

TOT Wenlido**Phase I Bhopal - 11th - 17th September****Phase I Rajasthan- 18th November - 24th November****Phase II UJJAIN - 12th December - 18th December****Phase III Bhopal - 26th January - 5th February****Trainers: Gitta Ridder ; Savithri Ananth and Dhiviya****Introduction***What is Wenlido?*

'Wenlido' translates as 'women's path of strength'. It helps girls and women to connect with their strength, overturning centuries of conditioning, which convinces women that they are the 'weaker sex'. As much as learning techniques of physical self-defense, Wenlido training involves the evolution of a girls and women from a passive victim into a strong capable individual who can control her own life.

The whole workshop is planned in a feminist perspective and not only deals with the physical safety but the mental and emotional safety. In the workshops not only girls/women learn to protect themselves, but also how to recognise potentially dangerous situations early on, how to respond verbally effectively when harassed, become aware of personal boundaries, problem solve together on how to stay safe and get out of (inner) victim mode. Victim means to feel choice less, hopeless and helpless. It is very important and powerful tool for empowerment of women & girls because it gives the physical, verbal, and non-verbal methods of self-defense.

From these Basic Wenlido workshops, highly enthusiastic women who are really interested to go further for advance training and also work as a trainer or instructor were identified. Thus they themselves will further the task of equipping women to deal with violence.

Jagori's Involvement with Wenlido

There are currently 3 trainers (2certified) in Jagori, it is one of the few organisations with a programme on Wenlido. Through these workshops we have been able to reach varied constituencies of women, and it has been proved to be an effective process of creating change through training inputs. Since it involves changing mindsets as well as providing practical tools for change it supports Jagori's ongoing work on creating perspective through training as well as empowering women. One of the positive aspects of Wenlido is that beyond just building perspectives it provided women a platform to problem solve and find practical solutions to their problems which are linked to patriarchy and violence.

WENLIDO TRAINING OF TRAINERS WORKSHOP

The workshop was divided into 3 Phases, in the first Phase the participants learn basic and advance Wenlido, Non Violent Communication for their own self-development. Phase II dealt with learning teaching strategies, learning to understand Trauma and supporting women undergoing trauma. In the last Phase selected participants learnt to teach a basic workshop to women and girls and work towards becoming certified trainers.

OBJECTIVES

- 1) To identify, train & empower women trainers who can impart self-defense training to women and girls, with a feminist perspective.
- 2) To create & strengthen a network of wenlido trainers who learn and support each other.
- 3) To provide self defense training to the women activists of different NGOs.
- 4) To conduct a model basic workshop with all components included.
- 5) To teach NVC (Non Violent Communication) methods as a tool of communication.
- 6) To learn advanced techniques.
- 7) To learn about how Trauma affects women and how to support women undergoing trauma.

SELECTION CRITERIA:

- A Women who has taken a basic Wenlido workshop
- Personal interest in becoming a trainers and reaching out to other women
- Physically fit
- Takes part in discussions
- Age 24 or above - maturity to handle difficult issues
- Willing to teach others and lead discussions
- Inspired to support women undergoing violence in their lives
- Experience in working with women and girls
- Understanding of women and violence
- Experience in receiving and giving trainings

Resource Person

Gitta Ridder from Canada was the core resource person for this workshop. Gitta has been conducting workshops on Self- Defense for various women's groups for the past 25 years. She has also been part of the feminist movement and teaches with a feminist perspective. She has been conducting self-defence workshops in India since 2000, and has been in the process of creating a pool of trainers in India since 2003. This was her 5th Wenlido TOT in India.

PROCESS OF THE TRAINERS WORKSHOP

This year the Wenlido TOT was phased with two Phase I advanced courses and one Phase II and One Phase III workshop. Each of the phases was for 7 days each.

First, women have to take basic training from a certified instructor. Only on the completion of the Basic Wenlido course is a woman eligible to attend the Advanced course. Once a woman has completed the Advanced course, she may choose to attend the Instructors course if she is committed to reaching out to women and girls to enable them to deal with violence in their lives.

In that case, she has to undergo an intensive residential training of 21 days (3 weeks) in 3 phases of seven days each.

Once a prospective participant has completed the Instructor Training, she will become a Wenlido Apprentice who will be supported by certified instructors until she becomes a certified Wenlido instructor. There is a layered certification process, which a participant interested in becoming an instructor will be informed about.

It requires a rigorous and very intensive training as it deals not only with physical but mental, psychological & emotional safety of girls/women. The trainer has to be very well prepared & equipped to impart training.

Rationale behind the Phased TOT

There have been 2 TOTs organised in 2002 and 2004, there were problems encountered in both these workshops as it was found that many women come to learn Self defence for their own personal needs and there are many socio, economic factors affecting a woman being able to become a trainer. Also some women are not supported by their organisations to, practice, organise or include Wenlido in their programme.

It was felt that the TOT process would be more effective if it was done in a phased manner, where women have time to integrate concepts, & decide to be trainers or not. Participants are aware of what is required of a trainer and what training they need to undergo. This was to also ensure the quality of apprentices by letting women who did not have the potential, were not interested or did not have time and resources to be trainers to drop out. The three-phased process would also allow the Wenlido trainers to reach out to many more women at the same time focus quality attention only on those capable and interested in becoming trainers.

