



Challenge Action Tree for women's literacy, LEAP Sudan

Challenge Action Tree for women's health, Finca Peru



REVIEW TOOL 4: CEDAW CHALLENGE ACTION TREES

Underlying narrative

Many gender challenges, for example gender-based violence, often appear so entrenched, with so many dimensions interconnected, that it is difficult to see a way forward. Some challenges may appear so many and so mixed up it is difficult to see our way out. In the challenge action tree we look at the issues from the diamond in the morning not as problems to depress us, but as challenges which we can address if we think things through, have determination and support each other.

Challenge Action Trees are a way of improving the planning on our Vision Roads. They can be done for any issue once the basic principles have been learned. Examples of men's challenge action trees for adultery and alcoholism for example can be found in video clips and other links on the [wemanresources](#) website (See Resource List at the end of this Manual).

Here we use the tool to examine strategies for addressing the gender challenges and changes identified in the Gender Diamonds in Sessions 4 and 5. We do CATs for each of the 5 rights:

Right 1: Freedom from Violence

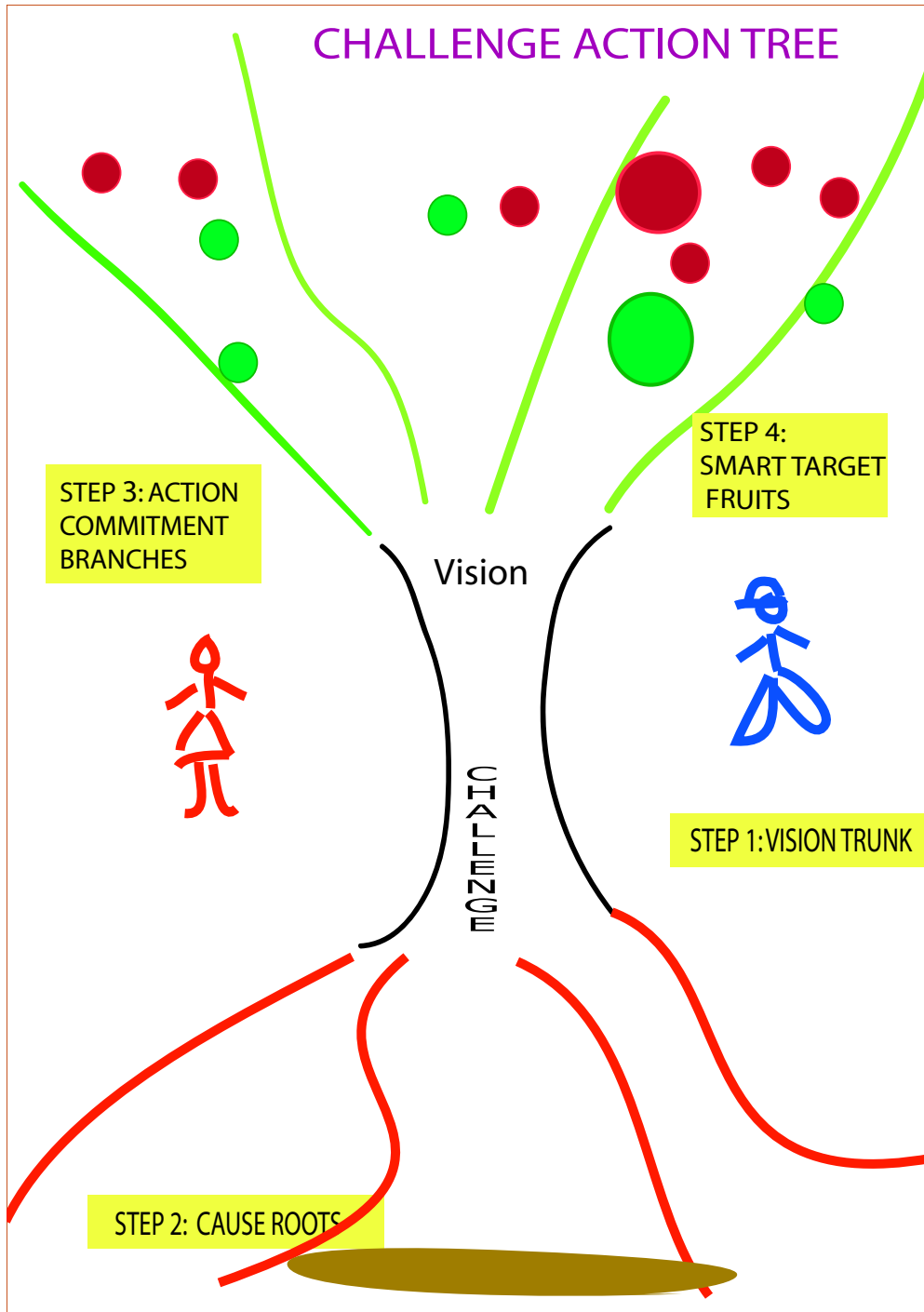
Right 2: Gender Equality in Decision-making

