

### WOMEN'S NETWORK MAPPING

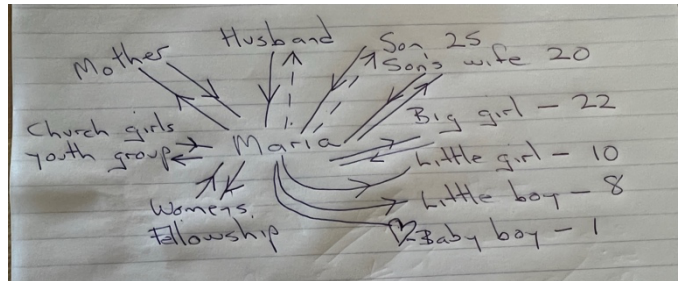
These activities are designed to help women see the leadership pathway from their family roles through to roles in local organisations, as well as proving the researcher with data on women's strengths, perceptions and aspirations and local organisational opportunities and/or barriers.

### PERSONAL NETWORK MAPPING

This activity enables participants to identify and analyse their multiple leadership roles in the family and community. This helps women see that they are leaders. It also provides research data on women's informal roles and responsibilities.

### RUNNING THE ACTIVITY

1. Give each woman a piece of paper and ask her to draw a concept map of individuals and groups she works with and contributes to. This can be done in self-chosen pairs so that women can help each other.
2. Then ask each woman to think the strength of the relationship to each person or group— draw a double line for a very strong relationship, a single line for an average relationship or a dotted line for a weak relationship.
3. Arrows are then added to show whether the relationship is one-way or two-way.
4. The facilitator can then show her example and discuss it and ask for comments or contributions, however participants are not asked to share their personal information. The facilitator can draw out the many leadership attributes that women develop through their family and community connections. After the group, each woman's concept map can be photographed for later data analysis (with consent).

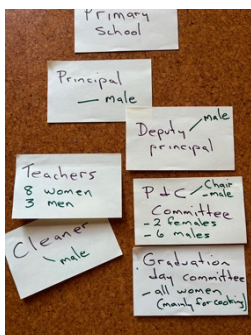


### SOCIAL ORGANISATION MAPPING

This activity makes visible the organisational assets in a community and helps researchers to assess the gender representation in organisations. For participants this can be linked to the value of women's equal representation and the possible pathways for women leaders from the grassroots up.

### RUNNING THE ACTIVITY

1. Ask the large group is to identify the social organisations in their community (e.g., churches, schools, hospitals, sporting groups, ward committees).
2. Divide the group into smaller groups, one for each organisation type
3. Give each group small pieces of paper and ask them to write each part of the organisational structure on one piece. These are then placed into an organisational hierarchy.
4. Ask participants to note the gender composition at each level and record on the papers which groups have women and men, only men or only women.
5. This can lead to a group discussion on gender representation, gender barriers and pathways for women.



### SPECIAL TIPS

At the end of the activities, you can invite the women to form small groups to support each other in achieving their leadership goals. This works well when there are older women who can support younger women and a mixture of education and literacy skills within each group. Some groups like to name their group as a further bonding and commitment.