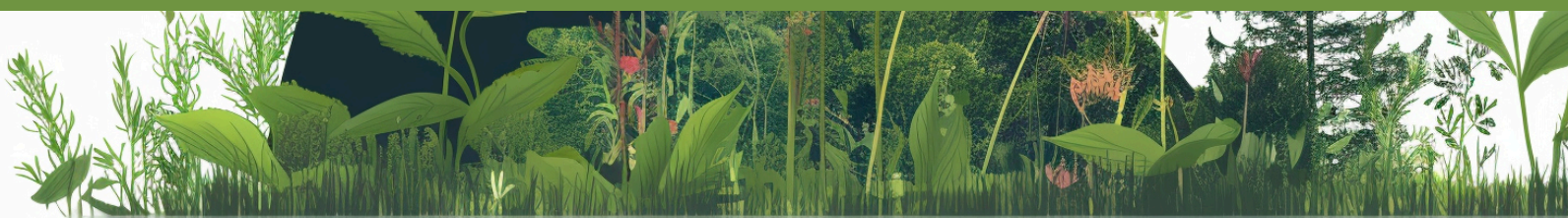




CAPACITY BUILDING PROGRAMS FOR WOMEN LEADERS IN CLIMATE



The Caribbean Philanthropic Alliance (CariPhilAlliance) through Women Led Climate Philanthropy Initiative aims to empower women through strategic partnerships, leveraging funding resources, and capacity-building measures.

Capacity building is central to the work of CariPhilAlliance and supports women's roles in climate by leveraging technical assistance and technology resources, and providing financial resilience training, mentorship programs, and supporting regional climate action activities across five countries. This training will execute a series of workshops with the primary objectives of:

- 1** Empowering women in the Caribbean to create sustainable livelihoods, green entrepreneurial activities and build organisations that are resilient to climate change.
- 2** Enhancing women's access to financial resources and investment opportunities for their work.
- 3** Providing mentorship, coaching and/or guidance from experienced women leaders.
- 4** Promoting networking and collaboration among women working in climate and environment in the Caribbean.
- 5** Increasing awareness among women leaders in the Caribbean about the importance of climate justice.
- 6** Equipping women leaders with knowledge and strategies for incorporating environmentally friendly and green practices into their organizations.
- 7** Celebrating and showcasing the achievements of women leaders in the Caribbean, inspiring others to support the transition to circular societies and contributing to positive social and environmental impact.

The workshops will be executed in two(2) tracks:



BeYOUNd Entrepreneurship Program

Main Topics:

- Social Entrepreneurship
- Tools & Technology
- Marketing & Branding



WoMIND Climate Leadership Program

Main Topics:

- Empowering Leadership
- Natural Resource Mgt & Circular Society
- Climate & Environmental Justice

Duration of each module

- Women in Climate Leadership training will last for twelve (12) weeks.
- The two (2) programs will contain three (3) main Modules each
- The two (2) programs will be delivered over a one (1) month period, concurrently.
- The Mentor Talks will be executed over three (3) weeks in September.
- Each module will be structured to fit within two (2) hours and will be hosted online, with a balance of presentations, interactive activities, discussions, and guest speaker engagements.
- Feedback mechanisms and assessments will support M&E and evaluate participants' progress and ensure the effectiveness of the program.

