



# WOMEN IN LOCAL HUMANITARIAN LEADERSHIP

RESEARCH PROJECT

VOLUNTEER

# BAYI, INC.

BAYI INC, IS A NON-PROFIT ORGANIZATION FURTHERING WOMEN'S PARTICIPATION AND TRANSFORMATIVE FEMINIST LEADERSHIP THROUGH CAPACITY BUILDING, RESEARCH, AND ADVOCACY ACTIVITIES. IT STARTED WITH THE INITIATIVE OF ANGAT BAYI WOMEN'S POLITICAL EMPOWERMENT PROGRAM IN 2018. OUR VISION IS TO IMAGINE A FUTURE OF FEMINIST LEADERS IN GOVERNANCE AND DEVELOPMENT.



ELIMINATING BARRIERS TO WOMEN'S ENTRY IN ALL SPACES



ADVOCATING FOR FEMINIST TRANSFORMATIVE LEADERSHIP



SUPPORTING AND MENTORING WOMEN LEADERS AND EMERGING LEADERS



BUILDING NETWORK OF WOMEN LEADERS, ALLIES, AND CONSTITUENCY







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@bayiinc



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# WORKSHOP SCHEDULE

<b>Day 1</b>	8:30 AM	Registration
	9:00 AM	Introduction and Istorya Mapping
	11:00 AM	Cluster Presentation of Istorya
	11:20 AM	Validation of Local Workshop Data
	12:00 NN	Lunch Break
	2:00 PM	Discoveries, Questions, Dialogues

# WORKSHOP SCHEDULE

<b>Day 2</b>	8:30 AM	Registration
	9:00 AM	Tableu
	10:30 AM	Crafting Recommendations
	12:00 NN	Closing and Ways Moving Forward



# RESEARCH OVERVIEW

INTRODUCTION

METHODOLOGY

FINDINGS AND ANALYSIS

CONCLUSION AND RECOMMENDATIONS



# RESEARCH OBJECTIVES & QUESTIONS



TO ADDRESS THE OBSERVED GAPS IN RESEARCH ON WOMEN LOCAL HUMANITARIAN LEADERSHIP, WHICH HAS BEEN NOTED IN SEVERAL STUDIES



IDENTIFY THE UNEQUAL POWER RELATIONS THAT EXIST BETWEEN AND AMONG MEMBERS OF THE COMMUNITY DUE TO THEIR DIVERSE IDENTITIES (ON THE BASIS OF AGE, SEX, SOGIE, CLASS, ABILITY, EDUCATIONAL STATUS, RELIGION, ETHNICITY, ETC.)



REFLECT AND UNDERSTAND HOW LEADERSHIP IMPACTS PROCESSES, ENGAGEMENTS, AND OUTCOMES OF POLICIES, PROGRAMS/PROJECTS, AND SERVICES RELATED TO HUMANITARIAN LEADERSHIP

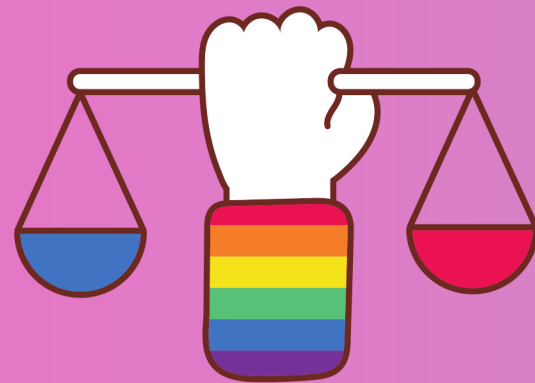
# METHODOLOGY

THIS STUDY EMPLOYS AN ARTS-BASED, PARTICIPATORY APPROACH WITH THE FOLLOWING GUIDING PRINCIPLES:

INTERSECTIONALITY



GENDER-TRANSFORMATIVE



LOCALLY-LED



DECOLONIAL





# DATA COLLECTION

DATA COLLECTION FOR THIS STUDY COMPRISED OF THE FOLLOWING:

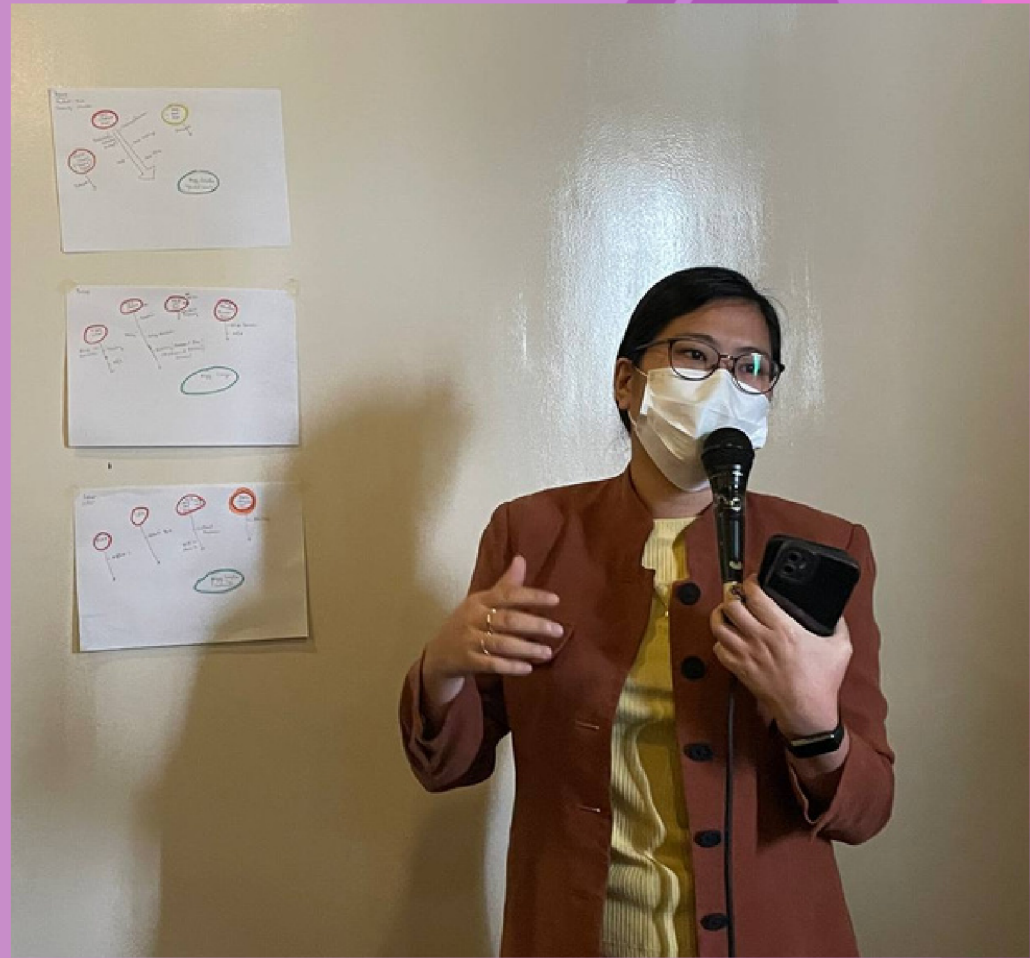
1. INTERACTIVE ARTS-BASED WORKSHOP
2. KEY INFORMANT INTERVIEWS (KIIS)

