

PARIVARTAN

thoda sa badlav aur ban jao star



Card Series

GET COMMUNITY SUPPORT

RECRUIT ALLIES

- ❑ Make your plans of integrating the Parivartan program with the existing coaching known to your school's principal, other coaches and Physical Education teacher. They can help spread the message.
- ❑ Tell the parents about Parivartan's respect message and your goals for the team. Strengthen your influential role with their support and involvement.
- ❑ Parivartan can be a great professional development tool for newer coaches or more experienced coaches eager to try something new.
- ❑ Encourage them to join you.



Prep 2

KNOW YOUR SCHOOL'S POLICIES

- ✎ Learn about policies regarding harassment, abuse, physical and sexual violence from school administrators and counselors.
- ✎ There may be school or legal reporting requirements that apply to you.

GATHER YOUR LOCAL RESOURCES

- Be prepared to refer an athlete to the school counselor or local resource if needed. They're the professionals who'll be of help when something you can't handle alone comes up.
- Refer to the Resource List to find the services available or contact the MSSA & ICRW Core Group.

References & Resources: Refer Coach's Kit for Parivartan Overview and List of Counselors



GET READY FOR THE SEASON

PARIVARTAN COACHES HANDBOOK

Go through the Parivartan handbook in the Coach's Kit. The program is based on it and it will be an essential tool for you throughout the season.

PARIVARTAN CARD SERIES

The set includes

- ❑ **4 Prep Cards** for you to get ready for the season.
- ❑ **12 Training Cards**, each with a topic for you to address your athletes throughout the season.
- ❑ **1 Teachable Moment Card** helps you respond to harmful behavior or language.
- ❑ **3 Overtime Cards** provide opportunities for you and your team to get greater exposure to the program and your commitment to it.



Prep 3

PREPARE FOR TEACHABLE MOMENTS

- ✦ Along with structured weekly trainings with your athletes, it's important to be ready to respond to situations or behaviors – good and bad - that arise among your players. When you see or hear a serious problem, address it immediately and take the opportunity to reinforce and model positive language and behavior.
- ✦ Turning such incidents into Teachable Moments reinforces the weekly team trainings about positive attitudes, values and conduct. Be sure to highlight positive acts too.
- ✦ Commend your players when they are doing a great job. Use the Teachable Moment Card when you see or hear disrespectful language or behavior; it will help remind you how to respond.



LEAD BRIEF WEEKLY PARIVARTAN TRAININGS

Use the Card Series to teach your athletes about respect for themselves, others and the girls and women in their lives on a weekly basis. Although each of the training sessions is meant to be brief, it's the consistency of the message and repeated lessons that will make the greatest impact.

- Throughout the season, go through the Training Cards, in order, with your team. We suggest that you set aside 15-20 minutes, once-a-week per Training Card. Some coaches find it best to kick off their Monday practice with a Parivartan training of the week. Others like to close the week with the training to ensure their athletes remember to practice respect during the weekend galli tournament and while at home. The program structure is based on once-a-week trainings, but you can adapt this timing to fit your team's schedule. To ensure that your athletes will be receptive, set aside a consistent time that works within your team's schedule.



Prep 4

- ❑ Gather your athletes and start the training with the Warm Up. You can read this directly from your card or adapt it as you like. The Warm Up helps get the athletes focused on the training topic.
- ❑ Next, ask the players the suggested questions. Create a respectful, safe environment where your athletes can share their ideas and ask questions. Give them time to answer and most importantly, make sure they know you're listening and care about what they have to say.
- ❑ Close each training session with Wrap Up and Action points. This closure will help remind the athletes of the important points they learned during that day's training.



PRE-SEASON SPEECH

This training will help athletes:

- Understand your expectations and ground rules for the upcoming season, such as arriving on time, maintaining equipment, etc.
- Anticipate upcoming **Parivartan** program trainings focusing on healthy, non-violent relationships and respect towards girls and women.

