



EMPOWERING
PATHWAYS FOR
WOMEN

YWCA SCOTLAND
THE YOUNG WOMEN'S
MOVEMENT

The Young
WOMEN'S
Movement

WHO IS EMPOWERING PATHWAYS FOR WOMEN FOR?

Empowering Pathways for Women is a programme designed to strengthen women's choices and participation in all aspects of their lives.

The programme has been designed in response to the needs of women of all ages who are overcoming complex issues and experiencing multiple obstacles to the building and re-building of their lives.

The programme is particularly helpful for:

- women on the margins because of poverty and the lack of associated opportunities
- women who are new to a community or country, perhaps seeking asylum, refugees, or migrants
- women experiencing prejudice and discrimination
- women affected by addictions, violence, mental illness, family breakdown and homelessness
- women who have missed out on education and who may want to brush up on their literacies and numeracies

Women experiencing multiple obstacles can often become

invisible in our communities. Women who become better equipped to engage in cultural and civic life are more confident individuals, more able to express their thoughts and opinions, and are more likely to effectively contribute to and influence public life.



MUMS AND VOLUNTEERS FROM HOME-START ALL THOROUGHLY ENJOYED EMPOWERING PATHWAYS FOR WOMEN. THE SAFE, FRIENDLY ATMOSPHERE ENCOURAGED US TO EXPLORE OUR THOUGHTS AND EXPERIENCES AND HELPED WITH OUR CONFIDENCE AND SELF-ESTEEM.



*Family Support and Perinatal
Co-ordinator,
Home-Start Glasgow North*

WHAT IS INVOLVED IN EMPOWERING PATHWAYS FOR WOMEN?


The programme:

- offers a feminist framework to understand experiences and overcome barriers
- allows a space for reflection and the sharing of personal journeys
- nurtures an enabling environment which acknowledges strengths, abilities and potential
- stimulates increased participation in the local community, democracy and citizenship
- creates a safe space to build relationships and friendships and a sense of belonging
- builds the confidence of women to challenge barriers to equality and be leaders in their own lives

The programme can be delivered flexibly to meet the needs of the group; one day a week over 13 weeks, or as three sessions a week over 10 weeks.

It is facilitated by a practitioner from within our team, or can be delivered by a nominated and trained member of your team through membership.





The programme offers the following modules and elements:

Module 1: Life Books

Participation in this module enables women to recognise and celebrate their strengths, abilities and achievements, and this builds self-esteem and confidence.

Module 2: Empowering Women

Participation in this module enables women to recognise gender barriers and sexism, and this increases women's confidence to speak up and to take action for their selves.

Module 3: It's Your Glasgow (or other town/ city)

Participation in this module enables women to have an enriched understanding of the local community and this leads to a greater sense of belonging and the knowledge and confidence to engage in its cultural and civic life.

Module 4: It's Your Parliament

Participation in this module enables women to develop the confidence to engage in discussions about subjects of interest and importance to them and provides a space where their voices are heard.

The resources and activities are designed to meet the needs of women with richly different experiences and perspectives on class, sexuality, race, religion, ability, age and culture.

The approach is responsive to the issues and concerns raised by the women participating in the programme and provides a safe space for critical reflection and the building of self-esteem and resilience.

Through a process of inquiry-led learning, participants will:

- develop and deepen their understanding of their personal experiences by sharing stories within the peer group
- increase their know-how and confidence to voice their own agenda

HOW DOES EMPOWERING PATHWAYS FOR WOMEN MAKE A DIFFERENCE?



As a result of engaging in the programme, women will have:

- strengthened their sense of belonging within the safety, support and encouragement of their peer group
- increased confidence, self-esteem and aspirations, meaning they are articulating their needs, interests and choices, and their voices are heard
- chosen positive pathways towards greater participation in all aspects of their lives

We will work with you to carry out a baseline assessment and measure the distance travelled with your participants.



WOMEN WHO BECOME BETTER
EQUIPPED TO ENGAGE IN
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MORE CONFIDENT INDIVIDUALS





WHY WORK WITH US?

Empowering Pathways for Women provides a framework for responding to the clearly identified needs of marginalised women. We have been successful in reaching and engaging women from diverse backgrounds and supporting them to overcome the barriers that they have faced in participating fully in their community.

By providing you with high quality resources, tools and approaches, we can support you to open up choices and new directions for the women you work with.

We have seen Empowering Pathways for Women make a significant impact on the lives of individual women. It is an investment in the future of our communities.

AT A GLANCE

INPUTS

Programme design and session plans; training/mentoring of facilitators, resources, evaluation framework.

OUTPUTS

15 women who have experienced obstacles in life participate in a 200-hour programme.

OUTCOMES

Women participating in Empowering Pathways for Women will:

- experience a sense of belonging
- raise their aspirations
- speak up and tackle inequality

IMPACT

Empowering Pathways for Women will contribute to:

- raising the aspirations and achievements of women in Scotland

THE YOUNG WOMEN'S MOVEMENT

Membership of the Young Women's Movement is free to every individual woman and girl on one of our programmes. While our focus is on the future, led by young women under 30, we are an intergenerational movement supporting change.

*Young women in the world continue to face **challenges** in achieving: economic security; informed choices free of coercion and discrimination about their sexual and reproductive health; freedom from all forms of violence; equal access to resources and information; and active citizenship and opportunities for leadership development.*

*Despite numerous calls for **meaningful participation** by young women, they continue to 'fall through the cracks because they are not sufficiently covered by initiatives targeting children, are outnumbered by boys in young people's programmes, and are often unable to speak out in women's spaces'. Young women must be recognised as a critical population group in achieving development and not absorbed into generic approaches.*

*The **Future Young Women Want** is a future where there is gender equality, laws are respected and*

rights are protected. Young women dream of a world of peace, security and sustainable living, where they can realise their full potential, free of discrimination.

[Beyond 2015 World YWCA]

Through membership, we offer opportunities directly to women and girls to participate in bringing about change, to have their voices heard, to apply to join international delegations and projects.

Membership also means being part of a wider conversation about gender equality through social media and occasional gatherings and events.



WORK WITH US

If you would like to talk more about working with us, please get in touch with Carol Cunningham, Glasgow Centre Co-ordinator on carol@ywcascotland.org or phone us on **0330 121 0002**.

www.ywcascotland.org

Follow us on Twitter, Instagram and Facebook @youngwomenscot



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