

phase

3

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phase 3

building networks

Overview

The third phase of the Project, Building Networks, brings different groups of community members together to build support and momentum for change. After learning about the community in the Community Assessment phase, you went on to use that information for Raising Awareness about domestic violence, why it happens, and the negative consequences it has for women, men, families, and the community. You introduced a gender-based analysis of domestic violence and how it violates



women's fundamental human rights. At this point in the Project, domestic violence is probably talked about in public spaces, more women are coming forward to receive services and support, and there is growing awareness of and interest in domestic violence within the general community and local institutions. Efforts in this phase will build networks of individuals and groups who can provide support for each other as they prepare to take action against domestic violence. This phase focuses

on helping community members imagine alternative ways of being that are more supportive of women's rights and contribute to an end to domestic violence. In this phase, the energy and interest sparked in the first two phases is used to bring more groups of community members together, groups who will work to prevent domestic violence by supporting each other and planning how they will take action.

This phase of the Project corresponds to the third step in the Stages of Change Theory: preparation for action. A key component of planning for and making change is support from others. Support can come from the broader community or from circles of friends, family, colleagues and neighbours. Support can mean practical assistance but it also includes attitudes and belief systems that uphold women's right to live free of violence. Bringing people together in supportive networks allows change to happen more quickly and effectively and makes change more sustainable over time. In this phase, the Project will help build supportive networks between community members and suggest ideas that can practically contribute to safer relationships and families.

Overall Objectives

- Encourage and support different groups and relevant sectors in the community to prevent domestic violence.
- Prepare community members to take action, personally and publicly, against domestic violence.
- Strengthen community infrastructure to respond to and prevent domestic violence.

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- Increase the number of activities happening in the community and sectors that are facilitated by community members and professionals themselves.

Focus: Supportive Networks and Practical Suggestions for Change

The Building Networks phase focuses on changes that could be made individually and collectively to prevent domestic violence. In any effort to prevent domestic violence, a whole range of people needs to take responsibility for the violence that occurs in the community. Certainly, men who use violence against their partners are responsible for their actions and must be held accountable. But all community members influence the standards and values that are commonly held, and, as such, all have a role to play in preventing domestic violence. Even your organisation needs to demonstrate, in its values and practice, the importance of non-violence. And in the same way, every community members' words and actions can convey the value of women and thereby contribute to a climate that rejects domestic violence.

In practical terms, this phase encourages the community to support instead of shame women experiencing domestic violence, to hold men accountable for their violent behaviour, to advocate for respect for the rights and dignity of all community members, and to create institutions that do not tolerate domestic violence. Clear and consistent messages and actions from a variety of individuals and groups in the community can change the climate and make domestic violence unacceptable. No longer will those who use violence feel they can do so without negative social consequences for themselves. If a community comes together, denounces domestic violence, and refuses to accept it as a legitimate part of relationships, there will be significant change. Therefore, the focus in this phase is on creating a culture of peace by building supportive networks and offering practical suggestions for change.

Key topics for discussion in this phase include:

- Everyone is responsible for her/his own behaviour.
- Violence is a choice. Those who commit violence are responsible for their actions.
- No one can provoke or 'make' another person be violent.
- Violence is never an acceptable response to anger, frustration, or conflict.
- All community members contribute to shaping community norms and beliefs.
- Everyone is a member of a community and is influenced by the attitudes and behaviours of their peers.
- All community members have a responsibility to work toward creating safety for the entire community.
- Non-violent relationships, families, and communities benefit everyone.
- Everyone has a right to safety and a responsibility to respect that right of others.

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- There are practical alternatives to the behaviours that perpetuate domestic violence.

Approach: Uniting, Encouraging, Suggesting

In the Building Networks phase, the approach to activities and in working with community members and leaders is to unite, encourage, and suggest. Through activities and materials, the Project can bring community members together and encourage existing groups to join the efforts to prevent domestic violence. Emphasize community responsibility and suggest practical alternatives to the actions and behaviours that lead to, cause, and sanction domestic violence. The aim is to significantly influence the climate in the community so that there are negative consequences (i.e., social, legal, or economic) for those who commit violence and support for those who experience it.

Activity Ideas

Below is a list of all of the activities described in the Building Networks phase. Each activity is categorized under the strategy with which it corresponds. It is important to complete at least one activity in each strategy to adequately reach a diverse cross section of community members. Conducting as many activities as you reasonably can within each strategy will increase community members' exposure to the ideas and maximize your impact.

Building Networks Activities

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Action Plans

Create Action Plans, at the beginning of each phase, that state your objectives and the key activities you want to accomplish to achieve those objectives. It is recommended that you create an Action Plan for each strategy and then put them together to create an overall Action Plan for the phase. Organize a meeting to discuss the Action Plans as a group.

Completing Action Plans

Steps

1. Ask staff members to read the description of the current phase before coming to the meeting, especially the objectives, focus, and activity descriptions. If staff members are experienced in planning, they could come prepared with draft Action Plans for their respective strategies, otherwise they can be done collectively.

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phase:

Strategy Objective(s): _____

No.	Activity	Activity Objective	Brief Description	Time Frame	Resources Required	Outcomes/ Indicators	Primary Implementor	Monitoring Notes

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2. As a group, briefly review the objectives and focus of the phase and make any changes or additions you feel are appropriate for your organisation and community.
3. For each strategy you plan to use, develop SMART objectives (see below).
4. On flipchart, list the chosen activities for the first strategy (i.e., Learning Materials). Choose your activities from the Resource Guide and from your own experience. Select activities that will help you achieve your objectives. Remember to include ongoing activities.
5. Fill out an Action Plan sheet for the first strategy. Write your objective(s) for that strategy, and list and describe each activity according to the information requested for the various columns (see appendix E for an Action Plan Column Guide).
6. For each strategy, repeat steps 3, 4 and 5. Take care to remain realistic and focused on the objectives. Remember, it is important to have a variety of activities, at least one from each of the five strategies.
7. Compile the Action Plans for all of the strategies to create an overall Action Plan for the phase. Assess the number of activities, timeframe, and capacity of the staff to make sure your plans are feasible.

SMART Objectives

Precise work and positive outcomes come from meaningful objectives. One useful tool for developing meaningful objectives is to ask yourself: “Are they SMART?”

Specific	Does it state exactly what you want to achieve?
Measurable	How will you measure progress?
Attainable	Is the objective realistic and achievable?
Replicable	Will others be able to replicate your success?
Time-Bound	When will the objective be achieved?

Monitoring and Documentation

Learning as you implement this project is a crucial part of directing your work and developing future Action Plans. Learning is enhanced through monitoring and documentation mechanisms. Focus attention on how you are monitoring and documenting progress and ensure that the mechanisms you put in place will allow you to effectively review the ongoing work and reflect on your experience at the end of the phase. Ensure that regular monitoring activities are conducted and consider using the documentation forms described below to keep written records of your progress.

Meeting Notes

Meeting Notes document the weekly supervisory meetings held with each strategy and help monitor progress and accountability (appendix G).

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Activity Reports

Activity Reports are simple forms completed by staff members, resource persons, community volunteers, and other individuals conducting activities that track detailed information about each activity's implementation, outcomes, and lessons learned (appendix H).

Strategy Summary Reports

The team or individual responsible for each strategy can write a Strategy Summary Report at the end of each phase. This report provides a summary of activities conducted, identifies successes and challenges, and proposes recommendations for the next phase (appendix I).

