LEAD with EMPATHY
an iACT leadership program

A co-created, refugee-led program that empowers refugees through empathy-based leadership curriculum and training

LEAD with EMPATHY is a leadership development program that provides the tools and space for refugees to learn and practice leadership knowledge and skills. As refugees, men and women lack decision-making power and agency over resources. The inequality springs from a spectrum of causes, including traditional social habits, economic status, displacement, and the loss of power within the top-down humanitarian structure. Through LEAD with EMPATHY, iACT aims to empower refugees to break the cycles of violence endemic to refugee crises and to increase their agency over resources and decisions affecting their daily lives.

The LEAD with EMPATHY curriculum and training was developed in partnership with refugees in eastern Chad as a solution to address inequalities in decision-making power in their community. The curriculum is rooted in empathy and nonviolent communication, and is designed to provide information, tools, and guidance for individual and collective leadership development. Each lesson begins with a mindfulness exercise which serves to ensure all participants feel mentally and emotionally “in the moment” and sets a peaceful and calm atmosphere. The 30-unit curriculum begins with understanding empathy and nonviolent communication before defining various leadership styles and moving into goal setting, facilitation skills, human rights, community organizing, empowerment, and peacebuilding. The curriculum culminates with a group-based Action Project that guides participants in identifying and addressing a problem in the community.

FACTS

- Over 340,000 Darfuri refugees live in eastern Chad refugee camps
- All iACT programs are co-created with and implemented by refugees
- Women in the refugee camps in eastern Chad are not accorded an equal status to men, their role in camp self-management structures is limited
Your involvement and support is an investment in iACT’s ideas, people, and belief that humanitarian aid and action for communities affected by violent conflict can meet the immediate and long-term needs of refugees while being dynamic, refugee-led, transparent, and impactful. This is why we ensure people have ways to be connected and to get involved:

“The most difficult part of being an Education Director for me has been building relationships with teachers and parents in the community. I hope to improve this with the [LEAD with EMPATHY] curriculum and training. My dream is to be a big leader in my community and make justice for all.”

— Souad, Education Director of Little Ripples camp Goz Amer

**EMPOWERING FEMALE TEACHERS**

In refugee camp Goz Amer, eastern Chad, women and girls make up more than 50% of the population, yet men hold the vast majority of formal employment and traditional leadership positions. Furthermore, when women do attain positions of leadership, access to these positions alone does not ensure a women’s equal participation in camp management. Through LEAD with EMPATHY, iACT is supporting the leadership development of female Little Ripples Education Directors and teachers of Little Ripples in camp Goz Amer, with the aim of increasing their participation in camp management. Each week, the women gather together and complete one lesson from the curriculum.

¹Refugee Population Eastern Chad - Age and Sex breakdown, as of 29 February

**GET INVOLVED**

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**iACT AMBASSADORS**

iACT Ambassadors contribute their skills, time, and energy to the activism, education, and sports programs we implement.

**SUSTAINERS OF ACTION**

Sustainers of Action monthly donors provide essential, ongoing financial support needed to implement our programs.

**BUSINESS SPONSORS**

Sponsors offer the necessary cash and in-kind capital to deepen our impact.

The Lead with Empathy curriculum was developed and implemented with support from:

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Little Ripples is an iACT education program. iACT is a Los Angeles-based international organization providing humanitarian action to aid, empower, and extend hope to those affected by mass atrocities, creating a world where people are connected and equipped to act. Learn more about Little Ripples and iACT’s other programs at [www.iactivism.org](http://www.iactivism.org)

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Photo: iACT