## RESEARCH SITES

- BUTUAN CITY, AGUSAN DEL NORTE (OCTOBER 18 TO 19)
- DEL CARMEN, SIARGAO, SURIGAO DEL NORTE (NOVEMBER 20 TO 21)
- EACH WORKSHOP HAD A DURATION OF 1.5 DAYS



BUTUAN CITY





DEL CARMEN, SIARGAO





# DATA COLLECTION

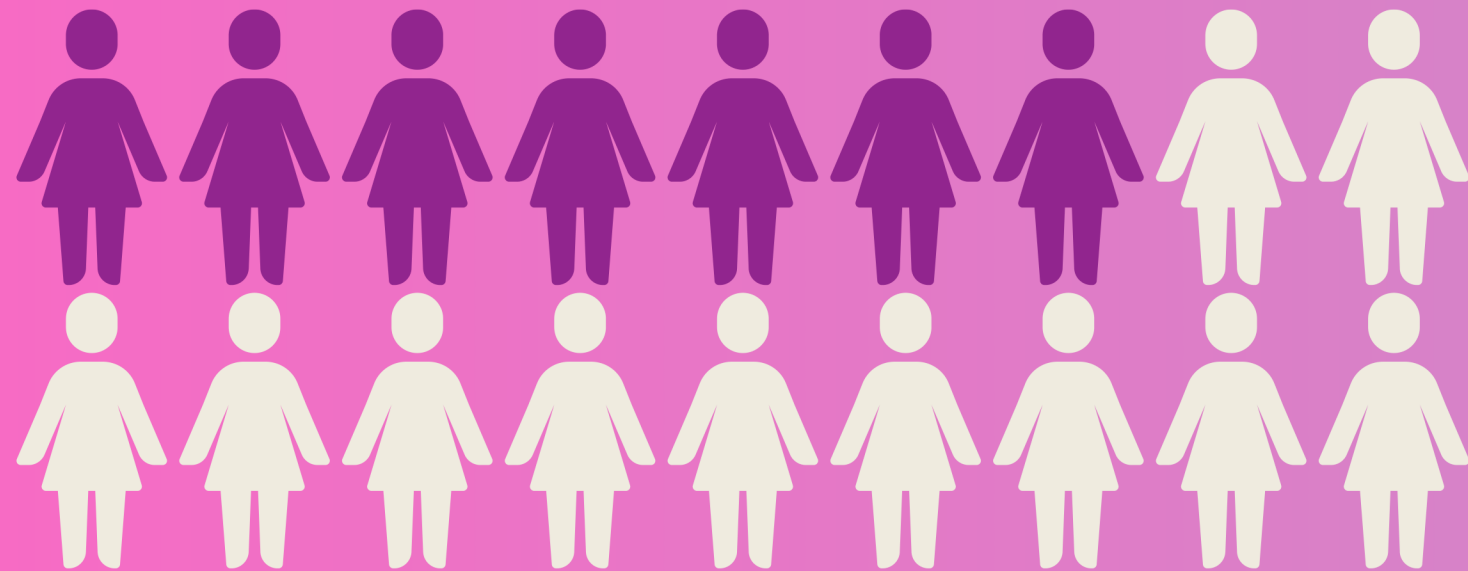
## PARTICIPANTS

PARTICIPANTS WERE RECRUITED THROUGH A LOCAL COORDINATOR AND THE BAYI INC. NETWORK



# DATA COLLECTION

## PARTICIPANTS



■ 7 PARTICIPANTS FROM SIARGAO

■ 11 PARTICIPANTS FROM BUTUAN

A TOTAL OF 18 PARTICIPANTS PARTICIPATED IN THE TWO WORKSHOPS (7 FROM SIARGAO; 11 FROM BUTUAN)

# DATA COLLECTION



PARTICIPANTS REPRESENTED A DIVERSE RANGE OF LOCAL HUMANITARIAN ACTORS WHICH INCLUDED LOCAL NON-GOVERNMENTAL ORGANIZATIONS, ORGANIZED YOUTH GROUPS, COMMUNITY OR BARANGAY LOCAL GOVERNMENT UNITS, AND NATIONAL GOVERNMENT AGENCIES

\*\*\* PIECHART DOES NOT REPRESENT ACCURATE SEGMENT, FOR VISUAL PURPOSE ONLY



# DATA COLLECTION

## INTERACTIVE ARTS-BASED WORKSHOPS

- TWO WORKSHOPS (1.5 DAYS)
- LITERARY, VISUAL, AND BODY MOVEMENT ART METHODS

### DAY 1

- 1) BODY MOVEMENT MEDITATION
- 2) MANDALA-MAKING: LEADERSHIP EXPERTISE & VISION
- 3) IDENTITY NARRATIVE MAP & MASSAGE CONNECTIONS

