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## **GIUVLIPEN: PRACTICING PARTICIPATORY LEADERSHIP**

Giuvlipen is a group made up by young women whose mission is to increase the visibility of the life of Roma women facing double discrimination through systemic racism and sexism in Eastern Europe. They are addressing the negative impacts of school dropouts, early marriage, and rejection of the Roma identity. Giuvlipen makes use of creative theater performances as a tool for changing stereotypical views on Roma women, promoting safe spaces for self-expression, challenging oppression and creating social change.

The leadership structure of the group is horizontal and it functions based on a participatory ideology. They try to make all information and decision-making processes as transparent as possible by informing everyone before and during each decision. They consult each other on all issues and make a final decision based on a consensus model. Everyone's opinion is always taken into consideration. Even if they have different approaches, all activists must be in agreement in order to make a decision. Despite the advantages of this enriching model, Giuvlipen struggles with time efficiency and the role of activists who are more engaged and active in certain topics or areas. They are always looking for better mechanisms to work together in the most efficient way, and are immersed in an ongoing learning process on how to respond to specific situations and how to work together better as a team.