Right 3: Equal property rights

Right 4: Freedom of thought, movement and association

Right 5: Equal rights to work and leisure

In some of these trees, as in the Gender Balance tree, we put women on one side of the tree, men on the other and joint causes/actions in the middle. In others we will put different kinds of roots for different aspects of the issue.



Aims of the tool

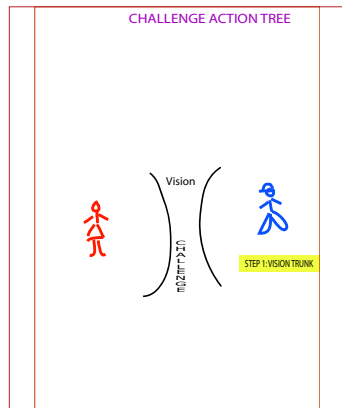
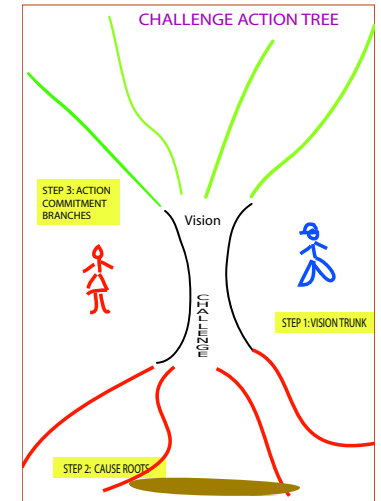
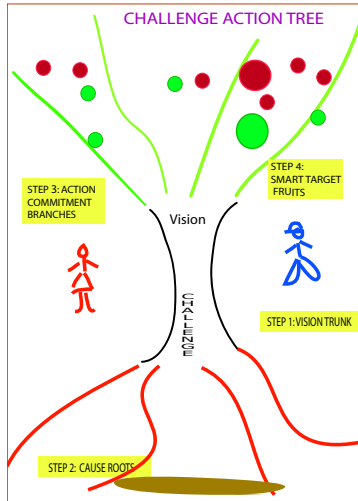
For participants

- Challenge action trees aim to improve the planning on the Multilane Highway through:
- helping people to analyse the reasons for, and interrelations between different dimensions of the gender challenges they face
 - providing a pictorial basis for sharing and exchanging ideas for actions to address different dimensions of the gender challenges
 - identifying action commitments which they can take immediately after the event to improve the middle lane of their MLH
 - generating 'SMART target fruits' for each participant to add to their target achievements on the middle lane of their MLH.

