

LiveYourDream.org

Feminist Activist Toolkit

What is the Feminist Activist Toolkit?

This toolkit gives you a general understanding of feminism: what feminism means, where feminism came from, and how each of us can participate in this vital social movement.

Who is it for?

We designed this toolkit with the beginner activist in mind. If you are a more established activist, you may also find it useful as a refresher and an educational tool.

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The Issue

In every country of the world, women and girls face discrimination solely because of their gender.

1 in 3

women have been beaten, coerced into sex, or otherwise abused in their lifetime.

(Amnesty International USA)

1 in 4

teenage girls in the U.S. does not graduate high school.

(National Women's Law Center)

76%

of the world's government leaders and parliamentarians are men.

(UN Women, 2020)



girls around the world under age 18 are victims of sexual violence each year.

(UNIFEM)



is the average global gender gap. At the current rate of progress, the gap won't close for another 99.5 years.

(World Economic Forum, 2020)

OUR MISSION

is to provide women and girls
with access to the education and
training they need to achieve
economic empowerment.



"We dream of a world where women and girls have the resources and opportunities they need to reach their full potential, live free from violence, and live their dreams."



What is Feminism?

Feminism. *noun.* A social movement and ideology that advocates for women's rights in order to achieve gender equality—political, economic, personal, and social.

What Feminism Is

- A belief in and commitment to gender equality
- Inclusive/Intersectional
- Rooted in respect for diversity of women's experiences
- Leveling the playing field

What Feminism Is Not

- Man-hating
- · Just for women
- · Against domesticity
- Women being superior
- Anti-femininity

There's no right way to be feminist.

Being a feminist is not about living a certain lifestyle. Some feminists wear makeup, others go natural. Some pursue ambitious careers, some are stay-at-home moms. Some don't wear bras, others wear a hjiab. Some are men, some women, and some non-binary. Feminism looks different for every activist, and that diversity is part of what enriches the movement.

Why do people dislike feminism?

While over 80% of people agree that genders should be treated equally, only 30% of people consider themselves feminist. Why? Unfortunately, the word "feminist" is surrounded by a lot of negative misconceptions. There's a stereotype that feminists are angry, anti-men, and antifamily. But that does not describe most feminists. A feminist, simply, is anyone who believes in equal rights and opportunities regardless of gender.



A Brief History of Feminism in America

Early Feminism

1600-1700s—In early American colonial society, women are not considered full beings under law. A married woman's legal existence is incorporated into that of her husband.

1776—Abigail Adams advises her husband, John Adams, to remind his peers in the Continental Congress to remember the ladies in their fight for independence. She writes, "If particular care and attention is not paid to the Ladies we are determined to foment a Rebellion, and will not hold ourselves bound by any Laws in which we have no voice, or Representation."

1777-1807—All 13 original U.S. states pass laws prohibiting women from voting.



In colonial America, women are not considered full beings with rights.



All states pass laws banning women from voting.

1600s-1700s

1777-1807

1776





The first Women's Rights Convention is held. The "Declaration of Sentiments" is written.





First Wave

right to vote.

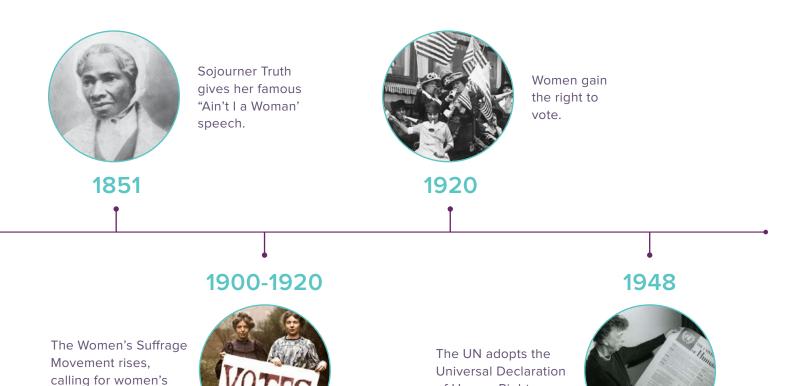
1848—The first Women's Rights Convention is held at Seneca Falls led by Susan B. Anthony and Elizabeth Cady Stanton. Three-hundred women and men sign the Declaration of Sentiments, a plea for the end of discrimination against women.