### DAY 2

- 4) ISTORYA MAPPING: EXPERIENCES BEFORE/AFTER/DURING A DISASTER



# DATA COLLECTION

## KEY INFORMANT INTERVIEWS (KIIS)



TO BUILD THE CASE STUDIES FEATURING SPECIFIC PARTICIPANTS IDENTIFIED FROM BOTH WORKSHOPS, A TOTAL OF FIVE (5) KEY INFORMANT INTERVIEWS WERE CONDUCTED



FOUR (4) INTERVIEWS WERE CONDUCTED IN PERSON WHILE ONE (1) INTERVIEW WAS CONDUCTED REMOTELY, VIA ZOOM



KIIS COVERED THE FOLLOWING KEY AREAS: INFORMANT'S EXPERIENCE OF SOCIAL AND GENDER NORMS, NAVIGATING HUMANITARIAN WORK, LEADERSHIP AND GENDER, AND DEFINING LEADERSHIP



# ISTORYYA MAPPING: WHAT DO I KNOW?



# GROUPINGS

**Rema  
Jom  
Shyra  
Krista  
Joanne**

**Arlynn  
Abbie  
Krisel  
Eunice (PNP)  
Era  
Jenilyn**

**Gracia  
Deny  
Darisa  
Alice  
Marnie**

**Rhoda  
Gwen  
Madina  
Eunice (TBS)  
Lotha  
Anessa**

# BEFORE, DURING, AFTER DISASTER/PROJECT

1. IDENTIFY A HUMANITARIAN OR DISASTER-RELATED CRISIS THAT YOUR COMMUNITIES/ORGANIZATIONS FACED.  
IDENTIFY THE GUIDING PRINCIPLES UNDERLYING YOUR ACTIVITIES.
2. USING A STORY MAP, IDENTIFY AND PLOT THE FOLLOWING:
  - A. ACTORS INVOLVED
  - B. YOUR POSITION
  - C. PROCESSES AT WORK
  - D. IDENTIFIED OPPORTUNITIES / CHALLENGES



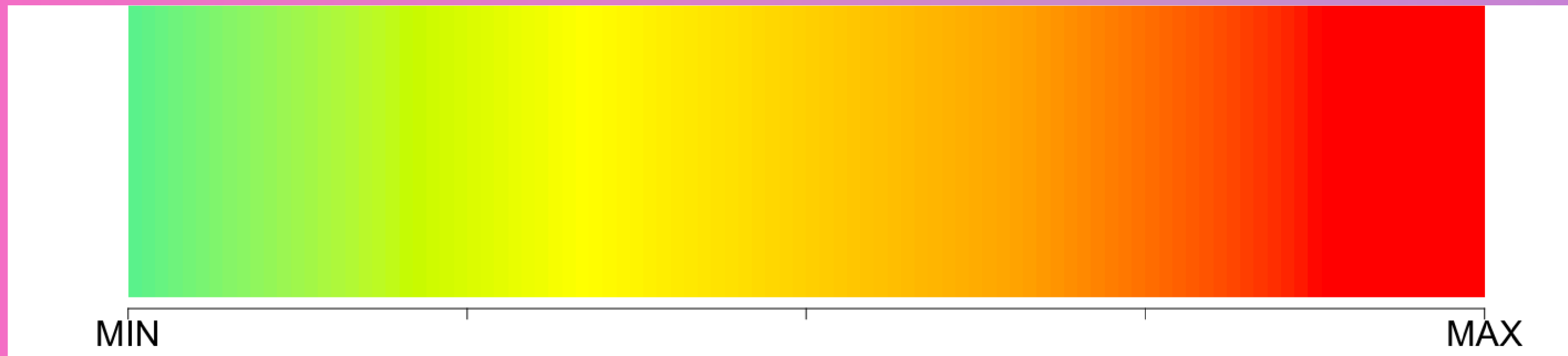
# BEFORE, DURING, AFTER DISASTER/PROJECT

SYMBOLS:

