Many forms of collaboration exist without solidarity—people manage the practicalities of shared tasks and goals, while still missing the deepest levels of shared passion, values alignment and commitment to a greater vision.

Solidarity holds a rare power and is what has made movements across history so transformative and memorable. Solidarity can connect strangers, creating lasting connections that endure the greatest challenges. To access this power, we need to know what solidarity looks like, so that, above all, we can look for and nurture those qualities within ourselves and in our efforts to grow the movements we support.

Cohesion

Cohesion is when there are common principles or shared beliefs within a group. It doesn't mean that everyone has the same opinion on everything but rather that there is agreement on the fundamentals, for example, that violence against women is an injustice. When an activist speaks out against injustice, we stand in solidarity with her and publically support her because we share her belief in a life free of violence. This solidarity exists because we share a common analysis of violence and injustice.

Cooperation

This is when individuals working together demonstrate respect, support and sensitivity to each other. This means engaging, discussing, listening and compromising. It means readily and happily sharing in the hard work that is required to realise bold visions. It means openness—refusing to give into competition or suspicion. It means always ensuring mutual give and take as we support each other along the way.

Trust

Trust is the foundation of all positive relationships, both personal and professional. It must exist for solidarity to flourish. Trust arises from consistent honesty, sincerity and straightforward communication, creating the faith that anything that should be shared will be shared, and that no one will deceive another. To feel in solidarity, we must trust each others' experience, values and vision, as well as our commitment to and support for each other.

Mutual Respect

When there is mutual respect everyone's capacity and perspective is honoured and valued. This means seeing all individuals as equals and acknowledging that every individual has something important to contribute. While each of us may contribute something different—all contributions enhance our shared understanding and potential.

Empathy

Empathy is the ability to connect with the feelings of others. It is the reason we can feel in solidarity with someone we have never met. For example, if a woman from another country shares her experience of violence, many of us, despite not knowing her personally, feel compelled to stand in solidarity with her. We feel connected to her experience even though it is not our own. We don't just think about it; we feel it deeply. We feel the injustice in our hearts.

Reliability

Being reliable is what sustains a feeling of solidarity. Even when problems, differences, conflicts or challenges emerge, there must be a genuine commitment to persevere—to work through the challenging times together. Reliability means staying true to one's commitments and never giving people reason to doubt our word. It means recognising that a chain is only as strong as its weakest link and doing one's best to never be that weak link.

Reaching Out

Solidarity involves reaching out to other individuals, activists and organisations. Reaching out in solidarity is a way to say, "we can be stronger together" and "I'll stand by you." It is about making connections based on shared values—increasing positive power, support and action for change. We can be creative in how we reach out to others—by writing to people, sharing contacts and information, sharing meals, holding discussions, disclosing personal issues, participating in social activities together, exchanging ideas, building friendships and more!



Journaling: In the Name of Change

True solidarity means reaching beyond our prejudices and biases to connect with others in the name of change—accepting each other for who we are and joining our power to build a movement. However, it is common for there to be people and groups that you struggle to feel in solidarity with (e.g., HIV positive people, lesbians, sex workers, poor women, women of different ethnicities, etc.) Think about one such group, and follow the prompts below to write about these thoughts.

One group I struggle to feel in solidarity with is . . .

This is difficult for me because. . .

“If you’re in a coalition and you’re comfortable, you know it’s not a broad enough coalition.”

—Bernice Johnson Reagon

The benefits and opportunities of working in solidarity with this group would be . . .

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

To foster my feeling of solidarity with this group I could . . .

"Without community, there is no liberation."

—Audre Lorde

"Without community, there is no liberation."

—Audre Lorde

Journaling: Reaching Out

Think about all the people with whom you feel solidarity—from long-time bonds to new acquaintances. Review the last item in the reading on “Reaching Out.” List ten simple ways that you will reach out in the coming weeks to show your solidarity with various people.

Ten simple ways that I will reach out in solidarity in the coming weeks include . . .

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There is no text or other markings on the paper.

"I don't believe in charity. I believe in solidarity. Charity is so vertical. It goes from the top to the bottom. Solidarity is horizontal. It respects the other person. I have a lot to learn from other people."

— *Eduardo Hughes Galeano*

Going Further

For (1) or (2), write your notes below.

For (3), we recommend a separate notebook for writing as much and as freely as you can.

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



As I near the end of *Get Moving!*, I feel . . .

- ☐ ready to pause, reflect and take it all in
- ☐ ready to take action
- ☐ ready to share the experience with others

This is how I will prioritise doing that . . .

Moving Beyond *Get Moving!*

Just as valuable as learning something new is revisiting knowledge we have already acquired. Coming upon ideas for a second, third and fourth time brings new levels of insight, reflection and understanding.

Here are some of the key ideas introduced in *Get Moving!* Copy and post them somewhere for regular review, to inspire you on your journey going forward.

Politicised: when we recognise injustice in otherwise common events and feel passionate about creating change.

