

**PARIVARTAN**   
choda sa badlav aur ban jao star



## Inside Cover

**International Center for Research on Women (ICRW)**, founded in 1976, is a private, non-profit organization headquartered in Washington, DC, with the Asia Regional Office in New Delhi, India, and field offices in Hyderabad and Mumbai in India. ICRW's mission is to empower women, advance gender equality and fight poverty in the developing world. To accomplish this, ICRW works with partners to conduct empirical research, build capacity and advocate for evidence-based, practical ways to improve policies and programs.

**Family Violence Prevention Fund (FVPF)**, works to prevent violence within the home, and in the community, to help those whose lives are devastated by violence because everyone has the right to live free of violence. For more than two decades, FVPF has worked to end violence against women and children around the world. Instrumental in developing the landmark Violence Against Women Act passed by Congress in 1994, the FVPF has continued to break new ground by reaching new audiences including men and youth, promoting leadership within communities to ensure that violence prevention efforts become self-sustaining, and transforming the way health care providers, police, judges, employers and others address violence.

**Mumbai School Sports Association (MSSA)**, located in Mumbai, India is a Non-government organization founded in 1893. MSSA is a Sports promoting body which caters to Sports needs of the School going children of Mumbai covering over 360 Schools of all denominations as its members. The association was founded by Sir Dorabji Jamshedji Tata with the help of a band of few sports minded principals of schools. The main objective of the foundation is to foster physical fitness and discipline through active sports among the school going children.

**Apnalaya**, a NGO founded in 1972 to help children living in slums towards a better life, strives to achieve this through urban community development projects in Mumbai. Its role is one of empowerment: of encouraging ordinary men and women to believe in themselves and in their abilities to change their lives for the better. Partnership and participation is thus the key to all of Apnalaya's activities. From identification of needs and problems, to planning and execution of projects, local people are involved at every stage.

**Breakthrough** is an innovative, high impact, international human rights organization using education, media and popular culture to transform attitudes and advance values of equality, justice, and dignity. Breakthrough currently works in India and the United States, the world's two largest democracies, on several issues including violence against women, sexuality and HIV/AIDS, racial justice and immigrant rights

For more details about PARIVARTAN Coaches handbook please contact:

### ICRW

C-139, Defence Colony

New Delhi – 100024

Telephone: 91-11-46643333/24635141

Email: [parivartan@icrw.org](mailto:parivartan@icrw.org)

Website: [www.icrw.org/asia](http://www.icrw.org/asia)

Copyright @ 2009 ICRW

This document may be reproduced in whole or in part without permission of ICRW provided full source citation is given and reproduction is not for commercial purposes. For any translation and printing in languages other than Hindi, English and Marathi, please contact ICRW.

Suggested citation: ICRW, 2009. **Parivartan Coaches Handbook**. New Delhi: ICRW.

**Sachin Tendulkar**  
10<sup>th</sup> /11<sup>th</sup> FLOOR  
LA MER, KADESHWARI ROAD  
BANDRA WEST, MUMBAI - 400 050

Dear Coach,

We are most often judged by the matches won, runs scored, and trophies collected. Yet we know and accept that great coaches have always taught more than a game.

While winning a match is important to every coach, it shouldn't be our only aim. A big part of the job is helping to develop solid, responsible young players/cricketers who are able to become upstanding citizens. A good player has learned not only winning strategies and techniques of cricket but also honor, perseverance, self respect, discipline, and respect for others.

Sports have often been at the forefront of social change. Playing sports has helped countries break down barriers of segregation and racism; it has brought the world together during times of war, and provided inspiration and optimism when the public needs it most. Today, as a coach, you are being called upon to address a major societal problem: violence against women.

Domestic and sexual violence is a pervasive problem affecting people in all our society. One out of every two women experiences at least one instance of physical or psychological violence during her married life. One in every third young male has reported physically assaulting his wife. This is not to say that sportspersons are more prone to violence than others, but as powerful leaders in schools and society, these sportspersons can help affect change by embracing and embodying core values of respect.

International Center for Research on Women (ICRW) along with its partners, Mumbai Schools Sports Association (MSSA) and Apnalaya, and with technical and financial collaboration from the Family Violence Prevention Fund (FVPPF) is seeking our help in implementing the **Parivartan** program through cricket coaching.