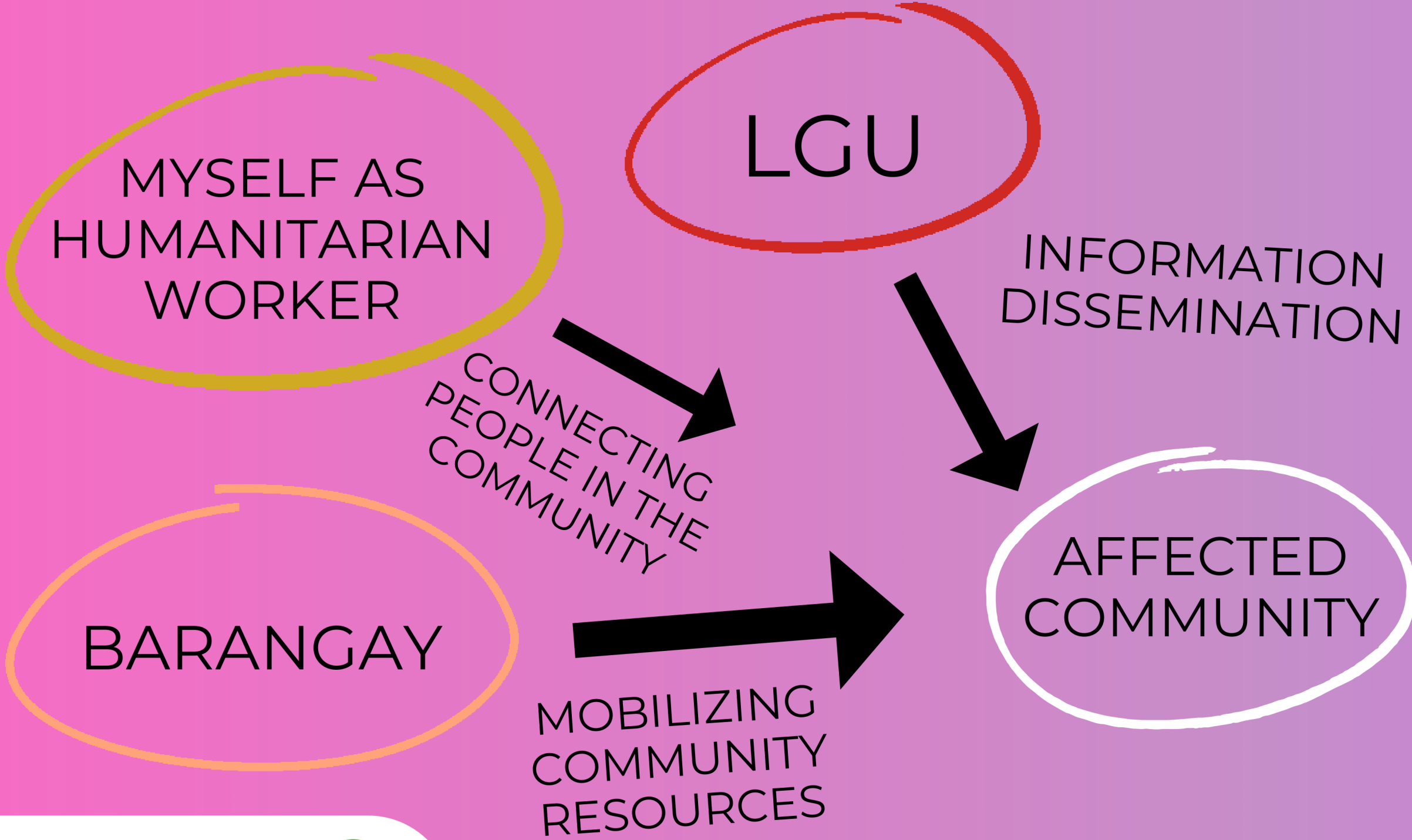
CIRCLES --> PEOPLE AND PARTNERS INVOLVED