Phase Reports

Phase Reports document the lessons learned in each phase. Strategy Summary Reports can be compiled by the Project Coordinator to create an organisational, narrative Phase Report. These reports are important in documenting the Project's development.



Learning Materials

Learning Materials in this phase of the Project will continue sparking debate and dialogue in the community and, importantly, will encourage community members to think of alternative behaviours and attitudes that contribute to creating violence-free relationships. The learning materials can also encourage individuals to begin thinking about and preparing for changes in their own lives. To make changes, community members will first be interested in gaining more information about domestic violence and women's rights and how it specifically affects them. Then they will be ready to imagine what kinds of changes they could make in their own lives and will look to others for suggestions, support, and encouragement.

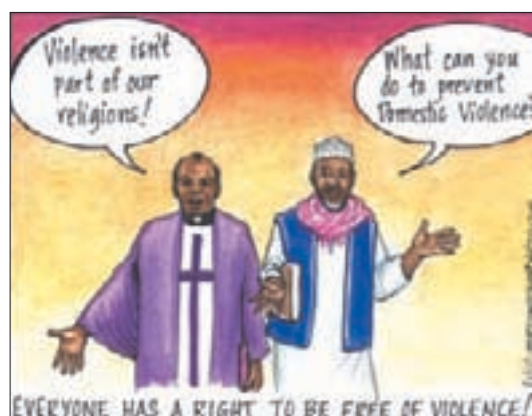
Ongoing Activity

Distribution of Learning Materials (page 85)

Murals

Choose new walls, or, if a significant amount of time has elapsed, you may want to paint over the initial murals (page 75) to write new messages. For this phase, since much of the emphasis is on encouraging groups to join together to make change, you may want to paint murals inside different gathering places (e.g., hospital and health center waiting rooms, social welfare offices, the police stations, bus stands, etc.) where people gather and can discuss the topics of the murals. You may also want to explore the possibility of painting on buses, taxis, or even the train! Again, focus on offering alternative behaviours, encouraging individuals to change, and creating a climate within the community where domestic violence is not tolerated.

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Posters

To create a climate of peace in the community, individuals need to be encouraged to make changes, in their personal lives and the institutions in which they work. Therefore, in this phase, posters are suggested for use in the general community and within relevant institutions.

In the Community

As you design posters you may want to think about several groups in your community that you would like to reach. For example, you may be specifically interested in introducing alternative behaviours to violent men, or you may choose to role model positive relationships to young couples. Being specific in your focus will allow you to design materials that speak to your intended audience. Remember, when suggesting alternatives, stay positive, avoid blame, and give practical suggestions for change. At this stage, community members need encouragement and assurance that they can successfully change and that the process will not be isolating or unachievable.

Remember, that while it is important that men who are violent change their behaviour, it is also crucial that others in the community change their behaviour as well, specifically, behaviour that

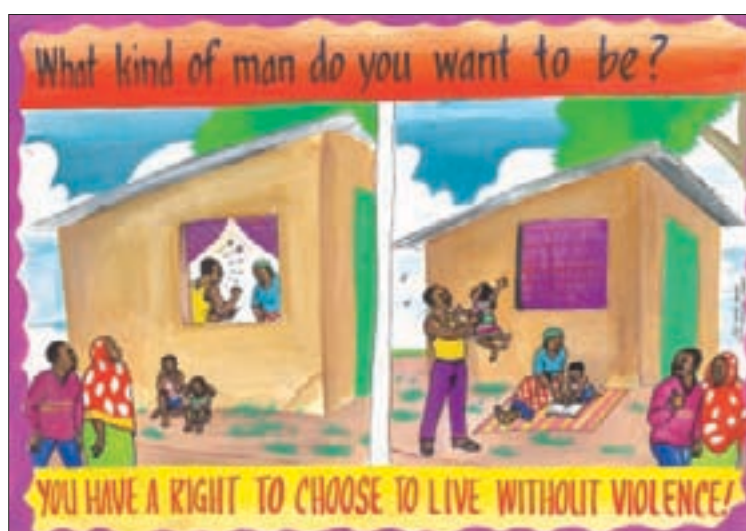


domestic violence is a family issue, or neighbours and friends overlook, ignore, or discount the violence that their friends or family members are experiencing. These words, actions, and silence sanction domestic violence.

Encouraging community members to condemn domestic violence and hold violent men accountable for their actions can substantially contribute to changing the environment. It is also important to encourage women experiencing violence to speak out, get help, and know the options available to them.

Collectively, many small changes from different members of the community will create a new climate – one in which women are respected, perpetrators are held accountable, and there is a sense of collective responsibility to prevent domestic violence.

enables or ignores domestic violence. Many people contribute to a climate that accepts domestic violence, sometimes without being consciously aware of it. For example, acceptance of domestic violence is reinforced when health care providers only treat injuries but do not ask how they happened, religious leaders counsel women to improve their behaviour and obey their husbands, police say that



Recommendations

- Refer to the Guidelines for Creating Learning Materials (appendix J).
- Reach out to different groups in the community, not only abusive men or women experiencing violence.
- When offering alternatives to current behaviour, suggesting what to do is more effective than saying what not to do. For example, suggesting to “talk about your problems” or “cool down before going home” is more effective than saying “don’t beat your wife”.
- Avoid using language that blames.
- Hold perpetrators accountable for their behaviour.

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- Use upbeat, positive, and encouraging words to persuade people to make changes.
- Offer specific alternatives to existing behaviours and attitudes.
- Encourage individuals to connect with friends or colleagues to discuss their feelings and opinions on the issues.

In Institutions

Institutionalizing or formalizing new behaviours is an effective way to facilitate change in the community. Posters used for this purpose work particularly well when associated with the specific place in which they are located. For example, you could create a series of posters that read: "This (type of institution) is violence-free! Please show respect and kindness in your words and actions." A very simple message like this can be used in multiple locations with only minimal changes to design and wording. These small A4 sized posters can be placed in classrooms, shops, churches/mosques, health centers, offices, homes, or on public transport. Although in many public places individuals would not consider being violent, the poster will reinforce that violence is not acceptable and begin to influence the broader social climate.



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It is important to work with those institutions that have been involved in the Project thus far for there to be meaning behind institutional materials. Otherwise, it is likely that the materials will not accurately reflect the institutions' perspectives on the issue and could, in the end, cause more harm than good.



You may choose to work with the professionals involved in the ToRP to design posters that are specific to their workplace and responsibilities. For example, if the Project is working with the health sector, you may want to work with resource persons to create posters that show women talking with health care providers about violence or explain how violence affects women's physical health. Since the institution will probably need only a few of these posters, they can be attractively drawn in simple marker, even in black and white, and photocopied on A2 or A4

paper. The involvement of the resource persons in developing the materials can deepen their commitment to facilitate change in their workplace since the materials would come directly from their own experiences. They could also act as teaching tools to use with their colleagues not directly associated with the Project.



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Stickers and Badges

Stickers are a low cost learning material, and, unlike posters, they can be put almost anywhere. The stickers, if colorful and bright, will be popular with a wide range of people from taxi drivers to children. The challenge with stickers is expressing a concept with very few words. Brainstorm with community members or your staff to come up with catchy sayings in your language. We have included some sticker slogans to get you thinking, but use your own language to come up with more appropriate and memorable statements for your community.

