

## Appendix A

### Details of each participant's experience after the leadership institute

#### **Ayoko**

Shared an experience that she said changed her life. She initiated and led a joint action campaign and protest against a refuse disposal company that arbitrarily and exorbitantly increased their charges by a high percentage, making it difficult for women in particular in the community to meet up. She insisted that women will not be able to pay the increase of 5,000 cfa. So she mobilized people in the community to go to the town hall to secure an appointment with the Chair. They had a meeting with the Chair who informed them that the company in question had been a problem and had no business increasing the rates beyond 1,500 cfa. As a result of her actions, the situation was reversed in their favour. She further mentioned that although she did not get the support of all the women in the community, it did not deter her from taking action.

Ayoko shared another experience. They were questioned by the community leaders on whether they would be in the position to share knowledge on de-centralization of elections. The de-centralization policy was a good one as it would encourage participation at the grassroots particularly by women. She took up the challenge and organized awareness training on the decentralization programme in the Maritam region and in the Plateau region with a group working with the chiefs. One of their challenges as women is that Togo electoral system does not allow for independent candidacy for elections at the grassroots level. In this regard, a woman 'must' be a member of a political party before she contests any elections.

#### **Kayi**

Shared that the training helped her at two levels -

- (1) To improve her relationship with people in her community. The real examples she saw in the multimedia resonated with her a lot.
- (2) During her training, she encouraged a horizontal style of experience sharing amongst the women.

#### **Da Nadou**

She utilized the experience of the training in her role in electoral processes. She protested openly against corrupt practices by the ruling party. She was courageous enough to ask for the entitlement for women as donated by the government but which was high jacked by the ruling party. After the training in her association, they organized an activity on sensitizing women on their reproductive health and rights, and it was successful. Subsequently they helped to direct the women to respective health care centers with subsidized services. They also gathered at the market to review and strategize on how to carry out more projects that would be beneficial to the women. They organized meetings for women in 4 regions where they trained them on the strengths of a network, and subsequently, they were called to do more training.

#### **Dorathee**

Intimated that the training motivated her in her work with a Non-Governmental Organisation. After the training, they went on Television to talk to people on how to interact with people, people call on them to seek their advice on various social matters.

### **Claire**

Shared that her group was asked to organize a national drafting of different policies in Togo but there was criticism by other civil society sectors that it was not done well, while others complained that women were not united, that they were in conflict with each other. She talked about the need for everyone to come together and work towards a common goal for all.

### **Juliette**

The training enhanced her confidence as a woman. She realized that she was no longer afraid of anyone. She facilitated many workshops after the leadership institute, particularly sensitizing women about their citizenship rights and the new laws promulgated - The first law is about registration of births in the country. The second law is on decentralization of local communities. *"I have no words to thank BAOBAB"* (she says)..

### **Lydia**

The training helped her to communicate much better. She said that before the training she could barely take the floor and speak but that has changed. Someone came to her last year and said "Madame I was told that you are shy and cannot speak in front of people" and she responded - "that was before BAOBAB's training, now everything has changed." Lydia said that she also participates actively in church.

### **Angele**

She lacked self confidence before the institute but that changed as after the institute she was able to address people on how to prevent "Mother to Child" HIV/AIDS transmission in a large market space with a big crowd.

### **Bibi**

After the institute, she learned how to clarify her vision. She felt that there was need to set up something about communication with her group members. She was motivated to go for further studies in Canada on communication, but she said "I owe my gratitude to BAOBAB/WLP for giving me the knowledge about visioning."

### **Line**

She is now more creative as a Talk-Show anchor on radio. The institute helped her to initiate more topics on women and she mobilizes women to come together and speak on these topics.

### **Christiane**

After the training with BAOBAB, she takes the initiative to listen to women in her community to express their needs. She said they call her "Mother". She is also playing a mentoring role to a young woman in Kara University.

### **Gertrude**

After the training, she organised training sessions with her organization on communication and leadership. She also trained people on the importance of pre-natal consultation and also to ensure that their female children get their birth certificates (especially in the case of those that gave birth at home).

### **Victoire**

Before the institute, she used to hide behind others, but after the institute, she learned the importance of taking the lead, and taking responsibility as the need arose. She also became the chairperson of an association in her church. *"After the training, I discovered that I can do what other leaders are doing"*.

**Brigitte**

Prior to the institute, she thought that leadership was reserved for a category of people, but the training debunked that. She was motivated to choose a topic on women's human rights for her Master's Degree thesis and she specifically looked at the burden that women bore after a unilateral divorce pronouncement by the men.

**Claudine**

After the institute, she was able to intervene in conflict situations in her organization and community. She used the strategies of the institute to identify needs in her community Dakiri, where she is the chairperson of a group of about 20 members.

**Odah**

The challenges she shared was on the basis that women did not trust each other irrespective of their political affiliations. ***"We out -number the men in Togo and if we can come together to vote for a woman, it will be good."*** She then suggested that one way to tackle the challenge was by building solidarity.