For organisations

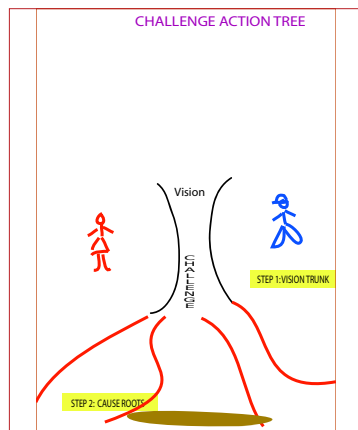
- Challenge Action Trees aim to improve planning of organisational interventions through:
- improving understanding of gender opportunities and challenges which people face
 - improving understanding of the types of gender strategies people think they themselves can implement before asking for organisational support

Participant Diaries: Challenge Action Tree Basic Steps



Step 1 Defining the trunk or challenge and drawing the vision

Draw two lines for the trunk in the middle of the sheet of paper.
 What is the main issue or challenge for the tree?
 Place this towards the bottom of the trunk.
 What is the corresponding vision for the change - how do we put the challenge as a positive aim? Put this symbol towards the top of the trunk.
 Put one side of the trunk for women, one side for men.



Step 2: Defining the roots or causes

Each issue has a range of different causes or symptoms which people experience. Also many different causes may be interrelated. Some causes are for women, some for men, and some for both.

Categorising roots??

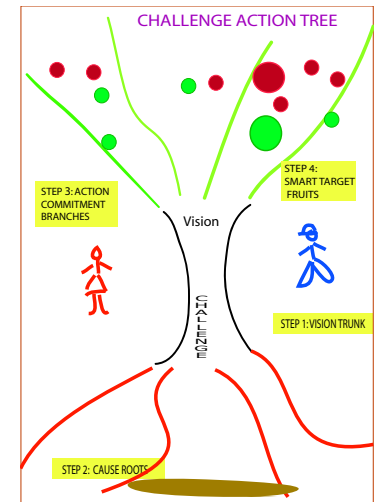
Step 3: Defining the branches or action commitments

For each root draw one branch. Then for each element on the roots identify an appropriate action, or series of actions which can be taken.

Step 4: defining the SMART fruits or individual achievements

For each action identify a SMART achievement fruit which can help you to identify whether you are progressing or not.



Each cause should have an action and a fruit



Facilitation
Overview

Participant preparation	Participants need their Notebook Diaries and should review their Diamonds from the previous exercises and the CAT tool.
Facilitator preparation	Prepare possible CATs for each issue - but this time the groups draw their own tree
Timing 3 hours	<ul style="list-style-type: none"> • Introduction, explanation and formation of 5 CEDAW issue groups as for the Diamonds - but this time with women and men together. • Step 1: Group drawing the trunk or challenge and the corresponding vision (5 minutes); • Step 2: Pairwise discussion of the roots or causes (10 minutes); feeding back of these to the tree - which are for women only, which for men and which are joint? (15 minutes) • Step 3: individual brainstorming on 5 actions needed for priority causes - at least 2 changes for self (10 minutes). Feedback. (15 minutes); • Step 4: defining the SMART fruits or achievement targets as a result of the actions (20 minutes). <p>Plenary presentation and quantification of commitments 15 minutes per tree Quantification and discussion (1 hour 15 minutes) Transfer of any new commitments to the Gender Diamonds in the Notebook Diaries (15 minutes) Participants should be given photocopies of all the final trees.</p>
Materials/ prepared inputs	<p>flipcharts with different coloured markers per group;</p> <ul style="list-style-type: none"> • cards in 3 colours, 9 per participant; • digital camera to record diagrams; • video camera to record plenary (optional).
Outputs	<p>A tree for each of the lanes on the multilane highway Quantified causes, action commitments and fruits.</p> <ul style="list-style-type: none"> • photographs of each annotated trees; • a list of the main areas of disagreement.
Homework for participants	<p>To put any new commitments on their Diamond. To review the CEDAW song for presentation.</p>
Homework for facilitator	<p>Make sure all the trees are properly annotated and photographed.</p>

