

## **PURPOSE OF REPORT**

This report sets out the findings from the midway evaluation of the S.T.A.N.C.E. Project carried out with the Women's Networks who have participated in the project. The midway evaluation documents the learning of the Networks from their participation within the project and presents key issues that have emerged.

## **PURPOSE OF THE MID-WAY EVALUATION**

The midway evaluation was carried out by the Project Development Worker for use as an internal document to assess the impact of the project. The evaluation took place from October – December 2002 through four regional meetings held in Dublin, Wexford, Galway and Kerry and seven questionnaires to particular Networks who did not attend a regional meeting. The aim of the midway evaluation was to enable networks who have participated in the S.T.A.N.C.E. programme to assess its overall impact. This involved a number of objectives;

- To identify key areas of learning
- To enable networks examine their relationships with external agencies
- To assess the contribution of women's networks to policy development
- To identify further training areas which S.T.A.N.C.E. could address
- To name the supports which have enabled participation and identify further supports which might be needed.

## **REPORT PRESENTATION**

The report is presented based on the findings from the regional meetings and questionnaires as well as observations and learning from the Project Development Worker. The report is presented in 5 sections.

Section 1 documents the individual learning of network representatives who have been involved in the project. Section 2 presents the impact of the project on the networks learning and knowledge base and how this learning has been used. Section 3 outlines the contribution S.T.A.N.C.E. has had on relationships between the women's networks and their external environment. A number of quotes from participants during the process are used throughout these three sections to illustrate particular issues and learning.

Section 4 identifies supports provided by the project that have enabled networks to participate and gives ideas of other supports that could be developed. Section 5 gives an analysis of the future direction that S.T.A.N.C.E. could take in its final year and an overall comment on the evaluation and the project itself. Finally, a number of appendices giving more detailed information on the process and participants involved is included.

## **SETTING THE CONTEXT**

AONTAS has a long history of supporting the work of womens education networks over the years through two N.O.W (New Opportunities for Women) programmes and the W.E.N.D.I. programme (Womens Education Networks Development Initiative). Building on this learning the **S.T.A.N.C.E.** Project (Strategies to Advance Networks Collective Empowerment) is a 3-year programme, which began in January 2001 with funding from Department of Social, Community and Family Affairs (D.S.C.F.A.) and the Department of Education and Science (D.E.S).

### **THE AIMS OF S.T.A.N.C.E. ARE:**

- To develop womens networks as regionally based infrastructures of support in addressing womens social exclusion
- To facilitate the development of a partnership approach to linking womens networks and key agencies at national level with a view to influencing policy

S.T.A.N.C.E works with womens education networks across the country, who are involved in building the capacity of local womens groups to address womens social exclusion. There are currently twenty-five womens networks in the programme, who are members of AONTAS. Networks are all involved in support and development work with their member groups through, information dissemination, newsheet production, organising of networking days, training courses, seminars and providing advice and information to groups. They have also developed a representative and lobbying role in relation to shaping policies that impact on their members and articulating the voices of women, in particular, disadvantaged women, in a variety of policy making foras.

Each of these networks supports womens groups in their area. It is difficult to assess the actual numbers of women involved, however there are currently approximately, 370 womens groups being supported by Women's Networks involved in the S.T.A.N.C.E. programme. The average membership would range from 10 to 100 women.

S.T.A.N.C.E. works with these womens networks at a regional and national level to empower them collectively to be more effective and strategic in addressing womens disadvantage. This is achieved through the provision of regional training and information workshops and through supporting womens network representatives to come together at a national level. Women involved in the management of their network, potential management members as well as staff are encouraged to participate at regional training and information workshops. These workshops enable the networks to develop their capacity, share ideas and models of good practice, keep informed of developments and enhance and develop specific skills. They also provide an opportunity to strengthen links with each other and work collectively to influence policy. Since the development of the S.T.A.N.C.E programme the women's networks have developed their own national organisation – National Collective of Community-based Women's Networks – to provide

## **S.T.A.N.C.E. Midway Evaluation**

a collective mechanism for women's networks to participate in, develop, and respond to national policy development. This process is also supported by the S.T.A.N.C.E project.

## SECTION 1 - INDIVIDUAL LEARNING

The S.T.A.N.C.E programme has involved the participation of 150 women from 23 women's networks all over the country. Each woman brings with her an abundance of experience and knowledge from her involvement in her network, women's group, community and family. In looking at the women's individual learning a number of common areas were identified. These included

- Increase in self-confidence – many women talked of their growing awareness in their self-confidence from participation in at the S.T.A.N.C.E. regional training and information meetings. Having to stand up in front of a new group, share ideas and experiences and discuss and be challenged on a variety of issues greatly enhanced their own confidence and encouraged them to initiate actions, make presentations etc outside the safety of their own group.

- **“ The penny dropped and the fear I had around policy making left me”**

Personal fears around policy making and dealing with policy makers were addressed. There was a sense of the policy making process been broken down and a greater understanding of the role and potential role of the networks and the women themselves being part of the policy making process, whether within their own management committees or representing their network.

