

Hear My Voice- Women's Network



Women's Online Empowerment Program

In May 2020, we launched our inaugural Women's Online Empowerment Program. The program lasts 8 weeks and consists of a weekly 3-hour online sessions and weekly homework assignments. As of February 2021, we have conducted 6 programs for 78 women from 29 countries. To date, Hear My Voice has received over 1,500 applications from over 45 countries from women seeking to be a part of the Women's Online Empowerment Program.

The aim of the program is to increase women's knowledge about social justice and women's rights, to empower women to use their voices in their community to speak out for their rights and the rights of other women, and to create a network of like-minded women that can support, learn and share with each other. The program provides women with the skills and knowledge to try to find their own solutions to social justice issues in their communities. We create a safe space that enables women to discuss issues that are important to them and we enhance their problem solving and action planning abilities to overcome these issues. We have small class sizes, 12-15 students per program, to create a safe and intimate learning environment. We use interactive, student-centered teaching methods to ensure that students are full engaged and for maximum learning outcomes. Each of the activities used during the program are based on successful in-person capacity development activities that have been modified for effective online delivery.

The program is designed for women who have an interest or currently work in the field of social justice and women rights. We have 2 different target audiences;

- 1) women aged 18 to 25 years old;
- 2) Women aged 25-35 years old.

In order to create a safe space, Hear My Voice has implemented several actions:

- 1) The requirement for every program participant to sign a pledge ahead of the start of the program, which, among other things, includes the promise to foster a respectful environment and not disclose the personal or identifiable details of other participants.
- 2) The Hear My Voice team has established a list of rules which are introduced during week 1 of the program, and requires that each participant uses their video chat function in order to have a more meaningful connection to other participants in the program.
- 3) The facilitators lead by example by addressing each other and each participant in a respectful manner by using preferred names and affirmative expressions of thanks.

Course Outline

Week 1	<ul style="list-style-type: none"> ► Community building (Getting to know each other) ► Introduction to concepts of sex and gender, gender stereotypes, and equality and equity.
Week 2	<ul style="list-style-type: none"> ► Public speaking practise (Elevator pitches) ► Introducing the concept of gender discrimination and sexual and gender-based violence (SGBV) ► Review of CEDAW Definition of SGBV
Week 3	<ul style="list-style-type: none"> ► Discussing the different types of SGBV and the prevalent types of SGBV in each participant's country. ► Introducing the contributing factors that fuel the occurrence of SGBV. ► Understanding the concept of empowerment, what it means to us individually and what we need to feel empowered.
Week 4	<ul style="list-style-type: none"> ► Introducing the concept of leadership and qualities that make a great leader. ► Discussing women in leadership and challenges that women face in their societies with regards to leadership
Week 5	<ul style="list-style-type: none"> ► Facilitation Practice for participants, on social justice issues that are important to them. ► Understanding women's sexual health and reproductive rights
Week 6	<ul style="list-style-type: none"> ► Facilitation Practice for participants, on social justice issues that are important to them. ► Discussing women's sexual health and reproductive rights (Debate)
Week 7	<ul style="list-style-type: none"> ► The concept of social justice and why it is essential to achieve gender equality in society. ► Understanding access to justice in societies and the additional barriers women face when trying to access justice. ► Reviewing gender projects from different parts of the world and discuss the applicability in the student's respective countries
Week 8	<ul style="list-style-type: none"> ► Planning for the future and action planning on how to make real change in students' communities- Teaspoons of change. ► Challenges faced when trying to create changes within our community ► Community appreciations and end of program

At the end of the program, women are provided a certificate of completion. In addition, 4-6weeks after the end of the program, the Hear My Voice team set up a follow-up meeting with the graduate students to discuss any progress they have made regarding their Teaspoons of Change (created by the students in week 8 of the program).