

Local Activism Planning

(2 hours or 2 hours 30 minutes with optional LA Strategy Plan component)

DRAFT - For Field Test

*Local Activism Series
Staff Skill Building Library
Raising Voices*

(SASA! Start Phase Logo)

This module is part of a *Staff Skill Building Library* developed by Raising Voices. The *Library* consists of competency based training modules designed to strengthen skills of staff implementing or supporting community-based violence against women (VAW) prevention programs. The *Library* is designed for organizations using the *SASA! Activist Kit for Preventing Violence against Women and HIV* but can be used by anyone working to mobilize their community to prevent VAW. If you are not using *SASA!* simply replace the word *SASA!* wherever you see it in the text with the name of your methodology.

This module is part of the Local Activism series in the *Staff Skill Building Library*.

All materials in the *Library* can be downloaded at www.raisingvoices.org/staffskills.php or requested at info@raisingvoices.org The *SASA! Activist Kit* can be downloaded at www.raisingvoices.org

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Local Activism Planning

(2 hours or 2 hours 30 minutes with optional LA Strategy Plan component)

Note: This session should be conducted after completion of sessions 1. Local Activism Strategy and Activities and 2. M&E- Creating SASA! Phase Plan.

Objectives:

- Participants connect desired phase outcomes with activities they will use to achieve those outcomes.
- (Optional) Develop SASA! Local Activism strategy plan.

Competency:

By the end of this session, participants will be able to:

- Explain how to plan an activity that fits with SASA! phase outcomes and reaches the desired circles of influence.

Preparations:

- Photocopy 1 copy of *Handout: Group Work Scenarios*.
- Photocopy *SASA! Take Home Ideas- Start and Awareness Phase* (1 per participant).
- Ideally, each group should have their own copy of the *SASA! Activist Kit's Start and Awareness phases*, or at least 1 copy of each should be present for group use.
- Write *SASA! Start and Awareness Phase Outcomes* on flip charts.

Steps:

1. Explain:

- *Local Activism is fun! It is also important.*
- *In this session, we will discuss how to make sure our Local Activism work is strategic. We do not want to just do activities at random, but to do the right activities with the right people at the right times to make an impact.*
- *We will want to think back to when we talked about the principles of community mobilization—about holistic engagement, repeated exposure to ideas, and other principles. We want to be sure these principles guide our planning.*
- *We are going to break into 4 groups. Each group will get a different task to practice Local Activism Planning.*

2. Have participants count off by 4, to create 4 groups, and sit together by group.

3. Explain:

- *Each group will receive a handout of a scenario from an organization that is either in the Start phase of SASA!, or a bit ahead of us!—in the Awareness phase.*
- *You will use your SASA! Activist Kits to follow the instructions on your handout and create action points to respond to the scenario.*
- *Your group will also have a table of SASA! Take Home Ideas, to help you in deciding which activities are strategic to create action points.*
- *You will have 25 minutes to do this work.*



4. Distribute *Group Work Scenarios* and *SASA! Take Home Ideas- Start and Awareness Phase* copies to groups.

5. Post pre-written flip chart *SASA! Start and Awareness Phase Outcomes* for reference, making sure groups know where to find them in *SASA!*

6. Move among groups as they work to answer questions and ensure they understand how to follow the instructions and use the *Take Home Ideas* table.

7. After 25 minutes, call “stop!”

8. Ask each group to present their scenario and action plan. Other participants should be prepared to give feedback. They can listen and look at the appropriate Phase Outcomes while the group presents.

Validation Option: Activity in Training

This activity allows for group validation of the competency:

- Explain how to plan an activity that fits with *SASA!* Phase Outcomes and reaches the right circles of influence.

Does each group presentation include the points listed in the facilitator’s notes? If so, then the group demonstrated the competencies. If not, further training is recommended.