Small Stickers

A small (e.g., 1.5cm x 4cm) sticker can be stuck on personal items such as shoes, purses, telephones, folders, books, letters, envelopes, etc. Try to use a simple but forceful message, such as:

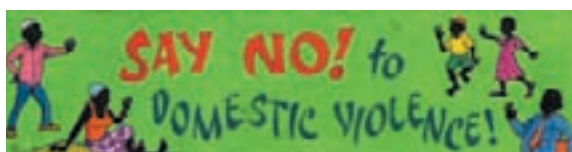
- Say NO to domestic violence!
- Violence shows weakness not strength!
- Be violence-free!
- Is your daughter proud of you?
- Domestic violence is a crime!



Large Stickers

Large stickers can be put on vehicles, windows, doors, etc. Some sample messages include:

- Real strength is controlling your own actions – not your wife's!
- Break the silence on Domestic Violence!
- Our community can be violence-free!
- It takes courage to change. Stop Violence!
- Women have a right to safety in our homes and community.
- What are YOU doing to prevent domestic violence?



Badges

These sticker designs can also be made into small badges and distributed at public events and community activities. You could have special campaigns where you ask as many people as possible to wear a particular badge for a week to show solidarity in preventing domestic violence. You could even make it a component of an annual event, such as a Domestic Violence Awareness Week (page 207).

You could also work with professionals involved in the ToRP to create badges for their workplace, if considerable work has been done with their colleagues and they share a collective

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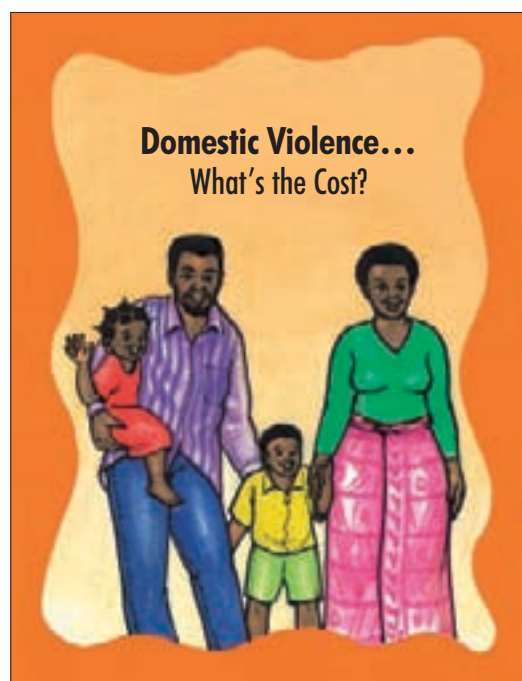
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commitment to women's rights. Badges can be made with service providers, such as welfare agencies and police, to encourage them to address domestic violence in their service delivery. The badges could simply say:

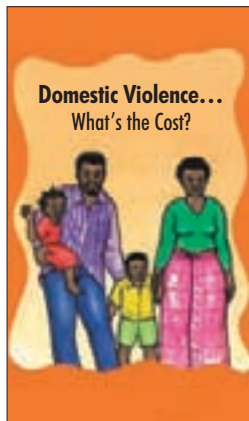
- You can talk to me about domestic violence.
- If you want to talk about domestic violence, I'll listen.
- Don't suffer in silence. Talk to me about any abuse at home.
- It is okay to talk with me about domestic violence.
- It is my job to ask you about domestic violence.
- Experiencing violence? You are not alone. We can help.

Booklets

As you may have learned in Phase 2, a story can be a powerful learning tool. When readers relate to characters, they are prompted to reflect on their own lives. The booklet included in this phase describes a woman's story of how her husband became violent and how it affected her life, her marriage, her family, and the community. The booklet encourages many people in the community, not just those abusing or being abused, to change. It emphasizes that domestic violence is not just a women's issue, but that it negatively impacts the whole community. The booklet also tells the story of how this family broke the silence about domestic violence and took practical steps to make their home safe. Additionally, it lists suggestions for how to use the booklet with various groups and what changes a reader might consider making. Whether you choose to modify this booklet or create a new one with community members, try to make it interactive and thought provoking.



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Domestic Violence is physical, verbal, sexual or economic abuse that happens within the family. Although some men experience domestic violence women are overwhelmingly affected. Even though domestic violence happens within families, its consequences affect the entire community.

What does this violence cost us?

2

This is a story about Anita and Peter. Maybe you know a couple like them...



3

When I married Peter, I was very happy and my family supported our decision to be married.



4

After Peter and I were first married he was helpful and kind to me.



5

But after about six months, Peter began to change. He started coming home late and began complaining a lot.



6

One day when I asked him for money for food he shouted at me and slapped me.



7

After this it started happening regularly. It didn't matter how hard I tried, he got angry with me so easily.



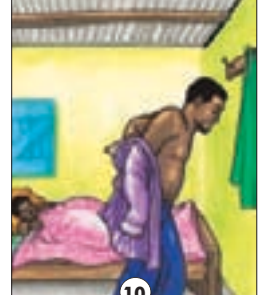
8

He talked badly to me and stopped me from seeing my family and friends. He didn't even like me going to the market.



9

I felt afraid to go to bed at night with him. He was rough and hurt me.



10

Sometimes he was nice to me and brought me small presents, but soon he would be angry again. This went on even after we had children. My family and Peter's family knew about it but everyone just kept quiet.



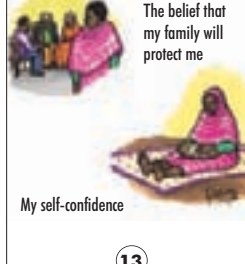
11

What did the violence cost me?



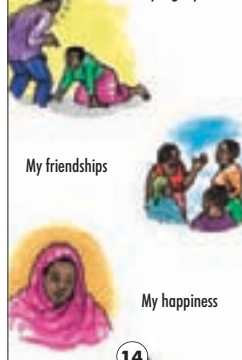
12

My freedom to see friends, go shopping or take a walk



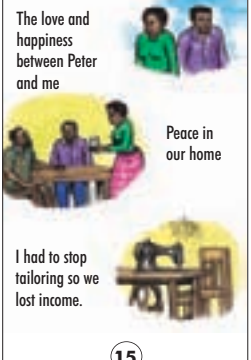
13

My dignity



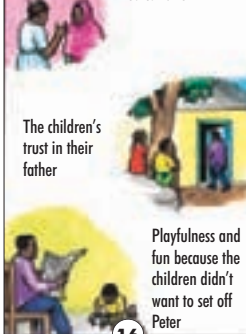
14

What did the violence cost our family?



15

Money for medical bills



16

My opinions and ideas



17

What did it cost the community?



18

My participation in local affairs



19

The cost is too high!
So do you want to know what happened?



20

I asked Mama Juma, a family friend to come with me to talk to Peter's mom about the violence I was experiencing.



21

She listened, but it was hard for her to hear. She started to blame me but Mama Juma told her that no matter what problems come up violence is never the right solution.



22

Mama Juma invited us to join her women's circle where they talk about issues concerning women. Sometimes women talked about abuse and violence in their homes. Peter's mom just listened.



23

Then one day Peter's Mom and Dad made an announcement after dinner.



24

Peter sat for a long time. At first he seemed angry, then he seemed ashamed. Then, Peter took responsibility for his violence. He asked us for help and support.