1851—Sojourner Truth gives her "Ain't I a Woman" speech at the Ohio Women's Rights Convention.

1900s—The Women's Suffrage Movement, led by Carrie Chapman Catt, Alice Paul, and Lucy Burns, rises to national attention. But there are numerous internal disputes about how to properly achieve social change and whether or not black women should be included.

1920—The 19th Amendment to the U.S. Constitution passes, giving women the right to vote.

1948—In the wake of WWII, the UN's Universal Declaration of Human Rights states the fundamental rights and freedoms that all human beings—men and women alike—should enjoy.



of Human Rights.

against women.



Second Wave

1963—The Equal Pay Act passes, promising equitable wages for the same work, regardless of the race, color, religion, national origin or sex of the worker.

1964—The Civil Rights Act makes it illegal to discriminate on the basis of race, color, religion, national origin, or sex.

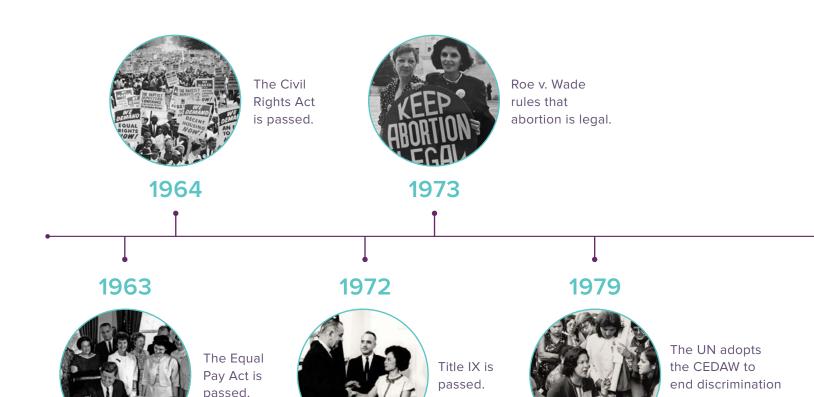
1969—The Seventh Circuit Court of Appeals rules that women meeting the physical requirements can work jobs that had been for men only.

1972—Title IX of the Education Amendments prohibits sex discrimination in all aspects of education programs that receive federal support.

1973—Roe v. Wade rules that state laws restricting access to abortion are unconstitutional.

1974—Housing and credit discrimination on the basis of sex are outlawed.

1979—The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is adopted by the UN General Assembly and ratified by 189 countries.





SEE THE FULL TIMELINE:

https://act.liveyourdream.org/history-ofwomens-rights-in-america-cpc

Third Wave

1992—"The Year of the Woman": After lawyer Anita Hill accuses Supreme Court nominee Clarence Thomas of sexual harassment, record numbers of women are elected to Congress.

1994—The Violence Against Women Act (VAWA) is passed to protect women who had suffered violent abuses such as domestic violence, dating violence, sexual assault, and stalking.

2013—Through social media, the body positivity movement challenges harmful beauty ideals.

2016—Hillary Rodham Clinton secures the Democratic presidential nomination, becoming the first U.S. woman to lead the ticket of a major party. She is defeated in the election.

2017—The Women's March mobilizes 3-5 million people to protest for rights protections under President Donald Trump.

2017—The Me Too movement (originally founded in 2006 by Tarana Burke) gains national attention, raising awareness about the prevalence of sexual harassment and sexual assault.

2018—The second "Year of the Woman": many women are elected, bringing Congress to a record high of 24% female.

The Year of the Woman: record numbers of women are elected.



Hillary
Clinton is the
first female
presidential
candidate from
a major party.



The second Year of the Woman puts more women in Congress than ever before.

1992

2016

2018

1994

The first Violence Against Women Act is passed.



2017



The Women's March occurs. The Me Too movement takes flight.