As a coach, you are in a position to directly influence the attitudes of young players and to help eliminate disrespectful perceptions of women and girls that are at the heart of this tragic problem. The purpose of this handbook is to provide you with coaching tips, advice, and useful anecdotes from great coaches and players to help you confront this issue head on and become part of the solution.

When you have taught your players that girls and women deserve to be treated with honor and respect, you will reinforce our culture and values in these young men and help them draw an important distinction between games and life.

Let us play hard to win this game against violence, together we can .....



Best wishes,  
SACHIN TENDULKAR

## Acknowledgements

The PARIVARTAN Coaches HANDBOOK is the result of continuous dialogue, hard work and the cumulative efforts of many individuals directly and indirectly. It is impossible to mention all of them by name. The following organizations and individuals have contributed directly to development and design of the manual.

**ICRW (Asia Regional Office, Atman New Delhi)** Madhumita Das, Jyoti Bahri, Saroj Sedalia, Hiralal Nayak, Padale and Ravi Kumar Verma

**Family Violence Prevention Fund (FVPPF)** Feroz Moideen, Brian O’Conner, Elizabeth Miller, and Apar Jindal

**Mumbai School Sports Association (MSSA)** Rev. Fr. Jude Rodrigues and Mr. H.S. Bhor

**Apnalaya** Leena Joshi, Ajit Jani, Nishat, and Ashpak

**Breakthrough** Sunita Menon and Urvashi Gandhi

Mr. Brian Heilman was involved in the initial stages of preparing the draft of the manual.

The financial support from the Nike Foundation is gratefully acknowledged.

Facilitators, cricket coaches, and athletes, both from the community and the school have participated in discussions and various reflection workshops helping to refine this Handbook. Teachers and Principals of the participating schools provided unstinted support to implement the PARIVARTAN program among the cricket coaches and athletes of their school.

# PARIVARTAN and YOU

Men and boys have a critical role to play in empowering women and achieving gender equality. The International Center for Research on Women, Asia Regional Office is adapting a program developed by the Family Violence Prevention Fund entitled “Coaching Boys into Men” for use with cricket players, their coaches and peers.

The Indian program, known as PARIVARTAN, which means change for the better, includes work with schools and the community, and aims to reduce gender based violence through sports and cricket coaching. This three year program has initiated its journey in Mumbai - the major hub of cricket in India.

ICRW, FVPF, Apnalaya, MSSA and Breakthrough are going to work with you, the coaches, in both formal and informal cricket systems. Through you, we hope to reach out to a large number of young male athletes, their peers, family members and the community. As coaches, you play the larger role of a father figure and a friend. Your athletes look to you for leadership, guidance and instruction.

The aim of PARIVARTAN is to dispel messages that teach boys that aggression and violence are essential ingredients of a real man and help win matches. You as cricket coaches can use your influence effectively to talk to young boys about discriminatory attitudes that create inequality between boys and girls and are at the core of violence and abuse. You can be their role model of a ‘real man’ by demonstrating compassionate and respectful behavior.

We hope this handbook will help you capitalize on the many ‘teachable moments’ with young players by teaching more than techniques and rules of cricket. This handbook includes talking points of PARIVARTAN, *some inspirational stories* and resources which will help you talk with your players on this issue.

We wish the PARIVARTAN handbook helps you go beyond wins and runs, to positively mold the attitudes and behaviors of young boys towards healthy, respectful, nonviolent relationships.

# The Influential Power of SPORTS

Many young boys learn about being a man through sports. In sports, boys are encouraged to be aggressive, strong, competitive, and tough. These behaviors may be appropriate on the field but boys need to learn that aggression is not an acceptable response to conflict. Sports should teach boys to be strong team players without encouraging violence.

Men and boys involved in sports have not traditionally thought about violence against women and girls as something they should address. But others often look up to these men as role models, so their behavior matters.

Think of the influence that a cricket captain has over his players and wider community involved in sports, from *Gali (Neighbourhood)* cricket matches, to school based competition, all the way up to state and national teams. Sportsmen can be role models and the way they behave on and off the field has incredible influence on their teammates, classmates, families and communities.

In fact, the stardom and platform of these sports coaches and athletes can very well be used to influence the society at large to move towards a positive change. The PARIVARTAN program aims to do just that, by using the power of sports and the influence of coaches to help take on the worldwide epidemic that is violence against women and girls.

