

Feminist Sports Champion Toolkit

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Feminist Sports Champion Toolkit



Um programa de



Parceiras implementadoras



The United Nations Entity for Gender Equality and the Empowerment of Women – UN Women

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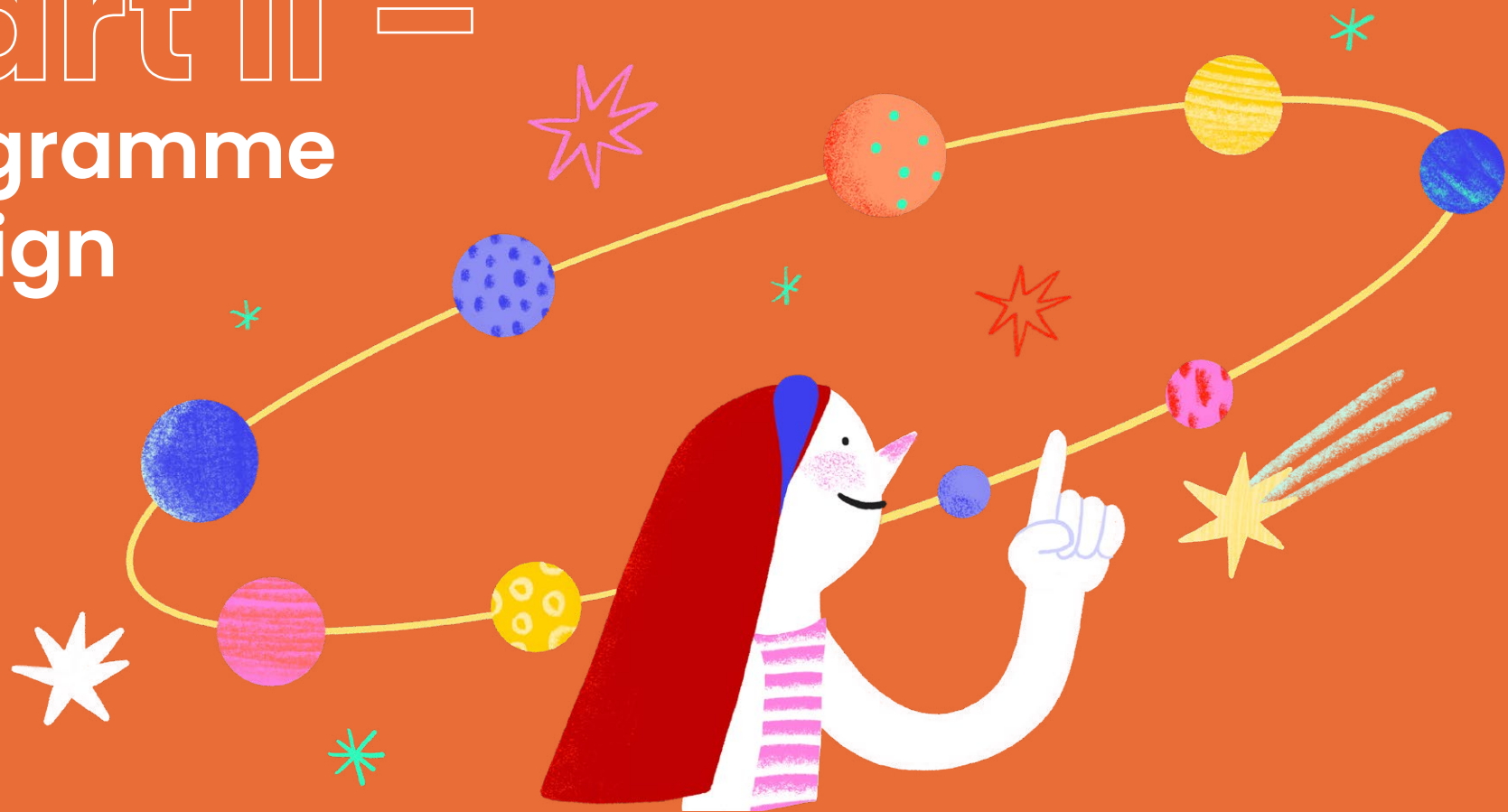
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Part II – Programme design



After completing Part I – Key Decisions, your organisation will have decided on three important cornerstones for your seed grant programme:

1. The objective of the seed grants
2. Who your Champions are
3. And the target group of the Champions activities

This section will present some different programme design decisions and processes related to setting up and managing your seed grant programme. How these look will vary greatly between different organisations – keep in mind that there is no right or wrong way!