Modern-Day Sheroes



Michelle Obama
Former First Lady, lawyer,
author, and advocate for
girls' education



Nancy Pelosi California Representative, first female Speaker of the House



Ruth Bader Ginsberg U.S. Supreme Court Justice, gender equality champion



Malala Yousafzai Pakistani activist for girls' education, Nobel Peace Prize winner



Tarana Burke
Civil rights activist, founder
of the Me Too movement



Gloria Steinem
Feminist activist and
journalist, "Mother of
Feminism"



Chimamanda Ngozi Adichie Novelist, feminist writer



Jamia Wilson Writer, activist, executive director of the Feminist Press at CUNY



Melinda Gates
Major philanthropist
and advocate for global
gender equality



Emma Watson Actress, UN Women Goodwill Ambassador, vocal feminist icon



Laverne Cox
Actress, LGBTQ+ advocate,
first transgender person
nominated for an Emmy



Alaa Murabit
UN Commissioner on Health
& Economics, Sustainable
Development Goal Advocate

WHO'S YOUR INNER SHERO?

Take the quiz: https://www.liveyourdream.org/shero



Feminist Glossary

Enthusiastic Consent: a verbal, physical, and emotional agreement between two people before they engage in sexual activity that happens without manipulation, threats, or head games

Equality: treating everyone equally, especially in terms of rights and opportunities

Equity: different from equality, equity is about fairness; it may mean providing different levels of assistance based on different people's needs

Cisgender: a term used to describe a person whose gender identity aligns with the sex assigned to them at birth

Equality

Gender Roles: societal expectations of how a person should behave based on what gender they are or are perceived to be

Gender Identity: a person's perception of having a particular gender, which may or may not correspond with the one they were assigned at birth

Glass Ceiling: a metaphor used to describe the invisible barrier that keeps women and minorities from advancing in their careers

Hegemony: the dominance of one group over another supported by ideas that normalize power

Herstory: a re-telling of history that emphasizes women's perspectives and roles

Woman (gender)

Elderly (age)

African American (race)

Wheelchair user (ability)

Intesectionality
example of how someone might experience
overlapping categories of discrimination

Intersectionality: the complex way in which multiple kinds of discrimination (such as racism, sexism, and homophobia) combine, overlap, or intersect



Mansplaining: when a man explains something to a woman in a condescending manner, often without regard to the fact that she knows more about the subject

Misogyny: hatred of women

Patriarchy: a social system in which men hold most of the power and predominate in roles of political leadership, moral authority, social privilege, and control of property

Rape culture: a society in which rape is pervasive and normalized due to attitudes about gender, sex, and sexuality

Second Shift: the unpaid labor of childcare and housework duties disproportionately carried out by women

Sexism: prejudice or discrimination based on sex/gender

Hostile Sexism: a blatantly antagonistic attitude toward women (e.g. "Women use sex to control men," or "A woman can't be trusted to lead this country.")

Benevolent Sexism: an attitude that appears positive toward women, but actually undermines their ability, independence, or opportunity (e.g. "Women need protection," or "She just had a baby—let's not burden her with new projects.")

Internalized Sexism: when women hold misogynistic ideas about themselves as a result of living in a sexist culture (e.g. "I was raised to be polite, like a real woman." "I'm not like other girls, I'd rather be smart than pretty."

Sexual Orientation: who you feel attracted to romantically, emotionally, and sexually

Sex Positive: an attitude that promotes healthy, consensual sexual activity and sexual expression



When women are blamed for being raped because of what they wore, this is **rape culture**, also **victim-blaming**



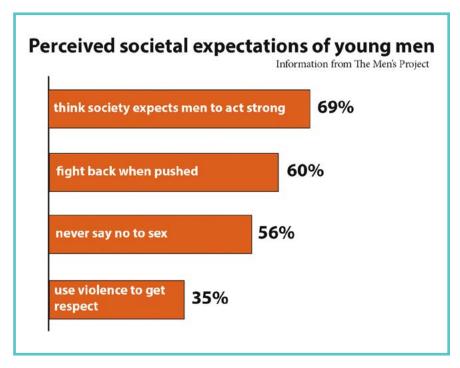
 ${\sf Examples} \ {\sf of} \ {\bf internalized} \ {\bf sexism}$



Title IX: a federal law that protects people from discrimination based on sex in education programs or activities that receive federal money

Toxic Masculinity: socially constructed attitudes that describe the masculine gender role as violent, unemotional, or sexually aggressive (e.g. "Real men don't cry," or "Boys will be boys.")