# The Influential Power of COACHES

What is it that makes a great coach? Is a coach's greatness measured only in winning, collecting trophies, or guiding superstar players? Or rather, is a coach's greatness measured by the honor, perseverance, self-respect, discipline, teamwork, and respect that he inspires among his athletes?

Do great coaches simply teach a game? Or do they teach young people *how to live*?

The role of a sports coach in the lives of his young trainees extends far beyond being a teacher of sporting skills. He is a mentor, whose actions and teachings have a huge impression on youngsters and go on to stay with them for the rest of their lives. This in fact is the best age to teach values like discipline, team spirit, self respect and respect for others. Who better than the coach himself, to help do this?

You, as the coach, possess the **power beyond the pitch**, wherein you can set an example through your own actions, showing respect, tolerance, and integrity. By doing this, you can make a huge difference to the lives of your trainees and help take a step towards a world without violence against women and girls.

# INSPIRING STORIES

In a crucially poised match against India, Bob Taylor was given out caught behind by the umpire even though the bat had hit his pads. GR Vishwanath, then India captain and a true sportsman, walked up to the umpire and clarified the mistake. India went on to lose the match. Vishy though, is remembered for his sporting spirit.



## “SETTING OUR FIELD”

Just as in case of performance in any sports, coaching too requires dedication and practice. The information and material provided in this manual will guide you in using the PARIVARTAN Activity Cards effectively with your team. Its use before and during the program can ensure effective communication with your players about respecting women and girls.

By reviewing this manual both before and during the program, you can ensure that you make the most of your conversations about respect with your players. Before you get to actual teaching on the field, it is important to understand some key terms like **gender, respect, masculinity, relationship, and violence.**

# What do we mean by “gender”?

Gender refers to the ways in which we are raised as children and encouraged, or even conditioned, by society to behave, act and dress in order to be accepted as men and women. ‘Gender’ is different from a person’s “sex,” which simply refers to the biological/physical characteristics that make a male a male and a female a female. Sex is biological and does not change while gender and gender roles can change with time, culture and history.

There are many characteristics related to being a boy or a girl. Here are some examples of biological characteristics and social norms:

## **Men:**

**Biological characteristics:** Beard, mustache, and penis.

**Social Norms:** Leader, Strong, Decision Maker, Ruler, Player, Hero, Protector, Responsible, Fearless, Father, and so on...

## **Women:**

**Biological characteristics:** Breast and genital

**Social Norms:** Beautiful, emotional, mother, daughter, someone looks after the house and family needs.....

We sometimes assume that the way that boys and men behave, including violent behavior, is “natural” - that “boys will be boys.” This attitude is like saying it’s alright for boys to be disrespectful or violent. But it’s not.

We have an opportunity to improve the way we raise boys and teach them that real men don’t use their strength for hurting others. In this program, we want to teach young male athletes that they can create their own definition of being a man – and that definition does not have to include being violent, aggressive, or disrespectful.

# What do we mean by respect?

The term respect can be understood in various ways. In [PARIVARTAN](#) we use the word “respect” to describe the behaviours of a person who embraces certain positive behaviors and rejects others. See the boxes below, for examples of different kinds of respectful behaviour:

Typical behavior of a respectful person:

- Treating everyone fairly and equally
- Listening to and valuing the opinions of others
- Taking a calm approach to resolving disputes and decision-making
- Treating women as equal to men

A respectful person would never do anything that involves:

- Bias or injustice of any kind
- Showing aggression off the field
- Any kind of verbal abuse
- Any form of physical and emotional violence

# INSPIRING STORIES

"We are all custodians of the game, and the game will prosper if we can leave it better than we found it. It is something that we must all endeavour to do - and it is achievable if we work sincerely towards it. I am confident that we can do it and when - and not if - we do it, then Colin sitting up there with the Gods will smile and say, 'Well done, chaps - that's the spirit.'"

# What do we mean by “masculinity”?

Masculinity is about behaving in ways that are considered appropriate for men...and that definition varies in every culture. Being responsible, taking initiative, pursuing and achieving goals, and loyalty are some commonly accepted and followed norms for men.

