

## **A guideline to empower ourselves**

As Zonta members, we are committed to empowering girls and women. Sometimes we forget that this empowerment starts “at home,” in our clubs. How do we empower our fellow club members? How do we support them in reaching their goals? How do we help them to grow, personally and also for the benefit of Zonta?

### **Make “empowering each other” a topic in your club.**

Ask the members to come up with ideas. Discuss them. Prioritize them. Make a joint decision on which ones you will act on. Check after six months where you stand. Adjust, if needed. Check again after six months or maximum one year.

### **Possible agenda for a club discussion**

Prepare the session:

Provide for a flip chart or boards and cards, paper and pens, and/or a laptop computer and PowerPoint slides, as well as sticky dots. Give every participant five dots.

Conduct the session:

- Present the topic. *(5 minutes)*
- Ask the members what their understanding of “empowering each other is.” If more than 15 people participate, work in groups → take notes on a flip chart or a PowerPoint slide. The second group only reports additions or changes to the points the first group has made. *(max. 15 minutes)*
- Allow for a brief discussion and, if necessary, modify some of the points that have been brought up. In the end, they should read as an action item. (e.g. “Ask a fellow club member to act as a coach for a personal project, such as finding a new job, getting a promotion...”). *(max. 10 minutes)*
- Ask what, of all the things you do within your club, already qualifies as “empowerment.” Highlight these items. *(5 minutes)*
- Ask participants to mark with their five dots which activities they would like to focus on. *(10 minutes or less, depending on the size of the group)*
- Discuss how many activities should be pursued. *(max. 3 minutes)*
- Decide on the items. *(5 minutes)*
- If this deems helpful, appoint “mentors” for some or each of the items. The mentor keeps track of the development, encourages, and reports back to the club board. *(5 minutes)*

Follow up:

Let all club members know (minutes). At the next meeting, distribute a card or sheet of paper with a list of all activities that have been agreed upon.