CEDAW Challenge Action Trees: Facilitation Notes

	<p>Introduction</p>	<p>The event coordinator explains the activity very briefly adapting the explanation above.</p> <p>Participants form 5 mixed sex groups - one for each CEDAW right as in the CEDAW Diamonds. People can change issue if they wish. But it is better if they maintain the same groups as they already have more knowledge of the issue. These trees will all be done again in the community later.</p> <p>This is also an exercise in participatory facilitation so people can do this well when they get back to their groups. So one facilitator and one man and one woman plenary presenter are selected. These should be different from the people with this role in the Diamond exercise. The facilitator facilitates from the back, using the steps from the previous CAT in their Notebooks and makes sure everyone has participated. The presenters makes sure they understand the tool.</p>
	<p>Step 1: defining the trunk or challenge</p>	<p>The facilitator asks someone to come forward and draw two lines to represent the trunk of a tree (this step will take 5 minutes).</p> <ul style="list-style-type: none"> • Then someone else to draw a symbol to represent the particular challenge being discussed. The challenge symbol should be described in positive terms e.g. overcoming adultery, obtaining an equitable role in decision- making. • Someone else then puts a symbol for women on one side of the tree, and a symbol for men on the other side because women and men contribute in different ways to the causes of many challenges, and so the actions they need to take will be different. Common causes and actions for both sexes will be put in the middle.
	<p>Step 2: defining the roots or causes</p> <p>30 minutes. 5 groups</p>	<p>The roots represent the causes or dimensions of the challenge.</p> <ul style="list-style-type: none"> • Pair wise brainstorming (10 minutes): participants choose a partner and discuss in pairs the reasons for the challenges. Each pair prioritises 3 reasons and draws these on separate cards - at least one for each sex and at least one card is drawn by each member of the pair. Using different coloured cards depending on whether the cause is specific to men, to women, or both. • Group sharing (15 minutes): each pair has 2 minutes to present their cards, starting from the back, and each presenting the other person's card/s. They place each card on roots on the tree - on the relevant gender side or in the middle. As people put up their cards they should group them with the previous ones which they think are similar. • Group categorising (5 minutes): the number of main causes should be narrowed down to between four and six to form the main roots, with rootlets maintaining the gender analysis. This may be a matter for some discussion. This exercise is in itself an important part of discussion and analysis. Some causes may be so fundamental and entrenched that they apply to most other roots (e.g. gender discrimination). These can be drawn as patches of diseased soil.
	<p>Step 3: defining the branches or solutions</p> <p>20 min in 5 groups</p>	<p>The branches represent the possible solutions for each challenge. This follows the same process as the roots.</p> <ul style="list-style-type: none"> • Pair wise brainstorming (5 minutes): participants should choose new partners and discuss possible solutions for what they see as the main causes. They should prioritise 3 solutions, at least one for each sex and one per person, each person drawing symbols on at least 1 card, colour-coded by sex of the person to whom the solution applies. • Group sharing and categorising (15 minutes): starting from the back, each pair should come up following the same process as the roots. Each person feeds back the card(s) from the other member of the pair, and puts the card/s on the appropriate branch. The solutions should be put up next to those which are similar, discussing only those which are new. This should now be a quicker process as people have already done it with the roots.
	<p>Step 4: defining the SMART fruits or individual action commitments</p> <p>20 min in 5 groups</p>	<p>Hypothetical solutions are not enough - that gives only leafy branches. The fruits are the most important part of the tree - that is what we grow the tree for. Fruits represent the individual actions which each person can take to start to bring about the solutions.</p> <p>For each branch there should be many individual fruits.</p> <p>Note; each fruit must be SMART.</p> <ul style="list-style-type: none"> • Individual brainstorming (5 minutes): participants now reflect individually, and identify 3-5 action commitments - the fruits. They draw symbols on cards, with different colours for women and men. • Group sharing (10 minutes): possible actions are then presented to the group, starting from the back, putting the cards on the appropriate branch, grouping those which are the same. Every fruit must be assessed as to whether their 'smartness' needs to be increased, and put next to the appropriate branch. This is one of the few points where the facilitator should intervene where necessary to make sure peoples' spontaneous ideas translate into SMART action commitments. • Committing to action (5 minutes): participants then consider all the fruits and commit themselves to 3-5 of these. The facilitator reads each fruit in turn and people vote with a show of hands.