However, not all ideas about what it means to be a man are positive. The idea that a real man should do things like: appear physically strong or be aggressive can often lead to unnecessary violence situation; or suppress emotions can make boys feel unable to really talk about how they feel and who they want to be.

Some examples of commonly accepted and defined harmful “masculine” behaviors and attitudes include:

- Being unemotional (e.g. boys being told not to cry if they get hurt);
- Being violent / aggressive while playing;
- Being in control of your wife or girlfriend’s actions

Social norms and the way boys are brought up have led men to have more power than women. This power is often used unfairly to the disadvantage of women. For example, when boys get preferential treatment in school, it teaches them to have more confidence than the girls.

As coaches, you have the power to make the right decisions to be fair and ethical to everyone around you. You also have the power to question social norms and ensure equal opportunities for both boys and girls.

## Examples of negative uses of power:

- Showing preference to a particular player
- Controlling others behavior by using your authority
- Treating women unfairly because you feel you have the authority to do so
- Harassing girls and women or passing lewd comments to them.

## Examples of positive uses of power:

- Standing up to someone who is acting unfairly
- Helping someone who needs support
- Making changes in your style of teaching batting/bowling to improve your team
- Using your influence to encourage your players to respect everyone
- Preventing disrespectful behaviors towards women.

# INSPIRING STORIES

Sachin Tendulkar was wrongly declared leg before wicket, yet again, during the first one day international at Dambulla. Sri Lankan umpire Gamini Silva ruled him out even though the ball was clearly missing leg stump. Due to umpiring errors, Sachin has made scores of 5, 6 and 7 in this series. He however, like a true sportsman, has not gone on to show any anger, even though his disappointment was quite clear.

# What do we mean by “violence”?

Violence can take many forms – emotional, controlling behaviour, physical, and sexual. Like physical violence which we know is detrimental, emotional and verbal violence are equally harmful for women.

**Emotional Violence:** There are various ways in which emotional violence is expressed primarily to undermine the self worth of a woman. Some of which may include, constant criticism with insulting remarks; deliberately withholding of appreciation and praises when they are needed; verbal threats; humiliation and harassment in public places; verbal abuses and use of demeaning language and so on

**Controlling Behaviors:** Controlling behaviors are reflected in ways that, don't allow a woman the freedom of mobility; don't give her access to money and other resources that she can use to her advantage; isolate women from her own communities so that she can not seek help; and that monitor every behavior of a woman.

**Physical violence: Various forms of** physical violence include punching, hitting, choking, beating, throwing objects, burning, kicking and pushing, and using weapons against others.

**Sexual Violence:** Physical force or non-physical coercion to compel women to have sex against their will. Examples: Rape, sexual assault, forced sexual contact, sexual molestation, Intimidation to force a woman for sexual act, Forced marriage.

Sometimes when playing sports, the difference between being aggressive on the field and your behavior off the field gets blurred. In order to be a good player, a player should have a competitive attitude and perhaps even be a bit aggressive, without breaking the rules. This is a part of the game but coaches and seasoned players recognize that this aggression has no place outside the field.

Examples of unacceptable types of violence in a cricket setting include:

- Bowling with the intention of hitting the batsman;
- Throwing the ball with the intention of hitting the runner;
- Using the bat or ball as a weapon in any way;
- Taunts and other verbal abuse against opponents, umpires, coaches, or observers;
- and
- All forms of physical violence such as shoving, punching, and slapping.

Examples of violence outside the cricket setting:

- Scratching, shaking, choking, pinching, throwing, shoving, pushing, biting, grabbing, slapping, punching, or burning someone;
- Use of restraint or one's body size or strength against another person;
- Use of physical force to force a person to do anything sexual; and
- Use of a weapon.

# INSPIRING STORIES

Sachin Tendulkar, India's master batsmen showed his true sportsmanship yet again. While batting at 98, in the first of three finals in a tri-series against Australia, Brett Lee hit him on his shoulder with a sharp beamer. The match was in a tight situation with the Australian captain Ricky Ponting trying every possible tactic to win the game. On hitting Sachin, Lee immediately apologized to him. Sachin too responded with a friendly hand shake thus eliminating a huge controversy. Ponting, later stated the beamer to be an accident because of dew. Tendulkar too denied any deliberate efforts from Lee, thus setting a great example for all youngsters to follow.