ARROWS --> RELATIONSHIPS AND PROCESSES

COLORS --> POWER DISTRIBUTION



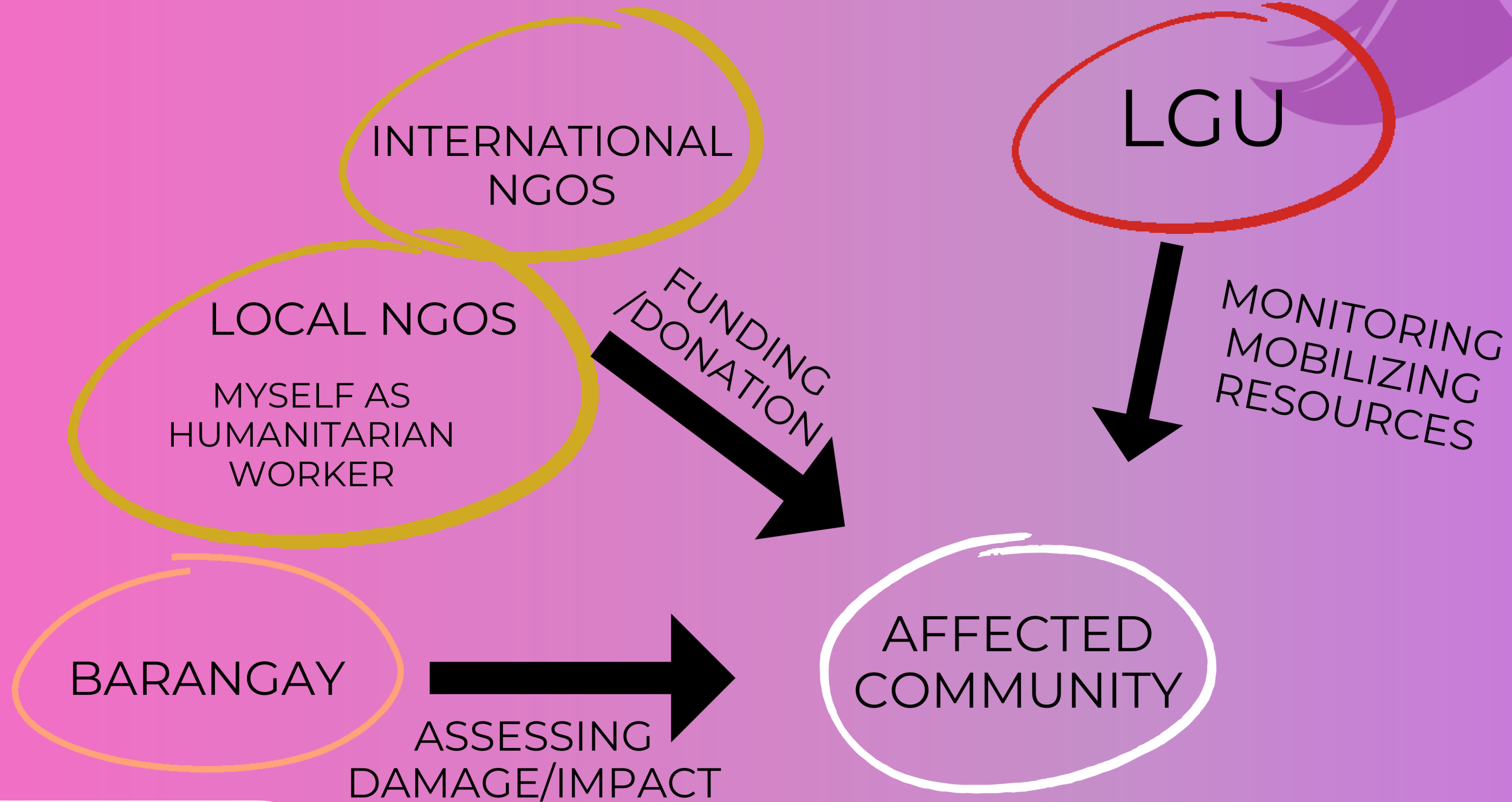
# BEFORE DISASTER/PROJECT



# DURING DISASTER/PROJECT



# AFTER DISASTER/PROJECT





# PRESENTATIONS

## WHAT DO I KNOW?





# FINDINGS AND ANALYSIS

## LOCAL HUMANITARIAN AND FEMINIST TRANSFORMATIVE LEADERSHIP

- “LOCAL” IS GEOGRAPHICALLY AND AFFECTIVELY DEFINED BY THE PARTICIPANTS. THEY DEFINE LOCAL AS BUTUAN, MINDANAO AND FILIPINOS IN GENERAL. THEY ALSO DEFINE “LOCAL” THROUGH FRIENDSHIPS AND OTHER COMMUNITY RELATIONSHIPS.
- FEMINIST LEADERSHIP MANIFESTS THROUGH “DISKARTE” AND RESOURCEFULNESS DUE TO A LACK OF RESOURCES AND LAPSES IN LOCAL GOVERNANCE.
- IT ALSO MANIFESTS THROUGH “KUMUSTAHAN” AND “PAKIKIALAM,” WHEN WOMEN LEADERS NOTICE THAT THEIR COMMUNITY MEMBERS NEED HELP AND START THE PROCESS OF EQUIPPING THEM TO BE ABLE TO ASSERT THEIR OWN RIGHTS.
- PASSION, CARE, AND FRIENDSHIPS/PARTNERSHIPS ARE THE CORE OF LEADERSHIP.

# FINDINGS AND ANALYSIS

## LOCAL HUMANITARIAN AND FEMINIST TRANSFORMATIVE LEADERSHIP

- HUMANITARIAN EFFORTS ARE MATERIALLY SUSTAINED THROUGH THE SUPPORT OF BOTH NATIONAL AND INTERNATIONAL NGOS. FUNDING IS PROVIDED AND THE WOMEN LEADERS ARE TASKED TO FACILITATE DISTRIBUTION.
- THE WOMEN LEADERS CONDUCT RESEARCH ON VULNERABLE COMMUNITIES THROUGH BOTH FRIENDSHIP AND INSTITUTIONAL NETWORKS. CONFLICTS THAT ARISE IN THE DISTRIBUTION OF AID ARE GROUNDED ON INADEQUATE SUPPORT.
- HUMANITARIAN AND DEVELOPMENT WORK ARE INTEGRATED INTO THE MULTIPLE ROLES THAT WOMEN LEADERS FULFILL. THEIR WORK EXTENDS BEYOND “OFFICE” HOURS.

# FINDINGS AND ANALYSIS

## BARRIERS TO PARTICIPATION OF WOMEN AND MEMBERS OF LGBTQIA+

- THERE IS OVER-PARTICIPATION OF WOMEN IN HUMANITARIAN WORK BECAUSE MEN PREFER PAID WORK AND NOT "COMMUNITY WORK". HOWEVER, WOMEN OFTEN OCCUPY MEMBERSHIP POSITIONS (UNPAID) WHILE MEN TAKE ON MORE ADMINISTRATIVE/LEADERSHIP(PAID) ROLES.
- BECAUSE HUMANITARIAN WORK IS PERCEIVED TO BE WOMEN-DOMINATED, THE SOURCE OF DISCRIMINATION IS NOT READILY EXPERIENCED AS GENDER-BASED (E. G. DISABILITY, AGE, RELIGION) UNLESS ONE IS A MEMBER OF THE LGBTQIA+ COMMUNITY.
- WOMEN LEADERS ARE DOUBLY PRESSURED TO ACCOMMODATE AND 'BALANCE' RESPONSIBILITIES FROM THEIR MULTIPLE ROLES IN HUMANITARIAN WORK AND AT HOME.

# FINDINGS AND ANALYSIS

## BARRIERS TO PARTICIPATION OF WOMEN AND MEMBERS OF LGBTQIA+

- HUMANITARIAN WORK IS OFTEN INTERCHANGED WITH VOLUNTEER WORK WHICH LEADS TO A LACK OF SOCIAL PROTECTION/ HEALTH INSURANCE FOR THE LEADERS.
- THEY ARE COMPELLED TO ADAPT QUICKLY AS THEY BALANCE THEIR ROLE AS HUMANITARIAN WORKERS WHILE BEING DISASTER SURVIVORS THEMSELVES.
- HUMANITARIAN PROJECTS ARE DEFUNDED BY THEIR RESPECTIVE INSTITUTIONS, THEREFORE, THEY ARE COMPELLED TO RESORT TO 'OUT-OF-POCKET' FUNDING TO COVER THE COSTS OF THEIR PROGRAMS. THIS PRACTICE CAUSES CONFLICTS IN THEIR HOUSEHOLDS.
- DIFFICULTY IN BUILDING NETWORKS AND PARTNERSHIPS WITH INGOS DUE TO LACK OF ACCESS AND COMPLEXITY OF THE PROCESSES (E. G. BUREAUCRACY, LONG PROCESSING TIME)



# FINDINGS AND ANALYSIS

## GENDERED ROLES AND POWER RELATIONS

- WOMEN LEADERS RECOGNIZE THEIR BODIES AS A CONTESTED SITE OF POWER- THEY ACKNOWLEDGE REST AS A CRUCIAL COMPONENT OF BEING A LEADER. HOWEVER, THYE RECOGNIZE THEIR MULTIPLE COMMITMENTS AND THE DIFFICULTY OF SAYING NO TO ADDED WORK PREVENT THEIR ENJOYMENT OF THEIR RIGHT TO REST.

