



Project Title: DREAMS career workshops for girls

## Background

Global Learning for Sustainability (GLS) will expand its existing program (Challenge 5 Alliance to end sexual Gender based violence among girls in Schools) by establishing Girls career Clubs in 10 schools as part of series of career workshop series in their schools and communities. Our experience shows us that Girls are faced with challenges as they sail through school emanating from: gender roles, poverty, and Gender based violence. These and many others cut short their dreams to be what they want to be. To bridge the gap of gender equality in education, there is need to identify “girls whose dreams are at risk” meaning girls from marginalized communities, poor Income schools, poor backgrounds.

Girls in those identified schools with Girls from marginalized backgrounds will be equipped with resources, skills and knowledge as well as connect them with role models to guide and inspire them to follow in their foot-steps. The girls that will demonstrate leadership potential will be the leaders of their clubs for a period of one-year and this will make them experience leadership as part of career preparedness.

As part of club activities, the Girls will organize a series of workshops on Career talks (dialogues and debates) in their sister schools, engage with Government Agencies, community leaders among other stakeholders as an advocacy strategy to challenge communities trust and prepare Girls for non-traditional careers, which are predominantly male-oriented.

An online platform of Girls from diverse cultures working to realize their dreams will be created to publish their own stories of their dreams. Where possible, GLS will collaborate with Global Giving Guarantees/partners to connect beneficiary community of girls they serve to be part of the platform where they can discuss and exchange ideas on how they can work together to voice their challenges and find solutions to their unique problems. This will be made possible using digital tools to facilitate virtual communication across borders as GLS has experience connecting youth in schools to collaborate with peers across borders using digital tools such as voice thread.

The main aim of these clubs is to support Girl Leaders in selected schools organize workshop series to spark Girls’ interest in non-traditional careers for women, build-self- confidence, and strengthen their dreams.

The workshop series will include the following audience:

GLS organizing team

Speakers



Female-Teacher representatives  
Parent & Teachers Association (PTA) representatives  
Girl beneficiaries  
Government Representatives  
Girl Role Models from across industries

### Guiding (draft) Activities for Girls Career Club Talks

- ***Becoming a leader/Career Profile***: The objective of this activity is to allow Girls understand and appreciate how to become a better leader ,first by being a leader to one-self, others and entire world around them. Girls will also be challenge to reflect on leaders they know and how they relate with them. Then they will be teased on what leadership path career they wish to pursue.
- ***Chasing My Dream/I have a dream to...***: The objective is to open the mind of Girls to start thinking about their future, shaping their future they want and participating in creating it, sharing their fears among others
- ***Problems Girls Face/In her shoes***: The objective is to understand how their position in terms of gender may limit their dreams and hence become resilient in achieving their career goals.
- ***People and Power: Lessons from a TV series hosting influential people in the country***: The objective is help girls learn from real life situations with real people. In this activity ,it will be important to partner with a social media house hosting this program(NBS TV program presenter).Girls will watch some series of PEOPLE and POWER to be inspired.
- ***Career guidance sessions***: one-one with Girls Role models:

This will include question and answer questions between girls and their selected role models.

- ***Vocation Visits/Tours to Girls Role models***: To ensure this program is as practical and possible and sustainable, most outstanding Girl-mentees will be given an opportunity to have one day visit to their Girl role models in their places of work. Girls like to adventure,



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imagine a taking such an age group to a studio ,TV station, grand office, a hospital, or business hub to see the actual work being done by their role models, and working with her role model for one-day. This would inspire them for life. This will be done selectively based on outstanding non-traditional careers opted/selected by girls.

#### ✓ LEADERSHIP DESCRIPTION

Global Learning for Sustainability (GLS) is a youth women-led organization legally registered under the N.G.O act of Uganda as a local N.G.O. GLS was founded in 2015 as a life skills Education Programme to respond to challenges young people face as a result of lack of life skills to make right and health choices. GLS later redefined its strategy inspired by the Sustainable Development goals hence is premised on addressing Global challenges related to the sustainable development goals . Its **Vision:** A generation skilled to lead Individual, community and global Change, mission :To support and ensure that young people especially women and girls have opportunities to acquire global skills, learn from one another, and work together to solve common global challenges.

The organisation is governed by an oversight gender-balanced Board of 2 youthful men and 2 youthful women whose roles and responsibilities overseeing the organisation activities by meeting periodically to discuss and vote on the affairs of GLS. Notably is that the Leadership of GLS and its staff/volunteers have been trained in diversity and inclusion ,a pilot project seeking to strengthen across-section of CSOs from the global south towards Diversity and Inclusion through policies review, accountability mechanisms to constituencies, language and communications, safe and accessible spaces among others.