# What do we mean by a “Relationship”?

As adolescent boys and girls start to develop relationships with the opposite sex, they may need help learning about healthy and positive ways to deal with relationship issues. As a role model, you might be asked to give boys advice about how to navigate through new relationships. You can remind them that respect is a big part of a relationship. You can also remind them that a real friend is someone who appreciates them for who they are, as they are.

Communication in a relationship is very important; both verbal and non-verbal. Telling someone how you feel is important. Remind boys to share:

- Things they are unhappy about
- Things they are happy about
- Things that are important to them
- Their life goals
- Their daily problems
- The borders they are not comfortable crossing

AND, remind them to listen to these things when their partners share!

Remember that there are many services that can help you and your players. Help your players to seek guidance from a counselor.

The Coaches Kit will give you information about some places to start.

# TEACHABLE MOMENTS

---

As a coach, you're used to planning for potential match scenarios. The goal is to react quickly, minimizing the opposition's gain and turning the situation to your team's advantage. Similarly, throughout this program you will encounter situations that will test your commitment to respect and non-violence. For you and your team, these are **Teachable Moments**.

Some situations or behaviors that occur with your players will be out of your control. But even these will provide you with the opportunity to talk directly with those involved and with the whole team to bring everyone back to the path of respect.

When a serious problem occurs, deal with it immediately. Talk with the entire team about positive attitudes, respect and proper conduct both on and off the playing field.

Let's think about three basic cricketing principles and how they can relate to other teaching opportunities:

1. Watch the ball carefully
2. Make an appropriate shot selection, and
3. Design your game plan

*Watch the ball carefully;* A good batsman watches the ball till the last moment to be able to distinguish a bad from a good ball. As an accomplished and trained coach you must watch the behaviors of your players carefully in every coaching situation to be able to know what are the inappropriate attitudes and behaviors and what are the appropriate ones. *Watch the behavior carefully!*

*Make an appropriate shot selection:* Having watched the ball carefully, a good player makes an appropriate shot selection. A bad ball needs to be 'punished' and a good ball needs to be 'respected'. As a coach you have to use this analogy to watch the players behaviors both on and off the field carefully and appropriately reward a good behavior and intervene to stop a bad and inappropriate behavior. *Make an appropriate intervention!*

*Design Your Gameplan* collectively, to strategically prevent the spread of disrespectful attitudes and behaviors in the future *you must collectively discuss and prepare the plan*

Teachable Moment 1: *No Ball*

Teachable Moment 2: *Post-Game Celebration*

Teachable Moment 3: *The Boundary Line*

Teachable Moment 4: *All Out*

Teachable Moment 5: *Man of the Match*

## Teachable Moment 1: No Ball

*Your team is in a tight match with one of its closest rivals. Emotions are high, and there has been a lot of verbal intimidation. Suddenly, a fight breaks out between your wicketkeeper and a batsman from the opposing team. The match comes to a standstill.*

*Watch the behaviors carefully:*

As a coach you should be watching behaviors of your players on the field carefully particularly now that it is a tight match with one of the traditional rivals. You should anticipate animated emotional expressions and should be particularly watchful of players who are known and vulnerable to such expressions.

*Make an appropriate intervention:*

As soon as the fight starts and the action on the field comes to a stop, **intervene** to make an appropriate shot selection. Stop the fighting and call the involved players to you. Talk to the player(s) involved in the fight, particularly the wicketkeeper of your team. Make sure that no one is hurt, and ask what happened. Violence is wrong and calls for an appropriate penalty, whether from you or from the umpire. Also watch out for good and appropriate behavior from some players and recognize them. Remember open and public recognition of an appropriate and good behavior is as important as punishing and discouraging the bad ones.

*Design your game plan:*

Gather your team as soon as you can afterward to address what happened. It's easier to control their behavior and protect them from the behavior of others when you are together as a group. Stress to them that a healthy competitive spirit doesn't include breaking the rules. Continue with your "Offence" as below.

When addressing the situation with the entire team:

- Tell them that violence is always ugly.
- Explain that violence has no place in sports and that resorting to violence doesn't make you a stronger player.