TARGET DEMOGRAPHIC PER COHORT

**15 -
25**

Females per Cohort

**20 -
50**

Ages

**4 -
5**

Caribbean Countries



NGOs Leaders and Women
Activists in Climate &
Environment



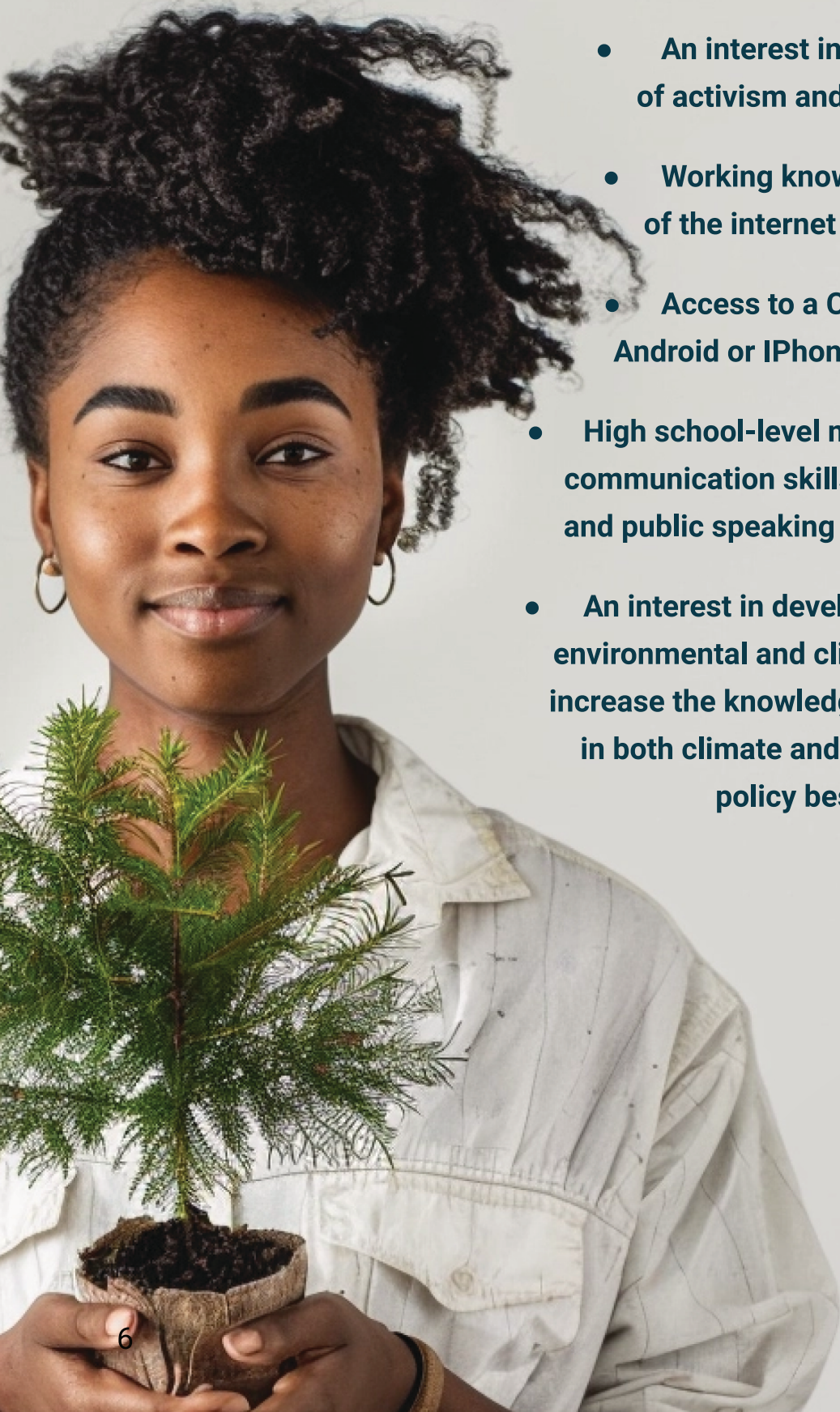
Women belonging to Civil
Society, CBO, Cooperatives,
Grass-roots Organizations



CRITERIA

Ideally the program is seeking women who have:

- **An interest in improving and being part of activism and advocacy at local level.**
- **Working knowledge and understanding of the internet and social media**
- **Access to a Computer (alternatively an Android or iPhone)**
- **High school-level math and good communication skills , emotional intelligence and public speaking abilities.**
- **An interest in developing their career into environmental and climate capacity to help increase the knowledge capacity of the region in both climate and environment needs in law, policy best practice and climate work as the Caribbean improves its governance and access and increases funding that would require regulatory compliance.**



EVALUATION

Participants will be invited to participate in a Pre-Questionnaire that will capture trainees' information and demographics (Section 1) as well as knowledge and attitudes on topics presented.

The Pre-Workshop Questionnaire will be administered in advance of the workshop as part of Trainees Registration, through digital version of the Questionnaire to be filled out online.

The language used also is aimed to be relevant and easy to understand, to ensure all levels of literacy and inclusion of all trainees are met.

Post Questionnaire will determine any changes and/or impact of training on the Trainees in terms of increased basic knowledge and understanding of the issues and if it may have had a positive impact to improving their thinking, mindset and planned trajectory.

Questionnaires will boost the effectiveness by also:

- **Capturing demographic information on participants.**
 - **Giving a snapshot of the respondents' knowledge and attitude on entrepreneurship, climate change and topics as it relates to their work.**
- **Guiding modifications to course content to understand and meet needs of participants.**
 - **Identify the gaps in techniques for delivery based on the learning styles of participants.**

PROGRAMME OVERVIEW

The BeYOUnd Entrepreneurship Program aims

to empower women across the Caribbean region by providing them with the necessary skills, resources, and support to establish and sustain successful entrepreneurial ventures. Through a combination of training, networking opportunities, and awareness-building activities, the program seeks to foster a community of resilient women entrepreneurs who are equipped to navigate the challenges of climate change and contribute to sustainable economic development in their communities.