"WOMEN ARE NOT MARUPOK OR WEAK, WE MAY BE EMOTIONAL BUT WE ARE STRONG. CRYING SHOWS HOW STRONG WE ARE, ACTUALLY. WE HAVE STRENGTH THAT WE CAN'T ALWAYS SHOW BECAUSE WE ARE TRYING TO PROTECT SOMETHING."

- VALIDATING THEIR EMPATHY AND EMOTIONALITY AS A SOURCE OF STRENGTH THAT ENABLES THEIR CAPACITY AS HUMANITARIAN LEADERS.

# FINDINGS AND ANALYSIS

## GENDERED ROLES AND POWER RELATIONS

"MY KIDS DON'T WANT ME TO BE STRESSED WITH MY CONDITION, BUT I TOLD THEM THAT WHAT I DO IS FOR THEM TOO. THERE IS NOW TIME FOR ME TO SERVE OTHERS."

- DESPITE THE LABOR-INTENSIVE DEMANDS OF HUMANITARIAN WORK, IT IS VALUED AS A NON-ECONOMIC SOURCE OF FULFILLMENT AND EXTENSION OF FAITH/RELIGIOUS PRACTICES WHERE LEADERS DERIVE FEELINGS OF JOY, HOPE, AND A SENSE OF COMMUNITY.

" I DIDN'T REALIZE THAT MY HUSBAND HAD ALL THESE QUESTIONS OF ME-I TOLD HIM,BEFORE YOU MET ME, THIS WAS ALREADY ME."

- HUMANIATARIAN WORK IS ALSO VALUED AS AN EMPOWERING DIMENSION OF THEIR IDENTITY THAT TRANSCENDS THEIR 'INTENDED' ROLES IN THEIR RESPECTIVE HOUSEHOLD.

# FINDINGS AND ANALYSIS

## GENDERED ROLES AND POWER RELATIONS

" FOR ME, THE AMOUNT OF HUMANITARIAN WORKER IS 100K. MY SALARY FOR NOW IS NOT ENOUGH FOR MY FAMILY. HOW CAN I WORK FOR MY FAMILY AND MY COMMUNITY WITHOUT MONEY? "

- COMPENSATION AND FUNDING CONTINUE TO BE A SOURCE OF DISEMPOWERMENT FOR WOMEN LEADERS. THEIR RESOURCEFULNESS IN AUGMENTING THE LACK OF FUNDING VEILS THE REALITY THAT HUMANITARIAN-LED PROJECTS ARE UNDERFUNDED AND DEPRIORITIZED.
- KNOWLEDGE/ ACCESS TO INFORMATION ALLOWS THEM TO EXECUTE THEIR TASKS MORE EFFECTIVELY AND ADDRESS THE SPECIFIC NEEDS OF THEIR COMMUNITIES.



# FINDINGS AND ANALYSIS

## GENDERED ROLES AND POWER RELATIONS

"WE ARE NOT AT THE TABLE OF THE DISCUSSION BECAUSE WE ARE JUST KIDS. PARTICIPATION IS ONE OF THE RIGHTS OF THE CHILD. BUT OUR PARTICIPATION IS ONLY BECAUSE WE ARE ASSIGNED A TASK—WE ARE NOT PART OF DECISION MAKING."

- WOMEN LEADERS RECOGNIZE THE POWER OF HAVING A VOICE AS A WOMAN. HOWEVER, POWER CAN BE CODED IN TOKENISTIC FORMS THAT DO NOT ALLOW THEM THE FULL CAPACITY TO SURFACE THE VARIOUS NEEDS AND CONTRIBUTION OF THEIR INTERSECTING IDENTITIES. WHILE THEY HOLD POWER, INSTITUTIONS ESSENTIALIZE THEIR IDENTITIES (E. G. YOUNG WOMEN CANNOT MAKE DECISIONS BECAUSE OF THEIR AGE.) AND LIMIT THEIR POTENTIAL.

# FINDINGS AND ANALYSIS

## VULNERABILITY AND RESILIENCE IN DIVERSE IDENTITIES

- "WHEN YOU ARE GAY, THERE IS A LOT OF DISCRIMINATION. THAT'S WHY I DEVELOPED AN ADVOCACY, IN OUR MANDALA WE PUT A STAR, BECAUSE I WANT TO BE FAMOUS. I DON'T WANT THEM TO SAY *BAYOT LANG*, BUT *BAYOT AKO*. WE HAVE FEELINGS, WE HAVE HEARTS." - GWEN
- LGBTQ+ PEOPLE ARE RENDERED VULNERABLE IN EVACUATION CENTERS DUE TO BULLYING AND LACK OF PRIVACY. SEVERAL COMMUNITIES STILL HOLD CONSERVATIVE BELIEFS REGARDING GENDER.
- THERE ARE EFFORTS FROM WOMEN LEADERS TO INTEGRATE MORE LGBTQ+ PEOPLE IN LEADERSHIP POSITIONS THROUGH AWARENESS-RAISING AND EMPOWERING EDUCATION.

# FINDINGS AND ANALYSIS

## VULNERABILITY AND RESILIENCE IN DIVERSE IDENTITIES

- "I'M HAPPY I'VE ACCOMPLISHED SOMETHING, EVEN WITH A DISABILITY. I HOPE THAT I INSPIRE OTHERS WITH DISABILITIES TO SERVE. SO MANY JUST STAY HOME, BUT THERE IS SO MUCH THEY CAN DO IN THE COMMUNITY." - LOTHIA
- PWDS EXPERIENCE HARDSHIP IN BEING ACKNOWLEDGED BY INSTITUTIONS AND EVEN LOCAL GOVERNMENT: LACK OF MOBILITY INFRASTRUCTURE, BUREAUCRACY IN ACQUIRING DOCUMENTS
- DISASTER RESPONSE REQUIRES A DELIBERATE ACKNOWLEDGEMENT OF THE NEEDS OF PWDS IN THE FOLLOWING AREAS: RESCUE EFFORTS, EVACUATION CENTERS, AND DISTRIBUTION OF AID.
- THE COMMUNITY ENCOURAGED OUR PWD PARTICIPANT TO TAKE ON MORE LEADERSHIP ROLES.