25

Changing is hard, but here is what our family decided to do.



26

Peter joined a men's group that talks about important issues like men's role in the family, non-violence, how to control anger and what it means to be a good husband and father.



27

I joined a women's group at the church. They are supportive of me and helping me feel better about myself.



28

Peter and I are also going to a counselor to learn how to communicate better with each other and resolve conflicts peacefully.



29

And now, once a week our family does something fun together.



30

Everyone in our family made a commitment to be non-violent!



31

So life is not perfect, changing is hard work and sometimes we fail. But things are a lot better. We are all happier and trying to learn to trust one another again.



32

Are you like Anita, living with a man who is violent? You could... Believe that violence is NOT your fault. Talk with someone you trust about the violence. Make a safety plan (how to get out of your house and to safety if you are in danger) to escape from the violence. Learn what services are available to you by going to a women's organisation or social welfare agency. Talk to elders or community leaders you trust. Share your experience with other women. Talk with a counselor, doctor or health care provider. Go to the police and file a complaint.



33

Are you like Peter, finding yourself being violent to your partner or children? You could... Talk with your friend or family about how to handle conflict. Take responsibility for your violent behavior and do not blame it on your partner. Make a commitment to your partner and to your family that you will stop using violence. Decide to take time out to cool down if you are angry and feel you might be violent. Visit a counselor to talk about your violence. Seek advice and support from religious leaders or community leaders you trust. Practice different ways of managing your anger non-violently.



34

Are you a friend or family member to someone like Anita or Peter? You could... Stop ignoring the problem and start talking about it. Offer support to your friend experiencing violence. This may mean helping her find professional help, a place to stay, lending her some money, etc. Tell your friend who is violent that his behavior is unacceptable. Help him find support. Let neighbors know that if they hear violence that they should contact the police. Encourage the couple to talk with a professional counselor. Take action in your community to prevent domestic violence!



35

Women have a right to live without violence!

Together we can prevent domestic violence!

Your Organisation
Contact Information

36

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Games

Games are a great way to facilitate learning and can be relatively low-cost to make. They can creatively introduce ideas about domestic violence, rights, and taking responsibility for our own behaviour. Remember, above all, games should be fun! The card game and board game described in this phase can be used with children and young people as well as adults. They are great to use in booklet clubs, schools, trainings, youth groups, health center waiting rooms, homes, churches, or anywhere people congregate. Also, work with community members to modify traditional games by adding human rights messages.

Recommendations

- Many people are not used to playing board games, so use simple language and do not make the game too complicated.
- Write the directions for how to play directly on the game board, not an extra piece of paper, so they do not get lost.
- Keep 'props' to a minimum. For example, instead of dice, players could use six small pebbles that need to land inside a special circle drawn on the board. The number of pebbles that land inside the circle indicates how many spaces to move. Also, state in the directions that bottle tops, scraps of paper, coins, or stones can be used as 'place markers'.
- Make the games fun!

Card Game



'Who Do You Want to Be?' is an adaptation of the game 'Old Maid'. The object of the game is to find matches to the cards you hold and not be left with the 'Alone Abuser' card at the end. A full deck has two of each card (i.e., pairs) except for the 'Alone Abuser'. The 'Who Do You Want to Be?' card can be printed on the back of each card.

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Board Game



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Strengthening Capacity

In this phase, you will continue strengthening the capacity of staff, community volunteers, and resource persons from the sectors you selected. At this point in the Project, activities are probably well underway at the professionals' workplaces and within the general community. While trying to build networks in this phase, you will focus on bringing groups and individuals together and then build their capacity to persuade others to work toward preventing violence. You will also help resource persons analyze practices in their workplaces that discourage or discriminate against women, especially women experiencing domestic violence. You may then assist resource persons to devise and offer practical alternatives that can make their places of work more women-friendly.

Ongoing Activities

Weekly Check-Ins (page 43)

Staff Development Meetings (page 44)

Community Volunteer Sessions (page 87)

Staff Workshop

The Building Networks phase is the mid-point of the Project and a good time for staff to reflect on their experience so far and address any major challenges and concerns. It is also a good opportunity for staff to further develop their understanding and skills of how to work toward creating a climate of peace.

For this workshop, you may also want to invite staff of other NGOs or institutional partners, if they have collaborated closely on the Project thus far. Remember that although there will be issues and challenges that need to be discussed, keep the tone positive. Begin the workshop by reflecting on successes and accomplishments to maintain spirit and morale. As always, we suggest that the workshop be held residentially and out of town to allow participants distance from the stresses of work and home. In this phase, you may choose to use CAC Workshop 3 (appendix Q, page 319).

CAC Workshop 3: Advocating for Women's Rights

Objectives

- Deepen understanding of the concept of advocacy.
- Identify skills and personal qualities of an effective advocate.
- Practice creating tools for advocacy.
- Review and update Action Plans for ongoing work.



Community Volunteer Workshop

During the Building Networks phase, community volunteers will become increasingly involved in the planning and implementation of activities. To further their personal growth and understanding we suggest another three day residential workshop (CAC 2) for community volunteers (appendix Q, page 298). Holding the workshop at the beginning of the phase can increase their understanding of this new phase, energize their work and help them make the conceptual shift into this new phase.

CAC Workshop 2: Human Rights Awareness

Objectives

- Deepen understanding of the concept of human rights.
- Identify and practice listening skills needed to promote women's rights.
- Review and update Action Plans for ongoing work.

ToRP Workshop and Follow-Up Support

At this point in the Project, the resource persons involved in the ToRP process have a basic understanding of domestic violence, why it happens, and its consequences. The second training workshop will continue to build on this knowledge and to deepen the connection to human rights. The participants will share their accomplishments and experiences thus far and will collectively problem-solve as necessary. They will also learn skills that will assist them in building networks of support within their community or places of work. Finally, the group will spend time updating and modifying their Action Plans based on the discussions of the workshop and their own development as individuals. It is suggested that you use CAC Workshop 2 (appendix Q, page 298) during this phase.

CAC Workshop 2: Human Rights Awareness

Objectives

- Deepen understanding of the concept of human rights.
- Identify and practice listening skills needed to promote women's rights.
- Review and update Action Plans for ongoing work.

ToRP Follow-Up Support

During the workshop, remember to plan how the resource persons will be supported during this phase by project staff. It is essential that what is learned in the workshop gets translated into practical activities and change at their workplaces. There is limited value in a workshop if participants are not supported and encouraged to share their learning widely. As resource persons are creating their Action Plans on the last day of the workshop, schedule time to meet with them individually (and possibly collectively) on a regular basis to support their efforts at

building networks

their workplaces. The follow-up support to resource persons will require a substantial time commitment. It is likely to be the bulk of your work. More details are not given to guide this process, because it is dependent on which sector(s) you choose to work with, the level of support they need, what major activities are undertaken, etc. However, this is the most critical part of the ToRP process and should be given due attention.

Domestic Violence Watch Group Workshop

The DV watch groups (page 153) can play an important role in the community by monitoring and taking direct action when acts of violence occur. Members of the group will begin to enforce, through what means they deem appropriate, safe and effective intervention strategies to prevent violence. The members will need substantial support and training, similar to the community volunteers. For their initial training, we suggest you use the same agenda as CAC Workshop 1 that was used with the community volunteers in Phase 2 (appendix Q, page 267).