MODULES

1

Introduction to Social Entrepreneurship and Innovation

This module will cover essential skills for entrepreneurship, including business planning, marketing, financial management, innovation and customer relations.

Participants will learn how to develop and execute business ideas effectively as well as identify ways to strengthen the Organization's Structure to effectively seize and maximize opportunities in a bid to ensure sustainability.

2

Tech Trends, Tools and Tips for Entrepreneurs

This module will seek to keep entrepreneurs informed about the latest technology trends and tools relevant to their industry. Topics could include artificial intelligence (AI), Social Media, E-Commerce, Internet Marketing and how these can potentially impact their businesses.

3

Financial Management Essentials

In this session, participants will explore strategies for managing cash flow effectively, including monitoring inflows and outflows, and managing receivables and payables to meet financial obligations. Additionally, the team will also discuss the importance of budgeting in managing expenses, projecting revenue, sourcing funding/financing/grants and planning for the future all in a bid to help entrepreneurs make informed financial decisions.

WoMIND Climate Leadership Program

WoMIND serves to empower women to become leaders, decision-makers and change makers through targeted education and capacity-building workshops. It will enhance demonstrated abilities of women as leaders, nurturers and natural managers of resources and communities as well as innovators and inventors, often overlooked by society. This need for women in leadership is vital for the Whole of Society approaches for sustainable development, especially for climate action and food security. It will improve the knowledge capital in the region and close barriers to entry of MEAs, review regional laws such as the Escazu Agreement, bridge intersectionality and foster new leadership to support SDG implementation including climate, environment justice and social justice agendas.

MODULES

1

Leadership and Decision-Making Skills Development

This module focuses on leadership needs in Climate & Environmental work and filling gaps by developing leadership capabilities specific to the field of sustainable development with focus on climate and environment and their SDGs barriers to change in the Caribbean.

Participants will learn the important role of mentors to advance work to empower communities, amplify marginalized voices and advocate for important issues including important leadership competencies, such as strategic thinking, effective communication, negotiation skills, and ethical decision-making.

Objective

Empower women to become effective leaders and decision-makers within their community and organizations to catalyze climate and environmental negotiations, laws and regulations and advocacy & awareness campaigns.

Content:

- Understanding leadership styles, qualities and effectiveness for

competencies for sustainable development, justice and whole of society approaches.

- Navigating power dynamics and overcoming gender biases for strategic planning and in decision-making
- Confidence building, communication techniques and negotiation skills
- Facilitation of problem-solving techniques and conflict resolution
- Strategizing intersectional and other inclusive approaches

Activities:

- Interactive workshops on leadership theories and practices.
- Role-playing exercises for communication and negotiation skills.
- Case studies and group discussions on strategic planning and decision-making.
- Simulations for conflict resolution scenarios.

2

Capacity Building in Natural Resource Management and transitioning to a Circular Society

In this module, participants will explore key concepts such as environmental sustainability, climate change mitigation and adaptation resilience and examine sustainable resource management and the intersection of climate change.

Participants will learn how to integrate climate considerations and resource management into work and decision making to enhance the practice and use of sustainable and economically viable tools and encourage behaviors necessary to transition to a circular society and sustainable systems.

Objective:

Enhance women's abilities in natural resource management and innovation based on rapid knowledge advancements and increased pace of innovation to support transition to circular society.

Content:

- Sustainable resource management principles.
- Climate change adaptation, resilience and mitigation strategies.

- Circular society transition and green entrepreneurship for environmental conservation.
- Innovation and technologies for sustainable development

Activities:

- Workshops on sustainable resource management practices.
- Guest Lecture(s) on climate change and innovation and SMART Agriculture (agroecology, climate-smart agriculture techniques, sustainable land management, and biodiversity conservation)
- Brainstorming sessions for innovative solutions.
- Virtual tours or demonstrations of sustainable technologies.
- Media, E-Commerce, Internet Marketing and how these can potentially impact their businesses.

3

Legal and Policy Awareness: Championing Climate & Environmental Justice

This module will give an overview of regional laws such as the Escazu Agreement, Human rights conventions, Multilateral Environmental Agreements (MEAs), and their relevance to local climate and environmental actions, including nationalization through Adaptation Plans, Voluntary National Reviews (VNRs), and constitutional and legal reforms. It also delves into gender equality and women's rights within legal frameworks related to climate and environmental actions, highlighting the intersectionality of gender, climate, and environmental rights.

Participants will gain insights into local environmental regulations, compliance requirements, and the roles of regulatory bodies.

