



## How to Facilitate a #YALILearns Session on *Understanding the Rights of Women and Girls*

**Timeline:** 2 hour event plan, with multiple lessons, engaging activities, and opportunities for future events.

### **Introduce Yourself (1 minute)**

- Introduce yourself as an interested YALI Network member who wants to start an important conversation about the rights of women and girls in your community – remember to keep it short!

### **Explain the Structure of the Event (2 minutes)**

- Give participants an agenda to follow for the session. Walk them through what to expect, including interactive activities, and outcomes. *Don't forget to explain all directions and activities fully and clearly before you begin.*

### **Ice Breaker (10 minutes)**

- Watch out – these can take a long time if you don't keep the group advised on how much time is left in the activity
- **Suggested Activity: Similarities**
- Break the participants up into groups of 3-5, depending on the event size. Ask the participants to find 6 things that all group members have in common (ie. hobbies, where they are from, number of siblings, work that they are passionate about, etc.)
- Have each group appoint a spokesperson to present those 6 similarities to the whole group. See how many items the whole group has in common!

### **Watch Lesson 1: *Supporting a Girl's Right to Learn* (7 minutes)**

Find the lesson at [yali.state.gov/courses/women-girls-1/](http://yali.state.gov/courses/women-girls-1/)

### **Group Discussion:**

Discuss these questions as a group before proceeding onto Lesson 2 **(10 minutes)**

- Some reasons why girls may not attend school are that their parents are economically dependent on their unpaid work, or a lack of female teachers, gender discrimination in the classroom and inadequate infrastructure, such as a lack of latrines or running water — a particular concern during menstruation. What factors can you identify that keep girls from attending school in your community?
- What changes in behavior within families and the community would you advocate in order to allow girls to attend school? How would you reach out to individuals and families to determine the scope of the problem in your community?
- What are achievable “calls to action” that can be employed to increase the number of girls attending school in your community? How would you implement them? How would you build support for your ideas?

### **Break, if needed (5 minutes)**

### **Watch Lesson 2: *Paving the Way for Women Entrepreneurs* (9 minutes)**

Find the lesson at [yali.state.gov/courses/women-girls-2/](http://yali.state.gov/courses/women-girls-2/)

### **Group Discussion:**

Discuss these questions as a group before proceeding onto Lesson 3 **(10 minutes)**

- Cultural biases and adherence to traditional roles of women have been used to prevent women from succeeding in the workplace or having the opportunity to become entrepreneurs. What are some of the specific cultural

biases that exist in your community? Why do they persist? How are they wrong? What are some of the ways that women continue to face challenges in the business community?

- Women have less access to business financing and have less exposure to business management and entrepreneurial mentors. What are some of the ways to alleviate gender-specific constraints in business? How can lenders provide financial services to women entrepreneurs who are unable to travel or venture away from their homes?
- In this lesson, Diane White discusses four obstacles women encounter in the workplace and business: not being taken seriously, not engaging in self-promotion, seeking too much approval or being a people pleaser, and fear of technology. Identify similar behaviors that you have seen in yourself or other women. What did you observe? What would you do differently?

### **Group Activity (20 minutes)**

**Awareness Skit:** Give pairs or small groups 5 minutes to plan a skit, then perform each for the whole group. Encourage humor and fun!

- Have group members play the roles of a “community member” and also YALI Network women’s rights advocates to inform that “community member” about women’s rights. Talk about what women’s rights are and how we can empower women and girls. Pick a specific aspect of those conversations that the YALI Network women’s rights advocates want to talk to the “community member” about and perform a 2 minute skit.
- **After the skits are completed** ask the attendees whether they learned something new!!

### **Break, if needed (5 minutes)**

### **Watch Lesson 3: *Ending Violence Against Women and Girls* (8 minutes)**

Find the lesson at [yali.state.gov/courses/women-girls-3/](https://yali.state.gov/courses/women-girls-3/)

### **Group Discussion:**

Discuss these questions as a group before proceeding onto the wrap-up. **(10 minutes)**

- Gender-based violence is rooted in traditional roles given to men and women in society. What are some of the beliefs about the roles and abilities of men and women that are used to keep women and girls marginalized in your community? What do you do when you witness someone engaged in gender-based violence or the denial of a woman’s or girl’s right to make individual choices? When do you speak out and when do you stay silent?
- Providing a safe space for women and girls to escape violence, as well as providing emotional support, is critical to their recovery. How can individuals and groups create safe and effective ways to support those dealing with gender-based violence?
- Gender-based violence, as Jimmie Briggs notes, is “tragically normalized.” A child who sees female members of his family constrained because of their gender is more likely to adopt those practices as an adult. In what ways can intergenerational biases against women and girls be addressed and eliminated?

### **Group Activity: Action Planning (15 minutes)**

Break into pairs or small groups to come up with an action plan aimed at ways that either an individual or community can promote women’s rights. Building awareness and hosting additional #Africa4Her events could also be incorporated into the action plan. Encourage participants to work together and hold each other accountable for carrying out the plan. Action plans should also include behavior changes necessary to successfully promote women’s rights.

### **Wrap-up (5 minutes)**

- If possible, encourage attendees to take the online course quiz available at <https://yali.state.gov/courses/women-girls/> to earn a course certificate.
- Encourage participants to sign up for the YALI Network, hold a follow-up #Africa4Her session, and carry out their action plans together.

### **Important Note**

- Do research together or offer to look up answers to questions that you don’t know the answers to – you don’t have to be an expert on women’s rights, but you can establish yourself as a leader within the group. Your goal is to start a conversation and facilitate discussion and let the video provide expert information.