CYBERWOMEN

Trust-building exercises

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The rules of the game

- **Objective(s):** Collectively build shared participation and co-existence agreements for your training - "the rules of the game". – together with participants.
- **Length:** 8-10 minutes
- **Format:** Exercise
- **Skill level:** Basic
- **Required knowledge:**
  - None required
- **Related sessions/exercises:**
  - Tricky candy[1]
  - Defenders bingo[2]
- **Needed materials:**
  - Flipchart paper (or blackboard/whiteboard)
  - Markers
  - Colored stickers (3 colors – red/pink, yellow and green ideally)
- **Recommendations:** Part 2 of this exercise – "traffic light" - works best if participants have nametags for themselves onto which they can put their colored stickers (see instructions).

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[1] https://cyber-women.com/en/trust-building-exercises/tricky-candy/
[2] https://cyber-women.com/en/trust-building-exercises/defenders-bingo/

Leading the Exercise

For any training process, although there is usually already an established relationship of some kind both among participants and with you as the trainer, it is essential to establish mutually agreed upon coexistence agreements (which we'll call "the rules of the game) that support a pleasant and respectful environment for all involved.

Every woman's lived experience and cultural context is unique, and something which may seem completely inoffensive to one could be interpreted differently by others. Collaboratively developed coexistence agreements help ensure that a training holds space for these different perspectives and personal comfort zones; for instance, some women may feel uncomfortable about physical contact, while others may use physical contact as a way of expressing themselves. As another example, consider even that some participants with a more traditional educational background may feel the need to ask permission to use the bathroom, while for others it may be totally normal to simply leave the room.

This session will help you generate these collective coexistence agreements, in recognition of participant preferences that will allow them to feel comfortable – and thus more receptive to learning - throughout the workshop.

Part 1 – The Rules of the Game

1. Briefly explain the above background to participants, and then ask them for examples of coexistence agreements that they feel are important and essential to their comfort during the workshop. You can start off with an example of your own – this could be something like "we do not need permission to go to the bathroom" or "we will not share anything about this training on social media without permission".

2. On flipchart paper or a blackboard/whiteboard, write each agreement shared by the group as they are spoken. Once you feel that there are

enough, reach each agreement out loud - ask participants if these appear to be good rules of coexistence for the group. Unless this has already been mentioned - or you offered this as a starter example agreement - it may be helpful to also bring up agreements about the use of laptops and phones during sessions.

3. Remind the group that these agreements will remain posted and visible for the duration of the training, and that they can be modified at any time upon discussion and agreement of the entire group. Be sure to also offer participants the option of making suggestions directly to you or anonymously, in case they don't feel comfortable doing so openly.

Part 2 – "Traffic light"

4. There may be certain agreements on your list for which there are varying levels of comfort within the group. For these agreements, such as those related to physical contact or photography, you may want to offer participants a way to indicate their own comfort level to one another.

5. Distribute the colored stickers to each participant, making sure to give them several of each color. Explain that for some of the coexistence agreements on the list, the group will be doing a mini-exercise called "Traffic Light" (indicate which agreements you are referring to).

6. Using the example of an agreement about physical contact which reads "Before making any physical contact with another participant, we will make sure that they are comfortable with it first" or similar, the group should assign a meaning to each colored sticker as it related to that agreement – for instance:

   Red/Pink: "Physical contact bothers me a bit, please respect my space."

   Yellow: "I don't mind physical contact but please ask first."

   Green: "I don't mind physical contact at all"

7. Participants should then choose a colored sticker for themselves based on which of the agreed upon definitions matches their personal com-

fort level, and place it on their name tag. You don't need to have each participant share which color they selected, as everyone should be able to see which colors others have chosen.

8. Write the definitions and colors on a new sheet of flipchart paper for each rule that this will apply to - it shouldn't be more than 2 or 3. If there will be 2 or more, have participants write an identifying letter on each (for example, "C" for "Contact" or "P" for "Photos").

Defenders bingo

- **Objective(s):** You and your participants will begin introducing your-selves to one another in this icebreaker exercise, which is built around an interactive game that encourages participants to get to know each other beyond just names.
- **Length:** 12-15 minutes depending on group size)
- **Format:** Exercise
- **Skill level:** Basic
- **Required knowledge:**
  - None required
- **Related sessions/exercises:**
  - Tricky candy[1]
- **Needed materials:**
  - Bingo sheets for each participant (pre-filled with participants' names)
  - Blank index cards
  - Pens/pencils (enough for all participants)
  - Optional: Markers and blank sticky labels (for name tags)

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[1]https://cyber-women.com/en/trust-building-exercises/tricky-candy/

Leading the Exercise

Remembering names and identifying faces is more difficult for some people than it is for others. This "icebreaking" exercise will help participants remember these details while also allowing them to learn more about the people they will be working with throughout the training process – each other!

1. Have each participant write their first name on a blank index card, and collect them all once everybody has finished.

2. Next, give everyone a Bingo sheet that's been pre-prepared with all participants' names (see example below) – optionally, you may also include your name on the board.