Transgender: when someone has a gender identity or gender expression that differs from their assigned sex



Toxic masculinity

Victim-blaming: when the victim is held at fault for what happened to them (e.g. insisting a rape victim got what she deserved because she dressed a certain way, also called "slut-shaming")

Wage gap (or pay gap): the difference between men and women's average earnings...

- as an effect of pay discrimination (a man and a woman are paid differently for the same job)
- as an effect of the glass ceiling (a company chooses not to promote a woman because they
 don't see her as "leadership material," while more inexperienced male colleagues surpass
 her in responsibilities and salary)
- as a effect of unequal gender roles (a woman feels pressured to take a career break to raise her kids, resulting in years of lost promotions and raises)

Womyn / Womxn: an alternative spelling of the word "woman" used by some feminists to create a more inclusive terminology and to repudiate references to "man" that reinforce patriarchy

Feminist Concerns Around the Globe

This list gives examples to show the diversity of issues feminists are tackling all over the world. There are many other issues beyond these!

Education & Economic Opportunity

- Unequal access to education for boys and girls
- Unequal household, childcare, and caregiving responsibilities
- Poverty and homelessness, especially for single mothers
- Unequal pay and the wealth gap
- Hiring and promotion practices that discriminate against women, especially women with kids
- The "glass ceiling" effect keeps women out of leadership roles
- Lack of equal representation in leadership, government, business, tech, media, etc.
- The "pink tax" means women pay more for products and services
- Lack of parental or sick leave
- Unaffordable childcare
- Discriminatory loan and business investment practices
- Labor rights, particularly in overseas manufacturing industries
- Women have less land ownership
- Women are overrepresented in low-wage and informal jobs

Gender-Based Violence

- Sex trafficking
- Domestic violence
- Physical, sexual, emotional, psychological, & financial abuse
- · Child sexual abuse
- Teen pregnancy
- · Rape and sexual assault
- Violence against transgender women
- Sexual harassment, stalking, threats, trolling and doxing
- Victim-blaming survivors
- Lack of adequate gun control measures to prevent abusers from owning guns
- Sexual objectification in media
- Psychologically damaging beauty standards (often leading to low self-esteem and eating disorders)
- Arranged marriage and child marriage
- Female genital mutilation
- Femicide

Social Attitudes

 Women's worth is tied to appearance instead of character

- Women are assumed to be "overly emotional" or "weak"
- Women's perspectives are undervalued or ignored
- Stereotypes that say girls and women should be nice, pleasant, selfless, submissive, apologetic
- Mansplaining
- Toxic masculinity
- Lack of inclusive language
- Period shaming
- Breastfeeding shaming
- Mothers are stigmatized if they work too much, and stigmatized if they choose not to work

Health & Human Rights

- In some countries women cannot inherit property, cannot leave home without their husband's permission, cannot divorce
- Although women have the right to vote, there are places where it is difficult or dangerous to do so
- Inhumane treatment of incarcerated pregnant women
- Reproductive rights, access to birth control, and sex education
- Gender bias in medical treatment
- Inadequate maternal health care

Additional Resources



Read

- A Vindication of the Rights of Woman by Mary Wollstonecraft (1792)
- "Declaration of Sentiments" by the Women's Rights Convention (1848)
- "Ain't I a Woman?" by Sojourner Truth (1851)
- The Second Sex by Simone de Beauvoir (1949)
- The Feminine Mystique by Betty Friedan (1963)
- Feminism is for Everybody by bell hooks (2000)
- <u>The Beauty Myth</u> by Naomi Wolf (2002)
- No Turning Back by Estelle Freedman (2007)
- "Male Privilege Checklist" by Julian Real (2008)
- A History of U.S. Feminisms by Rory Dicker (2008)
- "We Should All Be Feminists" by Chimamanda Ngozi Adichie (2014)



Watch

TED Talks

- <u>"We should all be feminists"</u> Chimamanda Ngozi Adichie
- "This isn't her mother's feminism" Courtney Martin
- "Confessions of a bad feminist" Roxane Gay
- "Why we have too few women leaders" Sheryl Sandberg
- "Why gender equality is good for everyone—men included" Michael Kimmel
- "The urgency of intersectionality" Kimberlé Crenshaw
- "What my religion really says about women" Alaa Murabit

Documentaries

- RBG
- She's Beautiful When She's Angry
- The Women's List
- Equal Means Equal
- Miss Representation
- The Hunting Ground
- Period. End of Sentence.