Injustice: when someone is denied the opportunity to enjoy their human rights.

Human rights: the entitlements all people have by virtue of being human. When someone uses power over another, it usually leads to a violation of human rights.

Social justice: the idea that we are all responsible for creating a society where everyone can enjoy their human rights.

Rights-based approach (to VAW work): addressing the root cause of the problem and incorporating key concepts of power within it.

Values: the qualities that we most deeply believe in and that we can use to guide our choices and actions.

Identity: the characteristics and roles that connect us to specific groups in society and that make us uniquely who we are. Different parts of our identities influence our lives in different ways at different times.

Power: the ability to influence your own or others' experiences.

Power Within: the positive feeling we experience when we love and accept ourselves, believe we are valuable, and feel deserving of all our human rights. Power within is the foundation for all other positive forms of power.

Power To: when we take action to positively influence our own and others' lives.

Power With: when we join others without bias or discrimination to positively improve our own and others' lives.

Power Over: when our words or actions make it difficult, frightening or even dangerous for others to use their own power. The resulting imbalance of power often leads to violence in its many forms—physical, sexual, emotional or economic.

Leadership: proposing ideas and taking actions for the greater good while making others feel worthy and capable of doing the same.

Values-Driven Leadership: leading by example, no matter your role, position or situation, by letting positive values guide how you act and inspire others.

Activism: intentional actions guided by someone's head and their heart, aimed at creating social change.

Collective activism: actions taken in collaboration with others in response to injustice. This is usually planned and organised in advance.

Personal activism: actions taken in our private lives in response to injustice. This is often spontaneous.

Feminism: the belief that women have the same value and worth as men, and a commitment to advocating for women's rights.

Solidarity: a feeling of unity arising from common experiences, interests and beliefs between individuals, and demonstrated by collective support and action.

Movement: A large informal or formal group of people and organisations who share a politicised analysis about a social issue, and are working toward social change.

Congratulations! It is time to review your private reflections and to celebrate your personal achievements. The following pages will enable you to review at-a-glance the journey that is now coming to an end, although the ideas and work will and should continue as a journey within. Review the key ideas on the previous two pages and then complete the journaling suggestions on the pages that follow.



The topics in *Get Moving!* that were most memorable for me were . . .

— *Wilma Rudolph*

Some of the ways I feel changed as a result of the Get Moving! process, include . . .

[illegible]

“Never give up, for that is just the place and time that the tide will turn.”

—*Harriet Beecher Stowe*

Journaling: Personal Action Plan

Take your time looking through the pages of this workbook. Make note of any action items you committed to. Think about whether and how you followed through on those action items. For each action item you identify, write it in the first column of the following chart, then indicate whether it is still “to begin,” “in progress,” or “completed” (write dates in these spaces if desired). After each item is completed, write in the column any new actions items inspired through your efforts.

Action Item	To begin	In progress	Completed	New Actions Inspired

Journaling: *Get Moving!* Personal Commitment Statements

Beyond specific actions you will follow up on from the previous page, it is also important to keep the broad vision and key concepts of *Get Moving* alive in our personal lives. The Commitment Statements below reflect each of the topics covered in *Get Moving!* Take a few minutes to carefully reflect on them and write down in the space provided at least one action you can take to live each of the commitments. Keep these and even consider photocopying and hanging them up as a daily reminder to yourself.

My heart is in it! I commit to strengthening the VAW prevention movement by:

1. Acting in ways that create a safer space.

2. Celebrating and deepening my politicisation.

3. Claiming my identity and values and letting them guide my actions and choices.

4. Always looking to my own behaviour and relationships first.

5. Speaking out about the imbalance of power between women and men.

6. Being a leader committed to organisational integrity.

7. Connecting with the power that comes from positive activism.

8. Championing the rights of women and all who are doing the same.

9. Building movements by acting on my feelings of solidarity.

10. Keeping *Get Moving!* alive in my personal and professional life.



NOTE: This page will be used in the concluding activity. Please bring your workbook to the session or photocopy this page.



Journaling: Celebrate!

Whether you feel it yet or not, *Get Moving!* has carried you through an important journey—one that has challenged you personally and professionally. You did it! You dedicated time, energy and passion to make this journey possible and rewarding. It is time to celebrate the accomplishment! Celebrating is not just about having some fun. In truth, it is sometimes difficult to gather the pride, confidence and hope to say, *I did this! And it has opened many new ideas and possibilities for me.* Think of one simple act that you will do to signify this last important step of recognition.

(e.g., share a meal with my trusted other, go dancing with my partner, take a long and relaxing bath, take an afternoon to do something special just for myself, etc.)

To celebrate the accomplishment of *Get Moving!* and to recognise all that it represents for me, I will . . .



—any feedback you would like to give!

[illegible]

107











P. O. Box 6770, Kampala, Uganda tel: +256 41 4531186 / 31 2266400 email: info@preventgbvafrica.org
website: www.preventgbvafrica.org