

Feminisation of Politics Project

Fearless cities network



FEARLESS CITIES

Aims of the project

- 1 Reflection with the network on the feminisation of politics in organizations: Diagnosis - Publication
- 2 Context analysis and extraction of common lines
- 3 Systematization and common lines for the development of a toolkit



Feminisation



Parity between women and men in the places where politics happen.



The reduction of verticality, as well as the creation of mechanisms that resort to intelligence generated collectively but which only a few claim



The promotion of real co-responsibility within political activism and personal life between men and women



The incorporation of gender equity as the general guiding principle of all our activity.

Methodology



Establishment of a driving group. Creation of a motor group in which all the nodes of the project participate. The group is in charge of coordination, planning of activities, development of methodologies, etc.



Initial assessment questionnaire to have a self-diagnose of each of the organizations involved, with questions were focused on the concept of feminization and the elements identified towards feminist practices within organizations.



Development of local workshops. Based on based on the initial assessment questionnaire and starting from common grounds they are a space for collective reflection in each node, as long as a way to set up the main lines and ideas to bring to the project.



International workshop in Barcelona. A 2 days workshop with all the nodes to identify common priorities and goals, know each other and share experiences, achievements and challenges in the present and future.



Development of a mid-term assessment questionnaire for each organization to tackle the external context of the organizations, in order to map the different ecosystems and circumstances around each node.



Peer to peer interviews. To strengthen links and reach a deeper understanding of each node's perspective and results on the project. The nodes worked in pairs, discussing real practices, ideal practices and tools we identified to achieve ideal practices.

Self Diagnosis

Understand the topic

In order to have a Self-diagnose of each of the organizations involved, an initial assessment with qualitative questions focused on the concept of **feminisation** and the elements identified towards feminist practices.

The steps



#1

Think



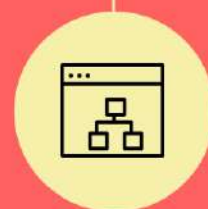
#2

Structure



#3

Share



#4

Systematize

The questions

- ① What do you think feminisation of politics means.
- ① What does it mean for your organisation?
- ① What specific challenges do you face in terms of implementing feminist practices in your organisation?
- ① What, if anything, have you done so far to address the issue of feminizing your organisation?
- ① How would you define the level of development in your movement in regards to?:
 - Introducing feminisation of politics within the membership;
 - In the internal structure, the organization and the activities;
 - The integration of feminisation principles in the policies the movement proposes?
- ① Can you elaborate a correlation between your movement's policies and practices in regards to feminisation of politics?
- ① How would you describe the feminisation efforts on:
 - a. The level of individual members.
 - b. The movement as whole.

Are there tensions between these two levels? If so, which ones? If not, why do you think that is?
- ① How would you describe the effects of your movement's feminisation efforts?

Barcelona International Workshop - FOP Project

26th-27th january 2019

Our expectations

WORKFLOW: to facilitate collective process of learning, role-breaking, networking, (without stressing ourselves), negotiating strategies, and exchanging good practices

OUTCOMES: Toolkits, tools and actions, specific guidelines, evaluation tools, answers to common problems, stress free change, values, short-term and long-term objectives

TOPICS TO ADDRESS: Municipalization, feminism, political structures, queer, binarism, "feminisation" as a concept, toxic masculinity

What is feminisation of politics for us?

CARE
EQUAL REPRESENTATION
COOPERATION
PARTICIPATION
PROXIMITY 2 COMMUNITY
EMPOWERMENT
DIVERSITY
WORK/LIFE BALANCE
STRUCTURE
RESOURCES
POWER RELATIONS
CONCEPTS AND USE OF
LANGUAGE

The Workshop structure

DAY #1



Introduction + discussion

Sharing experiences and practices

From practice to theory - collective discussion

DAY #2



Practical tools from experience

short-term and long-term direction of the Fearless cities feminisation strand

Techniques and methods:

facilitated discussion, brainstorming and reverse brainstorming, group review, meta-planning



Challenge achieved!

After those two days, the main lines of work (the so called "values" within feminisation) and the practices (the real ones, the failed ones, the desired ones) were identified and further steps were agreed on. Magic happened thanks to facilitators + logistics and budget coordination + previous assesment works + a great atmosphere thanks to our hosts.