CAC Workshop 1: Understanding Domestic Violence

Objectives

- Build solidarity and a collaborative spirit among participants.
- Strengthen understanding of domestic violence, why it happens, and its impact on women, men, families, and the community.
- Develop Action Plans.

In addition, it is recommended that several of the community volunteers co-facilitate the training with you. Using the same workshop schedule as was conducted with CVs in Phase 2 (page 86) will ensure that both community groups have the same base knowledge and will help CV co-facilitators, since they have already participated in the activities. If CVs assist you in facilitating certain activities, remember to give them feedback to further strengthen their facilitation skills and support them in sessions when necessary. Using CV facilitators to train the DV watch groups:

- builds the capacity of the CVs
- begins building relationships between the CVs and DV watch group members
- builds the understanding of DV watch group members of violence, listening skills, facilitation, etc.
- allows the DV watch groups to learn by observing their own community members



Media and Events

In this phase, you will emphasize the importance of journalists and community members coming together and taking collective responsibility for preventing domestic violence. Through the media, you can promote this widely. It is also suggested that you organise events that will bring community members together to discuss achievements and devise

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innovative ways to create healthier relationships and more safety in homes and communities. You will encourage key editors, journalists, leaders, and other well-known people to speak out on domestic violence and collectively focus their energy on the issue.

Ongoing Activities

Radio Programs (pages 51, 92)

Follow-Up with Journalist and Editors (page 96)

Regular Newspaper Column

Communicating through the media on a regular basis and in a consistent format allows you to develop an ongoing relationship with readers, listeners, or viewers. A regular media presence allows you to contribute an alternative perspective over a period of time, which can slowly encourage social change. A good way of doing this is by developing a regular column in a popular newspaper.

Steps

1. Depending on your audience, you may consider developing an appealing character that communicates the information written in the column. Sometimes this is called the 'voice' of your column. For example, it could be a hip young person, a wise older person, a savvy working woman, a 'modern' couple, a smart schoolgirl, or even a cunning animal telling stories. This character could be the 'author' of the column on behalf of your organisation or the community. Alternatively, you may choose to have a staff member become the columnist who authors the article in her/his own name or the name of the organisation.
2. Whichever style you choose, maintain and develop this 'voice' so that your audience knows what to expect each time they read the column. Make it fun and try new things out so that your audience remains curious. Use colloquial language when you quote characters, and use words that show that you are connected to the community. You may want to refer to incidents that have recently been in the news to create a column that reflects current community or national issues.
3. Organise what you are writing in a predictable structure. This will make the writing much easier. For example, one formula could be: (1) raise an issue through description of an incident, (2) discuss why it happens, and (3) suggest what an average person can do about it. Be creative! Question and answer formats and stories also work well.
4. Ask for readers' comments and develop a way of creating a dialogue with the audience. For example, you could end your column with: "Dear Reader, What do you think? Have you seen this happen? What should be done? Write to me at (organisation's address)."
5. Keep your column short but regular so that people know what to expect. Try to run it on the same day every week/month and in the same space in the newspaper so people know where to find it.

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Journalist and Editors Seminar II

In the last phase, you identified key journalists and editors, held a seminar with them, and worked closely with them with the intention of advocating for more objective and careful reporting on domestic violence and women's rights. You have also been following their progress through ongoing individual meetings to keep their attention and interest on the issue. In this phase, you could conduct a follow-up seminar to bring the group together again and to discuss progress, challenges, and experiences of writing on issues that affect women and the community.

Ideas

- Invite only those journalists and editors to the seminar that are actively working with you. This is a working group, so try to keep the numbers down.
- Ask each participant to come prepared with a short progress report on her/his experiences since the last seminar.
- Review some of the successes that emerged from the previous seminar and collectively identify lessons learned.
- Refine or redevelop the Checklist for Journalists and Editors that was proposed in the first seminar.
- Discuss important issues that journalists and editors raise, such as specific challenges they faced in their reporting.
- Brainstorm ways of continuing to work together. For example:
 - Create a clippings club where participants meet once a month and discuss published stories on women's rights or domestic violence.
 - Devise a code of ethics for media professionals or analyze one that already exists.
 - Create small groups of journalists within each media establishment to act as watchdogs for ethical and woman-friendly reporting.
- Discuss and develop ongoing mutual support mechanisms between the Project and the journalists and editors.
- If appropriate, develop a common e-mail list through which the group can continue exchanging ideas and stories of progress.

Community Fair

Fairs are high profile events that bring community members together for fun and entertainment. They can be held anytime throughout the year or on a day that is internationally recognized, such as during the 16 Days of Activism Against Gender Violence or on International Women's Day, Human Rights Day, or any other day that has meaning in your community.

Fairs can be held at a community park, football field, community hall, your office, or even the parking lot of a hospital. Fairs are fun, educational, and involve the whole community. At fairs,

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many small events usually happen at the same time.

The challenge is to create different activities and games for people to participate in as well as exhibitions that stimulate debate and discussion.

Work with community members to organise and prepare for the event. You may want to hold different discussion groups throughout the event on various issues related to violence, hold a competition for the most creative suggestions to prevent domestic violence, ask community members to perform dramas, share songs or dances, or collectively create a mural, banner, or other type of art. You may also consider organizing

a panel discussion with police officers, health care workers, religious leaders, community members/leaders, etc. Members of the panel could each speak for about five minutes on the community's response to violence, after which you could facilitate a discussion between the panel and the other community members.



Recommendations

- Choose a specific theme to which all of the games, exhibitions, discussions, and activities are related.
- Publicize the event widely.
- Hold it in a familiar and easily accessible place in the community.
- Have it in the morning or afternoon before it gets dark so people can arrive home safely.
- Invite all of your partners in the Project and important community leaders.
- Encourage active participation from community volunteers and other groups by inviting them to make an exhibition, facilitate a discussion, create a game, perform a song or dance, help in setting up and taking down the exhibitions, etc.
- Invite journalists to cover the event.

Public Declarations

Public declarations are words, images, objects, or symbols that are placed in public view to help communities remember individuals or an issue. When put in a prominent area of the community, a public declaration can be a daily reminder of the call to change. The following are a few types of public declarations.

Remember My Name

This declaration is a billboard or large piece of cloth hung in a public space bearing the names of women who have died as a result of domestic violence. This could also include families by

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listing the names of children and men as well. To compile a list of names, publicize the activity and encourage people to call your organisation, stop by, or mail the names of people they have lost to family violence. Ask an artist to paint the board or cloth with the names. You may also want to leave space for additional names and invite community members to add names to it after it is up. This type of activity allows the community to see how many lives are touched by domestic violence and its immense consequences.

Community Action

A banner or billboard can highlight community member's ideas for actions to prevent violence in the community. You can call for submissions through the newspaper, radio, or flyers. Invite people to contact your organisation with their ideas. Then work with community members to design a simple statement that shares community ideas and actions. Hang it in a prominent spot in the community.