Facilitation Notes: Suggested Tree Layouts

Challenge Action Trees are a version of Problem Solution Trees that many people may already be familiar with. The difference is that in GALS there are no 'problems', only challenges that we find ways of overcoming. And we do not stop at hypothetical solutions, but identify concrete action commitments to start the process of change - and transfer these to our MLH.

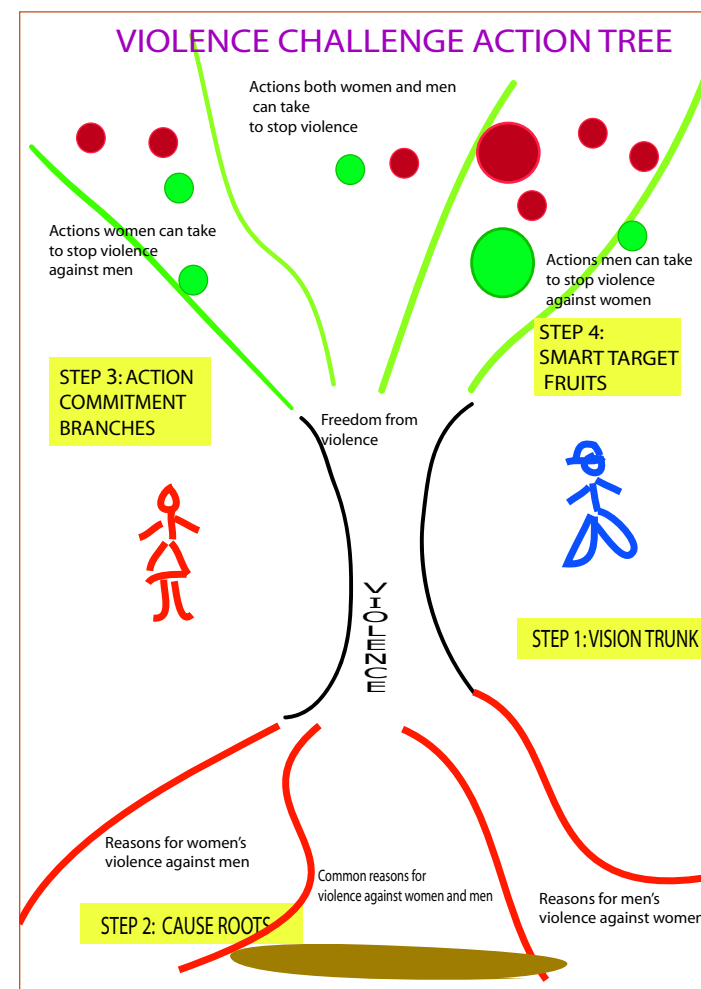
The diagrams here present only one possibility out of several. The nature of challenges is such that often what comes out is a laundry list of problems that need to be sorted out before action priorities can be decided. We also need to know how many people have which problems, or whether people who are particularly disadvantaged have specific problems. Women may have different problems from men. This is important in deciding priorities for action to ensure that everyone benefits. So it is necessary to bring all the different challenges together and put those that are similar or related together because they may have similar solution.

This is not necessarily easy, and there may not be always only one way of seeing or categorising things. This does not matter. What is important is the discussion and learning of analytical skills of how to move from a seemingly insuperable mass of problems to a number of potential realistic solutions, and ensuring that as far as possible everyone goes away with some ideas relevant for their particular problem.