Join the Movement



What Is Your Cause?



Opportunity
Through Education



Preparing Girls for Success



Ending Violence Against Women

There are many issues that fall under the umbrella of feminism.

Not sure where to start?

Take our Shero
Quiz to align your
passions with our
opportunities to
take action!



https://www. liveyourdream.org/shero

Join Forces

Look for groups, events, and organizations to join that will help you to learn and to connect with like-minded changemakers.

Online

- Join feminist Facebook groups
- Follow feminist social media
- Subscribe to newsletters from feminist organizations
- Join online advocacy and awareness platforms like LiveYourDream.org

Offline

- Join a <u>Soroptimist</u> women's volunteer club
- Volunteer with organizations that help women and girls
- Join a women's professional or networking group in your industry
- Join a feminist book club





Own Your Story

Understanding why you're passionate about a cause helps you connect with others and keeps you centered.

Use these reflective prompts to learn about yourself and your story.

- What kind of environment did you grow up in? What challenges or privileges did you have or others around you have? How did that affect where you are today?
- Think about the men and women who were role models for you growing up. What did you admire about them?
- What did you want to be when you grew up? How have things changed (or not)?
- Has anyone ever doubted that you could do something, be something, or have something just because of how you identify?
- What's the toughest obstacle you've ever had to overcome? What did that experience teach you?
- If you could wave a magic wand and change one thing about your life, what would it be?
- When you think about the world 10 years from now, what do you hope to see?
 Where do you see yourself in that picture?
- What are you most proud of in your life? Why?

How to Incorporate Feminism Into Your Daily Life

1. Be self-aware.

Flip the script.

Feminism is about freeing ourselves from the gendered norms that force us to think and behave in certain ways. That starts with being self-aware of how these gendered norms affect you.

Challenge yourself to reflect honestly and recognize that you may be unconsciously subscribing to what seems normal. Remember you have the power to defy the script if it doesn't match who you want to be.

We must also be self-aware about how the assumptions we make about others are often based on gender. One way to practice this daily is to hit pause and ask yourself, "If this person were another gender, would I feel differently about this situation?"

Check your privilege.

Be willing to examine how power and privilege shape your life. Simply because of the gender identities society gives us, certain people will enjoy certain advantages while others will not.

"We cannot change what we are not aware of, and once we are aware, we cannot help but change."

SHERYL SANDBERG

Don't forget that beyond gender identity there is also privilege due to age, race, ethnicity, class, socioeconomic background, body type, ability, language, nationality, religion, and sexual orientation. Experiencing multiple, overlapping forms of discrimination is called *intersectionality*.

Privilege can look a lot of different ways, so it helps to be familiar with common examples:

Male Privilege Checklist »

White Privilege Checklist »

2. Practice self-love and self-care.

Women are often given the message that to be a good woman is to put others' needs first. But everyone has a right to ensure their own wellbeing. Prioritize your life and give yourself the care you deserve.

Self-love rejects the unrealistic and unhealthy standards to which women are held. It asserts that you are worthy of love no matter what.

"Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare."

AUDRE LORDE

Beginner's Guide to Self-Care for Activists »

My (Self) Love Story »

3. Be feminist in love and in family.

A feminist relationship is one where all parties feel equally respected, equally listened to, and equally in control of their bodily autonomy. In sex or romance, practice enthusiastic consent. Never second-guess a "no" or disrespect a boundary.

Find ways for you and your partner to share equitable responsibilities. That includes housework, finances, emotional labor, and decision-making. It may be that you can't (or don't want to) share every task equally, but the goal is always balance: each of you

should feel you contribute fairly in a way that gives you a sense of satisfaction and purpose.

Raise your children to support gender equality no matter their gender. Teach them to

respect the bodily autonomy of others. Teach boys it's okay to have feelings, and girls it's okay to have ambitions. Most importantly, model this behavior for your little ones.

"Women are not going to be equal outside the home until men are equal in it."

GLORIA STEINEM

50 Relationship 'Rules' for Feminists to Live By »

How to Raise a Feminist Son »

Dear Ijeawele, or A Feminist Manifesto in Fifteen
Suggestions »

4. Be a critical consumer.

Think about the message.