Public Pledge

A public pledge can encourage community members to make a conscious decision to take action to prevent domestic violence. It could have a statement that reads: "I will not be violent" or "I will take action when I hear or see an act of violence." These statements can be painted on a cloth or something more permanent like a wall or billboard. Leave the statement written for about a week. You can add an announcement underneath it that encourages community members to return on a specific date to sign their name as their pledge of support. If there is considerable resistance in your community, you may want to ask a few community or local leaders to sign their names first and leave them with the announcement. This may help convince others to sign as well. On the date you have announced, a CV or staff person can facilitate the signing. You may use an artist to write community members' names on the statement or they can write their own names or leave a handprint. Community members will be very interested in who signed the pledge. The public nature of the statement can contribute to a changed climate where individuals speak out against domestic violence. It can also build a sense of solidarity among community members. However, be careful to only do this activity if there is solid commitment to prevent domestic violence or else the activity could belittle the issue.



Advocacy

The advocacy efforts in the Building Networks phase play an important role in uniting existing groups around the issue of domestic violence. Observe the existing groups in your community that are not reached in other strategies and plan ways of engaging them on preventing domestic violence. These groups may be a combination of special interest groups like local leaders or local court officials, or institutional groups such as police, health

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service providers, or religious leaders (provided they are not involved in the ToRP). Groups are stronger than individuals and can significantly impact the prevailing attitudes and actions of community members. In your ongoing work, remember to shift the dialogue from raising awareness to building supportive infrastructure and offering practical suggestions for change.

Ongoing Activities

NGO Collaboration (page 101)

Local Leader Advocacy (page 103)

Local Court Advocacy (page 103)

Strengthening Service Provision

At this point in the Project, many professional sectors will be involved in preventing domestic violence. Your organisation should have a good sense of which institutions and groups are in contact with women experiencing domestic violence or those perpetuating it. It is important to deepen relationships with these professionals and work to strengthen their commitment and ability to address domestic violence with clients. Service providers have direct and sustained contact with community members and can become important agents of change in the community. Breaking the silence around domestic violence by listening to women's experiences and taking them seriously is a major step in creating an environment that is supportive of women and refuses to ignore domestic violence.

Service providers can significantly influence community perceptions of women and domestic violence. How they treat clients, the types of questions they ask, and the level of support they provide can contribute to changing the community perception of the seriousness of domestic violence and its negative effects on women's and family health. Choose which institutions you feel are most critical and create a plan for working with them. For example, you may revisit some of the health care providers you reached during the health center outreach in Phase 2 (page 104). Select institutions that have shown interest in your work and develop deeper relationships with them. This activity can be done in collaboration with resource persons or with sectors not involved in the ToRP.

Ideas

- Meet with leaders of an institution and inquire about their needs, assess their level of interest in addressing domestic violence in their workplace, and offer to support them in their efforts.
- Plan a seminar or series of short meetings about service providers' experiences and challenges in discussing domestic violence with clients. You may consider working with service



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providers to strengthen their capacity to respond more appropriately when clients disclose domestic violence. Activities such as practicing listening skills, role-plays, and brief information about domestic violence and rights may be useful.

- With leaders of an institution, to examine how their existing services enable or hinder addressing domestic violence. Identify areas for improvement and work as partners toward change.
- Provide referral lists that detail all the social services relating to domestic violence.
- Develop learning materials with service providers that address domestic violence and its relationship to women's health.
- Ask the supervisors to select a few individuals to work closely with the Project. Help them prepare a series of discussions or other activities they can do with their colleagues to raise awareness about domestic violence.
- Work with the leaders of the institution to identify a strong member of staff to whom domestic violence cases can be referred.
- Gather a group of supervisors of service providers in your community. Work with them to better understand domestic violence and how to best meet the needs of women and men living with domestic violence.

Remember, it is important to contact the leaders of an institution before initiating any activities within it. It can be useful to get leaders to endorse and advocate for the Project, and contacting them first will allow them to participate in the design and planning stages of the work. Maintain regular contact with the institutions. It is important that they feel supported and part of the larger community effort.

Community Meetings

A community meeting can bring together a large number of people who care about preventing domestic violence. It involves bringing together influential and well-known decision-makers who discuss a problem that affects the entire community. Typically, the speakers make a short speech that articulates a problem and what they are doing or willing to do about it. There may be more than one speaker, and, often, the second speaker is a community member or activist who articulates the community's concerns. There may even be a moderator who clarifies questions from the audience and ensures they are addressed.

Community meetings can be a dialogue between community leaders and members to discuss domestic violence. Politicians and public officials can demonstrate their commitment, show practically how they are contributing to the prevention of domestic violence, and explain how they will remain accountable to community's wishes. Again, this type of activity will connect people interested in domestic violence and provide an opportunity for building networks of support and action.

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Steps

1. Work with community members to identify a key question or concern that is on the minds of the local community around the issue of domestic violence. For example: Why are women's reports of domestic violence not taken seriously by Police? Why does the hospital refuse treatment and supporting documentation to women who want to report domestic violence? Is the school doing enough to support children living in violent homes? Why aren't men held accountable by community leaders when they are violent?
2. Identify a key public figure who has decision-making power around the issue. This could be the local police commissioner, director of a hospital, chief, or a school administrator.
3. Ask her/him to prepare a short (maximum 15 minutes) speech on how s/he understands the problem and what s/he is doing or willing to do about it.
4. Invite a second speaker (maximum 15 minutes) who has a special interest in the issue, is well known in the community, and is articulate in asking questions that community members want answered.
5. Identify a public space where people can gather for the meeting comfortably. Obtain necessary authorization to hold the meeting. If necessary, arrange for a sound amplification/public address system.
6. Advertise the event within the community and encourage community members to attend. You may want to publicize the community meeting by creating a flyer. Flyers can be hand drawn or done on a computer. Images will draw attention to it and make it more appealing to readers. Sometimes it is better not to publicize that the meeting will focus specifically on violence. This could put some women at risk if they choose to attend. It can also create misconceptions in the community about the Project, but this will vary with every community. On the flyer, include the time, date, contact information, and location of the meeting. Consider also including a slogan to get people's attention. Sample Slogans:
 - Care About Our Community? Come Share Your Thoughts!
 - We Need Your Ideas!
 - Your Experiences Count!
 - Raise Your Voice About Our Community Issues!
 - Have Your Voice Heard at the Community Meeting!
 - Your Opinion Matters!
 - We Want to Hear from You!
 - Speak Your Mind at the Community Meeting!
7. Invite influential members of the community to attend and endorse the event.
8. At the event, moderate questions and the discussions so that it remains positive, constructive, and focused on the issue.
9. At the end, summarize the discussion and highlight key commitments and actions promised.



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10. Decide with community members who will follow-up to ensure the promised actions are implemented. Plan how the results will be shared with others.
11. Distribute learning materials.

Professional Discussion Groups

Encourage different professionals to further their own thinking and take initiative in promoting dialogue in their workplace around violence. The groups may be staff at the radio station, health care providers, lawyers, government workers, journalists, factory workers, local councils, etc. Ideally, an individual(s) within the group will run the discussions independently, but you may want to support the groups initially. With the group leader(s), plan the topics for discussion.

Topics could include:

- What is domestic violence?
- Why does it happen?
- What is gender?
- What are the different types of domestic violence?
- How does it affect women, men, children, the workplace, and the community?
- Why is it important to talk about domestic violence?

The discussion groups could be established in a variety of ways. You may want to suggest that one lunch each week be reserved for the discussion, or even 15 minutes in the morning when people arrive. You could also suggest an after work discussion group and use activities from the Community Activism Course (appendix Q) to structure the sessions. Your contact at each workplace will know the best time and place for the gathering. If a particular workplace does not have much time to discuss topics in a formal way, try some of the ideas below.