The oversight board is represented by the Executive Director who takes on the leadership role of the organisation and also sits on the board. The Executive Director oversees the administration,



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programs and strategic plan of the Organisation alongside other duties such as fundraising, networking and reporting to the Board.

The organisation employs a team of 5 full-time volunteers and other 5 part-time volunteers from diverse backgrounds, socially and academically and are designated across the departments acting as departmental heads to ensure that tasks under each departments are executed in an efficient and timely manner. All full time volunteers report to the Executive Director who coordinates the volunteers' activities as the overall team leader from various projects initiated.

with a team of 5 full-time volunteer staff and 5 part-time volunteers comprising 70% female who have been placed in various departments to meet the needs of programmatic areas in which GLS works to deliver. The team is supervised by the Executive Director who doubles as a team leader and overall program coordinator. The executive Director is a social worker by professional, a feminist by training and a recent graduate of National Training Academy of Cairo-Egypt(2019).She has put up a committed "team of youth-volunteers committed and inspired by her leadership style and courage"( GLS Diversity & Inclusion Audit report September-October,2019)

More information about our team see website: [www.globallearninguganda.org](http://www.globallearninguganda.org)

The team is further enhanced by 2 part-time consultants from People with Disabilities (PWDs) who are experienced Organisational development professionals to provide independent and objective advice assisting the organisation with certain areas of inclusiveness work.

The consultants also provide guidance to the Executive management, support recruitment processes, and evaluates the impact of change created during their engagement with the organisation teams.

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- ✓ **High light any risks your Organisation is taking by promoting the issue/providing services**
  - Some of the risks in promoting gender equality in schools and advocating for gender rights include, cultural barrier and criticisms .Given the patriarchal nature of our communities, girls and women are not expected to "raise their voices" over any injustices. Women and girls, are for example blamed for their indecent dressing, poor attitudes towards work on human rights violations and gender based violence they face.
  - As an Organisation working to address Diversity and Inclusion issues within our institution and later on implement the same in communities, the society may criticize our work as promoting only women interests



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How many people are served”

-Currently GLS is working with girls from marginalized communities, whose families mainly live in urban slums, and/ or are low income families.

-GLS has trained a cohort of 175 girls from 25 schools through its Challenge 5 Alliance Project which is a series of project being implemented by over 90 young women activists(TuWezeshe Fellows) in Uganda supported by a feminist and women leadership development organisation(AKINA MAMA W’AFRIKA and partners)

-Over 1500 youth in schools aged 12-18 have been reached with messages on prevention, refusing and reporting sexual violence/harassment in their schools and communities where they live through debates, dialogues and capacity building trainings.

-Through our global education program, 5 schools have been connected with schools from around the globe to engage on debates by exchanging ideas and solutions facing the global community as related to SDGs. This is possible by using digital tools for virtual communication in synchronous and asynchronous debates

✓ How can /will we the project change the lives of girls and young women

-An example of how our Organization is changing lives of women//girls is giving them opportunities to acquire skills and knowledge in understanding the root causes of power imbalances that exist between women and men in society, and sparking their interest in pursuing their rights and freedoms to disrupt patriarchy at such a young age. Seeing girls young as 10-18 years realizing that, something has been going wrong for centuries and knowing that they can challenge social norms, traditional/cultural beliefs to reach their potential is what our Organization is doing as part of our mission to achieve Gender Equality (SDG 5).

Secondly, a story of how our Organization has changed and would change a life of woman, is connecting girls all over the world to share their dreams, contributing to shaping the future they want. For example Global Youth Debates in an online program by global educators from diverse cultures working with young people for young people to share ideas and solutions to the world’s most pressing challenges. Part of our Girl beneficiary communities have been part of such collaborative activities .This gives girls an opportunity to stand on an international stage, gain global competence skills and international mindedness to act on global challenges as informed citizens.

See link to our Global Youth Debates:: [https://padlet.com/JulieLindsay/gyd\\_192](https://padlet.com/JulieLindsay/gyd_192) and <https://voicethread.com/share/13143654/>.



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How to measure your Organisation Impact:

- + Number of communities/people being served by our programs
- + Resources mobilized and spent on activities
- + Number of stakeholders involved in both planning and execution of Organisation activities
- + Number of women/girls participating and involved in implanting organization activities.
  
- + Social change generated by the activities which is the final product measured by:
- + Number of policies being implemented to meet the diverse needs of our constituencies