Objective:

Improve knowledge and understanding of regional laws and agreements relevant to climate justice and environmental protection and emerging intersectionalities in the Caribbean.

Content:

- Overview of regional laws and relevance to local climate/ environmental actions (e.g., Escazu Agreement, Human rights

conventions, MEAs and nationalization through Adaptation Plans, VNR and constitutional and legal reforms).

- Gender equality and women's rights in legal frameworks
- Local Environmental regulations and compliance.
- Advocacy and policy influence strategies.

Activities:

- Presentations and discussions on regional laws and agreements.
- Guest speaker on on gender equality and climate/environmental rights intersectionality
- Guest speakers from the legal and policy sector.
- Creation of advocacy campaigns.

MENTOR TALKS

After completing both the BeYOUnd Entrepreneurship Program and the WoMIND Climate Leadership Program, participants would have gained a wealth of knowledge, skills, and experiences in entrepreneurship, environmental leadership, and climate justice. To further support their growth and development, they will be introduced to the Mentor Talks Initiative, a series of engaging 1 - 1.5 hour sessions designed to provide participants with valuable insights and guidance from experienced mentors in their respective fields. These Mentor Talks aim to inspire, motivate, and empower participants to continue their journey toward success and impact.

SESSION 1



ENTREPRENEURSHIP & LEADERSHIP

Participants will have the opportunity to hear from successful entrepreneurs and leaders who have made significant strides in their industries. Mentors will share their personal stories, challenges faced, and lessons learned on their journey to success.

Participants will gain valuable insights into effective leadership, resilience in the face of adversity, and strategies for building sustainable businesses.

SESSION 2



CLIMATE & ENVIRONMENTAL ADVOCACY

Participants will engage with seasoned environmental advocates and climate leaders who have dedicated their careers to addressing pressing environmental challenges. Mentors will share their experiences in advocating for climate action, promoting environmental justice, and driving positive change in their communities and beyond.

Participants will learn about effective strategies for engaging stakeholders, mobilizing support for environmental causes, and making a meaningful impact in the fight against climate change.

SESSION 3

INTERSECTIONALITY & COLLABORATION

Participants will focus on the importance of intersectionality and collaboration in driving social and environmental change. Participants will hear from mentors who have demonstrated a commitment to addressing interconnected issues such as gender equality, social justice, and environmental sustainability through collaborative approaches.

Participants will gain insights about the power of collaboration, building inclusive partnerships, and leveraging diverse perspectives to create lasting impact.



PROGRAMS' FEATURES

- 1** Empowerment Focus: Both Track 1 (BeYOUnd Entrepreneurship Program) and Track 2 (WoMIND Climate Leadership Program) are centered around empowering women & women-led organizations in the Caribbean region, equipping them with the skills, resources, and support needed to succeed in entrepreneurship and environmental leadership roles.
- 2** Comprehensive Curriculum: Each track offers a comprehensive curriculum covering essential topics relevant to entrepreneurship (Track 1) and climate/environmental leadership (Track 2).
- 3** Practical Learning Approach: The programs emphasize hands-on learning experiences, with interactive workshops, case studies, and real-world examples/scenarios. Participants have the opportunity to apply their learning in practical settings, enhancing their understanding and skill development.
- 4** Networking Opportunities: Both programs offer networking opportunities for participants to connect with peers, mentors, and industry professionals. These connections facilitate collaboration, knowledge sharing, and peer support, enriching the learning experience.
- 5** Tailored Modules: Each program consists of specific modules tailored to the respective focus areas.
- 6** Expert Mentorship: The Mentor Talks Initiative provides participants with access

to experts and sought-after professionals who offer valuable insights, guidance, and inspiration. Mentors share their personal and professional experiences, helping participants navigate challenges and capitalize on opportunities.

7

Inclusive Approach: Both programs adopt an inclusive approach, welcoming participants from diverse backgrounds and experiences. This diversity enriches the learning environment, fostering cross-cultural understanding and collaboration.

8

Long-term Impact: The programs aim to create lasting impact by equipping participants with skills and knowledge that can be applied beyond the duration of the program.

9

Continuous Support: Beyond the formal program structure, participants receive ongoing support and resources to further their personal and professional development. This may include access to alumni networks, additional training opportunities, and continued mentorship.

10

Alignment with Regional Priorities: Both programs are designed to address key priorities and challenges facing the Caribbean region, such as economic empowerment, environmental sustainability, and gender equality.

ADDITIONAL PROGRAMME INFORMATION

- The core programme will last for twelve (12) weeks
- Each of the two (2) tracks will contain three (3) main Modules
- Each of the two (2) tracks will be delivered over a one (1) month period
- The Mentor Talks will be executed over three (3) weeks in September