Warm Up

“ As your coach, I want to talk about your responsibilities within this team and my expectations of you. This season we're going to work on growing as athletes and also as young men. This includes how you carry yourself and how you treat others, especially the way you treat girls and women - like your mother, your sister, and other girls and women in your life. I want to talk to you about some of these things and focus on how we can respect and honor ourselves, our teammates and others.”



Training 1

Ask the Players

- ✍ What does respect mean to you?
- ✍ How can you show respect to your teammates?
- ✍ How can you show respect to your friends and family?
- ✍ How can you show respect to the other girls and women in your life?

Wrap Up

- 💡 I care about how you act on and off the field.
- 💡 Respectful behavior means treating others the way you want to be treated.
- 💡 Showing true respect involves everything you do – how you speak, how you act, and how you think.
- 💡 As athletes, people will watch you, and many will look up to you – the language you use, how you act, and how you treat people is very important.
- 💡 I want you to keep up with your schoolwork, be polite to your teachers, and respect girls and women.



ETHICS, FAIR PLAY, SPORTSMANSHIP

This training will help athletes:

- Commit to the principles of fair play as they apply to sports.
- Define their personal values as athletes.
- Respect the game they play.

Warm Up

“ You all know the rules of the game well. In addition to the technical rules, there is also a code of fair play and honor that all respectful players follow. I expect all of you to respect the game along with all of your teammates and opponents, by following the principles of fair play.”



Training 3

Ask the Players

- ✍ What does it mean to be responsible for your actions on the field?
- ✍ How do your actions off the field represent the team and your community?
- ✍ How do you hold yourself accountable off the field?

Wrap Up

- 🌟 Be a team player. This means respecting your teammates, displaying good sportsmanship, and being in control of your own actions.
- 🌟 You reflect the attitudes and beliefs of our team, our school, the community, and your family and friends.
- 🌟 One thing we're going to focus on this season is that there are real consequences for yourself and others when you don't treat people with respect.
- 🌟 Accountability means holding yourself responsible – and that is something that you, and only you, can do.



WHAT IT MEANS TO BE A MAN

This training will help athletes:

- Recognize the social expectations they face to become "men."
- Create their own definitions of what it is to be a man.

Warm Up

“ Men face a lot of expectations from our friends, families, communities and society. Often these expectations and pressures make us act against our own true nature in order to impress others. I want to stress today that each of you has the ability to shape your own definition of what it is to be a man, and no matter what you hear from anyone else, that definition should be based on respecting others.”



Training 4

Ask the Players

- ✍ What are some ways in which society (e.g. the media or your community) defines manhood?
- ✍ What are some other ways you think manhood could be defined?

Wrap Up

- 🌟 Young men face a lot of pressure to prove their manliness in front of others. Often it is this very social pressure that leads toward disrespectful behavior against girls and women.
- 🌟 The men I respect are not the ones with the biggest muscles, fastest cars, most girl friends, or most fights. The men I respect know that violence never equals strength – they treat everyone with respect and they reject all physical and emotional abuse, particularly against girls and women.



INSULTING LANGUAGE

This training will help athletes:

- Recognize that language can be harmful in unexpected ways.
- Refuse to use language that degrades girls and women.

Warm Up

“Today I want to talk with you about the impact of abusive language. Sometimes we don't realize how harmful the words we use can be. Or sometimes we purposely use words that are disrespectful without understanding what effect those words can have.”

Ask the Players

- Why do athletes use abusive language on and off the field?
- What do you think about saying to a teammate “You play like a girl?” How do you think this might affect the player? Why might this also be insulting to girls?
- How would you feel if someone used abusive language when talking about you, your mother, your sister, or your girlfriend?

Training 5

- ✍ How would you feel if someone talked negatively about something you have no control over, like how you look?
- ✍ What are some things that you could say to help a fellow teammate who might not be playing very well? Remember, your language should be positive and should not be hurtful to anyone.