For each programme design decision, we have identified two opposite modalities and have highlighted some pros and cons, leaving space for your organisation to decide which process would work best in your specific context.



Champion Criteria and Selection

Call for Applications

The call for applications can be either;

OR

1. An open call,

in which your organisation publicly shares that you are looking for Champions to submit applications for seed grants

PROS

- Likely to receive a greater pool of applications to review
- Could reach Champions that you have not previously worked with

CONS

- Could be more time consuming to select your Champions from a larger pool of applications
- Could receive applications that are not eligible/relevant

2. A closed call,

in which your organisation specifically targets certain individuals, encouraging them to apply

PROS

- Can target Champions who you think will specifically benefit from participating in this programme
- Less applications to review so less time consuming

CONS

- Potentially limited pool to select Champions from
- Might not be providing the opportunity to a Champion who would most benefit from it

Champion Selection Process

The Champions can be selected through either;

OR

1. A participatory process

In which Champions are selected by their peers or a separate review panel

PROS

- Promotes a decentralised approach, working to shift power directly into the hands of adolescent girls and/or young women
- Drives a more collective decision-making process
- Based on the experience and expertise of the peer review panel, ensures that selected Champions projects reflect the needs on the ground

CONS

A participatory process often takes more time and requires more effort from the organisation to select the panel, establish criteria and scoring tools, and facilitating discussions

2. An organisational selection process

where your organisation reviews and selects the Champions**

PROS

- Often a much quicker process, that requires less management and coordination
- Organisation retains decision making power

CONS

- Organisation retains decision making power – a less feminist approach to Champion selection

**For more information about participatory re-granting, please see Section XX

Champions and other Organisations

The Champions can either be;

OR

1. Linked with an organisation

this could be that they work or volunteer for an existing organisation

PROS

- Additional support available for Champions and potential access to additional resources, space and networks
- If transferring money directly to a Champion poses a safeguarding risk, this could provide an alternative solution

CONS

- Potentially a more complex engagement with Champion – having to involve an additional stakeholder

2. Not linked with an organisation

It might be that your organisation decides to work with some Champions that are affiliated to an organisation and some that are not – this is completely fine!

PROS

- Potential for greater leadership development
- Could facilitate a more grassroots approach

CONS

- If transferring money directly to a Champion poses a safeguarding risk, would need to find another option





Seed-grant Logistics



Seed Grant Size

The size of the seed grants to be given to your Champions will vary greatly depending on the amount of available funding you have as an organisation.

It is worth noting that what is considered a small or large amount of funding, also varies depending on context.

OR

1. Small

PROS

- Easier amount for Champions to manage
- Potentially less risky from an organisational perspective
- Champion to learn how to manage a tight budget

CONS

- Potentially less girls engaged
- Potentially not enough funding to ensure that the Champion compensates herself suitably for her time

2. Large

PROS

- Possibility of Champions engaging increased number of girls/young women or for a longer period of time
- Champion to develop good money management skills
- Champion less restricted by costs

CONS

- Potentially more of a risk from an organisational perspective
- A larger seed grant could also be a safeguarding risk for the Champion

Type of Seed Grant

While Women Win's experience has been in providing financial seed grants – it is also possible to provide resource seed grants to Champions. This could take the form of sports equipment, materials for specific activities etc.

If your organisation decides to provide resource seed grants to Champions, it is worth considering whether you have any funding available to compensate the Champions for their time. This is important from a feminist standpoint given the prevalent expectation that girls and women are unpaid for the time they spend on certain activities.