- **“ The policy maker is me”**

Some of the participants expressed a sense of themselves as having real power and being policy makers. This realisation gave them greater strength and confidence in their abilities. Moreover policy making was seen as being part of them rather than something carried out by others

- Defining and owning community education was a powerful piece of learning for many women. Gaining a greater sense of understanding of the work and process they have been part of and developing the language and confidence to voice that experience was significant. An exploration of adult education and community education, their similarities and differences enabled the participants to identify where their own experiences and work fitted in. This has given women greater confidence to promote women's community education and greater clarity in their networking with other organisations. Participation for some of the women in the drama presentation of women's community education was a powerful tool of understanding and awareness of the potential of women's community education. There was greater recognition also of the use of drama as a tool to explore issues as well as a development of their own creative skills and confidence

## **S.T.A.N.C.E. Midway Evaluation**

- Power of networking – the opportunity for networks to come together, meet other women involved in the work, hear other experiences, share ideas, discuss models of good practice, identify issues affecting the networks was a very enriching and supportive experience. It gave the women from the networks a greater sense of solidarity and broke down the isolation that can be common in this work. It also created greater enthusiasm.
- Women became more aware of what was happening both internally within their network and in the wider environment. Having access to information, meeting others involved in similar work developed their understanding and knowledge of issues gave them greater confidence and a greater sense of power

### **ANALYSIS**

Overall the women who participated in the midway evaluation recognised their own growth through the project, the confidence they developed and their increased skills and knowledge. Moreover although some found it difficult to separate their own individual learning from that of their network all recognised how participation in the project had enabled them to voice their ideas, concerns and experiences in a way that would influence their networks policy agenda.

**SECTION 2 – IMPACT AND OUTCOMES OF LEARNING FROM PARTICIPATION IN S.T.A.N.C.E. ON NETWORK INTERNALLY**

IMPACT OF LEARNING	OUTCOMES	EXAMPLES
<p><b>Creating Space For Analysis</b></p> <ul style="list-style-type: none"> <li>• Critically analyse their work</li> <li>• Explore ideas for progress</li> <li>• Prioritise policy work</li> <li>• Develop strategies to achieve priorities</li> </ul>	<ul style="list-style-type: none"> <li>• Management committees developing actions</li> <li>• Identifying key agencies or individuals to develop relationships e.g. C.E.D.O.</li> <li>• Making contact and building relationships</li> </ul>	<ul style="list-style-type: none"> <li>• County Enterprise and Development Officer of County / City Development Boards.</li> <li>• V.E.C. Board members.</li> <li>• Further Education Section on Department of Education and Science</li> </ul>
<p><b>Networking</b></p> <ul style="list-style-type: none"> <li>• Access to and sharing of information between networks</li> <li>• Greater recognition of work and contribution of their network</li> <li>• Greater awareness of the role and power of networks collectively</li> <li>• Recognition of the need for a national voice for Women’s Networks</li> </ul>	<ul style="list-style-type: none"> <li>• Greater sense of solidarity between networks</li> <li>• Dissemination of information</li> <li>• Networking between networks outside of S.T.A.N.C.E. training days</li> </ul>	<ul style="list-style-type: none"> <li>• Sharing of contacts, funding opportunities etc.</li> <li>• Development of the National Collective of Community-based Womens Networks (N.C.C.W.N.)</li> </ul>
<p><b>Seeing policy as a priority</b></p> <ul style="list-style-type: none"> <li>• Understanding the policy arena</li> <li>• More informed on policy developments</li> <li>• Proactive and strategic</li> <li>• Increased knowledge of structures at all levels and their linkages</li> </ul>	<ul style="list-style-type: none"> <li>• Information dissemination on key policy developments</li> <li>• Making submissions to key policy documents</li> </ul>	<ul style="list-style-type: none"> <li>• Beijing Platform for Action, County Development Plan, National Qualifications Authority, National Plan</li> </ul>

## S.T.A.N.C.E. Midway Evaluation

<ul style="list-style-type: none"> <li>• The how and why of developing links and influence</li> <li>• Using research as a tool</li> <li>• Skills development leading to increased confidence</li> </ul>	<ul style="list-style-type: none"> <li>• Taking up representative roles at key policy making fora</li>   <li>• Participation at various regional and national events</li> </ul>	<p>for Women, National Health Strategy.</p> <ul style="list-style-type: none"> <li>• Representing on County Childcare Committees, Social Inclusion Committees</li> <li>• Community Development Support Programme regional consultations, AONTAS Conference</li> </ul>
<p><b>Increasing profile of Women's Networks</b></p> <ul style="list-style-type: none"> <li>• Greater confidence and belief in themselves</li> <li>• Strengthening profile outside of local environment</li> </ul>	<ul style="list-style-type: none"> <li>• Regional representation</li> <li>• Participation in N.C.C.W.N. Steering Group</li> <li>• Making presentations to key agencies</li> <li>• Promotion of network</li> <li>• Organising information and networking days</li> </ul>	<ul style="list-style-type: none"> <li>• Highlighting issues for women returning to education to V.E.C</li>   <li>• Having article about network in National Women's Council magazine</li> </ul>

### ANALYSIS

Networks explored how through participation on S.T.A.N.C.E. had increased or developed the knowledge within the network. All of the networks valued the opportunity that S.T.A.N.C.E regional meetings provided for network representatives to critically analyse their work and explore ideas for progress. Moreover through facilitated discussion, networks were enabled to prioritise in particular their policy work and develop strategies to achieve these priorities. Being part of the S.T.A.N.C.E project has enabled networks to realise the importance of networking to the overall development of their organisation. The access to and sharing of information between networks has been an invaluable resource as well as creating a greater sense of solidarity between the networks themselves.