Wrap Up

- ✍ Insults like “you play like a girl” may seem harmless, but they’re not. Using gender to insult someone supports the idea that females are not as good as males. I think that is unacceptable.
- ✍ It’s also demeaning to make negative comments about someone’s race, appearance, disability, or sexual orientation.
- ✍ If it’s something you wouldn’t like to be said about you, then don’t say it about someone else.
- ✍ Instead of taunting or mocking your teammates for their play, help them by providing positive suggestions on how they can improve.



DISRESPECTFUL BEHAVIOR TOWARDS WOMEN & GIRLS

This training will help athletes:

- Recognize how certain behavior towards girls and women can be hurtful, scary, or even violating.
- Refuse to engage in lewd or foul behavior such as whistling, sexual comments, or harassment.
- Respect a girl's decision or wishes if she is not interested in the attention she is receiving.

Warm Up

“You know from prior talks that it's important to treat girls and women with respect. Sometimes boys just think they're being funny or cool and don't realize that their behavior is actually disrespectful or even threatening.”

Ask the Players

- What kind of behaviors are disrespectful towards girls and women?
- You must have heard boys calling out to girls about how they look or what they're wearing. Why do you think this could be hurtful?
- Have you ever heard anyone bad mouth a girl or spread rumors about her? Think about how spreading rumors and bad mouthing a girl might negatively affect her.

Training 6

Wrap Up

- ❁ We all want to look good, both boys and girls. How we choose to do so is a personal decision and nobody wants to be harassed because of it.
- ❁ Boys might think they are being funny or cool – but they're not. Disrespectful behavior can be hurtful and frightening. Even if someone laughs it off, chances are he/she didn't find it funny at all.
- ❁ Your disrespectful behavior can have a negative effect on girls and women. They might lose some of their own freedom and independence because their families don't want them to experience harassment. They might even start to feel bad about themselves.
- ❁ Her choice whether or not to be friends is no excuse to use verbal or physical violence. All girls and women deserve to be respected.
- ❁ Depending on how well you know the person; there are nice and respectful ways you can show admiration for someone.



THE RESPONSIBILITY OF PHYSICAL STRENGTH

This training will help athletes:

- 👉 Recognize the power and responsibility of having physical strength.
- 👉 Decide when it's appropriate or inappropriate to use physical strength.

Warm Up

“Strength is an important element in sports. We all train and practice to be stronger and faster for the game. However, we also need to be careful not to misuse or abuse strength in our everyday lives.”



Training 7

Ask the Players

- ✍ How can physical strength help you in the game?
- ✍ In what ways is this strength also a responsibility?
- ✍ What is an example of when you should not use physical strength?

Wrap Up

- 🌟 You all train for your sport to become stronger and faster. It's essential for success on the ground.
- 🌟 On the field, strength and power are controlled through rules and penalties. Off the field, it's your responsibility to be in control of your own actions.
- 🌟 It's never okay to use your size and strength as a way to threaten, intimidate, or harm another person whether it's your friend, teammate, classmate, sibling or a girl you know.
- 🌟 Real men do not abuse girls and women, so use your physical strength in positive ways - such as to help others.



WHEN AGGRESSION CROSSES THE LINE

This training will help athletes:

- Recognize different degrees of aggression on and off the field.
- Identify when athletes are becoming aggressive.
- Adjust their behavior when they feel themselves becoming too aggressive.

Warm Up

“ In our game, winning requires not only strong physical ability but also aggression at times. Sometimes, we even want to intimidate our opponent to get that extra edge; but even this must be within bounds. Things can go too far if you're not in control of your emotions – and this is also true off the field.”



Training 8

Ask the Players

- ✎ How does aggression help you in the game? What are the rules of the game that control aggression?
- ✎ How do you feel when you become more aggressive during a game?
- ✎ What problems can you face by being too aggressive outside the game?
- ✎ What are some suggestions for controlling aggression?