# FINDINGS AND ANALYSIS

## VULNERABILITY AND RESILIENCE IN DIVERSE IDENTITIES

- "I'M ONE OF THE LONGEST SERVING POLICE OFFICERS HERE IN SIARGAO, WHEN I STARTED, I WAS THE ONLY WOMAN AND THE YOUNGEST. BEFORE, I USED TO WORK ALL THE JOBS, EVEN IF I'M NOT KNOWLEDGEABLE, I HAVE TO DO IT! BUT SINCE I HAVE KNOWLEDGE IMPARTED ON ME BY MY SENIORS IN THE JOB, I REALIZE WE JUST NEED TO TRY." - ERA
- WOMEN IN LAW ENFORCEMENT ARE OFTEN ASSIGNED TO OVERSEE THE AFFAIRS OF WOMEN AND CHILDREN DURING DISASTERS. IN THIS WAY, THEIR ROLE AS WOMEN ARE RECOGNIZED.
- THEY CAN'T SAY NO TO TASKS BECAUSE THESE MAY COME WITH REPERCUSSIONS, SUCH AS BEING RE-ASSIGNED.

# FINDINGS AND ANALYSIS

## VULNERABILITY AND RESILIENCE IN DIVERSE IDENTITIES

- "WE ARE NOT AT THE TABLE OF THE DISCUSSION BECAUSE WE ARE JUST KIDS. PARTICIPATION IS ONE OF THE RIGHTS OF THE CHILD. BUT OUR PARTICIPATION IS ONLY BECAUSE WE ARE ASSIGNED A TASK—WE ARE NOT PART OF DECISION MAKING." - CYNTH
- YOUNG WOMEN IN LEADERSHIP POSITIONS OFTEN QUESTION THEIR CAPABILITIES IN THE COMPANY OF MORE EXPERIENCED MEMBERS. THIS IS COMPOUNDED BY HOW MOST LEADERSHIP POSITIONS IN LOCAL GOVERNMENT AND PEOPLE'S ORGANIZATIONS ARE OCCUPIED BY MEN.
- YOUNG PEOPLE ARE ASSIGNED TO DO THE WORK ON THE GROUND BUT ARE NOT ALWAYS INCLUDED IN THE DECISION AND POLICY MAKING.

# FINDINGS AND ANALYSIS

## VULNERABILITY AND RESILIENCE IN DIVERSE IDENTITIES

- "I'VE ESTABLISHED MY PARTNERSHIPS THROUGH HONESTY... WE WILL DO OUR JOBS WITH COMMITMENT AND PASSION. AND I GENUINELY ENJOY HELPING. I'M ALWAYS A TEXT AWAY." -DENY
- EXPERIENCED WOMEN LEADERS SUSTAIN THEIR WORK THROUGH SUPPORTIVE RELATIONSHIPS AT HOME AND IN THE COMMUNITY. FOR MARRIED PARTICIPANTS, THEIR HUSBANDS REGULARLY ASSIST THEM WITH THEIR WORK.
- IN THE COMMUNITY, WOMEN LEADERS FULFILL THEIR ROLES WITH HONESTY, PASSION, AND GENUINE DESIRE TO HELP. THIS MEANS THAT THEY ARE ONLY A MESSAGE AWAY AT ANY TIME OF THE DAY, EVEN WHILE WORKING ON OFFICIAL TASKS IN THEIR EMPLOYMENT.
- THEY ARE NOT PROPERLY COMPENSATED FOR ALL THE ASPECTS OF LEADERSHIP THAT THEY PERFORM AND SOLICITATION IS A COMMON PRACTICE IN ORDER TO FUND THEIR PROJECTS.

