

Break the Chains of Manipulation – Make Your Voice Matter

Main messages:

- Women often underestimate their knowledge, competences and skills. In order to succeed in male-dominated politics realistic assessment of their abilities is needed.
- There exist structural barriers and unconsciously employed behavioral patterns hindering women from succeeding in politics, it's usually not their fault if they fail.
- Solidarity among women in politics – also across various political parties – is necessary in order to change the status quo.

Objectives:

- To acknowledge the existence of structural barriers.
- To learn how to recognize and react to manipulative behavior.
- To boost participants' self-confidence.
- To build solidarity among women politicians.

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Useful hints:

- Use particular examples (e.g. specific politicians and their experience, excerpts from TV shows, news etc.)
- Try to keep the atmosphere relaxed, create safe space crucial for sharing experience.
- Deal carefully with essentialist approach – use examples to illustrate that women and men are both rather heterogeneous groups. Provide participants with alternative arguments pro increasing women's representation in politics

Target Group(s)

- Women politicians
- Women political aspirants

Restrictions, possible risks linked to the target group and how to eliminate them

- Especially high-profile politicians may not be willing to admit women are marginalized in politics – have prepared statistics, research outcomes and other relevant materials illustrating structural gender-specific barriers
- With respect to party affiliation and/or current political situations participants may bring other controversial topics, prepare suitable strategy how to get back to the original topic of the training. Bring rules of a seminar and post them on a visible place in order to refer to them; at the beginning make sure all participants agree with proposed rules.

How to attract and engage the target groups

- Interactivity! Don't skip planned activities, use visual materials.
- Ask for participants' experience, the trainers are not supposed to know everything. Moreover, recommendations based on personal experience are always more trustworthy.

Time	Goal	Course	Additional notes
<p>15 mins introduction</p> <p>30 mins icebreaker (eventually adjust according to number of participants)</p>	<p>To introduce the training and its course (timeframe, planned breaks etc.)</p> <p>To create pleasing atmosphere and gain trust</p>	<p>Welcome, introduction of structure of training incl. timeframe, introduction of organization / trainers and rules of the seminar</p> <p>icebreaker – “marketplace”: what I sell (I already know about manipulative behavior), what I buy (want to learn during the seminar), what I sell under the counter (something not linked to the training topics - e.g. interesting hobby)</p>	<p>Bring name tags and markers, prepared rules (e.g. printed on papers to stick on the wall) – be ready to add new group rule</p> <p>Any other suitable icebreaker can be used</p>

30 mins	To introduce master suppression techniques	Role play illustrating most common techniques (see section Role play of this booklet)	Bring printed and cut out description of roles (for each participant) Screen or distribute printed context information about "The City"
25 mins	To recognize master suppression techniques	Debriefing of the role play activity – ask participants to identify particular behaviour they consider unfair or manipulative; trainers or participants themselves can write their insights down and display it on a flipchart	Make sure flipchart and/or post-it Notes and markers are available
60 mins	To discuss how to recognize and resist particular master suppression techniques	Berit Ås theory of master suppression techniques – present each technique at a time and ask participants questions suggested in the Role play section	Have ready questions you want to ask (you can put them on a slide and screen) Illustrate the techniques by suitable videos Involve the participants as much as possible
60 mins	To adopt and practice strategies how to efficiently react to master suppression techniques	Participants divide themselves in 5 groups – each prepares and performs a short scene (ca. 5 minutes) illustrating how to adequately react to the techniques	Prepare and bring with you cards with names / numbers of techniques; alternatively participants can count off in 5 groups (the number they have is the number of a technique they will illustrate)

		After each scene performance the other participants try to identify which technique was presented	This activity is a good feedback for the trainer – you will learn whether everybody has understood the nature of each technique, if not, you still have an opportunity to clarify some aspects
30 mins	To reflect on the experience with master suppression techniques	Debriefing of the role play activity – ask participants how they felt in their roles, how they have prepared their scenes – whether it was purely fictional or based on their real experience	Be ready for some emotional situations and reactions, especially in cases participants decide to re-create some of their real life experiences. Always support the participant in such situations. Very likely the rest of the participants will be supportive too. Provide participants sufficient time to reflect on their experience and feelings.
20 mins	To evaluate the training and obtain feedback from participants	All participants will provide feedback	The feedback can be anonymous (various forms, charts) or provided to the whole group. Select a method most suitable to your needs. You can also combine both methods (start with anonymous evaluation and then let participants to share their ideas)

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