Wrap Up

- ❁ It's a fact. Sports requires a certain level of aggression as at times the goal is to dominate and intimidate your opponent.
- ❁ In sports, aggression is controlled by rules. If you lose control of your emotions you could be penalized or even dismissed/suspended.
- ❁ The same is true in your everyday life – there can be serious consequences if you lose control and become too aggressive. Abuse or violence can result in losing your relationship or even going to jail.
- ❁ Learn to recognize when you're becoming overly aggressive and find ways to calm down – for example, think through the situation before taking any action.
- ❁ Always remember that violence doesn't equal strength.

BRAGGING ABOUT RELATIONSHIPS WITH GIRLS

This training will help athletes:

- Recognize that bragging about their relationships with girls does not make them more of a man.
- Recognize that spreading stories or rumors about someone else's behavior and character is harmful and disrespectful.

Warm Up

“ All of us want to be popular and have many friends. Some people think they can be popular by bragging about their close relationships or special friendships with girls. The men I respect treat girls and women as equals. They don't joke, brag or circulate rumors about them. ”



Training 9

Ask the Players

- ✍ Why might a girl involved in your stories not appreciate your storytelling?
- ✍ Why is it disrespectful to listen to or laugh when a friend is bragging about girls?

Wrap Up

- 🌸 Bragging about experiences with a girl or spreading rumors about someone's reputation is harmful. It's not only disrespectful to the girl; by sharing details about your personal life you're also disrespecting yourself.
- 🌸 When you hear such stories, don't laugh or encourage it. It's best to ask the person to stop or walk away.
- 🌸 The men I look up to do not boast about the details of their relationships and friendships.
- 🌸 It is very normal to have questions about growing up and relationships with girls. So if you have questions about these issues, do discuss them with someone you trust.



THERE'S NO EXCUSE FOR RELATIONSHIP ABUSE

This training will help athletes:

- Reject the use of pressure or intimidation in their relationships and friendships.
- Monitor aggression and determine when it crosses the line.
- Refuse to become abusive or violent in their relationships.

Warm Up

“ We've talked this season about respect, physical strength, and aggression. I also want to talk about relationships and how to deal with problems that may come up. Sometimes people use violence to control the girls and women in their life, but that's never okay. Never! You have other options on how to handle issues that may come up.”