Alternatives to Professional Discussion Groups

- Once a week in a common area at the workplace, write one statement on large paper and ask people what they think. For example, on flipchart you could write: "Women and men should share decision-making in the home. What do you think?" You could leave a pencil on a string attached to the board and encourage written responses, or you could just have people talk informally about the statement. Change it weekly and ask other staff to suggest statements to discuss.
- Give the booklet to everyone at the workplace. Informal dialogue will emerge.
- Hold a weekly or monthly contest that asks people to answer a question in 50 words or less. To encourage participation and get people really thinking, introduce some competition; offer a small incentive, for example, a free lunch, a nice pen, or, if funds are limited, have the reward be leaving the office an hour early on Friday afternoon! Examples of questions include:
 - What does domestic violence mean to you?

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- Do you think women and men should share equally in raising children and the upkeep of the home?
- Do women and men have the same rights?
- Does a man have a right to discipline his wife?
- What is the difference between gender and sex?

School Outreach

Children, and adults who work with children, are important to reach when trying to facilitate change in the community. This, like other activities, requires organisation and support by project staff, but it ultimately aims to increase the interest and ability of teachers and administrators to address domestic violence within their own environment. In schools, you could organise groups of selected teachers who are interested in addressing domestic violence and human rights with their students.

Steps

1. Select community schools and approach the headmistresses/masters to discuss your idea for working with teachers.
2. In your explanation, describe how domestic violence affects children. Talk about how children who witness a parent being violent learn that violence is an acceptable way of resolving conflict. Explain that, children who experience violence at home may have difficulty concentrating on their schoolwork and may become shy and withdrawn. They are also more likely to use violence in their relationships during childhood and as adults. Try to help them see the linkages between domestic violence and their students.
3. Share some of your ideas for working with the school. Ask them to share their perceptions and opinions with you.
4. If the school administration is interested in participating, either hold a meeting for all teachers to describe the Project and identify those interested in being involved or ask the school administration to select teachers whom they want to participate. It is a good idea to develop criteria for teachers who will take part, like what was done for the CVs (page 58).
5. Plan to meet teachers regularly. Hold training sessions with them to increase their understanding of domestic violence, gender, and human rights. You may choose to use the activities from the Community Activism Course (appendix Q).
6. Brainstorm together what activities teachers could do with students. Some ideas include:
 - poster or booklet discussion groups
 - a drama club to create plays about how domestic violence hurts children, conflict resolution, healthy relationships, etc.
 - training peer counselors to talk with fellow students living with or experiencing domestic violence
 - youth groups that teach others peaceful conflict resolution

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- groups of girls and boys who talk about issues such as gender, rights, responsibilities, communication skills, etc.
- debates or dialogues on human rights
- video shows

7. Create Action Plans with teachers and provide consistent support and training.



Local Activism

In this phase, your organisation will be more involved in supporting the activities of different community groups than conducting your own activities. It is important that your staff allow the groups to feel ownership and pride. It is also important to give groups the flexibility to create their own ideas and methods for reaching others. At the same time, many groups will be unfamiliar with working within the community and will depend on your organisation for ideas, support, and encouragement. The ideas and activities presented in this phase can help groups get started. Some groups will already naturally exist in the community (e.g., beauty salon employees, shopkeepers, church groups, etc.) while others will be newly formed for the purposes of this project (e.g., domestic violence watch groups).

In this phase, the community volunteers will be encouraged to reach out to new groups in the community who are interested in preventing domestic violence. Ask community volunteers to brainstorm lists of different groups of people that they come across in everyday life. Remind them that these groups do not have to be formally organised or have prior history in working with women or violence. To get CVs thinking, you may want to ask them to draw on a piece of paper all the connections they have in the community, as shown in the diagram.



Ongoing Activities

Community Volunteers (page 57)

Community Action Groups (page 109)

Booklet Clubs (page 105)

Creating Supportive Environments

In order to facilitate sustainable change in the community, many different people from various walks of life need to support and work toward an end to domestic violence. When many sources in the community come out with domestic violence prevention messages, it helps create a new climate in the community that supports women's right to safety and sanctions those who are

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violent. Individual and collective change is more likely if individuals feel they are supported and even pressured by people they know and trust. Brainstorm all the different groups in your community with staff, community volunteers, or other partners. Devise ways in which these groups can be reached and engaged in efforts to prevent domestic violence. Below are detailed suggestions for working with beauty salons, barbershops, and health care centers, and a brief list of other ideas. Avoid environments that have been heavily engaged through other strategies, and coordinate with the Learning Materials department to make sure your work is complementary.

Beauty Salons

Beauty Salons are excellent places to create supportive environments because so many women use these services and the environment is usually woman-friendly. Since women tend to relax when receiving services, talk freely with others, and feel comfortable in the all-woman environment, they are great places to talk about domestic violence and women's rights! Again, the idea is to build networks for preventing domestic violence and to help support change. You may want to work directly with a few beauty salons, or ask each female CV to work closely with one or two in her area. You could also create a separate campaign that reaches out to a larger network of salons in the community.



Ideas for Working with Salons

- Run short training sessions for women working in beauty salons about domestic violence and how to talk with other women about it.
- Design special posters that reach women in salons. For example:
 - Are you experiencing domestic violence? You can talk with us!
 - Feel great – inside and out!
 - You look great! You have a right to feel great too!
 - You don't have to hide the violence. Talk with us.
 - Women have a right to safety in their relationships!
 - You look great! How do you feel?
- Organise special events held at the salons about issues important to women.
- Create women's groups that meet at the salons to discuss women's rights and domestic violence and encourage salon clients to join.
- Organise 'Take Action Groups' where women meet at the salon once a month and plan activities or actions against violence.
- Distribute learning materials (e.g., posters, booklets, referral list, etc.).

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The possibilities are endless! Once women working in the salons are engaged in the issue, they will have many ideas of how to address domestic violence with their clients and in their community.

Barbershops

Barbershops are great places to distribute materials and begin introducing discussion on violence in traditionally male spheres. It is recommended that if you do not have male staff members to work with the barbershops, ask male community volunteers to work with this group.

The campaign could include many of the same ideas as suggested for beauty salons. You and/or the community volunteer may choose to work with barbershop staff to create special posters to encourage men to discuss violence within their homes. Men could benefit greatly from these materials, and they may feel more inclined to take materials seriously if their peers produce them. With men, you may want to consider a more indirect approach.



For example:

- As men, we face a lot of pressure... you can talk with us.
- Wondering about all this talk of domestic violence? Ask us!
- Do relationships have to be like this? (showing a picture of a couple arguing)
- Is your home a happy home?
- Violence isn't the answer – talk with us about alternatives.
- A picture of an unhappy couple that reads: "Look familiar? It doesn't have to be like this."

Just providing a space where men feel supported and free to talk about domestic violence, their relationships, and changes they see in the community is very useful. Often, there are fewer opportunities for men to talk about emotions or their own relationships. Having an all-male space that they feel is supportive can go a long way in changing attitudes. Especially encourage the development of groups where men meet regularly to share ideas. Focus the groups around themes, such as creating happy relationships, positive fathering, masculinity, changing violent behaviour, etc. Consider using some of the activities in the Community Activism Course (appendix Q) or CV session ideas (page 87) to increase their understanding of the issues. You may also want to distribute materials and referral lists to counselors and health care providers for men interested in more information or assistance.



