



FORMAT FOR GOOD PRACTICE DESCRIPTION

Title of the good practice	Transformative, Inclusive and Sustainable Leadership for Umuode Women
Name of organization or coalition that implemented the good practice	Dewdrop Foundation
When is/was the good practice implemented?	2018 to date
Where is/was the good practice implemented?	Umuode Community in Enugu State, Nigeria
Total budget of the good practice	Euro24,981.08 (Euro Twenty Four Thousand, Nine Hundred, Eighty-one and Eight Cents)
Central theme of the good practice	Women's Empowerment through Inclusive Governance and Capacity Strengthening
Target group of the good practice	All Women who are potential leaders, including the Disabled, Widows/Single parents, Young Girls and Senior Citizens/Aged

A. General description

Why did you initiate the project?

Describe the context in which the good practice takes/took place. What problem does it address? (75 words)

Description

The good practice addresses the exclusion of women in decision making at the community level. Umuode was selected as a pilot due to obnoxious discriminatory practices faced by the indigenous people (especially women) which resulted in intra-communal strife in 1996. The project outcome was the gender perspective review of their constitution in 2018, , and inclusion of two women in their male dominated governing bodies: the Traditional Ruling Council and the Town Union Executive Committee.

Goal and Objective?

What is/was the goal, and what are/were the objectives of the good practice? What change did you aim to see? (50 words)

Goal and objectives

- 1. Increased participation of women in governance.*
- 2. Creation of a conducive environment for all women to speak out against rights abuse, especially those facing multiple levels of discrimination and challenges.*
- 3. Increase in confidence levels of the women and preparing them for potential leadership positions.*



What were the activities?

What did you really do? With whom? (100 words)

Activities

A team of local community mobilizers were trained to support the project team in the following initiatives:

- 1. Engagement of decision makers and community members to implement fundamental gender-based leadership policy changes, including protection of marginalized persons in the Community's constitution*
- 2. advocacy and lobby visits to the Traditional leader and the members of the Town Union which are the decision making bodies, for buy in and support*
- 3. sensitization campaigns,*
- 4. capacity strengthening workshops on leadership*
- 5. review of constitution from a gender perspective*

What were the results?

Describe the main results of the good practice? (100 words)

- 1. production of a new constitution for Umuode community, which included a quota for women in decision making positions, as well as removed barriers for women to own landed property in the community*
- 2. at least two women were appointed in the hitherto all-male traditional ruling council and the Town Union Executive Committee; a first in Umuode*
- 3. strengthened capacity and skills of 20 women in leadership*
- 4. mindset change about the importance of women in community development*
- 5. establishment of a platform (Seenagers association) where marginalized persons can speak out about their welfare*

B. Detailed description

This section is to be completed after the exchange visits. During those visits you will have discussed and enriched your understanding of the good practice.

B.1 LOBBY AND ADVOCACY (MAX. 100 WORDS)

Describe per question below what you did relating to L&A.

To whom did you lobby?

The Igwe/traditional ruler, president and leadership of the town union, men, women, youth and elderly persons' groups.

What did you lobby and advocate for?

Complementarity of men and women in community development, creation of positions and opportunities for women to be involved in decision making, giving opportunities to women to own land.

Did you change your plan/activities during the process?

The plan was modified to include the needs of disabled persons and community members sidelined because of their sexual orientation.



Any unexpected L&A results?

Yes. Transformative change in gender perceptions in a highly patriarchal society.

Validate	Whom
<p>Describe the main outcomes of the project related to advocacy, resulting from your project? <i>Specify who did what, when and where.</i></p>	<p><i>Max 50 words</i></p> <p>Main Change: <i>Establishment of gender-response constitution, inclusive leadership.</i></p> <p>Who will do what? <i>Local team members trained in 2018 to gather data, sensitize stakeholders, conduct advocacy activities. DDF to partner with Center for Citizens with Disability and Women’s Health and Rights Initiative (WHER) in project scale-up.</i></p> <p>When? <i>Ongoing</i></p> <p>Where? <i>Umuode and nine other communities in Enugu State</i></p>
<p>Describe how your organisation contributed to this change, as described above.</p>	<p>Strategies to achieving the change:</p> <ol style="list-style-type: none"> 1. <i>Designing and implementing project with community members</i> 2. <i>Advocacy visits and lobbying community stakeholders including the highly patriarchal traditional ruling councils</i>
<p>Which organisation or persons could validate the change described above?</p>	<p><i>Max 100 words</i></p> <p><i>Who did you speak/visit to validate (organisations or persons) What is their function? What is their relation with your organisation and the project?</i></p> <ol style="list-style-type: none"> 1. <i>NULAI; consulting firm. DDF consultants in programme management.</i> 2. <i>Hon. Chukwudi Owube, Flex Entertainment Production: Media Consultant. Provision of communication strategies and products to DDF.</i> 3. <i>Elizabeth Uzoeghe, Managing Director, Image Brokers Ltd.</i> 4. <i>Mrs. Ije Okwor, Voice-Oxfam Nigeria: Donor Agency, project coordination.</i> 5. <i>Igwe Moses Idenyi, Traditional Ruler, Umuode Community, Enugu State. Key Project stakeholder.</i> 6. <i>Hon. Emma Omaba, President General, Umuode Town Union. Key project stakeholder.</i>