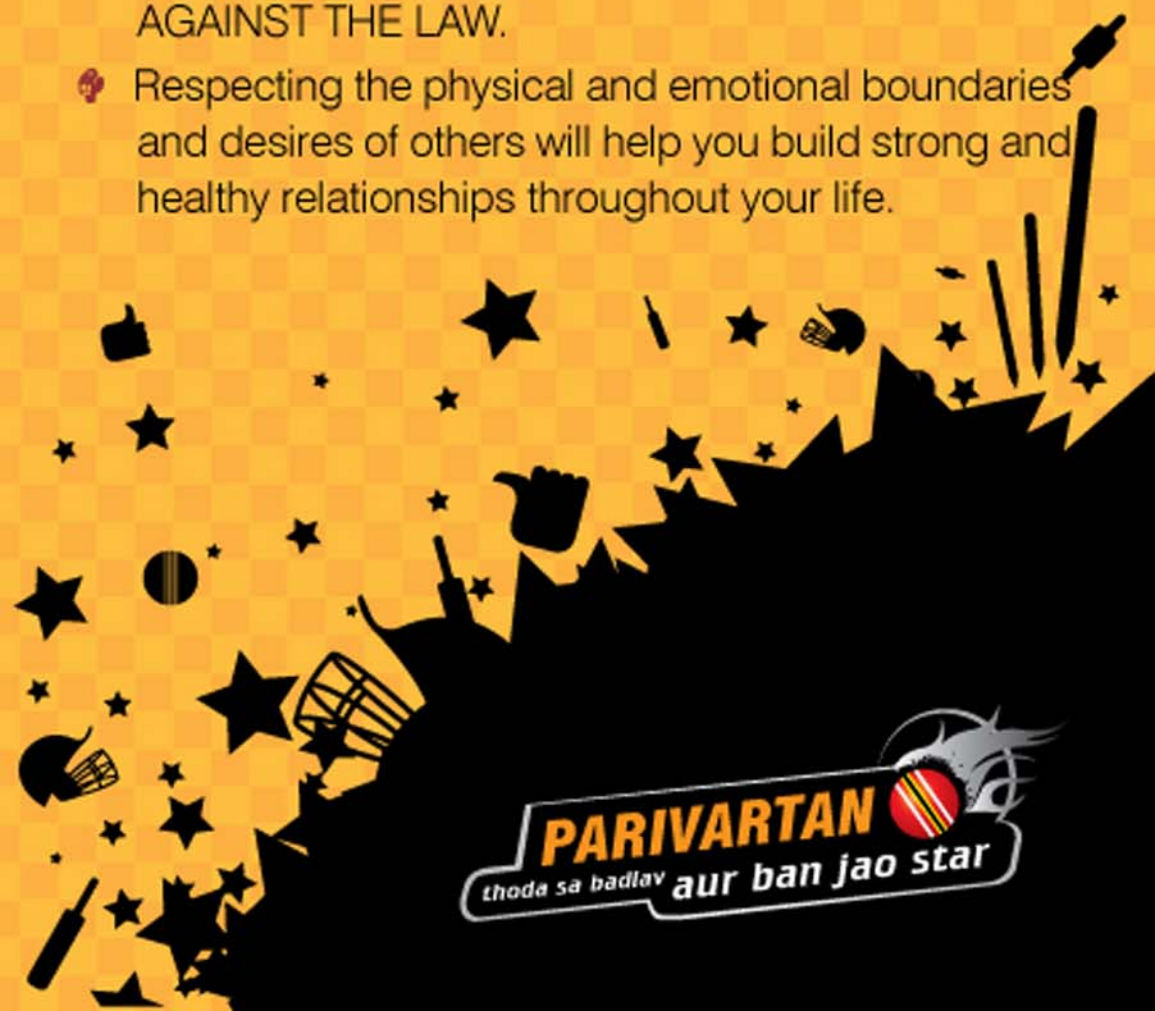
Training 10

Ask the Players

- ✎ What does a good relationship mean to you?
- ✎ How can you tell someone that you don't like the way they're treating you or someone else?
- ✎ What are non-violent ways to deal with relationship problems or differences?

Wrap Up

- ✎ In any relationship, there will be issues and disagreements, but that is never an excuse for violence.
- ✎ Abuse can take the form of physical, emotional, mental and sexual violence and it's not right to resort to any of these forms of abuse towards another person, under any circumstances.
- ✎ Anytime you witness abuse, learn about it occurring, or experience it yourself, you should immediately report it to me or another adult that you trust - such as a teacher or a parent.
- ✎ When a girl or woman says "NO" in any situation, it means "NO." To ignore it is **WRONG** and it's **AGAINST THE LAW**.
- ✎ Respecting the physical and emotional boundaries and desires of others will help you build strong and healthy relationships throughout your life.



HELPING YOUR TEAMMATES

This training will help athletes:

- Refuse to laugh at or support disrespectful jokes.
- Call out another player who is using inappropriate language or behavior.
- Notice and support teammate's or friend's respectful behavior.

Warm Up

“ You boys have been great this season in talking about respect. You've been willing to consider hard questions about what is right and what is wrong, but there's more. I want you boys to support each other and remind each other to be respectful towards others. As we've discussed, this includes treating girls and women with respect. ”



Training 11

Ask the Players

- ✍ What can you do if you hear your friend, or anyone else, being disrespectful towards a girl or another person?
- ✍ How can you watch out for each other and make sure your teammates are responsible on and off the field?