Health Care Centers

If health centers have not been heavily engaged by other strategies, you may consider including them in your efforts to build supportive community environments. Health care centers, whether in large hospitals or small community clinics, are ideal places for community members to learn about violence and find support. We suggest that you create networks of health care providers and significantly involve them in the Project. Some of the providers may already be familiar with the Project if the health sector is involved in the ToRP course or advocacy activities with service providers (page 144). It is important to help the various health care providers foster a supportive environment for women. Introduce a sexual health framework (i.e., one that looks at women's health holistically and does not just focus on physical reproductive health problems). Use seminars and meetings to encourage health care providers' to explore broader issues underlying their clients' health concerns. Violence is often a major contributor to ill health, and a sexual health framework can begin to change the health care focus from a biomedical or physical approach to a more inclusive and holistic one, bringing in emotional and mental health as well.

Work with interested health care providers to design a campaign that introduces domestic violence issues to the health care setting and helps colleagues and clients make the connection between domestic violence and ill health. The campaign could include designing learning materials, holding seminars, creating protocols for working with clients, professional dialogues, public events, and training for service providers.

Posters in this setting could expand on the concept of health to include a mind and body connection. They could provide further information on women's rights domestic violence and its consequences for women's health or role model improved client-provider interaction. Role modeling posters (or role modeling story tapes played in waiting rooms) can educate clients on their rights when accessing health care and demonstrate skills such as assertiveness, taking control of one's own health, and learning to ask questions. If you do not have sufficient funds to print posters, consider making a few sets on sturdy poster board and rotating them to various clinics.

Additional Ideas

Supportive environments can be developed with many different groups! You may consider asking each CV to choose at least two groups they are interested in working with (page 149).

For example

- Work with taxi/public transport drivers/officials to create anti-violence messages (e.g., placards or stickers) for vehicles. The same could be done with shop owners.
- Create special committees at the mosque/church that do outreach to families experiencing

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domestic violence.

- Encourage a women's handicraft group to identify women living with violence or in difficult circumstances and to teach them how to make crafts and connect them to sales outlets.
- Connect elders with newlyweds for mentoring and advice on communication or conflict resolution skills.
- Assist midwives or traditional healers to develop a 'checklist' to help identify women experiencing abuse. They could share it widely with colleagues and list next steps for how to help.



Domestic Violence (DV) Watch Groups

In this phase, you may choose to establish one or more DV watch groups. These groups can be made up of community members who want to take a stand on violence in their community by actively watching for violence and intervening when they deem appropriate and safe. The DV watch groups can be a powerful body within streets and communities, especially in communities where there are weak or inefficient security or social services. The DV watch groups' primary functions can include the following:

- Document cases of abuse within their area/street.
- Offer assistance (referrals, accompaniment to social services, etc.) to women experiencing violence.
- Publicly pronounce their support to end violence.
- Intervene, when possible and safe, when violence is happening in a home.
- Seek assistance from local leaders when necessary.
- Be the eyes and ears in the community, watching for domestic violence.
- Take and create opportunities to educate neighbours and community members about violence.
- Talk with women who are experiencing violence and men who are abusing to offer suggestions for change, support, referrals, etc.

Ideally, the DV watch groups should include both women and men. Community members you have met through activities and those recommended by the community volunteers would make good candidates. A selection process similar to the community volunteer selection (page 58) may be useful. In addition to the CAC Workshop suggested (page 139), you may also want to add activities on conflict resolution and direct action techniques. We also suggest you meet regularly with DV watch group members for sessions just like with the community volunteers (page 87).

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These sessions can focus efforts, build group solidarity and strengthen their knowledge and skills. If appropriate, the sessions could be facilitated by a CV. Like any other group or activity in the community, the first priority is the group members' safety. They should be cautioned never to intervene in a violent situation if they feel endangered themselves.

Rubber Stamps

During the Building Networks phase, the aim is to permeate the environment with positive messages about ending violence. One easy and low cost strategy is to make rubber stamps and give them to people at the market and shops who have been particularly helpful or supportive of the Project. The stamps could simply say:

- Be violence-free!
- Prevent violence against women!
- Treat all people with respect and dignity!
- Speak out against Domestic Violence!
- I'm non-violent – are you?



Market sellers, kiosk or shop owners, or even taxi drivers could stamp these on the paper bags or receipts as they give customers their goods. These bags will go back into homes and will be used many times over. It is also a nice way of thanking those community members who have been particularly active in the Project.

Youth Groups

Young people can contribute significantly to a change in climate and norms. They can influence their parents, other adults, and their peers. They can create new and healthier ways of communicating and resolving conflict. Youth groups can provide a space for teens to talk about gender, violence, equality, and rights. Young people may be much more open to learning about and exploring these issues than their parents or older community members as they are still forming their beliefs and value systems.

The youth groups can use the CAC activities (appendix Q), explore issues of gender and rights through drama, or create activities that highlight the affects of domestic violence on youth and children. Open it up to young people and ideas will flood in!

Review

Congratulations, you have come to the end of Phase 3 of the Project! To help you assess if the community and your organisation are prepared to enter the Integrating Action phase, you may want to use the following table and review questions. These tools were designed to help structure

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your reflection about the phase and to assess if your organisation met your objectives. It is useful to hold a staff meeting so all members can contribute their thoughts and opinions.

The following table will allow you to record all the activities you were able to complete within each strategy. In the spaces provided under each strategy, write the activities that were completed and the approximate number of community members reached with each activity. The table can also help you recognize the different groups of community members reached. If you have engaged a broad section of the community with varied activities and feel those activities were successful, this is one indication that the community will be prepared for the next phase.

As a group, review your SMART objectives from the Action Plans to assess whether you have met your Phase 3 objectives. Reflect on and discuss what was learned in the community, the current level of staff capacity, and if staff members feel prepared to move forward with their strategies. It may be helpful for each staff member to present her/his Strategy Summary Report (appendix I) in the meeting. Review your expected outcomes and indicators, asking critical questions about the progress made. Ask yourselves questions specific to your unique implementation and vision of the Project. You may choose to revisit some of the strategies and activities to strengthen the Project before moving on.

Suggested Review Questions

1. Have you made materials and conducted activities that promote solidarity between individuals and groups?
2. Have you worked with community members to suggest a range of alternatives to attitudes and behaviours that harm women?
3. After outlining challenges and concerns in the staff workshop, have these been adequately addressed and resolved?
4. Are the resource persons conducting regular and meaningful activities to promote change in their sector(s)?
5. Have different groups, both professional and those within the general community, come together to work on preventing domestic violence? How many groups have you organised? Have you established adequate training and support for these groups?
6. Are the majority of the groups active and committed to working against violence within their own spheres of influence?
7. Have you inspired a range of community members to change and work for change?
8. Have you worked closely with community members to strategize how they could promote change in different spheres (e.g., home, workplace, health centers, churches, etc.)?
9. Is there a discernable shift in how people think about domestic violence and/or women's rights?
10. Do staff members feel supported and inspired by the changes they see in the community?

learning materials



strengthening capacity



media & events



advocacy



local activism



review

	You and other NGOs	General Community Members	Community Volunteers	Community Leaders/ Officials
Learning Materials				
Strengthening Capacity				
Media and Events				
Advocacy				
Local Activism				



review

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