ADVANCE WENLIDO WORKSHOP PHASE I Bhopal

Facilitated by Savithri and Dhiviya

The Advance Phase I workshop was organised by IWID Bhopal for creating a pool of trainers in the state of Madhya Pradesh. IWID Chennai and Bhopal had recently included Wenlido as part of their programmes having been inspired by it. Jagori provided support for this workshop in terms of resource persons. There were 14 participants from Rajasthan, U.P, Delhi and M.P, however not all participants met the trainer criteria some being underage.

ADVANCED WENLIDO WORKSHOP PHASE I Jaipur

Facilitated by Gitta Ridder, Savithri and Dhiviya

In the past year in Jagori Wenlido workshops have mostly been organised with Women's groups or community groups in Delhi, Rajasthan, U.P. and Gujarat.

One area of focus has been Rajasthan, where Jagori has committed to creating a pool of Wenlido trainers in Rajasthan as part of the SRTT proposal. Basic workshops and Apprentice support workshops (Certified training supporting an Apprentice from the 2004 TOT) were organised based on this. As a part of the process in creating an independent group of trainers in Rajasthan, an advanced workshop for the Rajasthan groups was organised. This process would help consolidate the past years work and help the existing groups to become more independent. Depending on the outcome of the advanced workshop a strategy of working with Rajasthan groups could be worked out to make the Rajasthan groups more effective and independent. Based on the response Jagori could either provide more support or withdraw in a phased manner, leaving Rajasthan groups to function independently and focus on other areas.

There were 12 participants with 4 members repeating the course to integrate the new skills and programmes introduced in Wenlido. It was decided that most participants would be from areas where there are already apprentices so that work is consolidated and new apprentices find support. One difficulty was that there was a huge drop out rate and some apprentices could not find training participants in their area, also some members did not meet the age criteria to become apprentices.

Advance Phase I Workshop process

Both workshops followed a more or less similar structure. The first three days of the workshop focused on reviewing basic Wenlido techniques, the fourth to the seventh day onwards focused on Advanced Wenlido techniques and discussions. There was a one-hour meditation and yoga session each morning from 7:00 - 8:00 am and discussions and practice sessions around Non Violent Communication after 6:00 pm each day. The sessions were interspersed with games and group building exercises to bring the group closer and to deal with group dynamic issues. The participants took responsibility and picked up techniques and participated in the discussions wholeheartedly despite the tight schedule. The participants set learning goals for themselves and were able to attain their goals.

A new element Non Violent Communication (NVC) was added to the Wenlido Advanced programme, this was used as a strategy to deal with potentially violent situations and de-escalate violence and aggression. Many times violence starts with arguments, this was a strategy used to bring down the level of conflict and resolve the issue without compromising your own stand. This is also a good tool in situations where you feel it is safer for you to talk your way out of a situation.

After learning the basics of NVC there were further sessions on how to deal with pent-up anger, guilt, and shame and give oneself empathy for healing and transformation. It was felt that till a person is stuck in the incident or event with pent up emotions the person couldn't move forward and think of a strategy to deal with it.

Practice sessions on giving and receiving empathy in small groups helped many participants open up and speak about incidents, which had hurt them deeply. The session on mediation techniques also helped the participants on how to deal with two people or groups which are in conflict. There was an opportunity to deal with and resolve conflicts between some members in the group. The workshop was seen as a beginning towards creating a cadre of Wenlido trainers and also in creating a strong network of women supporting other women survivors of violence. The participants also felt that the combination of Wenlido and NVC was a great tool to deal with violence and reduce conflict.

Wenlido TOT Phase II

The Phase II Wenlido TOT was organised by IWID Bhopal, participants included women who have attended the Rajasthan & Bhopal Phase I workshops. There were 14 participants from the 28 initial participants of both the Phase I workshops. Several who did not meet the criteria or who were learning Wenlido for their own personal needs dropped out and only those interested in becoming trainers were invited for this phase. There were 5 participants from the Bhopal Phase I Workshop and 7 from the Rajasthan Phase I workshop and two from IWID Chennai.

Workshop Process

Participants who reached this phase of the TOT were clearly training to become trainers. Based on this objective the workshop moved from learning for self-fulfillment to learning teaching strategies. In this workshop participants were divided into pairs and given small sections of the Wenlido workshop to teach after which there would be a feedback session looking at more effective teaching strategies.

The first day focused on reviewing Wenlido basic related skills and techniques after which participants learnt about the philosophy and teaching strategies to meet the participants learning objectives. The schedule from Day 2 to 7 was morning meditation after which participants would present sections of the basic Wenlido workshop, at the end of which they would get feedback on how to use more effective teaching strategies. In the evenings

there were discussions and notes given on teaching strategies for the next section of the Basic Wendlido workshop. The evenings were spent with discussions and practice of Non Violent communication and building an understanding of TRAUMA. Through this process the participants had opportunities to teach the entire basic workshop twice and use the feedback given in the first workshop to improve on the second time. In this workshop a new 3-hour module on Wendlido was developed and experimented with.