9. Provide feedback as necessary, for each group:

Group 1 plans activities related to take home ideas:

- **Attitude:** It benefits everyone when women and men balance power in their relationship.
- **Attitude:** Imbalance of power between women and men hurts us all.
- Group 1 scenario Staff also needs to get more training and have more discussion about men's power over women as the root cause of VAW and increased HIV risk for women.
- Group 1 will also need to figure out how to engage select community members to understand why holistic *SASA!* engagement with all circles of influence will have more impact than simply working with police.

Group 2 plans activities related to take home ideas:

- **Knowledge:** Violence against women has negative consequences.
- **Attitude:** Violence against women is never acceptable.
- Group 2 will also need to work with staff members to understand the importance of engaging community and societal level leadership in *SASA!* activism.

Group 3 plans activities related to take home ideas:

- **Knowledge:** Violence against women has negative consequences.
- **Attitude:** We need to break the silence about VAW.
- Group 3 will also need to work with CAs and create a plan that engages men in the community as well as women.

Group 4 plans activities related to take home ideas:

- **Knowledge:** Violence may be physical, emotional, sexual and/or economic.
- **Attitude:** Women and men in healthy and happy families share roles.
- Group 4 will also need to work with CAs in the under-reached areas of the community, and create a plan to diversify activities being conducted. It will also be necessary to assure adults are also benefitting from drama.

10. After all groups have presented and discussed, ask: Is there anything valuable we learned from this group work, about how to make our Local Activism work strategic?

11. Solicit responses, and summarize:

- *The groups learned that, in order to fill the gaps they were seeing between the current situation and the outcomes they were trying to achieve, they needed to focus more on certain activities. We still want to be sure to have a variety of activities, so*

people get repeated exposure to similar ideas over time, provoking them to think through these issues. Planning and regular review is an important part of responsive and effective programming.

12. Thank everyone for their participation.
13. Optional: Ask the group together, or as an action point for Local Activism staff, to fill out the *SASA! Strategy Plan* for Local Activism—looking at the Phase Plan developed in the *Creating the SASA! Phase Plan* session in the Monitoring and Evaluation series of the Staff Skill Building Library. If the group does this together, may take an additional 30 minutes.

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Validation Options

Validation is another way to say “assessment” or “pre/post-test”. It is used to determine whether the participants in a training learned what the facilitator intended for them to learn. Instructions for how to use each validation method can be found in *Training Validation Methods: A how-to guide for assessing participant learning* downloadable at www.raisingvoices.org/staffskills.php

Select validation methods for each competency using the table below:

1. Choose whether the competency (specific skill) needs to be validated at a group or individual level.
2. Looking at the validation methods listed in that category (group or individual), select only **one** of the validation methods marked with an 'X' for each competency.
3. Plan a time in the training agenda to use the validation method you've chosen to test each competency.

Suggested Validation Methods										
	Group Validation					Individual Validation				
	<i>Use if it is sufficient for the group, as a whole, to demonstrate the competency</i>					<i>Use if essential for each participant to demonstrate the competency her/himself</i>				
Competency (Specific skill)	Activity in Training*	Game Show	Card Game	Answers Bingo	Pick and Play	Activity in Training*	Exit Interview / Role Play	Game Show (All Play)	Written Quiz	
Explain how to plan an activity that fits with SASA! Phase Outcomes and reaches the desired circles of influence.	X									

* Activity in Training includes many possibilities, depending on the module, including brainstorming, group practices, debates, agree/disagree/not sure exercise, and others.

**See Validation Questions for this competency, to be used in Game Show, Card Game, Answers Bingo or Pick and Play methods, on next page.

Note: There are no Validation Questions for this module.

Handout: Group Work Scenarios: Group 1

Scenario:

Imagine you work for an organization that is in the Start Phase of *SASA!*

According to the training you do with staff, most staff members do not really think it is possible or beneficial to balance power in relationships. They can see that violence against women is harmful, but still believe that violence is caused by poverty, alcoholism, war, and other things—not a power imbalance. They see power imbalance is inevitable and acceptable. Additionally, it was determined in the baseline assessment that the police are asking for bribes when they deal with VAW cases, and some community members are now advocating that the organization focus their energy only on police training, rather than implementing *SASA!* holistically.