**“ We knew that we needed a “voice” at all other levels, especially nationally” if we were ever going to impact on national policy”**

The recognition through S.T.A.N.C.E that Women’s Networks needed greater solidarity and a national voice was for many the catalyst for development of their own national structure (National Collective of Community based Womens Networks). This created the impetus for networks to take an active role in its formation and development. Networks identified the development within their organisations of an understanding of the policy arena and their enormous role within this.

**“Policy isn’t something out there anymore its part of what we do and who we are”**

Many had further identified that policy work was a priority now and S.T.A.N.C.E. had facilitated them to be more informed of policy developments but more specifically be proactive and strategic when working on policy.

**“We’re taking ourselves more seriously and as a result so are others”**

Significant learning occurred for the Networks about themselves as an organisation, their strengths, assessment of their work, their role in policy, the knowledge and experiences they have gained. Increasing that knowledge, experience and strength was an ongoing part of the S.T.A.N.C.E. programme for the Networks involved. This led to many of the networks having a greater confidence and belief of themselves and to using this to strengthen their profile outside of the network itself – at a local level, through regional representation and through taking on a national focus through participation in N.C.C.W.N. AONTAS etc.



**SECTION 3 – ASSESSING THE IMPACT OF WOMEN’S NETWORKS ON THEIR EXTERNAL ENVIRONMENT**

<b>WHO</b>	<b>HOW</b>	<b>IMPACT</b>
V.E.C.	Made contact with A.E.O Redeveloped relationship with A.E.O. Held meeting with A.E.O.	Improved relationships Access to funding Identified possibilities of working together to develop training strategy for women
AONTAS	Participation at S.T.A.N.C.E Greater phone contact Visits by S.T.A.N.C.E. Participation at AONTAS events e.g. A.G.M., conference, regional meetings	Better access to information More contact with other organisations – networking Raising of our profile Better informed Raising awareness of womens community education
National Collective of Community based Womens Networks	Became actively involved in Steering Group	Taking on a representative role Networks coming together nationally We have a voice at national level Raising of profile of Womens Networks
County Childcare Committee	Made contact through phonecalls and meetings with key people involved	Greater knowledge of work of committee Taken up a representative role Greater access to information and influence
County / City Development Board	Sought information Made contact with County Enterprise and Development Officer (C.E.D.O.) Invited C.E.D.O. to Network Held consultation with women’s groups	Recognised as a Womens Networks Made submission to Strategic Plan Women more involved in county plan Took up a representative role within C.D.B.
Other Networks	Participation at S.T.A.N.C.E Ongoing networking	Greater solidarity and awareness between networks More contact with women in the region
Rapid	Made contact with Coordinator	Improved relationship Greater knowledge of each others work

**ANALYSIS**

A particular aim of S.T.A.N.C.E was to facilitate the development of a partnership approach to linking women's networks and key agencies to influence policy. Thus the midway evaluation focused on networks connections with their external environment, exploring the role of S.T.A.N.C.E. in enabling them to link with key agencies, processes used and the impact of this work. Many of the networks highlighted that participation in S.T.A.N.C.E. had given them access to information, space to identify and develop their knowledge and skills and the confidence to be both strategic and proactive in forging ongoing relationships and influence with key players. All of the networks reported significant improvements in their relationships with key agencies and policymakers. Much of this work involved Women's Networks taking more proactive roles to influence policy, particularly at regional and county levels. This involved developing relationships and being involved strategically with their County Development Board, Vocational Educational Committee, County Childcare Committee etc. This reflects the changing nature of our policy making process with greater devolution of power to regional and county levels and the active involvement of the community and voluntary sector. This involvement requires particular investment of resources in capacity building of the sector in order to ensure their effective participation.

Networks developed and carried out their own route to taking a more proactive involvement in policy making. ST.A.N.C.E. enabled them to be more informed of key developments, offered an opportunity to prioritise key areas to influence and gave them the confidence and skills to take action. The actions taken varied from meeting with key individuals involved in particular organisations to holding consultations with women and developing submissions. Their impact for some was difficult to identify in a tangible way. However, all identified the value of improved relationships, better communication, sharing of information and greater understanding of the work of each other. In time it will be important to see whether the influence of the women's networks can be identified within the implementation of County development plans, area actions, programmes and policies that will be put in place in the future.