Local workshop methodology

Introducing the project

- Fearless Cities network and main aim of the project.
- Partners of the project.
- International workshop made in Barcelona in January.
- Reinforcement of other aspects.

The items we work with



Power relations



Diversity



Concepts & use of language



Empowerment

The methodology



#1

Dynamic 1: Practices, Do's and Don'ts. Gaps in our practices.



#2

Dynamic 2: Framing our political context. National, regional and local.



#3

Dynamic 3: Next steps. Looking forward.

Context assessment

Understand the topic

In order to have a Self-diagnosis of the context where our organizations are, and how these contexts shape our processes of feminisation of politics.

The questions

Scales:



#1

Institutional

National /
Regional

Local



#2

Political



#3

Social

Institutional

- ? Has your country developed specific legislation and/or policies related to Gender Equality and Diversity?
- ? Would you define these policies as reactive (taxed from above) or proactive (bottom up from grassroots movements)? Do you consider gender mainstreaming as a common practice in your national/local policies?
- ? Which institution(s) from the national/local administration are in charge of policies related to gender? Is it a transparent, accessible institution? Do you think that local policies towards gender make a difference in your context?

Political

- ? Does your organization consider Gender issues as a priority in the agenda setting, in terms of public policies?
- ? Which, would you say, is the perception towards Feminism in your political context?
- ? Do you consider there is a strong anti-gender discourse in your context? Who represents it and which are the key ideas of those discourses?
- ? Do you consider that Feminisation of politics is being discussed/ implemented in the political organizations of your context?

Social

- ? What is the perception of the society towards gender issues?
- ? Do you have strong networks with other organizations to work on gender issues? How do you work on them?
- ? Are social patterns, values, population profiles, lifestyles, etc., changing?
- ? What events could open up opportunities?

P2P Assessment

To understand each organization practices

After the work made during the international and local workshops, organizations still need to order the information. So the organizations decided to set peer to peer conversations to organize the information drawing from the premise that all the practices identified are divided in: ideal practices, what organizations already put into practice and what boundaries do organizations have to achieve those practices and what are the failures organizations face.

The structure



#1 Good practices

What practices do organizations identify as GP



#2 Critical Issues

What does make them fail.



#3 Failures

What the aspects are that limit the implementation of GP. Organizations think they have to be careful with.

The axis

Care



Equal representation



Cooperation



Participation

Proximity to community



Empowerment

Diversity



Power relations



Concepts and use of language

Structure



Resources



Axes

Defining the axes

During Barcelona's international workshop, organizations shared their concept and practices in Feministization of politics. Those key concepts shared (and called "values" during the workshop) worked as the main bullet points to develop into practices and defined final axis for identification of practices.

The steps



#1

Introduction



#2

Sharing values



#3

Seek
for common
criteria



#4

Systematize

Values and axes



Care



Equal representation



Cooperation



Proximity to community



Power relations



Empowerment



Diversity



Concepts and use of language



Structure



Resources

Results: Toolkit guidelines



Specific sessions to map conflict in group



Specific groups or committees to care about the space and the people that spend time on them



Pool of reliable facilitators available



Crisis committees and support networks

Care



Platform Rulebook



Informal spaces to take care of the own collective as dinner, parties or social lunches



Agenda specifically for families, including planning for projects, tasks and establishing timetable



Tools to decide the schedule of assemblies together (ie, doodle). Hold regular meetings, always the same days and hours so people can plan and adapt their timetables.



Playing area for children in every public event. Fixed activities for children in the headquarters two days a week always announce meetings and events, and the agenda at least a week before



Welcoming newcomers



Equal Representation



Mapping experts in communication and gender in our organizations, to prepare the sessions.



Reject all male panels and 50% of representation in all the public talks



Zip in electoral lists and work commissions



Specific cooperative communication sessions with experts (that will help us to manage those codes and feel comfortable hacking them)



Turnometres in meetings and assemblies to account the use of time and the amount of interventions.



