



## **Call for Applications:**

### **I-CHANGE**

#### **Capacity Building Training for self-advocacy**

**Application open to Roma girls, women, and feminist activists from Poland**

**WHEN:** 11 October - 14 October 2022 (four full days)

**WHERE:** Krakow, Poland (TBC) Due to the Covid-19 regulations the training might be conducted online.

**ORGANIZED BY:** the OSCE Office for Democratic Institutions and Human Rights (ODIHR)

#### **Content:**

ODIHR is organizing the four day-long I-CHANGE Capacity Building Training for self-advocacy with the objectives to:

1. Promote, expand and protect civic space across all domains, including online to support the efforts of women to eliminate barriers to feminist action in all its diversity;
2. Increase the meaningful participation, leadership and decision-making power of Roma girls, women, and feminist activists through building self-advocacy skills, including self-awareness, own and group needs and interests to be equally involved in public life and decision making processes;
3. Build capacities of Roma women for dialogue with governments; and share effective and innovative strategies to address gender stereotypes;
4. Enhance the capacities and empower Roma women in mainstreaming Roma gender equality within Roma communities and beyond.

The I-CHANGE Capacity Building Training brings together about 15-20 young Roma women from Poland. The training seeks to reflect on and analyse the obstacles, needs, and current challenges young Roma women face in their communities and to empower women from under-represented groups to find their voice and engage in self-advocacy and advocacy for the rights of other women from under-represented groups. Participating women will learn self-advocacy skills as a tool to secure more control over issues that affect their lives and more participation in decision making on these issues. In this context, self-advocacy is a woman's ability to speak up for herself and for other women facing similar issues that are not visible enough or not urgent enough for policy- and decision-makers. In this way, this training will contribute to diversifying and strengthening Roma women's leadership and women's movements in Poland.

The I-CHANGE capacity building training will familiarize the participants with their rights and responsibilities and enhance effective communication and media strategies in the digital age, so that they can influence decision makers and advance gender agendas. The training will further focus on self-advocacy skills building, including self-awareness, identification of strengths and challenges, own and group needs



and interests, understanding rights, issue articulation, advocacy tools, the power of direct experience, values-based communication with enablers and disablers, finding allies, safety and self-advocacy resources. The training methodology will also offer participants effective strategies to address gender stereotypes and tackle them. The training methods will be interactive, focusing on skills and techniques, as well as simple and effective strategies to address issues and solve problems through advocacy and collaboration.

The I-CHANGE Capacity Building Training will cover following topics over the course of four days: 1) power, specifically how it can be used positively to bring about change for the participants and members of their communities; 2) how to undertake self-advocacy, whether big or small, by focusing on planning; 3) self-advocates' leadership characteristics and how they can be used to greatest effect; 4) ways to engage allies and passive opponents of the self-advocacy work.

The programme is practical. By drawing upon our collective experience, we aim to support the development of participants' skills to work on gender equality in respective communities.

### **Background:**

The [2004 OSCE Action Plan for the Promotion of Gender Equality](#) sets out OSCE priorities in promoting gender equality in the Organization and in all 57 participating States. The Action Plan mandates ODIHR to “assist participating States in promoting women’s political participation” and “assist in the development and implementation of specific programmes and activities to promote women’s rights, to increase the role of women at all levels of decision-making, and to promote equality between women and men throughout the OSCE area, particularly through education in gender awareness”<sup>1</sup>.

Furthermore, the OSCE Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area (2003)<sup>2</sup>, acknowledges the particular situation of Roma and Sinti women; calls for women’s participation in consultative policy-making processes; systematic mainstreaming of Roma women’s issues; providing Roma and Sinti girls with equal opportunities for education and social inclusion; and urges for promoting women’s participation in public and political life.

### **Eligible candidates:**

Young Roma women and gender activists from Poland are invited to apply. Eligibility requirements include:

- Roma girls, women, and feminist activists who are actively working/volunteering in organizations on Roma issues;

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<sup>1</sup> The 2004 OSCE Action Plan for the Promotion of Gender Equality. Available at:

<https://www.osce.org/files/f/documents/7/d/23295.pdf>

<sup>2</sup> OSCE, “Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area” (Vienna: OSCE, 2003), available at:

<http://www.osce.org/odihr/17554>.



- Young gender activists who are interested to enhance their skills to work on gender equality;
- Motivated and willing to initiate follow-up activities in their home/local communities and organizations;
- Aged between 18 and 35 years old;
- Able to attend the session for its full duration.

The working languages of the I-CHANGE Capacity building training for self-advocates will be English and Polish with simultaneous interpretation. However, interpretation in other languages may be available subject to the needs of the participants. It is essential that prospective participants secure their in-person presence for the indicated dates.

#### **Costs:**

Accommodation, meals and in-country travel costs for public transportation to and from training venue will be covered for participants living outside of Krakow. Lunch, as well as the costs of potentially required COVID-19 tests, will be covered by the ODIHR for all training participants.

#### **Application process:**

Please use the following link to fill in the application form:

<https://docs.google.com/forms/d/12mfokHwWgl713XxoKFFmpQLMfkDRyd9WIHOYRWXEczA/edit>

**Deadline for applications: 26 September 2022, 23:59 CET.**

Participants may have to undergo a COVID-19 rapid antigen test, covered by ODIHR, depending on COVID-19 regulations and instructions in Poland.

The organizers encourage Roma women with disabilities to apply. Please let us know should you require interpretation or assistance related to disability in order to complete the application process.

All applicants will be informed about the outcome of their application by 28 September 2022.

For further information and enquiries, please contact [sanja.nikolin@odihr.pl](mailto:sanja.nikolin@odihr.pl); [beata.bislimolahova@odihr.pl](mailto:beata.bislimolahova@odihr.pl); and [justyna.szarwacka@odihr.pl](mailto:justyna.szarwacka@odihr.pl)