## **Teachable Moment 2: Post-Game Celebration**

*Your team has just won a match. Your players are cheering and feeling overexcited. A couple of your players notice a girl walking near the pitch. The players start calling out to her, laughing and making lewd comments.*

*Watch the behavior carefully:*

*As a coach you need to keep your eye and ear open. These type of incidence is very common among the adolescent age and you need to deal with the situation very carefully and in a very friendly manner. Be watchful about their gesture and the language that they use during this kind of situation as you need to emphasize why those demeaning languages can hurt someone.*

*Make an appropriate intervention:*

Intervene as soon as the inappropriate behavior starts and stop what your players may view them as innocent fun. Identify the ones who are leading and encouraging this distasteful and disgusting behavior and tell them specifically to stop and not to repeat this behavior. If you remain silent when observing this behavior, your players will take it to mean that you approve of it.

*Design your game plan:*

In your post-game speech explain the following:

- Taunting people is degrading. No one should be put down because of how they look or what they wear.
- Women and girls do not welcome these kinds of verbal advances, and no one who observes them is impressed by that behavior.
- As members of a team, your players should recognize how important it is to respect one another. The same holds true in other areas of life. They must always think about how their actions affect another person.
- Let them know that the men you admire respect women and girls and don't insult them to get their attention.

### **Teachable Moment 3: The Boundary Line**

*You came to know from your friend that some of your players went out with other friends from their neighborhood. There, one of the players' friends became jealous when his girlfriend talked to another boy. "We're leaving!" he shouted. When she did not agree, a shouting match followed. He called her names and attacked her reputation and accused her of flirting*

*Watch the behavior carefully:*

*You should carefully listen to your players how they are saying the whole episode and what is their position on this issue/episode?*

*Make an appropriate intervention:*

It is likely that your whole team will keep talking about the incident. They may be angry or confused about who was in the wrong. As always when you observe these "teachable moments," convene a meeting with the team as soon as possible.

- Make it clear to the whole team that name calling and controlling behavior is wrong and should not be tolerated.
- Advise your players of positive ways of handling differences and disputes in relationships by expressing how they feel honestly and respectfully.

*Design your game plan:*

Throughout the program and thereafter, continue to provide messages of peaceful relationship behaviors like the following:

- Discuss the importance of respect and nonviolence in relationships
- Tell your players that respectable men don't hurt women.
- Emphasize that jealousy is never an excuse for violence.
- Refer to the team pledge

## Teachable Moment 4: All Out

*A prominent cricketer has been charged with sexually harassing a woman. It's in the newspapers, on the TV, and everyone is talking about it, including your players.*

*Watch the behavior carefully:*

*You should carefully listen and watch who among your players is saying what and notice their position on this issue/episode.*

*Make an appropriate intervention:*

Talk about the allegations and without being partisan, emphasize that:

- They must never force themselves on a woman or girl when she says that she doesn't want to do something physical. They must respect her answer. "No means no".
- No matter what a woman is wearing, she does not deserve to be harassed.
- Athletic talent is no excuse to assault or disrespect anyone.

*Design Your Gameplan:*

This incident can provide a platform for you to reinforce the message that no matter how talented and successful you are, you are still responsible for your actions. Emphasize that:

- Violence against girls and women is always wrong.
- Your players with healthy, non-violent relationships are positive role models for their peers.
- Sachin Tendulkar endorsed a campaign on Violence against women and girls in the year 2003 when he said "**Yes, I speak out on violence against women and girls. Do You?**".

## **Teachable Moment 5: Man of the Match**

*Some of your players stepped in to stop a girl being humiliated by some boys near the school. The next day the girl speaks highly about your players' courage.*

*Watch the behavior carefully*

Listen carefully what happened the 'other' day to appropriately encourage and reward the boys but also to understand if boys have taken appropriate actions within the legal framework without the risk of engaging in violent fights with other boys.

*Make an appropriate intervention:*

Encourage the behaviors of intervening or speaking up. Make sure the boys know who to talk to about stopping sexual harassment.

*Design your game plan:*

When you talk to your team, tell them that you are proud of this positive leadership.

Be sure to bring up what they learned and praise them for the initiative. Tell them that the best players in the world are successful because they are gentlemen on and off the field. They stand up for what is right.

The best captains use encouragement rather than ridicule. Tell the team that this is a great example of using one's position of leadership in a positive way.