At a national level a number of Women's Networks identified their involvement in AONTAS as being greatly strengthened through S.T.A.N.C.E. which encouraged them to participate at other forums of AONTAS. This added to raising the profile of Women's Networks across the country and contributed to a greater recognition of the work and value of the community education sector. The development of the National Collective of Community-based Women's Networks was a significant development for women's networks and offers much potential for galvanising and effectively representing the voices, experiences and ideas of womens networks at a national level. A number of women's networks have taken up representative roles on the steering committee and all recognise that this will be one of their major forums to be involved.

## **S.T.A.N.C.E. Midway Evaluation**

Networks identified particular agencies and individuals within these, at local, regional and national levels that they had developed or redeveloped links with since their involvement in S.T.A.N.C.E. The most common of these were:

**LOCAL LEVEL** - Other community groups, Partnership Equality Officer, Rapid Coordinator, ethnic minority groups, Adult Education Officer of V.E.C.

**COUNTY / REGIONAL LEVEL** - County Childcare Committee, County / City Development Board, County Enterprise and Development Officer, V.E.C., Health Board, Regional Officers of Department of Social, Community and Family Affairs, other women's networks in the region

**NATIONAL LEVEL** - AONTAS, National Collective of Community-based Womens Networks, Department of Education and Science Further Education Section, Department of Community, Rural and Gaeltacht Affairs, National Womens Council of Ireland, Department of Justice, Equality and Law Reform.

**SECTION 4 - SUPPORTS**

<b>SUPPORTS AIDING PARTICIPATION</b>	<b>IDEAS OF OTHER SUPPORTS THAT COULD BE DEVELOPED</b>
Phone contact from S.T.A.N.C.E.	Induction/Mentoring for new networks participating at training days
Information, advice and visit from S.T.A.N.C.E	More space set aside for each network to do short presentations about themselves
Mailouts	Celebration of progress of project
Expenses – travel, child/eldercare	Have an information sheet to feed back information to rest of network from training days
Supporting each other	More networking between networks outside of S.T.A.N.C.E.
Facilitation of coming together – friendly delivery and varied methods	Greater links between S.T.A.N.C.E. and AONTAS
Sharing of information between networks	
Having training in different locations – southern region only	
Encouraging creativity and drama	
Publication of directory of Women’s Networks	
Commitment from management committee to participate	

## **SECTION 5 – FUTURE DIRECTION OF S.T.A.N.C.E.**

### **REGIONAL AND NATIONAL TRAINING AND INFORMATION MEETINGS**

All networks identified the continued importance of coming together regionally at regular stages throughout the year. This would further develop the sense of solidarity that has developed among networks and provide a useful forum for exchange of information and ideas. It was suggested that more emphasis could be placed on networks exchanging models of good practice at the regional meetings and to look at funding opportunities. Networks could also be supported to develop regional positions on certain issues. In the Galway and Kerry regions in particular it was felt that greater impact could be made by networks on a variety of issues if they strengthened their regional capacity since a number of these networks are dealing with the same structures eg Health Board, County Development Board, County Childcare Committee, V.E.C. This would very much link into the idea of the National Collective of Community based Women's Networks to develop the capacity of the Women's Networks regionally to strengthen their overall policy positions.

While all networks agreed that education was the key to tackling womens social exclusion and benefited hugely from the focus on education through S.T.A.N.C.E. in 2002, it was suggested that other issues could also be explored through the training e.g. transport, childcare, live register etc.

A practical measure that could be implemented to address the difficulties in feeding back information and learning from the day to other committee members was to develop a summary sheet at each training day.

### **USING THE MEDIA**

The majority of networks felt that a key skill they wished to develop was ways of engaging effectively with the media. It was suggested at three of the regional meetings that S.T.A.N.C.E should provide training in this area, including lobbying skills and campaigning. The networks could use this training at local level but it was hoped that it would form the basis for delivering a campaign by the networks either regionally or through the National Collective.

### **DEVELOP A REPRESENTATIVE MODEL OF GOOD PRACTICE**

The Southern region in particular believed that they had now taken great strides in their policy work which has seen them take on various representational roles. They suggested that S.T.A.N.C.E. through its regional training would work with the networks to develop a model of practice to ensure effective representation by Women's Networks at a variety of fora.

## **OVERALL COMMENT**

It is clear from this midway evaluation that the S.T.A.N.C.E project has had considerable impact on the networks involved. Almost all of the networks involved were able to identify how the project has influenced their work, the impact this has made and the benefits that have been realized, both at a personal level and particularly within the network itself and its relationships with other key policy makers.

This is the first project to bring networks together on a regional basis at regular intervals. This has had considerable and often unforeseen benefits to the networks involved for example, greater sense of solidarity, greater awareness of each others work, sharing of information, feelings of isolation have been dispelled and greater communication between networks on an ongoing basis. However, the north-west region has not necessarily followed this pattern. Here, in my view, particular factors have inhibited the development of a regional infrastructure of women's networks.