Instructions:

1. Review the *SASA!* Phase Outcomes for the Start phase, to remind you of what changes in staff and community knowledge and attitudes we are working toward in this phase.
2. Discuss the gaps between the situation described in the scenario and the Phase Outcomes.
3. Look at the Take Home Ideas table, and find the take home ideas that seem to fill the gaps you have identified. Familiarize yourself with those activities in *SASA!*
4. Make a plan to use the suggested activities with staff and engage the community further about *SASA!* and the circles of influence.
5. Write an action plan to present to the larger group. In your presentation (no more than 5 minutes) you will:
 - a. Briefly explain your scenario.
 - b. Explain the gaps you noticed, and which take home ideas were needed to help fill those gaps.
 - c. List the activities you will plan to use to create discussion on those ideas, and with whom you will do the activities.

Group 2

Scenario:

Imagine you work for an organization that is just beginning the Awareness Phase of *SASA!*

According to the baseline assessment done in the Start Phase, most community members see nothing wrong with violence against women—they see no negative consequences of the violence. In fact, most assessment results indicated that people believe violence is acceptable in many circumstances, e.g., when a woman is too stubborn or does not fulfill her responsibilities well and needs to be disciplined. Additionally, some staff members seem to be afraid of creating meetings with representatives of the community or societal levels in the circles of influence—preferring to work only at the individual and relationship levels with small groups in the community.

Instructions:

1. Review the *SASA!* Phase Outcomes for the Awareness phase, to remind you of what changes in community knowledge and attitudes we are working toward in this phase.
2. Discuss the gaps between the situation described in the scenario and the Phase Outcomes.
3. Look at the Take Home Ideas table, and find the take home ideas that seem to fill the gaps you have identified. Familiarize yourself with those activities in *SASA!* before you make a plan to use them.
4. Make a plan to use the suggested activities.
5. Write an action plan to present to the larger group. In your presentation (no more than 5 minutes) you will:
 - a. Briefly explain your scenario.
 - b. Explain the gaps you noticed, and which take home ideas were needed to help fill those gaps.
 - c. List the activities you will plan to use to create discussion on those ideas, and with whom you will do the activities (to be sure you reach all circles of influence).

Group 3

Scenario:

Imagine you work for an organization that is already in the Awareness Phase of *SASA!* and you have been diligently filling out Activity Report Forms and Outcome Tracking Forms. You have noticed some things as a staff while filling them out. You receive feedback in an M&E feedback session you hold among staff to analyze the M&E data, and it confirms your suspicions.

Ongoing activities seem to have had some impact on community member knowledge and attitudes. However, in other areas there seem to be no shifts. You notice that over 90% of the people engaged in activities so far have been women, and that—when men participate—they believe violence against women issues are private matters that should be kept within the family—speaking out only creates more problems. Men also feel the current situation is benefitting them, and do not see any problem with VAW or any need for change.

Instructions:

1. Review the *SASA!* Phase Outcomes for the Awareness phase, to remind you of what changes in community knowledge and attitudes we are working toward in this phase.
2. Discuss the gaps between the situation described in the scenario and the Phase Outcomes.
3. Look at the Take Home Ideas table, and find the activities that seem to fill the gaps you have identified. Familiarize yourself with those activities in *SASA!* before you make a plan to use them.
4. Make a plan to use the suggested activities, and to talk with CAs about any missing gaps in holistically engaging the community on these issues (all circles of influence).
5. Write an action plan to present to the larger group. In your presentation (no more than 5 minutes) you will:
 - a. Briefly explain your scenario.
 - b. Explain the gaps you noticed, and which take home ideas were needed to help fill those gaps.
 - c. List the activities you will plan to use to create discussion on those ideas.
 - d. Finally, if there are any gaps presented in the scenario for *which community participants* you have been engaging, say what you will do with the CAs to fill that gap. If not, you may end here.

