

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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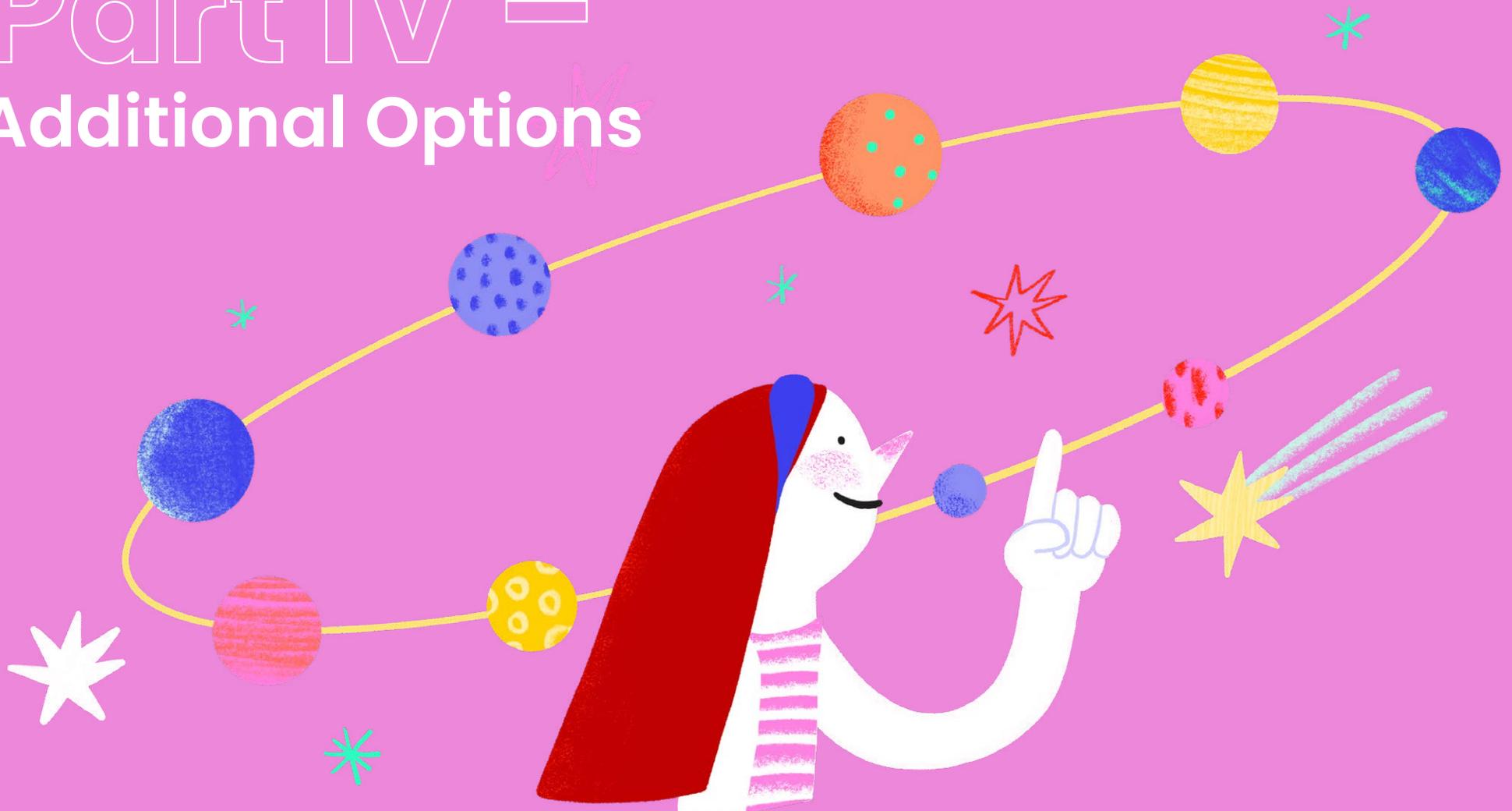
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Part IV – Additional Options



In this section, we will briefly discuss some additional components to consider when setting up and managing your seed grant programme.

d.

COVID-19

In 2020, COVID-19 threatened to erase the momentum and unprecedented attention that girls' sport has gained around the world. From the elite to the grassroots, the gaps between women and men, girls and boys started to widen, with girls and women losing access to the benefits of sport.

At WW, we believe that girls and women taking action in their communities are at the centre of change. The COVID-19 pandemic has highlighted the need for both smaller scale initiatives as well as more organisations around the world seizing the opportunity to bring girls into decision making. Outbreaks and crises compound existing inequalities and disproportionately affect women and girls and therefore it is important to continue providing opportunities to develop both leadership and economic resilience.

