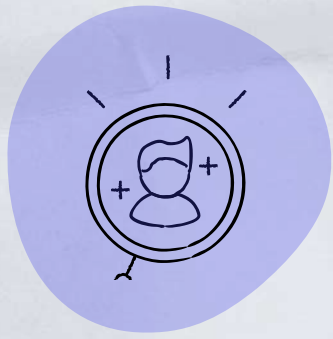


Tips on Integrating Male Coaches

SCREENING



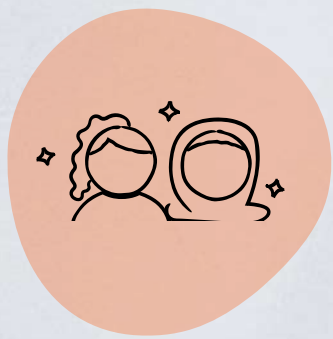
Interview the men you plan to hire as coaches or administrators about their perception of girls' empowerment. Focus on their experience in helping shape strong girls, rather than focusing simply on their technical coaching skills.

OFFER SUPPORT



If a male coach has zero or little experience with girls' empowerment, limit his role to occasional training sessions with another woman coach present.

INCLUDE WOMEN



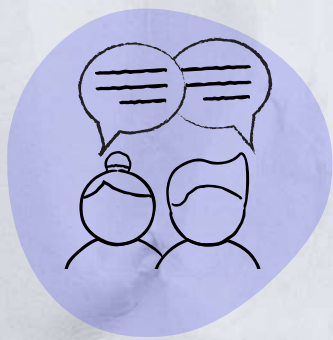
Never allow men to train or travel with girls without an adult woman present. Create meaningful roles for these women, such as helping with equipment, organising transportation, communicating with parents or preparing food.

ZERO TOLERANCE



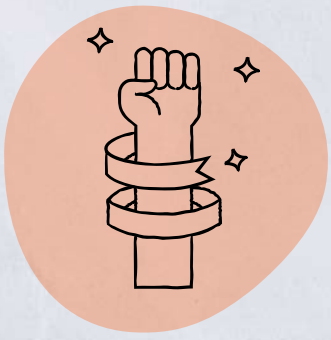
Adopt a zero-tolerance policy for inappropriate interaction of male leaders with girls.

ENCOURAGE & TRAIN



Train all coaches on how to talk with girls about sensitive issues, such as sexuality, health and reproduction. Encourage an honest and open dialogue between male and women coaches around gender sensitivity.

EDUCATE GIRLS



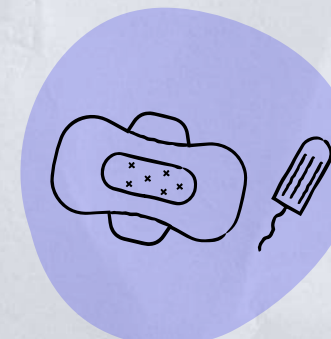
Educate girls about reporting gender-based violence or abuse when/if it occurs at the hands of men within the organisation. Make sure girls have a trusted woman they can talk to and who will help them contact the police and/or third-party service providers.

EQUALS



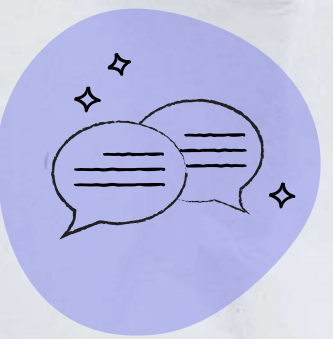
Encourage girls to view men as partners in their development, as opposed to controllers of it.

ESTABLISH OPEN COMMUNICATION



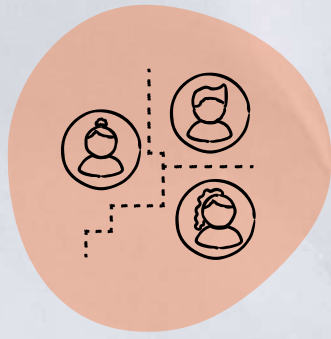
Educate all coaches about the topics of menstruation and sexual development and that it's a healthy and normal part of girls' coming to age. Ensure that coaches respect and believe girls when they say they can't participate because of cramps or other discomfort related to reproductive health.

ADAPT LANGUAGE



If girls are not comfortable using formal language around sensitive issues, come up with a code word to communicate with all coaches, men and women, when they are menstruating.

SET BOUNDARIES



Maintain clear boundaries around discussions with girls. Don't get into discussions about girls' sexual behaviour. If a girl needs to discuss sexuality and other personal topics, refer her to an adult woman within the programme.