Group 4

Scenario:

Imagine you work for an organization that is already in the Awareness Phase of *SASA!* and you have been diligently filling out activity report forms and outcome tracking forms, and have noticed some things as a staff while filling them out. You receive feedback in an M&E feedback session you hold among staff to analyze the M&E data, and it confirms your suspicions.

Ongoing activities seem to have had some impact on community member knowledge and attitudes. However, in other areas there seem to be no shifts. You notice that there are certain areas of the community where there have often only been drama shows, and that the people they have reached have been mostly children. If you look at attitudes in these areas, it seems like everyone feels that violence against women means beating “excessively” and denial of resources, but no one identifies sexual or emotional violence in relationships as forms of VAW. They also believe a good household is one where the man is in charge and does things a man should do—like work outside the home, while a woman should keep quiet and do the things a woman should do—like cook, clean, care for children, etc. Only when women get too stubborn do they begin to complain about having too much work.

Instructions:

1. Review the *SASA!* Phase Outcomes for the Awareness phase, to remind you of what changes in community knowledge and attitudes we are working toward in this phase.
2. Discuss the gaps between the situation described in the scenario and the Phase Outcomes.
3. Look at the Take Home Ideas table, and find the take home ideas that seem to fill the gaps you have identified. Familiarize yourself with those activities in *SASA!* before you make a plan to use them.
4. Make a plan to use the suggested activities, and to talk with CAs about any missing gaps in holistically engaging the community on these issues (all circles of influence).
5. Write an action plan to present to the larger group. In your presentation (no more than 5 minutes) you will:
 - a. Briefly explain your scenario.
 - b. Explain the gaps you noticed, and which take home ideas were needed to help fill those gaps.
 - c. List the activities you will plan to use to create discussion on those ideas.
 - d. Finally, if there are any gaps presented in the scenario for *which community participants* you have been engaging, say what you will do with the CAs to fill that gap. If not, you may end here.

Handout: SASA! Take Home Ideas: Start and Awareness Phase

	Take Home Ideas ⇒ Activity ⇩	Knowledge: Violence may be physical, emotional, sexual, economic	Knowledge: Violence against women has negative consequences	Knowledge: Women who experience violence are at risk for HIV/AIDS	Attitude: Violence against women is never acceptable	Attitude: It benefits everyone when women and men balance power in their relationship.	Attitude: Imbalance of power between women and men hurts us all.	Attitude: We need to break the silence about VAW	Attitude: Women and men in healthy and happy families share roles
S T A R T	Power Poster								
	Brochure								
	Power Point								
A W A R E N E S S	Drama 1								
	Drama 2			Girls special vulnerability					
	Drama 3			HIV+ status = VAW					
	Quick Chat 1								
	Quick Chat 2			HIV+ status = VAW					
	Quick Chat 3			Girls special vulnerability					
	Quick Chat 5								
	Health Chat 3	<i>Encouraging couple communication / negotiation about safer sex</i>							
Community Conversation	<i>All take home ideas covered – summarize with relevant take home idea</i>								

	Take Home Ideas Activity	Knowledge: Violence may be physical, emotional, sexual, economic	Knowledge: Violence against women has negative consequences	Knowledge: Women who experience violence are at risk for HIV/AIDS	Attitude: Violence against women is never acceptable	Attitude: It benefits everyone when women and men balance power in their relationship.	Attitude: Imbalance of power between women and men hurts us all.	Attitude: We need to break the silence about VAW	Attitude: Women and men in healthy and happy families share roles
A W A R E N E S S	Soap Opera / Discussion 1			Gray			Black		
	Soap Opera Discussion 2	Black		Gray					
	Power Point					Black		Gray	
	SASA! Film			Black				Gray	
	VAW info sheet	Black	Gray	Gray					
	HIV info sheet			Black					
	Card Game	All take home ideas covered – summarize with it is important to break the silence on VAW						Black	Gray
	Comic Strip			Gray		Black			Black
	Power Poster					Gray	Black		
	Community Poster					Black			Gray
Picture Code	Black	Gray							

Note: Black = primary take home idea / Gray = secondary take home idea