




local activism

community action groups

support



In the Support phase you will continue to work with the action groups that you identified in the Awareness phase.

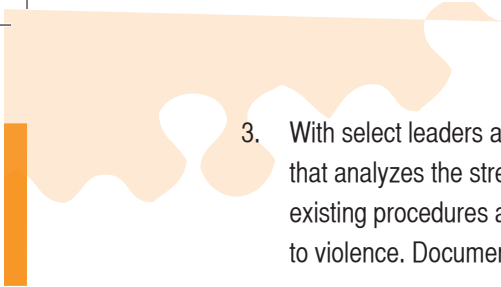
Moving beyond raising awareness about the issues of power, violence and HIV/AIDS, you will now seek to enhance the groups' knowledge, skills and resources for providing and role modeling positive forms of support.

Security Action Group

By now, you have created relationships with the security sector both at the higher and lower levels of the hierarchy. In this phase you will focus on improving the support services that your security group provides to women experiencing violence.

Recommendations for Support

1. Conduct the *SASA!* Support Training Module with both leaders and front-line staff.
2. Meet with the security leadership. Gather information about the procedures and guidelines in place for handling cases of violence against women.

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3. With select leaders and officers, hold a seminar that analyzes the strengths and weaknesses of the existing procedures and guidelines for responding to violence. Document the process.
 4. Work with leadership and officers to strengthen the services and response of officers to violence against women. This may include revising existing procedures and standing orders or creating interview guides and protocols for handling cases of violence against women.
 5. Conduct support visits to officers handling cases directly. Sit with them as they handle cases (if client consents), observe how they treat clients, the procedure for taking a case, the advice given. Give constructive feedback and help officers improve their service delivery.
 6. Create formal (seminars, workshops, etc.) and informal (one-on-one meetings, observations, modeling, etc.) training opportunities to strengthen their capacity to respond appropriately to violence against women.
 7. Create a referral system with the group. Identify the existing formal and informal services available in your community, so that they can refer clients for further support. This is especially important for security personnel. Remember, security personnel are not counselors; their role is to handle cases as defined by the existing laws of the country.
 8. Hold a meeting where different service providers in your community can meet face-to-face, present the services they offer and explain procedures for handling violence. Personal connections made here will contribute to better referrals.

Health Care Action Group

In the support phase, the training for health care providers focuses on improving the quality of care and services for women experiencing violence and/or HIV/AIDS.

Recommendations for Support

1. Conduct the *SASA!* Support Training Modules.
2. With select leaders and providers, hold a seminar that analyzes the strengths and weaknesses of the existing procedures and guidelines for responding to violence within their clinics, hospitals, home-based care procedures, etc. Document the process.
3. Work with leadership and providers to strengthen the services and response of providers when they encounters issues of violence against women. This may include revising existing client intake procedures and protocols for handling clients. It may include training on and using or adapting *SASA!* interview guides.
4. Consider the relevance of the *SASA!* Health Care Provider Training Module to your health care activist group. Conduct the exercises if appropriate.
5. Conduct support visits to health care providers. Observe how new policies or procedures are working. Give constructive feedback and additional support where needed.
6. Encourage health care providers to continue conducting health chats with clients seeking services and community outreach.
7. Maintain an accurate and up to date referral list for women seeking additional support services.

Faith-Based Action Group

In times of need, religious leaders are often called on for support and guidance. The *SASA* Team can support religious leaders in enhancing their support for women experiencing violence and/or HIV/AIDS, men using violence, or women and men trying to create happier and healthier relationships.

Recommendations for Support

1. Conduct the Support Training Module.
2. Spend time with the religious leaders and their congregations. Observe the different opportunities the leader has to support followers. For example, pre-marital couple counseling, individual or crisis counseling, home visits to the sick/dying, etc. Help the religious leaders identify opportunities for providing support.
3. With religious leaders, identify and review any of their existing guidelines for counseling. For example, premarital counseling curricula, church/mosque policy for dealing with violence or family problems, etc. Ask key questions about the materials: Is this approach promoting mutual respect and non-violence? Is it reinforcing stereotypes or women's powerlessness? Is it appropriate for today given the issues of violence and HIV/AIDS in our communities?
4. Work with religious leaders to revise or strengthen existing materials.
5. Foster additional support mechanisms within the church/mosque. For example, if there are women's groups, men's groups, support groups or parenting groups, consider how to strengthen their skills for supporting their members. This could involve training, short seminars, etc.