In terms of the selection of the issues themselves, a decision will have to be made as to whether the focus will be on women's rights only. Or looking at how both women and men can have human rights. In the trees here we assume the latter. But this will depend a lot on the particular participants. It would also be possible for women to focus on women's rights and men on men's rights. Then compare them.

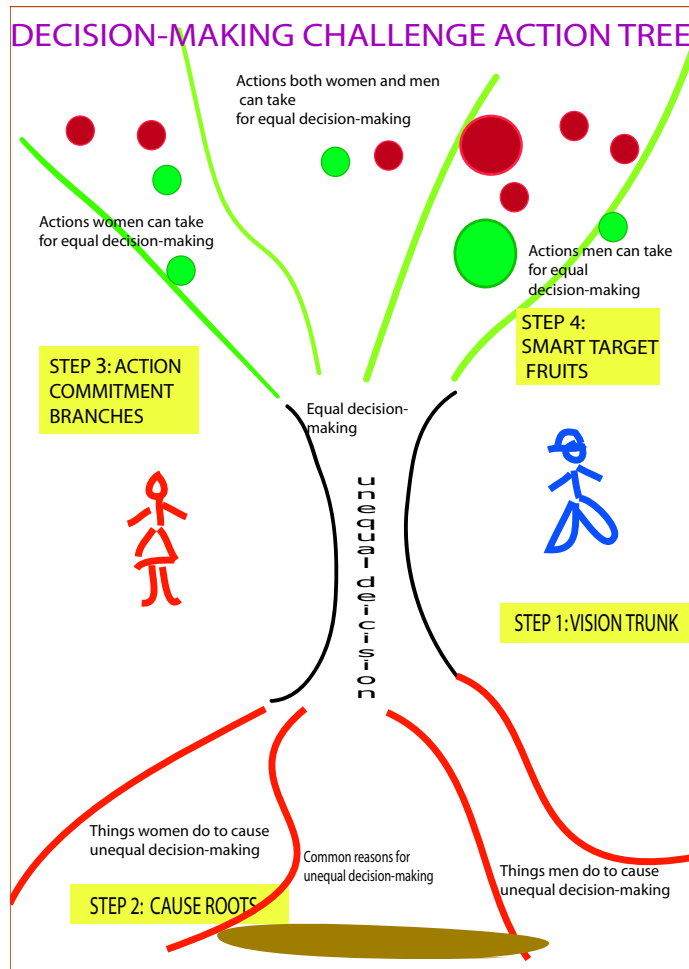
Right 1: Freedom from Violence

What can women and men do to both be free from all types of violence in the home?



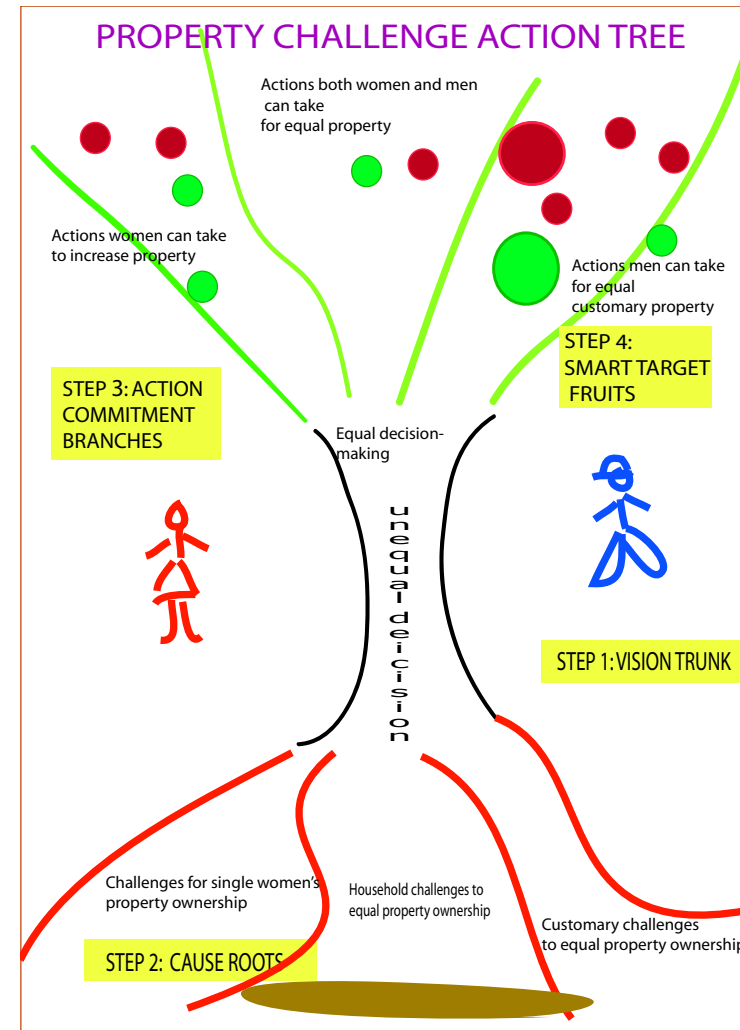
Right 2: Gender Equality in Decision-making