While watching TV, ask yourself, are the heroes of this show all men? Why? Are the women characters multi-dimensional and nuanced, or are they stereotypical plot props?

A fun way to figure this out is the Bechdel test. Pick a movie and see if it meets these 3 RULES: (1) it has to have at least two women, who (2) talk to each other, about (3) something besides a man. You'd

think it would be easy, but over 40% of movies don't pass this test.

Other feminist questions to pose when consuming music, movies, TV, and video games: Are the women treated as sexual objects? Is violence glamorized? Are women shown in positions of power? Do women's stories matter?

Don't patronize the patriarchy.

When a celebrity turns out to be a misogynist who sexually harasses women, you can support other artists instead. There are plenty of great actors, comedians, and authors who make great things and don't treat women like garbage.

When you buy a T-shirt that reads "FEMINIST," do you know where the profits go? Is the brand donating to after-school programs for girls, or just exploiting a trend? Look for brands that have a give-back program. Remember, real feminism isn't about *looking* feminist, it's about *acting* feminist. You could also just donate your \$20 directly to a nonprofit!

"We as women are trained to see ourselves as cheap imitations of fashion photographs, rather than seeing fashion photographs as cheap imitations of women."

NAOMI WOLF

Similarly, shopping ethically can be a way to flex your feminism. Many clothing companies use overseas garment producers who exploit women workers through low wages and horrible factory conditions. Choose brands that source materials sustainably and pay fair wages.

You can also support women-owned businesses to promote women's entrepreneurship.

5. Stay informed & engaged.

Follow the news and movement thought leaders. Learn to be critical of what you see in the headlines.

Subscribe to feminist magazines and blogs! Here are a few favorites:

- bust.com
- everydayfeminism.com
- feministcurrent.com
- girlsglobe.org
- makers.com

- msmagazine.com
- refinery29.com
- wearyourvoicemag.com
- yourdream.liveyourdream.org



When it comes to supporting political candidates, their stance on women's issues should matter. Do you research to find out what their opinions are and how they've voted in the past.

6. Be good to other women.

Petty jokes, demeaning comments, slut shaming, or judging other women is deeply damaging to the cause. When women disrespect other women, it makes it okay for men to

When you see another woman as an ally, not a competitor, you both win. Work

disrespect us too.

together and see how much further you go. At the end of the day, there's more than enough room for everyone to succeed.

Be kind, give an encouraging word or compliment. Show up when it matters, support their dreams, and let other women know you're rooting for their success.

"Whatever the problem, be a part of the solution.

Don't just sit around raising questions and pointing out obstacles."

TINA FEY



What is Advocacy?

Advocacy. *noun.* Activities and actions taken by an individual or group that aims to influence decisions within political, economic, and social systems and institutions.

Ways to be an advocate:



Contact officials

Urge representatives to vote for policies that advance equality



Attend a protest

Show solidarity and spread a message by attending a rally or demonstration



Teach friends & family

Share information on social media or simply talk to them about these issues



Educate the community

Post flyers, conduct outreach for an organization, write a letter to the editor, or write a guest blog



Boycott

Don't give money to businesses or organizations with discriminatory practices



Support loved ones

Simply being there and helping someone voice their needs can be advocacy too



How to Speak Up on Social Media

Social media is a great platform to spread awareness and get other people excited about a cause. It is accessible, inclusive, and powerful.

Start by following feminist organizations, magazines, and thought leaders.

- Following others on social media is a fantastic way to stay up to date on the latest
 women's issues, gain a deeper understanding of the activist landscape, and find out
 about events or opportunities to get involved.
- **Liking and reposting** is one of the easiest ways to support a cause. Amplify the work you see other activists doing, even if you can't take part personally. Each heart or retweet boosts the visibility so even more people are likely to see the message.
- **Get your network involved.** When your friends and family see you posting about a cause they're more likely to participate because of their personal connection to you.
- **Spend time listening before you start speaking**. That's especially (but not exclusively) true if it's an issue where you have privilege. Educate yourself from multiple perspectives so you can form a nuanced standpoint.

STEP Advocate

When you're ready to join the conversation, start sharing your perspective. Strive to be inclusive and intersectional.