Under lockdown measures...

Under lockdown measures, girls and women are at significantly increased risk of experience:

- Different forms of violence
- Unplanned pregnancies
- Child marriage
- School drop-out

As schools close and sports programmes stop, girls and women lose access to their safe spaces, mentors and support networks.

If activities are shifted online, girls and young women may be less likely to engage due to the priority of care work, household chores and due to the digital divide.

Girls and women are uniquely impacted...

- Erasure of joy, freedom and pleasure
- Limited physical activity or movement
- Social isolation
- Violence and trauma
- Lack of peer support networks
- Deteriorating financial situations of families

In combination, these factors will challenge girls' and women's health and threaten their educational and economic rights.

For Champions participating in a seed grant programme, working to design and implement their own projects, can provide many benefits during COVID-19, including;

Transferable skills - In designing and implementing their own projects, Champions will have the opportunity to develop new leadership skills. These skills are transferable and will support them in finding future employment.

Improved mental and physical health - Isolation and social distancing have caused an increase in mental health issues among girls and women. By participating in a seed grant programme, working together, even remotely or online, can support Champions to feel connected to their peers and reduce loneliness. Using sport, getting active and having fun will also work to improve the overall well-being of your Champions.

Economic opportunities - With businesses typically closed during COVID-19 as a result of lockdown measures, the economic prospects of girls and women are often severely impacted as the industries that are typically female-dominated (e.g. hospitality) are forced to close. By participating in a seed grant programme and compensating themselves suitably for their time, the economic hardships can be eased. We have also seen that if a Champion needs the support of an additional coach or friend to support with their projects, they will provide further financial compensation, thus expanding the economic benefits of the programme beyond the Champions.

Support network - COVID-19 impacts girls and women in a myriad of ways, including adverse effects on their personal safety, bodily autonomy and health. In particular, rates of sexual and gender-based violence and early forced marriage will very likely increase. By participating in this programme, both participants and Champions will have access to an extensive network that can support them during this time.





b. Participatory grant making

Participatory grant making is a process that puts decision-making in the hands of girls and women themselves, and aims to shift traditional power relations. Participatory grant making acknowledges that the girls and women participating in programmes have a better understanding and experience of the context and are therefore better placed to make decisions around how funding should be spent.

How does this look in your seed grant programme?

Depending on the design of your programme, there are different ways that participatory grant making can look. Some examples from our experience with the ROLL Models programme include:

Semi-participatory approach – For Year 1 of the ROLL Models programme, there was no time to set up a fully participatory process. WW and Skateistan reviewed applications and selected the ROLL Models but after this, we included a semi-participatory process by asking the ROLL Models to present their projects to each other and then vote on the ones they liked the best. This was then taken into account when providing seed grants.

Advisory Board – For Year 2 of the ROLL Models programme, we set up the ROLL Models Advisory Board, comprising 5 of the ROLL Models from the previous year. This Board was responsible for reviewing and selecting the next cohort of ROLL Models, using a scoring process and set criteria.

Pros and Cons

In Part II – Programme Design we discussed some pros and cons of incorporating a participatory grant making mechanism. These include;

Pros

- Participatory grant making promotes a decentralised approach and works to shift power directly into the hands of girls and women;
- Participatory grant making drives a more collective decision-making process
- Participatory grant making improves the use of funding with the girls and women involved in the process better understanding the needs on the ground;

Cons

- Participatory grant making can often be more time consuming
- Participatory grant making requires more coordination and management from the organisation implementing the seed grant programme

WW would highlight to organisations that this approach to grant making has to be carried out intentionally. As shared, participatory grant making is not only time consuming, but also requires organisations to let go of their decision-making power in terms of distributing funding. Additionally, it challenges them to reflect on their organisational approach to grant making, programme design and implementation.

While it is possible to embed participatory processes throughout the design of your organisation’s seed grant programme, the use of participatory grant making is undoubtedly one of the most impactful ways to shift power directly to girls and women.

Conclusion

Congratulations!

You have reached the end of this toolkit!