- Distance between each network from each other e.g. Women of the North West and Donegal Womens Network
- Poor access transport routes within counties themselves e.g. Donegal
- The large catchment area of each network
- The length of time it takes to travel within the county or to Sligo for S.T.A.N.C.E. regional meeting
- The reliance on voluntary management committee members to participate at regional meetings

In the final phase of the S.T.A.N.C.E project this reality will have to be taken into account in the development of future training programmes.

**APPENDIX 1**

**PARTICIPATING WOMENS NETWORKS IN THE S.T.A.N.C.E. PROGRAMME**

**ACCESS 2000, WEXFORD**

**ADULT COMMUNITY EDUCATION NETWORK, DUBLIN**

**CLARE WOMENS NETWORK**

**CLONDALKIN WOMENS NETWORK, DUBLIN**

**COMMUNITY WOMENS EDUCATION INITIATIVE, CORK**

**DONEGAL WOMENS NETWORK**

**DROGHEDA AREA WOMENS NETWORK**

**FORUM WOMENS WORKING GROUP, GALWAY**

**LIMERICK WOMENS NETWORK**

**LONGFORD WOMENS NETWORK CENTRE**

**NETWORK KILDARE**

**NORTH WEST INNER CITY WOMENS NETWORK, DUBLIN**

**SOUTH WEST KERRY WOMENS ASSOCIATION**

**TIPPERARY WOMENS NETWORK**

**TRALEE WOMENS FORUM**

**WATERFORD WOMENS RESOURCE CENTRE**

**WATERFORD WOMENS COMMUNITY NETWORK**

**WEST CORK AND BEARA WOMENS NETWORK**

**WESTERN WOMENS LINK**

**WOMEN OF THE NORTH WEST**

**WOMEN TOGETHER TALLAGHT NETWORK**

**WOMENS ADVISORY COMMITTEE, SLIGO**

**WOMENS ISSUES TASK FORCE, KERRY**



**APPENDIX 2**

**PARTICIPANTS IN S.T.A.N.C.E. (JAN. 2001 – DEC. 2002)**

1. Sara Bourke	TIPPERARY WOMENS NETWORK
2. Breda English	“
3. Anne O ‘Brien	“
4. Ruth Smith	“
5. Veronica Malone	WATERFORD WOMENS RESOURCE CENTRE
6. Breda Murphy	“
7. Agnes Price	TIPPERARY WOMENS NETWORK
8. Josie Allen	“
9. Veronica Crowe	“
10. Hannah Mc Grath	“
11. Majella Gould	CORK WOMENS EDUCATION INITIATIVE
12. Tina O’Donnell	LIMERICK WOMENS NETWORK
13. Veronica	TIPPERARY WOMENS NETWORK
14. Betty Coughlan	“
15. Geraldine Cloghessy	LIMERICK WOMENS NETWORK
16. Nuncie Murphy	ACCESS 2000 WEXFORD
17. Pauline Ennis	“
18. Dolores	“
19. Eleanor Dalton	WATERFORD WOMENS CENTRE – ACCESS 2000
20. Laura Buckley	ACCESS 2000, WEXFORD

## S.T.A.N.C.E. Midway Evaluation

21. Josephine O'Donnell	TIPPERARY WOMENS NETWORK
22. Frances Roche	ACCESS 2000
23. Ellie Hughes	“
24. Caroline Stokes	WATERFORD WOMENS RESOURCE CENTRE
25. Kate Crotty	“
26. Maureen Tobin	TIPPERARY WOMENS NETWORK
27. Susan Cullinane -	NETWORK KILDARE
28. Bernadette Duffy	“
29. Valerie O'Carroll	NORTHWEST INNER CITY WOMENS NETWORK
30. Jacinta McMahon	CLONDALKIN WOMENS NETWORK
31. Liz Griffin	“
32. Jacinta Donnelly	“
33. Mary Cummins	ACE NETWORK
34. Noreen O'Donnell	DROGHEDA AREA WOMENS NETWORK
35. Rita Geraghty	“
36. Noleen Kavanagh	N.W.I.C. WOMENS NETWORK
37. Nora O'Hanlon	NETWORK KILDARE
38. Maria O'Donoghue	WOMEN TOGETHER TALLAGHT
39. Helen Murray	“
40. Annette Ennis	“
41. Brenda Zaidel	“
42. Mags O'Brien	“

## S.T.A.N.C.E. Midway Evaluation

43. Stella Neary	DROGHEDA AREA WOMENS NETWORK
44. Maureen Hall	“
44. Ida Lenihan	“
45. Margaret Moore	“
46. Sheila Jacob	“
47. Pat Barrett	NORTH WEST INNER CITY WOMENS NETWORK
48. Jean Clifford	CLONDALKIN WOMENS NETWORK
49. Karen Sullivan	WOMEN TOGETHER TALLAGHT NETWORK
50. Aileen O’Mahony	“
51. Lorraine Cunningham	D.A.W.N.
52. Breda Cahill	WESTERN WOMENS LINK
53. Marie Silke	“
54. Cathy Keane	FORUM WOMENS WORKING GROUP
55. Catherine Flanagan	LIMERICK WOMENS NETWORK
56. Pat Deedigan	“
57. Elaine Dalton	CLARE WOMENS NETWORK/RURAL ACTION PROJECT
58. Clare Sheehan	CLARE WOMENS NETWORK
59. Jane O’Leary	“
60. Elsie Morahan	LONGFORD WOMENS CENTRE
61. Janette Dolan	“
62. Nuala Grealley	BALLYMAHON WOMENS CENTRE