Local Leader Action Group

Many local leaders may be providing direct support to women experiencing violence and/or HIV/AIDS. Others may be responsible for making decisions about the type and quality of services available. In both cases, the local leaders influence how others prioritize the issues of violence against women and HIV/AIDS.

Recommendations for Support

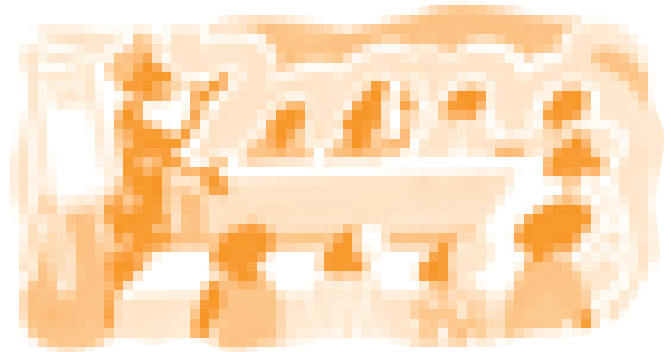
1. Conduct the Support power point presentation with the selected leaders.
2. Facilitate select sessions from the Support Training Modules if feasible and appropriate.
3. Identify and analyze their existing policies/laws/plans of action. Do they support women's right to live free of violence?
4. Analyze the decision-making processes of the leaders (who, how and when decisions are made). Strategize with *SASA!* team members and any allies from the selected leader group(s) on how you could influence their processes.
5. With the local leaders and other allies create a plan for further strengthening or creating new policies/laws/plans of action that support non-violence, safety and women's rights.
6. Advocate for increased funding for or attention to the response to violence against women and its connection to HIV/AIDS.

Business Action Group

Whether in formal or informal work sectors, there are ways to strengthen the capacity of businesses and unions to support employees/members experiencing violence and HIV/AIDS.

Recommendations for Support

1. Conduct the Support Training Module with the group.
2. Analyze the union or company policy on violence and/or HIV/AIDS. If no such policy exists, help them develop a policy that supports employees in crisis.
3. Advocate for the introduction of a disciplinary policy regarding employees using violence. Encourage the group to send a clear message to employees/members that violence—at work or at home—is unacceptable.
4. Post and/or distribute information about local formal and informal services for employees living with violence and/or HIV/AIDS. Encourage the group to give time off for women in need of services.
5. If one does not exist already, support the group in creating a sexual harassment policy that protects employees from this type of violence in the workplace.
6. Encourage peer-to-peer support mechanisms. The *SASA!* Team could train select employees/members to be a first layer of response and prevention for those in need.



Peer Action Group

Friends, neighbors and peers who see each other on a regular basis usually know intimately about the challenges and joys in each other's lives. However, violence against women and HIV/AIDS is sometimes not even talked about in these spaces. The SASA! Team can work with peer action groups to help them create safe and supportive spaces for discussing these topics.

Recommendations for Support

1. Facilitate the Support Training Module with group leaders/representatives (for them to then go back and repeat the module with other members).
2. Spend time with the different groups. Help them identify how they could provide support to members. Remind them that everyone needs support, not only women experiencing violence or HIV/AIDS. Women, men and young people striving to balance

power in their relationships also need support, as do activists who are speaking out on these issues in the community.

3. Help the groups identify other formal or informal services in their community where their members could seek out and give support to others.
4. If the group is governed by rules or a constitution, review this document and then revise or rewrite it, so that it includes descriptions of acceptable behavior in terms of power and violence.
5. Work with the group to create a values statement—a statement of what the group believes (i.e., in the worth and dignity of all people, human rights for all, equality of women and men, non-violence, etc.). When conducted in a participatory way, this exercise can act as a values clarification exercise for the group and guide members as well as future directions for the group.
6. Connect different peer action groups with each other. Encourage them to learn about each other and to find ways of supporting each other's activism.