Hopefully, after making your way through each of the three sections, you will now have the following:

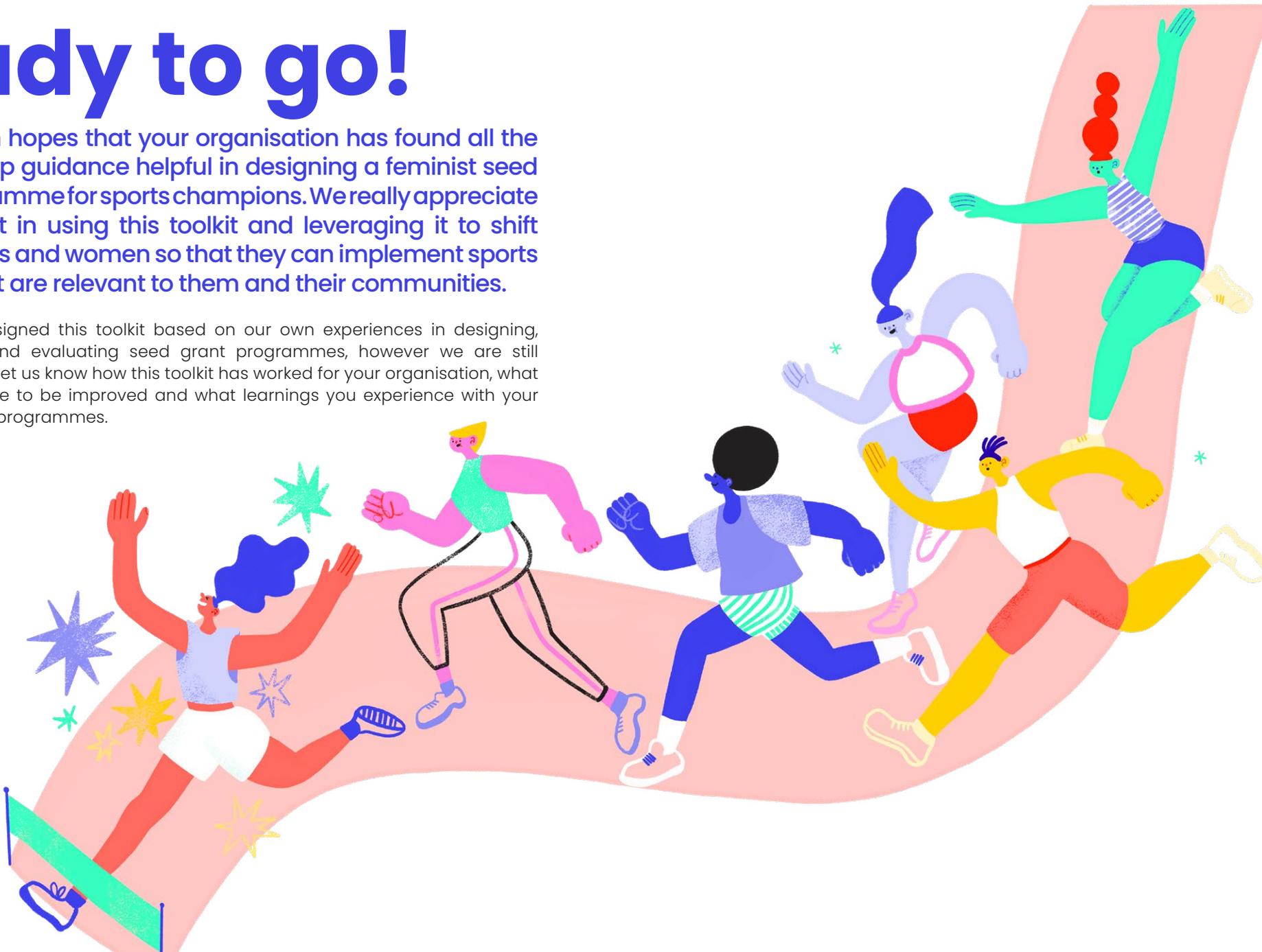
- 3 Key Seed Grant Decisions;
- The design of your seed grant programme; and
- An outline of how your organisation will best support your Champions



You are now ready to go!

Women Win hopes that your organisation has found all the step-by-step guidance helpful in designing a feminist seed grant programme for sports champions. We really appreciate your interest in using this toolkit and leveraging it to shift power to girls and women so that they can implement sports projects that are relevant to them and their communities.

Women Win designed this toolkit based on our own experiences in designing, implementing and evaluating seed grant programmes, however we are still learning! Please let us know how this toolkit has worked for your organisation, what you would advise to be improved and what learnings you experience with your own seed grant programmes.





My seed grant

Key Decisions	Programme Design	Champion Support	Additional Components

Annex

Annex 1 – Picture Story

Picture Story Information:

<https://womenwin.app.box.com/file/718852750363>

Picture Story Example Prompt Questions:

<https://womenwin.app.box.com/file/718851635296>

Annex 2 – 2 Min Video

2 Min Video Information:

<https://womenwin.app.box.com/file/650936849545>

2 Min Video Prompts:

<https://womenwin.app.box.com/file/670330259770>

Annex 3 – Leadership Base/Endline Example

Base/Endline:

<https://womenwin.app.box.com/file/659143555016>