- **Speak from your own experience.** A powerful way to connect with other activists, voice your concerns, and open other people's minds to new ideas is to share how these issues have intersected in your own life (also, you can't presume to speak for others).
- Be rational and cite your sources. It's easy to get swept up in an emotional online argument. Try to stick to the high road.
- Don't feed the toxicity. Social media activism has received criticism for being toxic and full of trolls, but it can also be positive and authentic. When you speak, examine your motivations: "Am I saying this to help? Or am I saying this to hurt?"
- Don't get discouraged! This stuff works.

 For example, in the wake of the #MeToo movement, RAINN reported a 21% increase in calls to anti-sexual assault helplines. That happened because social media helped destigmatize the conversation.
- Take care of yourself. Activism is stressful, emotionally taxing work, especially if you have other stressors in your life. If activism is hurting you too much, take a break.
- Stay humble and keep an open mind.
 Everyone gets called out at some point for not fully understanding an issue. Don't take it personally, but do try to understand other people's perspectives.

Feminist Hashtags You Should Know

https://yourdream.liveyourdream.org/2018/02/feminist-hashtags-metoo-timesup/

#BelieveWomen

#TimesUp

#MeToo

#WhylStayed

#HeForShe

#SayHerName

#IWeigh

#YesAllWomen

#YesSheCan

#EffYourBeautyStandards

#BlackGirlMagic

#EverydaySexism

#ThisIsNotConsent

#NiUnaMenos

How to Get Involved Locally



Support survivors



Start a fundraiser for a nonprofit



Write an op-ed or letter to the editor



Join a feminist book club



Support womenowned businesses



Become a mentor for youth



Take a training with an advocacy group



Help your employer implement equitable policies



Join a local volunteer club (like Soroptimist)



How to Get Involved Politically



Vote!



Learn about your elected officials



Attend town hall meetings



Attend rallies or marches



Help recruit new activists



Start an online petition



Volunteer for a political campaign



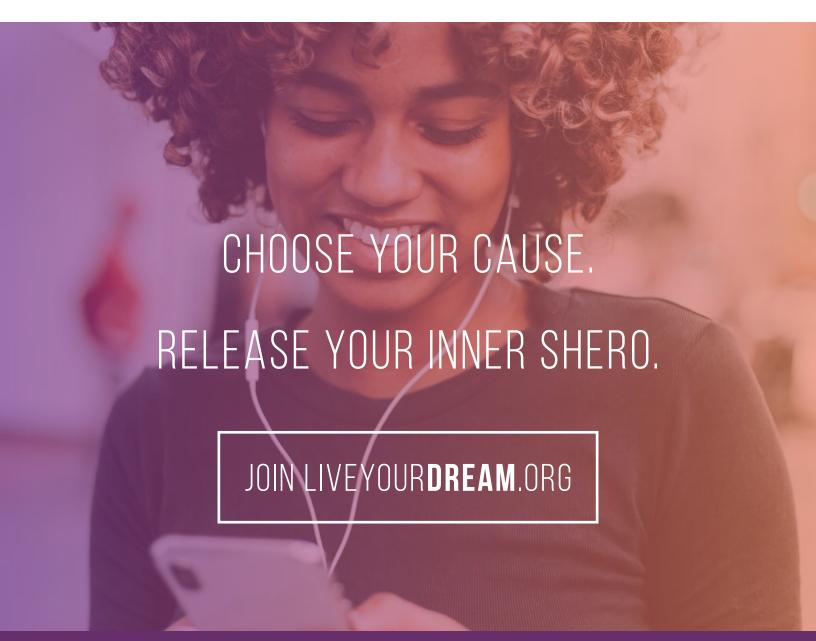
Call or send a letter to Congress



Run for office yourself!

Commit to Empowering Women & Girls

Start your activist journey by joining LiveYourDream.org!
You choose when and how you want to help, and we give you
the tools to take action.



"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has." – Margaret Mead

Questions

Please direct any questions to:

& Karen Rauppius
info@liveyourdream.org

Feedback

Got other resources we should add? Let us know.

Please tell us how you're using the toolkit! Keep us in the loop over email or tag us on social.

- facebook.com/LiveYourDream.Org
- instagram.com/LYDorg
- twitter.com/LYDorg

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LiveYourDream.org is a movement fiercely dedicated to ensuring every woman and girl has the opportunity to reach her full potential, live free from violence, and live her dreams.