## **FACILITATION SKILLS FOR MASTER TRAINERS:**

### **Facilitation tips:**

1. Introduce yourself and the program.
2. Discuss goals and agendas before starting the training workshop
3. When returning from breaks consider energizers
4. Provide some kind of warm up activity leading to the program
5. Introduce all participants with each other
6. Present a core theme or raise key questions of the session
7. Create rapport and climate of cooperation
8. Realize the importance of the topic and stimulate desire to learn more
9. Remember there are no completely right or wrong answers.
10. Learn to speak from a rights perspective
11. Know your topic well
12. A major portion of the workshop should lead participants from personal experience to the real world
13. At the end of the session summarise the learning, this acts as a closure for that session
14. Get feedback from the participants (verbal as well as non verbal) to know if they are understanding your session
15. Link your sessions to help participants know all the connections and what they have to look forward to in the next session
16. Use innovative methods and activities to communicate the message

### **Qualities of a Good Facilitator**

Prepare the session well before presenting it to the participants

The facilitator is there to facilitate discussion and self learning.

The energy levels of the facilitator has to be higher than the participants

Should be able to handle differences of opinion and conflicts between participants

Do not impose your own opinion

Be able to understand non verbal communication

Provide space for everyone to speak and listen

Do not probe too much on personal experiences and make the participant uncomfortable

### **Things to keep in mind during workshop**

Consider carefully the experiences and needs of the participants

The setting, timing, or situation of the workshop or the immediate factors in the participant's daily lives may influence their response. For example, some participants may have faced violence

Meet in a place large enough for everyone to sit in a circle so that no one is left out.

Be respectful of the participants' timings



Create an atmosphere of trust and respect. From the start, invite participants to establish ground rules that will assist creating this environment

Encourage everyone to speak

Promote participant ownership to the workshop.

Lead to some action oriented goal for the participants at the end of the workshop

Personal connections with the issue needs to be made to promote self learning

## OVERTIME

### At a personal level

- I will try to be a positive role model for my athletes, as a sportsman and as an individual.
- I will teach my athletes to win and also accept defeat with dignity.
- I will never violate the rules of the game; even if it helps my team to win the game.
- I will not use abusive language while I am on the field
- I will stop myself and my friends from using abusive language, or engaging in any other activity, which is disrespectful towards women and girls
- I will treat everyone with respect and be dignified on and off the field.
- I commit to resolve any conflicts in a nonviolent manner

There might be a particular issue in your school or community that you think needs to be addressed. What can you do?

### In your school

- Sign a -Boys/ Men's pledge to end violence against women.
- Run an 'awareness campaign' - use posters, bulletin boards, wall magazines, films, the college magazine, newspaper to spread the message
- Conduct a painting/ photography competition on some specific issue
- Distribute materials, handouts, pamphlets on respecting women and girls and violence against women.

Get in touch with MSSA and ICRW trainers for resources and help in organizing these initiatives.

## Teen Resource List

Below is a list of organizations that may be helpful for you and your players. These organizations can be contacted from anywhere. Many operate 24 hours a day and in various languages. You can approach incase someone comes to you with a problem:

**Organization: Women's Helpline**

**City:** Mumbai

**Contact:** 1298

**Website:** None

Connects women in distress to relevant NGOs

**Organization: SNEHA**

**City:** Mumbai

**Contact:**022-24042627/24086011Crisis Helpline: 24040045

**Website:** www.snehamumbai.org; snehamumbai@snehamumbai.orgNone

Addresses the special needs of slum women and children in Mumbai by working to improve their health and provide service to women and children facing violence.

**Organization: Majlis**

**City:** Mumbai

**Contact:** 022 -26662394,

**Website:** [www.majlisbombay.org](http://www.majlisbombay.org)

Majlis is a legal and cultural resource centre working in the area of women and minority rights.

**Organization: Police Helpline**

**City:** Mumbai

**Contact:** 103

**Website:**

Takes action on crime against women through police intervention

**Organization: Lawyers Collective Women's Rights Initiative**

**City:** Mumbai

**Contact:** 022- 434 11603/604

**Website:** wri.bombay@lawyerscollective.org; www.lawyerscollective.org/wri

Runs a pro bono (free) legal aid cell for domestic violence cases.