## S.T.A.N.C.E. Midway Evaluation

63. Liz Mc Loughlin	“
64. Lily Gilhurst	LONGFORD WOMENS CENTRE
65. Aileen Deaniston	LONGFORD ACTIVE RETIREMENT GROUP
66. Imelda Scally	“
67. Anne Coyne	CLIFDEN ICA
68. Barbara Lydon	“
69. Deirdre McGonagle	“
70. Marian Flannery	WOMEN OF THE NORTH WEST
71. Margaret Walshe	“
72. Pascallen Regan	“
73. Ann Ruddy	“
74. Concepta Finnerty	“
75. Mary Gilvarry	“
76. Anne Finnerty	“
77. Helena Loftus	“
78. Madeline Clarke	“
79. Patricia Newcombe	“
80. Sinead Burns	HOLYWELL TRUST SUPPORT AGENCY
81. Breege Doherty	DONEGAL WOMENS NETWORK
82. Joanne Elliot	FORUM WOMENS WORKING GROUP
83. Patsy Cumiskey	LONGFORD WOMENS CENTRE
84. Helena Doyle	“
85. Jacinta MacMahon	“

**S.T.A.N.C.E. Midway Evaluation**

86. Margot Gearty	LONGFORD ICA
87. Mary Kirby	FORUM WOMENS WORKING GROUP
88. Carol Hearne	“
89. Marie – Noelle Biddulph	“
90. Patricia Roullier	LONGFORD WOMENS CENTRE
91. Mary J Tyrell	LONGFORD ACTIVE RETIREMENT GROUP
92. Cissy Higgins	“
93. Liz Price	LIMERICK WOMENS NETWORK
94. Darine Cross	“
95. Avril de Carteret	CLARE WOMENS NETWORK
96. Majella Cosgrove	LIMERICK WOMENS NETWORK
97. Dolores Walsh	“
98. Amanda Milne	CLARE WOMENS NETWORK
99. Edel Geraghty	LIMERICK WOMENS NETWORK
100. Mairead Lynch	SOUTHWEST KERRY WOMENS ASSOCIATION
101. Maggie O Shea	“
102. Carmel O'Connor	“
103. Bernadette Kennedy	“
104. Carol Nash	“
105. Joan Courtney	TRALEE WOMENS RESOURCE CENTRE
106. Mary Conway	“
107. Theresa Sheehy	“
108. Josephine Hassett	“

## S.T.A.N.C.E. Midway Evaluation

109. Mary Conroy	TRALEE WOMENS RESOURCE CENTRE
110. Ann O'Keefe	SOUTH WEST KERRY WOMENS ASSOCIATION
111. Angela Hallissay	“
112. Marie Farrell	KERRY WOMEN TOGETHER
113. Joan Collins	“
114. Nuala Mc Daid	“
115. Claire Dunne	“
116. Janet McEvoy	TRALEE WOMENS RESOURCE CENTRE
117. Mary Kelleher	WOMENS ISSUES TASK FORCE
118. Mo Glover	GREATER KENMARE WOMENS NETWORK
119. Janet McEvoy	“
120. Alla Dulohery	WEST CORK AND BEARA WOMENS NETWORK
121. Mary Andrews	“
122. Caroline Dare	“
123. Margaret Casey	BANCHARA
124. Joan Collins	KILLARNEY WOMENS NETWORK
125. Gretta Lynott	“
126. Kathleen McDonnell	
127. Maeve Dunne	
128. Aurelie Kelly	DONEGAL WOMENS NETWORK
129. Jacqueline Rooney	“
130. Mary Heston	

## S.T.A.N.C.E. Midway Evaluation

131. Maria Cuffe	
132. Kathleen O'Connor	
134. Kate Morgan	
135. Maureen Mc Kenna	
136. Breege Doherty	
137. Carmel Farrell	W.I.S.H. BALLINA
138. Maura McHale	“
139. Stephanie McManus	“
140. Nora Mangan	“
141. Finola Brennan	DONEGAL WOMENS NETWORK
142. Sabina Murphy	PULLATHOMAS WOMENS GROUP
143. Bridget McGrath	“
144. Nancy Timlin	“
145. Caitriona Gleeson	WOMENS DEV OFFICER, S.L.P.C.
146. Mary Mc Manamon	WOMEN OF THE NORTHWEST
147. Nora Mangan	“
148. Wendy Mullarkey	“
149. Caitriona Gleeson	SLIGO WOMENS NETWORK