# DISCOVERIES



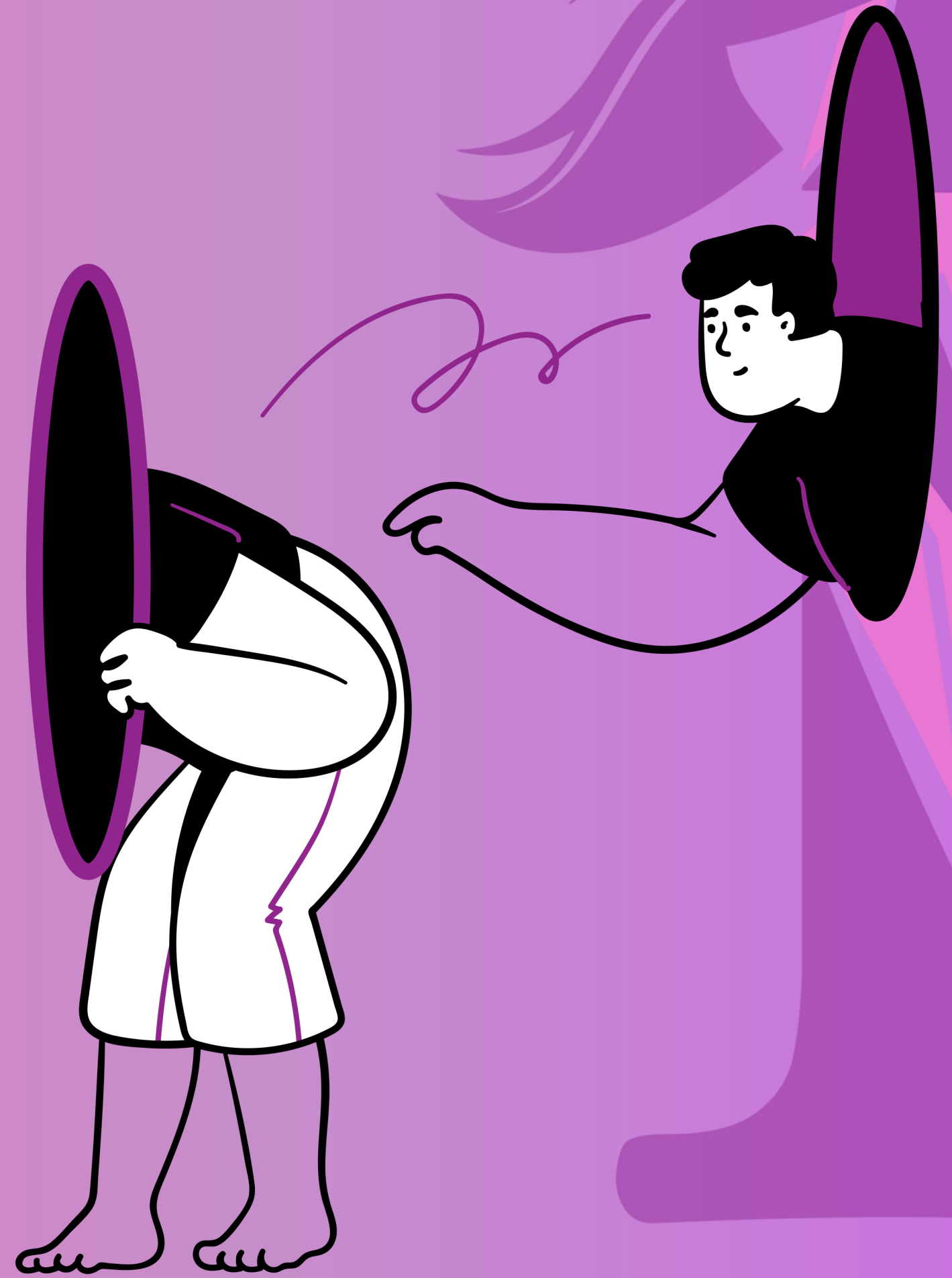


# ACTIVITY: DISCOVERIES

AFTER HEARING THE PRESENTATIONS TODAY:

1. WRITE DOWN THREE MAIN THINGS YOU DISCOVERED TODAY ON THE PIECES OF PAPER YOU'VE BEEN PROVIDED
2. PASTE THEM ON THE WALL

# QUESTIONS



# ACTIVITY: QUESTIONS

HAVING HEARD THE PRESENTATIONS, COME UP WITH THREE QUESTIONS YOU'D LIKE TO ASK OF THE OTHER GROUPS/THE COHORT.

1. INTERNATIONAL FUNDERS
2. LOCAL GOVERNMENT REPRESENTATIVES
3. CIVIL SERVICE ORGANIZATIONS

PASTE THESE ON THE WALL



# ACTIVITY: QUESTIONS

KEY QUESTIONS CAN BE CENTRED AROUND THESE CONCEPTS:

1. POWER
2. CHALLENGES
3. WHO IS INCLUDED? WHO IS EXCLUDED?
4. RESOURCE GENERATION AND MANAGEMENT
5. SUSTAINABILITY



# DIALOGUE





# BAYINIHAN

## DAY 2

VOLUNTEER

# ICEBREAKER



# POSING CHALLENGE *ROUND 1*





# RUNWAY MODEL



# YOGA INSTRUCTOR



# CITY MAYOR



# EMPOWERED WOMAN





# WEIGHT LIFTER



# ATHLETE



# FIRE FIGHTER



# POSING CHALLENGE *ROUND 2*





# TYPICAL WORKING DAY



# WINNER



# HORROR MOVIE CHARACTER



# EMPOWERED WOMAN





# TEACHER



# BILLIONAIRE



# HUMANITARIAN LEADER



# PARA SA BAYINIHANG KINABUKASAN

MOVEMENT ACTIVITY





# BAYI TABLEAU

- CONVEY YOUR VISION OF AN IDEAL ENVIRONMENT FOR WOMEN HUMANITARIAN LEADERS BEFORE, DURING, AND AFTER CRISES
- FORM YOUR OWN HUMAN TABLEAU INTERPRETING THIS IDEAL ENVIRONMENT
- CHOOSE ONE REPRESENTATIVE TO EXPLAIN YOUR TABLEAU



# BAYI TABLEAU THINKING

CLOSE YOUR EYES, REMEMBER THE BARRIERS THAT YOU'VE FACED, THE BEST PRACTICES THAT GAVE YOU HOPE, THE SUPPORT SYSTEM THAT PUSHED YOU TO BECOME LEADERS.

IMAGINE WHAT IT COULD BE LIKE OR WHAT IT *SHOULD* BE LIKE FOR WOMEN HUMANITARIAN LEADERS



# BAYI TABLEAU





# BAYI TABLEAU





BARRIERS TO PARTICIPATION  
INITIAL RECOMMENDATIONS BASED ON LOCAL WORKSHOPS  
HIGHLIGHT LOCALIZATION/DECOLONIZATION

# RECOMMENDATIONS:

## FROM THE FINDINGS AND ANALYSIS

- A SYSTEM OF ACCOUNTABILITY AND GRIEVANCES IN BOTH GOVERNMENT AND NON-GOVERNMENT COLLECTIVES
- EDUCATION AND RAISING AWARENESS IN THE COMMUNITIES REGARDING GENDER AND INTERSECTIONAL RIGHTS (CLASS, DISABILITY, SEXUALITY)
- MORE SPACES AND OPPORTUNITIES FOR WOMEN TO GATHER AND GET ORGANIZED
- MORE DELIBERATE INTEGRATION OF WOMEN FROM DIVERSE BACKGROUNDS IN DECISION AND POLICY-MAKING BODIES
- DEDICATED INSURANCE AND EMERGENCY FUNDS WHEN HUMANITARIAN WORKERS ARE DEPLOYED IN TIMES OF CRISES
- DEDICATED FUNDS FROM THE LGU TO HELP LOCAL HUMANITARIAN ACTORS RECOVER AND FACILITATE GIVING AID DURING A CRISIS
- FINANCIAL SECURITY THROUGH LIVELIHOOD PROGRAMS FOR HUMANITARIAN WORKERS



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