B.2 INTERSECTIONALITY (MAX. 50 WORDS)

Describe per question below what you did relating to intersectionality.

To what extent did you pay attention to intersectionality?

DDF ensured that the project planning included the needs of the most marginalized namely elderly persons, persons with disability.

Give one concrete example?

The leader of the male age-group in Umuode is a blind man. DDF leveraged this opportunity to appeal to the community leaders to allow the disabled to make inputs to the project.

Validate	Whom
Describe the main outcomes related to intersectionality , resulting from your project? Specify who did what, when and where .	<p>Max 50 words</p> <p>Mindset change among male dominated cabinet members in the perception of women's participation in community leadership, (regardless of their sex, age, marital status, education, physical ability or sexual orientation) in partnership with community mobilizers, was achieved in Umuode (2018) and will be up scaled in 10 communities in Enugu State.</p>
Describe how your organisation contributed to this change, as described above.	<p>What did your organisation do, what was your INPUT.</p> <p>The leader of the male age-group in Umuode is a blind man. DDF leveraged this opportunity to appeal to the community leaders to allow the disabled to make inputs to the project. Umuode also has 2 women who are gender non conformist and as a result are marginalized. DDF advocated for the protection of their rights.</p> <p>In upscaling the project, DDF will integrate the needs of the disabled and the sexually discriminated persons, in partnership with CCD and WHER.</p>
Which organisation or persons could validate the change described above?	<p>Max 100 words</p> <p>Who did you speak/visit to validate (organisations or persons) What is their function? What is their relation with your organisation and the project?</p> <ol style="list-style-type: none"> 1. NULAI; consulting firm. DDF consultants in programme management. 2. Hon. Chukwudi Owube, Flex Entertainment Production: Media Consultant. Provision of communication strategies and products to DDF. 3. Mrs. Ije Okwor, Voice-Oxfam Nigeria: Donor Agency, project coordination. 4. Igwe Moses Idenyi, Traditional Ruler, Umuode Community, Enugu State. Key Project stakeholder. 5. CCD: advocates for the rights of the disabled. New partners from the learning and exchange visits 6. WHER: Advocates for the rights of LGBTQI community. New partners from the learning and exchange visits.



C. Learning

What did your organisation learn from this good practice? (50 words)

Describe what your organisation learned especially regarding L&A and intersectionality.

1. Ensuring the rights holders especially the most marginalized, lead in project design
2. Expanding partnerships and learning from others' experience
3. Strategic, consistent and continuous advocacy is very effective
4. Streamlining of our programs to focus on specific thematic areas for clarity of purpose

What are 3 tips you would give to other organisations?

Tip 1: During advocacy and lobbying, presentation of facts should be persuasive and emotionally appealing.

Tip 2: for easy project buy in, the project planning, design, implementation and sustainability strategies should be done in partnership with the community members.

Tip 3: adaptation of the principles of intersectionality and use of the ACAP framework in project design and implementation.

What makes this project a good practice? (max. 50 words)

Please describe what made this project special and more successful than other projects you have done before?

Demonstrating that culture is dynamic, not static, as the project broke through the barrier of patriarchy. Umuode is located in Igbo land, South East Nigeria, known to be highly patriarchal and discriminating against women.

D. Award

If your organisation would win the award of €5.000,- , how would you use this prize? (100 words).

DDF will use the prize to

1. support the conduct of a Baseline Survey for inclusive and sustainable leadership for women in 10 communities in Enugu State,
2. develop a toolkit for a model on how to mainstream gender and the voices of the most marginalized in decision making at the community level.

Are we allowed to use this good practice in a publication on good advocacy practices?

- Yes, we give permission to include **both** the name of the organisation and the good practice
- Yes, we give permission, but **ONLY** for including the good practice (organisation will be anonymous)
- No, we **do not** give permission to use this good practice in any publication