**APPENDIX 3**

**S.T.A.N.C.E. MIDWAY EVALUATION  
OCT – NOV 2002**

**AIM** To enable networks who have participated in the S.T.A.N.C.E. programme to assess its overall impact

**OBJECTIVES**

- To identify key areas of learning
- To enable networks examine their relationships with external agencies
- To assess the contribution of womens networks to policy development
- To get a sense of further training areas which S.T.A.N.C.E. could address
- To name the supports which have enabled participation and identify further supports which might be needed

**AGENDA**

10:00	Tea/Coffee	Registration
10:15	Welcome and Introductions	
10:30	Recap on S.T.A.N.C.E.	
10:40	Individual learning	
10:55	Feedback	
11:10	Impact of S.T.A.N.C.E. internally	
12:00	Feedback	
12:45	Lunch	
2pm	Input on the external	
2:10	Assessing the network as a stakeholder	
3:10	Feedback	
3:30	Where are the gaps?	
4:00	Close	



**APPENDIX 4**

**Midway-Evaluation Process**

22 November 2002

Hello

I hope you are well. It is a really busy time of the year and it seems the year is flying by. We have been running the regional meetings around the country. Their focus has been to evaluate the S.T.A.N.C.E. Project, assess its impact and look at future training needs. There is just one left to do in Kerry in early December.

Unfortunately your network was not able to attend your regional meeting so didn't have the opportunity to put forward your views and ideas. However I would really like to hear from your own experiences of participation in the S.T.A.N.C.E. Project to ensure that its last year (2003) has a relevance to your own network.

I have enclosed a questionnaire which I hope you would complete with your management committee so that your experiences and ideas can be used to develop the focus of the final year of the project and to document any impact which participation in the project has given your network.

I would be most grateful if you would take the time to complete the questionnaire as honestly and comprehensively as possible. For your information and assistance. In completing the evaluation I have also documented the work of the S.T.A.N.C.E. Project to date (these were displayed on flipcharts at the regional meetings) which may remind you of some of the training and information that has been developed.

Please give me a ring if you have any questions about the written evaluation.

**I would be really grateful if you would return the evaluation form by Thursday December 12<sup>th</sup>.**

Take care

---

Niamh

## **S.T.A.N.C.E. PROJECT 2001 –2003**

**Aim 1 To develop Women’s Networks as regionally based infrastructures of support in addressing women’s social exclusion**

Through

- Providing regional and national information and training
- Supporting networks to come together

**Aim 2 Facilitating the development of a partnership approach to linking womens networks to key agencies at national level with a view to influencing policy**

Through

- Bringing networks together nationally
- Facilitating links between networks and key agencies
- Bringing network personnel together to promote good practice within the work

## **HOW DOES IT HAPPEN?**

Phone contact,

Mail outs of information,

Visits to networks,

Regional training and information meetings,

Participation at AONTAS events,

Encouraging links with other Networks,

Development of National Collective of Community based Womens Networks,

Bringing learning from S.T.A.N.C.E. to other arenas.

## **REGIONAL TRAINING AND INFORMATION MEETINGS THEMES**

**MARCH – APRIL 2001** Consultations held

Feedback from Networks

- Create networking opportunities for sharing of information, ideas and good practice
- Provide relevant information to enable networks to impact on policy
- Provide specific training – lobbying, campaigning, policy development, media skills
- Explore and develop specific ways of effective representation

Fifth region created

See Appendix 1 for regional priorities at consultations

**MAY – JUNE 01**

- Promotion and dissemination of “At the Forefront” research
- Exploration of issues raised and recommendations
- How to use research
- New structures for adult education
- Individual network strategy

**AUTUMN 01**

- What is policy?
- “Any decision or practice that impacts on a group of people over time”
- Key structures and their agendas
- Development of regional strategic goals

**JAN – MAR 02**

- Developments in adult education
- Identifying skills to influence policy
- Linking with key stakeholders – role play

**APRIL – JUNE 02**

- Input on community education
- Defining adult education and community education
- Exploring ingredients of community education
- Issues for Womens Networks involved in community education

**S.T.A.N.C.E. Mid Way Evaluation**

1. Name of Network \_\_\_\_\_

2. Impact of S.T.A.N.C.E. **internally** in your Network

Through participation in the S.T.A.N.C.E. project has there been any changes in your Networks learning and knowledge base

---

---

---

---

---

---

---

---

---

---

3. How has any learning been used by your Network?

---

---

---

---

---

---

---

---

4. In your external environment have any new relationships been formed by your Network as a result of participation in S.T.A.N.C.E. either at a local, regional or national level?

YES \_\_\_\_\_

NO \_\_\_\_\_

If yes

(a) With who (Please name each organization, group or role of individual e.g. C.E.D.O.)

---

---

---

---

---

---

---

---

(b) How did you go about developing this / these relationships (Please outline)

---

---

---

---

---

---

---

---

(c) What has been the impact of this / these relationships?