Wrap Up

- ✍ When you hear someone else using disrespectful language or sharing stories about girls and women, tell that person how you feel. Ask them to stop their actions because it makes you uncomfortable. You also have the choice to walk away and make it clear you stand for what is right.
- ✍ It's equally important to recognize and support your teammates when you see them displaying respectful, positive behavior.
- ✍ You can be the beginning of something very positive for our school and community. Stay committed and stay together.



MODELING RESPECTFUL BEHAVIOR TOWARDS WOMEN AND GIRLS

This training will help athletes:

- Recall the important Parivartan messages.
- Treat others how they want to be treated.
- Recognize their roles as leaders for younger players and friends.
- Model respectful behavior towards women and girls through their language and actions.

Warm Up

“ I'm proud of this team. You've done a great job representing us on and off the field. You may not realize it, but you're all role models in this school and community. You've really stepped up to show respect and honor for everyone and I want to go over some of the things we've talked about this season. ”



Training 12

Ask the Players

- ✎ What are some of the principles of respect we learned this season?
- ✎ What are ways you can share these principles of respect with others?

Wrap Up

- ✎ Many of the athletes who are your role models respect girls and women, and that should be your aim too. For example, take a lesson from Sachin Tendulkar. He has modeled respectful behavior by participating in a campaign against domestic violence.
- ✎ You boys are now role models – for the effort and commitment you've made to being respectful, both on the playing field and off it.
- ✎ By showing respect towards girls and women through your language and actions, you're not only doing the right thing, you're setting an example for others who see you.
- ✎ Think of ways you can help share these principles of respect – with younger players, other teams, and schools.
- ✎ Your commitment to respect is also a responsibility – defend it and share it.



TEACHABLE MOMENTS IN FOUR STEPS

Step 1: STOP

You just noticed disrespectful or damaging behavior.

- || What did you hear?
- || What did you see?

Step 2: CALL A TIME OUT

- ✦ Take a few minutes
- ✦ Bring the whole team together
- ✦ Recap what you witnessed
- ✦ Tell the athletes that whatever happened was wrong
- ✦ Sometimes a time out requires addressing only the individual player

Step 3: DEFENSE

- ✦ Correct the language and behavior by explaining why it is wrong
- ✦ Refer some of the trainings throughout the season
- ✦ Make the moment a lesson for the entire team

Teachable Moment

Step 4: GO ON THE OFFENSE

- Make sure your athletes understand how the incident relates to the principles of respect
- Ask them to suggest ways to prevent the incident
- What positive alternatives were available?
- It's important to also take the time to commend positive, respectful behavior

Reference and Resources: Refer Parivartan Handbook section on Teachable Moments



HAVE A FAN PLEDGE DAY

- ❶ Make your team's next tournament a Fan Pledge Day.
- ❷ During pre-game or halftime, use the loudspeaker to announce your team's commitment to respecting others, particularly girls and women. Encourage fans to sign Pledge Cards that your team can distribute before the game.
- ❸ Have your players collect Pledges from the fans and help them engage with others about their commitment.
- ❹ Create a Parivartan board where your athletes can paste all pledges collected and post it in a public place, e.g. the school sports room or hallway.
- ❺ Your players will be the stars of the game and of the community for their public promise to respect others.



CREATE A TEAM CAMPAIGN

- ✍ Have your athletes create their own messages, posters, video or web page. They will describe the principles of the program and their role in showing and encouraging respect and honor.
- ✍ Post these messages in a public place – the sports room, the gym, the canteen or the hallways of the school.



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ICRW

International Center
for Research on Women
where insight and action connect

**Family Violence
Prevention Fund**

www.endabuse.org



Mumbai Schools Sports Association



APNALAYA

breakthrough
bring human rights home

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