After having completed this phase participants were expected to practice and come prepared for the next phase where they would be teaching a new group of women from outside and would be given feed back.

WENLIDO TOT PHASE III

Facilitated by Gitta Ridder and Dhiviya

There were 7 participants in this workshop, with two participants deciding to organise a workshop and take feedback from Gitta, instead of coming for the Phase III workshop. This was agreed upon since they had completed a TOT before and had experience in organising workshops themselves. Two participants from Chennai had to be asked to drop out because of Language issues. Despite the small number the facilitators felt that it was better than having a large number of participants who would eventually not become Wendlido trainers.

Workshop Process

Day one focused on reviewing and preparing for the coming days where participants would teach their first Wendlido workshop to Women invited from other NGO's. From Day 2-4 participants split into pairs and taught sections of the basic Wendlido workshop to 14 participants from different NGO's in Bhopal. The facilitators Gitta and Dhiviya had to step back and take notes. At the end of the basic workshop, the potential trainers were given feedback and they had to problem solve and find strategies for filling in gaps and make up for their mistakes before the outside participants left. The evenings were spent in feedback, preparation and practice. On Day 5-6 a two-day Basic Wendlido workshop was organised with Adolescent girls between the ages of 12-20. TOT participants had to work on their notes prepare and based on earlier feedback try and do better. The Adolescent group as well as lesser time proved to be a challenge for the TOT participants. At the end of day 6 TOT participants organised a celebration for having successfully taught their first two workshops. Day seven focused on learning advanced Wendlido skills, discussing future plans and the certification process. In the evening TOT participants each met the TOT facilitator who individually spoke to them and certified them as WENLIDO apprentices.

This workshop helped TOT participants get familiar with teaching a workshop and to get feedback for improving themselves keeping safety concerns in mind. The live teaching process helped them get valuable experience and confidence in their ability to become trainers. The participant had opportunities to work with two different constituencies and two different formats of a 2-day and a 3-day basic Wenlido workshop. This helped participants become familiar with adapting the Wenlido core module to fit the needs of individual groups.

Finally, the afternoon ended with a check-out, where the women gave feedback of the TOT.

OUTCOME:

28 women received the advanced training and 14 were selected to move on to Phase Two of TOT and 7 to the Phase III of which 6 were certified as Wenlido apprentices. Women who were not selected understand that they will continue to be connected to the Wenlido network and participate in practice sessions. In addition, they will join apprentices in basic workshops to assist them in instruction. The women were selected, as apprentices will continue working with certified instructors till they are certified as independent trainers.

As part of this TOT process a new 4-hour short demonstration on Wenlido was conceptualised, for women who cannot give two days for a basic Wenlido workshop. This would be most helpful in organising demonstrations in colleges, where many women could see and understand what it is and based on interest generated attend a two day complete workshop. The 4-hour demonstration was inspired by a similar demonstration organised by feminist self-defence trainers at the World Social Forum Brazil. Based on demands the facilitators designed and also experimented with the module at the TOT, with feedback from participants before trying it with others.

New elements of Non Violent Communication were introduced into the Wenlido TOT and integrated into the facilitation process. It was felt that compared to previous TOT's this was more effective in giving empathy to women and connecting to participants in a given short space of two to three days. It reduced conflict and was very helpful in relating and staying connected as a group. TOT participants found it very useful for dealing with their own pain as well as recognising and dealing with one's own domination mindset.

In addition this year there were practical sessions and information on Trauma, this was a very important element for participants to understand what happens to our body in cases of shock trauma and how to get out of it. Many of Wenlido basic teaching strategies are formulated keeping in mind that women because of their conditioning have a tendency to go into shock trauma. It was useful for potential trainers to understand why some simple

techniques like breathing are so crucial. Participants also learnt how to support and empathise with women in shock, especially in cases of sexual assault.

This TOT was a step further from the previous TOT's as unlike the other TOT's, which were facilitated by Gitta Ridder supported by other certified trainers from India (Savithri and Dhiviya), this TOT was facilitated by Savithri and Dhiviya and supported by Gitta. This was the next step in making the Wenlido network in India more independent by creating Wenlido senior certified trainers who could independently facilitate TOT's.

CONCLUSION:

It was felt that the three-phase tot process helped potential trainers to integrate concepts better and have a better understanding of issues related to violence against women. Women who were in attendance now have a deeper understanding of basic Wenlido concepts and have learned new techniques to aide them in personal safety. The quality of participants was also visibly better than previous TOT batches thought the output was low. The new concepts introduced into Wenlido were also more effective in helping trainers deal with patriarchal mindsets at their own personal level. Participants created a network between themselves that will be linked with the national and international Wenlido network. It is expected that the Apprentice support period will be shorter and that some will become certified as independent instructors.

FUTURE PLANS:

The 6 women selected as apprentices and awarded the white ribbon will become part of the Trainers network. These apprentices will now work with Certified Instructors till they become certified themselves. Efforts are being made to network together and streamline the activities of the Wenlido network so that there is regular follow up with women who have taken basic workshops and also to strengthen the existing trainers network.