   Example of a pre-prepared Bingo sheet:

Alma	Kim	Sophie
Heidi	Cristina	Roua
Marcela	Tippy	Indira
Anaiz	Lulu	Maria

3. Explain to the group how the game works:

   - You will read aloud, one by one, the index cards that participants filled in with their names;

   - As you read out names, participants will circle each name where it appears on their Bingo sheets;

   - The first participant to circle a complete row of names (horizontally or vertically) will shout "Bingo!" and be declared the winner.

4. Ask the winner to read aloud the name of the first participant in their winning row – the person named will stand up, repeat her name, and then add a detail (choose which ahead of time and let them know as part of your instructions) such as what she likes to do in her spare time, what her favorite movie or song is, her favorite food, etc.

5. The winner will repeat the process in Step 4 until each participant in their winning row has introduced themselves. As each name is called, take its matching index card from the stack you used in Step 3 and set it aside.

6. Once the winner has finished calling out the names in their winning row, thank them; then, read aloud the names on your remaining index cards so that each participant has the chance to introduce themselves to the group.

7. Once all the participants have introduced themselves, it's your turn! Repeat your name for the group and share a detail about yourself as well. Close the exercise by reminding the group that you are all starting a new adventure together, and that knowing and recognizing each person in the group will be very important to the success of your journey.

   Optional: At the end of the exercise, give each participant a blank sticky label and a marker so they can make their own name tag —this not only helps participants remember each other's names, but also helps you to do the same (always a plus for your training process!)

Tricky candy

- **Objective(s):** You and your participants will begin introducing your-selves to one another in this icebreaker exercise, which is built around an interactive game that encourages participants to get to know each other beyond just names.
- **Length:** 5 to 8 minutes (depends on group size)
- **Format:** Exercise
- **Skill level:** Basic
- **Required knowledge:**
  - None required
- **Related sessions/exercises:**
  - The rules of the game[1]
- **Needed materials:**
  - 1 or 2 bags of fun-size candy
  - Optional: multiple varieties of candy, or candy in several differ-ent colored wrappers

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[1]https://cyber-women.com/en/trust-building-exercises/the-rules-of-the-game/

Leading the Exercise

1. Offer candy to everyone in the group, telling them to take as much as they'd like. Some participants will take more, others less, etc. You can also take some for yourself.

2. Once everyone has taken some of the candy, reveal the "trick" to everyone – for each piece of candy they took, they must share with the group a personal quality or interesting detail about themselves. These could include things like:

    • A wish or a personal goal
    • A something they enjoy about their work
    • A country or place they'd like to visit

   Optional: If you have multiple varieties of candy, or candy in several different colored wrappers, you can assign a specific category to each variety or color. Using colored wrappers as an example, you could do the following:

    • Red wrapper = a wish or a personal goal
    • Green wrapper = something they enjoy about their work
    • Blue wrapper = a country or place they'd like to visit

Who do you trust?

- **Objective(s):** Lead participants through a process of reflection with the goal of identifying perceived allies and adversaries in each of their individual contexts. the allies and adversaries identified in this quick exercise will help you facilitate a training that is more relevant to your participants, as you will be able to better contextualize different sessions to their specific context(s).
- **Length:** 15 minutes
- **Format:** Exercise
- **Skill level:** Basic
- **Required knowledge:**
    - None required
- **Related sessions/exercises:**
    - Organizational security plans and protocols[1]
    - Digital security plans and protocols: post-training replication[2]
    - Gender-based risk model[3]

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[1]https://cyber-women.com/en/planning-ahead/organizational-security-plans-and-protocols/

[2]https://cyber-women.com/en/planning-ahead/digital-security-plans-and-protocols-post-training-replication/

[3]https://cyber-women.com/en/determining-the-best-solution/gender-based-risk-model/

- **Needed materials:**
  - Several large sheets of flipchart paper

Leading the exercise

1. Give each participant one sheet of flipchart paper; then, give the group the following prompt as a contextualizing introduction to the exercise:

   Nobody trusts everyone, but nobody doesn't trust anyone

2. Give everybody 5 minutes to answer the following questions individually; as they do so, also ask them to identify for each whether their response might change when answered in a personal context versus when answered in a work/activism context:

   - Who do you trust?
   - With whom do you think you could trust your information?
   - With whom do you think you could not trust your information?
   - Who do you think could be spying on you?
   - Who is not spying on you?

   Examples of people or adversaries that may come up in response are government actors (e.g. state security), private companies (e.g. Facebook or Google), Internet Service Providers, close partners and friends, or even colleagues.

3. Once time is up, split participants up into groups of 3-4 people (maximum) to discuss their answers with each other – after 10 minutes have passed, each group should then share with the rest of the participants what they discussed.

4. Now, you can close out the exercise by explaining that over the course of this training – based on the adversaries the group has begun to identify in this exercise - you will be able to highlight practices and tools which are more relevant to their specific contexts.