Collective discussions to build political positions that later will be defended



Spaces to think about instrumentalization of women in media and how to fight it



Give the word to those who didn't speak yet



Cooperation



Communicating and transferring knowledge from a cooperative perspective, trying to make visible the team, not just the leaders



Creating a list of 'availabilities' that regularly maps the needs where people can sign up to fill in the roles needed for each event



Avoiding confrontational language (codes of conduct)



Using culture and artistic activities to tie bounds among different people and organizations



Using binary categories to make intersectional analysis



"Modalita" finding common grounds even when facing contradictions



"Intertavoli": open assemblies to share the projects and promote interdisciplinary, cross cutting projects by merging different groups of work



Proximity to community



Creating dialogue and bidirectional tools for communication



Collaborating with educational groups



Creating new spaces of communication



Collecting feedback from social media



Facilitating spaces that assure time to women voices



Improving the functioning of neighbourhood assemblies in order to make easier for new people to engage



Empowerment



Tracking and registering previous information -minutes, publications- and communication codes (i.e., lexicon) to facilitate the exchange of communication



Training on social media and digital tools



Providing “clean”, humanized spaces. The environment matters.



Using arts as a tool for empowerment



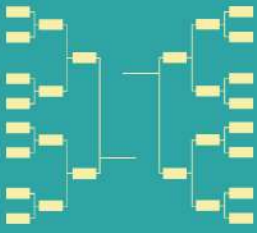
Sessions to transfer technical knowledge



Using humour to break tensions



Introducing ice-breaking dynamics



Power relations



Having feminist groups in each organization that help to create methodologies that identify and reverse dynamics and developing more horizontal and relational ways of exercising power



Tools for making power relations and dynamics visible and work on them



Having mixed groups to reflect on privileges and how to deconstruct them



Socializing contacts for everyone so everyone can have a representative role.



Identifying when someone appeals to experience in interventions and saying it (this is really disempowering); the existence of biases in the history of feminist hegemony takes women apart.



Sharing information with everyone to manage same codes



Creating a protocol for sharing tasks



Making objective tasks and decisions



Making decisions in formal collective spaces



Considering empowerment as a tool for reversion



Creating a collective protocol against harassment



Diversity



Seeking other international experiences to learn from them



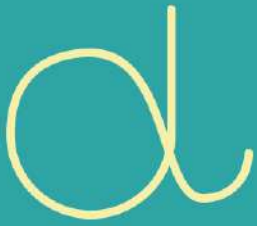
Not taking a leadership role when supporting other collectives



Creating spaces to meet with collectives and have dynamics to learn about their situation, thoughts and lines of struggle



Designing common strategies and be of service to them



Concepts and use of language



Guidelines for inclusive language



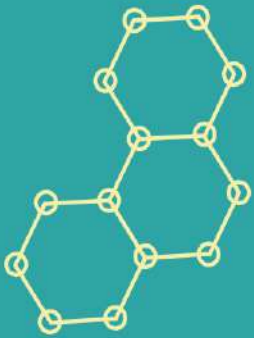
Communication campaigns to normalize concepts



Open workshops to learn skills on inclusive communication



Communications teams with a special focus on checking and testing the use of inclusive language



Structure



Creating a group to work on masculinities



Carefully ponder tasks (responsibility, time, complexity) to create effective and sustainable structures



Rotation of tasks and roles



Safe spaces for women to prevent and act against sexist violence



Guarantee board: neutral group of people in charge of verifying that rules and procedures are respected



Seeking funding for specific projects or actions that help us incorporate feminisation.

Resources



Ask ourselves how our budget affects women and men.



Carry out a feminisation strategy for the year. Define activities, training and needs.



Consolidate relationships and expand networks, pool resources and design joint projects.



Working with networks to detect common need



Incorporate gender budgeting among the budget items for the year

Calendar

Nov 2018

- Design of the schedule and methods
- Meetings (videoconferences)

Dec 2018

- Meetings (videoconferences)
- Assessment questionnaire design
- Methodological design of Barcelona international workshop

Jan 2019

- Local workshops (Napoli, Beograd) and realization of initial assessment (all)
- Barcelona International workshop

Feb 2019

- Systematizing information of Barcelona's workshop
- Design of Local workshops
- Meetings (context assessment and P2P interviews design)

Mar 2019

- Local workshops (Madrid, A Coruña)
- Meetings
- Peer to Peer interviews and mid-term assessment questionnaire for each organization (Context)

Apr 2019

- Video (Scripts design and realization)
- Systematizing information and elaboration of reports
- End of the project