**Organization:** Human Rights Law Network

**City:** Mumbai

**Contact:** 022- 23439754,23436692

**Website:** huright@vsnl.com; <http://hrln.org/hrln/>

Works on women's justice, HIV/AIDS etc

**Organization:** Kripa Helpline Warsi Region AIDS Control Society

**City:** Mumbai

**Contact:** 022 – 26429158

**Website:** [www.kripafoundation.org](http://www.kripafoundation.org)

Counselling and follow-up on HIV- AIDS and Sexuality related issues

**Organization:** National Helpline for Women

**City:** All India

**Contact:** 1091

**Website:**

A toll free number run by the Govt. of India for women in distress.

**Organization:** Child Line

**City:** All India

**Contact:** 1098

**Website:**

A toll free number run by Govt. of India for children in distress.

**Organization:** Akshara - A Women's Resource Center

**City:** Mumbai

**Contact:** 91-22-24316082

**E-mail:** [aksharacentre@vsnl.com](mailto:aksharacentre@vsnl.com)

A Women's Resource Center providing support for victims of violence in marriage and helping them to realize their potential.

# HOST A FAN PLEDGE DAY

## **(A) During the tournament**

On the back of this page is the Fan Pledge Sheet. Make copies of this sheet and cut along the dotted lines.

Before the game starts, have your players pass out Pledge Cards to the fans. Your players should explain to fans that they should each sign two copies – the Signer’s Copy for them to keep and the Team Copy for the players to collect at the end of the game. At halftime, read the Fan Pledge Day Announcer Script. After the game, have your players collect signed pledges from the fans and thank them for their commitment.

Create a PARIVARTAN board where you total all pledges collected that season and post it in a public place, such as the gym or school hallway.

You can use this Pledge Sheet to help your team engage other members of their community. Your team can ask their friends, other sport teams at school, or their family to sign this pledge as well.

## **(B) During the Annual day in School**

Prepare a white board with name of the program and the message of PARIVARTAN on it. Ask all to put the hand print of theirs if they stand with the cause.

Introduce the activities as early as possible on the day and read the Fan Pledge Day Announcer Script. At the end of the day, ask your school mates as well as teachers to put the hand print.

You can showcase this board in the school premises on the hallway or in the common room.

**See back for Fan Pledge Sheet.**

LOGO

**I know that** violence is neither a solution nor a sign of strength and I commit to treating everyone with honor and respect.

I believe that strong men publicly and actively denounce violence against women and girls and that I can be a role model to others by making this pledge.

Signature: .....

Name:.....

Date:.....

**Signer's Copy**

LOGO

**I know that** violence is neither a solution nor a sign of strength and I commit to treating everyone with honor and respect.

I believe that strong men publicly and actively denounce violence against women and girls and that I can be a role model to others by making this pledge.

Signature: .....

Name:.....

Date:.....

**Team Copy**

## Fan Pledge Day Announcer Script

The (*put your school team name here*) welcomes the (*opposing team name*) and all the fans to today's game. This game is dedicated to all the extraordinary coach(es) of (*home school name*) helping their athletes not only become better players, but live healthier lives as well through their commitment to the PARIVARTAN program.

PARIVARTAN is a violence prevention program designed to inspire coaches to teach their athletes about the importance of respect for themselves, others, and, particularly, for women and girls.

Unfortunately, each day millions of women and children are victims of domestic and family violence and abuse. We can all do something to help end this epidemic of violence.

Please refer to the PARIVARTAN Pledge that was passed around and join me in reciting it:

I know that violence is neither a solution nor a sign of strength and I commit to treating everyone with honor and respect. I believe that strong men publicly and actively denounce violence against women and girls and that I can be a role model to others by making this pledge.

Thank you for your support!

Let's give a round of applause to our coaches and athletes for their commitment to respect!

*(pause for applause)*



**Mumbai Schools Sports Association**

For more details about the Parivartan Card Series please contact:

**ICRW Asia Regional Office**

C-139,  
Defence Colony  
New Delhi 110024  
Tel: 91-11-46643333/24635141  
Email: [parivartan@icrw.org](mailto:parivartan@icrw.org)  
Web site: [www.icrw.org/asia](http://www.icrw.org/asia)

**ICRW**

1120 20<sup>th</sup> Street NW  
Suite 55 North  
Washington, DC 20036  
Tel: 202.797.0007  
Email: [parivartan@icrw.org](mailto:parivartan@icrw.org)  
Web site: [www.icrw.org](http://www.icrw.org)