OR

1. Resources

PROS

- Potentially less risky from an organisational perspective
- Could pose less of a safeguarding risk for the Champions
- Organisation retains greater control over that the funding is spent on

CONS

- Less flexibility, creativity and decision-making power granted to Champions
- Potentially less development of money management skills

2. Financial

PROS

- Potential increased money management skills
- Likely that Champions compensate themselves for their time
- Greater flexibility, creativity and decision-making power granted to Champions

CONS

- Could be riskier from an organisational perspective
- Could pose a greater safeguarding issue for Champions

Length of Champion's Project

The length of a Champion's project can vary, depending on a variety of factors including;

1. programme objective;
2. availability of your organisation;
3. amount of funding available;
4. other responsibilities of your Champions (e.g. school, work etc.)

OR

1. Short Term

PROS

- Activities happen quickly and can quickly address a specific situation or need

CONS

- Likely to have less impact over a shorter period of time

2. Long Term

PROS

- Potentially greater impact through long-term, sustained engagement with both Champions and the girls participating in their projects
- Possibility for Champions to build a connection with the girls in their projects

CONS

- More time consuming on an organisational level to manage and maintain a long-term programme, offering continued support to Champions

Seed-grant Project Design

Project Design

The Champions projects can either be;

1. Designed in advance

by the Champion during the application phase

PROS

- Greater flexibility and creativity given to the Champions

CONS

- Champions projects could potentially be missing certain elements
- Less support for Champions in guiding their ideas

OR

2. Designed after

the Champions have been selected

PROS

- Champions have more time to develop their ideas
- Champions could receive greater support from your organisation in guiding their project ideas

CONS

- Could take additional time

Champion Project Criteria

This refers to the criteria for the Champions projects. Criteria can be either;

1. Restricted

your organisation could provide restrictions on types of activities, budget allowance, methods etc.

PROS

- Organisation retains greater control
- Potentially less risky from a budgetary perspective if your organisation sets criteria on what the seed grant can and cannot be spent on
- Restrictions on type of activities, target group to be engaged etc. could ensure that your organisation is more likely to meet a specific objective

CONS

- Less opportunities for Champions to develop leadership and problem-solving skills

OR

2. Flexible

your organisation provides little-to-no restrictions on how the Champions design and implement their projects

PROS

- Greater independence for Champions could allow for greater leadership and problem-solving skills
- Flexibility allows for greater creativity from Champions

CONS

- Less organisational control/input in Champions projects and activities



Support and Accompaniment

Champion Support

Your organisation can support the Champions in a variety of different ways*

The support your organisation provides can either be;

1.

Intensive

regular support and guidance provided

PROS

- Your organisation could develop a greater connection and trust with your Champions
- If your Champions are experiencing any issues, you are more likely to hear of these sooner

CONS

- Regular support can be more time consuming for your organisation
- More frequent support could result in less development of Champions leadership skills

**For more information about participatory re-granting, please see Section XX

OR

2.

Minimal

support provided as and when it is required from the Champions

PROS

- Potentially greater leadership development in Champions

CONS

- Less contact with the Champions could mean that your organisation is not aware of any challenges/issues your Champions are facing until later



Champion Way of Working

Champions can either design, organise and manage their projects;

1.

Individually

PROS

- Opportunity to develop individual leadership and self-confidence
- Champion has greater control over their project/activities

CONS

- Champion might potentially feel more pressure
- Champion could require additional support

OR

2.

As part of a group

This could also be flexible, with the option for Champions to be able to choose which they prefer

PROS

- Increased opportunity to develop team skills and collective decision-making
- Could feel more supported as part of a group

CONS

- Potentially less growth on an individual leadership and self-confidence level
- Potentially more internal conflict over project decisions



This is the end of Part II – Programme Design.

There might be other processes that your organisation needs to consider as you continue to design your seed grant programme.

The ones presented above are the processes that we, at WW, have experienced through designing our own seed grant programmes, but there are undoubtedly others!

After reading this section of the toolkit, hopefully your organisation is starting to think through more specifically how you would like your programme to look.

The next section Part III – Champion Support, will explore some of these components in greater depth.

