The FGD will use the following three questions:

1. Has WWDA LEAD contributed to changing how you **think** about leadership, particularly the leadership of DWGwD?
   1. If yes, what changes have you noticed and what do you think contributed to the changes?
   2. If no, what could we have done differently?
   3. Follow-up question: Was there anything that surprised you?
2. Has WWDA LEAD contributed to **changing how you think about yourself as a leader**? (ie, new ways to think about yourself or other DWGwD as leaders)
   1. If yes, what changes have you noticed and what do you think contributed to the changes?
   2. If no, what could we have done differently?
   3. Follow-up question: Was there anything that surprised you?
3. Has WWDA LEAD contributed to changing how you **practice** leadership? (ie, new skills, tools, ways of doing things learnt from others, a new sense of confidence, self-esteem)
   1. If yes, what changes have you noticed and what do you think contributed to the changes?
   2. If no, what could we have done differently?
   3. Follow-up question: Was there anything that surprised you?
4. Did being with **other Diverse Women and Girls with Disability** in the WWDA LEAD program contribute to changes in your leadership?
   1. If yes, what changes have you noticed and what do you think contributed to the changes?
   2. If no, why do you think this?
   3. Follow-up question: Was there anything that surprised you?

The Focus Group Discussions will bring together between 3 participants in different age cohorts (30 and under, 31-50, 50 and over) for a 60-minute session.