---

---

---

---

---

---

---

---

5. Further training areas your Network needs to actively participate and influence policy

---

---

---

---

6. Can you name any supports provided that have enhanced the participation of your network in the project?

---

---

---

---

---

7. Any suggestions that you have to enhance your participation in the future?

---

---

---

---

---

---

---

---

---

---

**APPENDIX 5**

**S.T.A.N.C.E. AGENDAS 2001 – 2002**

**REGIONAL CONSULTATIONS MAR / APRIL 2001**

**Aim:** To enable womens networks to identify their training and information needs that can be supported by AONTAS

**Objectives:**

- To inform networks about the project
- To enable Development Worker and Networks representatives get to know each other
- To identify barriers to effective representation
- To identify skills necessary to inform policy
- To identify the strengths of networks
- To place the work of Networks in context of regional and national development

**AGENDA**

10:00	Registration Tea/Coffee
10:30	Introductions and Questions
11:00	Networks snapshot – Sunflower Exercise
11:50	Feedback
12:25	Beijing+10 Update
12:30	Lunch
2:00	Feedback
2:20	Prioritise areas
3:00	Feedback and discussion - with tea/coffee
3:50	Agree regional recommendations
4:15	Evaluation
4:30	Close

## REGIONAL CONSULTATIONS MAR / APRIL 2001

**Aim:** To enable womens networks to identify their training and information needs that can be supported by AONTAS

**Objectives:**

- To inform networks about the project
- To enable Development Worker and Networks representatives get to know each other
- To identify barriers to effective representation
- To identify skills necessary to inform policy
- To identify the strengths of networks
- To place the work of Networks in context of regional and national development

### AGENDA

10:00	Registration Tea/Coffee
10:30	Introductions and Questions
11:00	Networks snapshot – Sunflower Exercise
11:50	Feedback
12:25	Beijing+10 Update
12:30	Lunch
2:00	Feedback
2:20	Prioritise areas
3:00	Feedback and discussion - with tea/coffee
3:50	Agree regional recommendations
4:15	Evaluation
4:30	Close

**REGIONAL MEETINGS**  
**May / June 2001**

**AGENDA**

- 10:00      Tea/Coffee  
             Registration
- 10:30      Welcome and Introductions
- 10:40      Research Presentation - **At the Forefront**  
             *The role of womens community based education in combating poverty and  
             disadvantage in the Republic of Ireland*
- 11:05      Questions
- 11:15      Workshops
- 12:00      Feedback
- 12:30      Lunch
- 2:00        S.T.A.N.C.E. Programme  
             Recap and future training plan
- 2:15        Questions and clarifications
- 2:30        Small groups
- 3:00        Feedback
- 3:20        Networks Directory
- 3:30        Evaluation
- 3:50        Close



**AUTUMN REGIONAL MEETINGS  
Oct. - Nov. 2001**

**Aims**

To enable Womens Networks to develop their understanding of what policy is  
To enable Networks to look at their work in relation to policy  
To identify the experience and practice of being involved in policy work

**AGENDA**

10:00	Tea / Coffee Registration
10:30	Welcome and Introductions
10:40	Brainstorm "What is policy" Identify key elements
11:10	In small groups "How have you been involved in policy" Successes and outcomes Difficulties and barriers
11:45	Feedback and discussion
12:30	Lunch
2:00	Recap
2:10	Case Study
2:55	Feedback and discussion
3:30	Tea/Coffee
3:45	What I bring back to my Network
4:05	Setting our goals
4:20	Evaluation
4:30	Close

**S.T.A.N.C.E. REGIONAL MEETINGS**

**Feb - March 2002**

**Aims** To explore skills in policy development  
To enable womens Networks develop their skills and capacity to influence policy

**Objectives**

- To explore Womens Networks experience of policy making
- To identify their skills
- To identify gaps in skills
- To develop mechanisms which recognise Womens Networks as policy makers/stakeholders
- To provide relevant information to enhance Womens Networks in their work
- 

**AGENDA**

10:00 – 10:30	Tea/Coffee & Registration	
10:30	Welcome and Introductions	
10:35	S.T.A.N.C.E. Input	
10:45	Check in re. C.E.D.O	
11:00	N.A.L.C / Community Ed Facilitators / L.A.L.B	
11:20	“To be Stakeholder”	
12:00	Presentations / Discussions	
12:45	Lunch	
2:00	Elements of policy	
2:10	Using skills to influence policy	
2:55	Discussion	tea/coffee
3:30	Information Exchange	
3:45	Evaluation	
4:00	Close	

**REGIONAL MEETINGS**  
**MAY – JUNE 2002**

**Aim** To facilitate Womens Networks to define womens community education

**Objectives**

- To provide a context for womens community education
- To support Networks to identify their own womens community education approach
- To enable Networks to identify the elements of womens community education
- To assist Networks to name the values underpinning womens community education
- To challenge Networks in their work
- To facilitate discussion and sharing
- To develop a collective template of womens community education

**AGENDA**

10:00	Registration Tea / Coffee
10:30	Welcome and Introductions
10:40	Feedback from last session
10:50	Womens Community Education – Setting the context
11:00	Sharing of symbols
11:15	Ingredients of our womens community education - Why, How, Values, Outcomes – creative exercise
12:45	Lunch
2:00	Sharing our approaches Discussion
3:00	Collective pictogram
3:50	Evaluation
4:00	Close