What can women and men do to have equal decision-making?



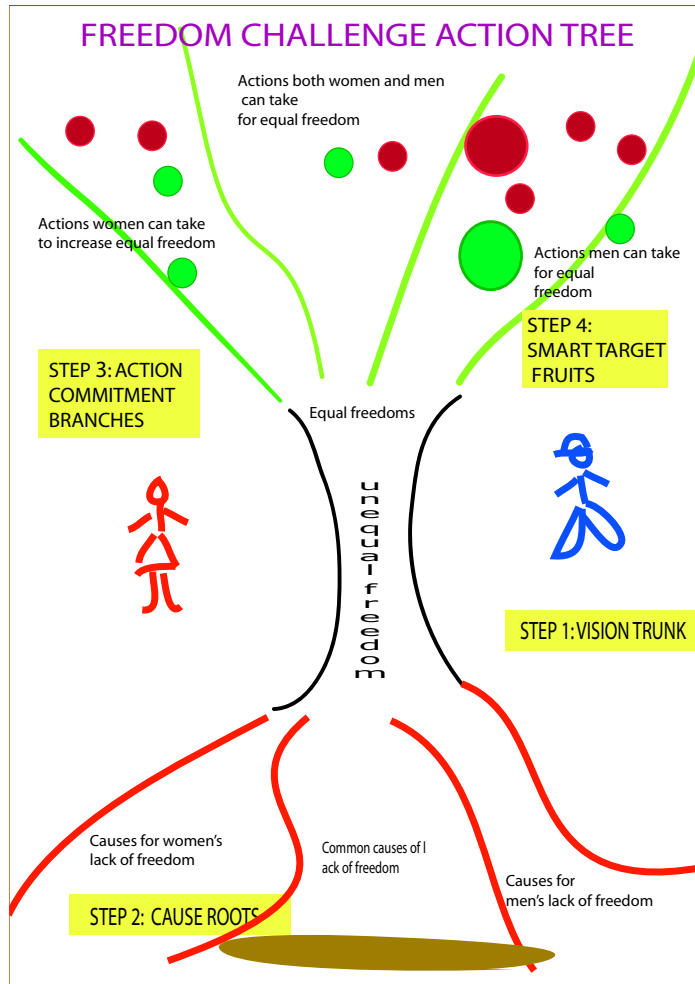
Right 3: Equal property rights

What can women and men do to have equal property rights? for consistency with the other diagrams



Right 4: Freedom of thought, movement and association

What can women and men do to have equal freedom - or group participation, joining societies?



Right 5: Equal rights to work and leisure

It is possible here to focus on equal - given that we look a lot at work in the GBT.

