

THIS ISSUE'S THEME LIVING OUR VALUES

As practitioners and activists working to prevent gender-based violence, we can easily get caught up in the overwhelming nature of our work and fail to step back and think about the values and beliefs on which our work is built. The work of preventing GBV is based on values of equality, honesty, peace, non-violence, and justice. Yet how often do we think about these values as we do our work and interact with colleagues or the communities in which we work? This edition of the newsletter focuses on values and the reality of living our values among all the other challenges we are faced with in our GBV prevention efforts.

NEXT ISSUE'S THEME FOSTERING ACTIVISM

GBV prevention involves long term programming and activities in order to change attitudes and beliefs that render women as inferior to men. To actually create sustainable change in our communities we need to foster activism within ourselves, our staff and our communities. Activists working to prevent GBV feel deeply connected to the issue, and are compelled to take action against it. Violence prevention work is unlike other 9-to-5 jobs, it requires personal commitment and investment. The next issue focuses on what it means to foster a spirit of activism for the prevention of GBV in our region. If you would like to contribute to this issue, contact us at info@preventgbvafrica.org.

ACTION! TAKEN 2009

A YEAR FULL OF ACTION AT THE GBV PREVENTION NETWORK!

CONGRATULATIONS TO ALL THE GBV PREVENTION NETWORK MEMBERS THIS YEAR FOR SO MUCH ADVOCACY AND ACTION! IN THIS ARTICLE WE SHARE WITH YOU THE GBV PREVENTION NETWORK'S ACTIVISM IN 2009.

16 DAYS OF ACTIVISM REGIONAL CAMPAIGN!

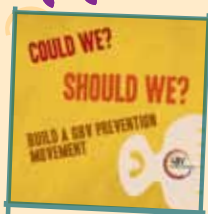


Happy Families are Violence Free: Choose to be Non-Violent! This was the theme for the 2009 regional 16 Days of Activism campaign advocating Violence against Women. This year we had great member involvement with 40 organizations from 16 countries participating in the campaign. Each member conducted different activities promoting violence free relationships and families. Each organization received an Action and Advocacy Kit full of exciting campaign materials, which can be accessed at: <http://www.preventgbvafrica.org/content/16-days-activism-2009-regional-campaign>.

GBV RESEARCH INITIATIVE

The International Center for Research on Women (ICRW), the South African Medical Research Council and the GBV Prevention Network (under the Research and M&E Thematic Group) partnered in a new initiative to increase member's skills in researching violence against women. The initiative links community-

PUBLICATIONS



Following the satellite meeting held after the AVID Forum in November 2008 in Cape Town, the Network published "Could We? Should We? Build a GBV Prevention Movement." The publication explores what movements are, why they exist, who constitutes them, and the concepts such as politicization, justice and activism which movements are built on. Download the publication at <http://www.preventgbvafrica.org/content/overview-movement-building-initiative>.

Get Moving!



A new initiative to strengthen the GBV prevention movement began this year! *Get Moving!* aims to inspire a new critical analysis of why and how we do GBV prevention - encouraging a feminist, rights-based approach grounded in the values of equality and justice. Two phases of *Get Moving!* were published this year for members, each including a series of sessions, readers and actions that can contribute to strengthening the GBV prevention movement in the region. Look out for the third phase this year! Get involved at: www.preventgbvafrica.org/movementbuilding.

FOUR MEET-UPS!



As a way of fostering more face-to-face connection and contributing to movement building, the Network used opportunities of existing conferences, meetings and member's regional travel for Network members to meet up. 4 Meet-Ups happened in Kampala, Nairobi and Johannesburg.

RESEARCHING VIOLENCE AGAINST WOMEN TRAINING



From 26th October to 6th November, 17 Network members participated in a training supported by PATH, Addis Continental Institute of Public Health and the GBV Prevention Network. The training focused on both theoretical and practical skills for conducting research on violence against women as well as ethical considerations in VAW research. Find details at <http://www.preventgbvafrica.org/content/2009-training-researching-gbv>.

THANKS!

We congratulate and thank all members who actively participated - we feel encouraged and inspired by the commitment shown this year. We look forward to working with you to make 2010 an even more dynamic and productive year for the Network!

MEMBER NEWS!

WANT TO KNOW WHAT OUR COLLEAGUES IN THE REGION ARE DOING? WHICH NEW PROGRAMS AND PUBLICATIONS ARE HOT OFF THE PRESS? WHICH NEW ENERGIZED SISTERS AND BROTHERS HAVE JOINED THE GBV PREVENTION EFFORT? AND WHAT'S GOING ON WITH OUR NEW MEMBERSHIP? READ THIS SECTION AND CATCH UP WITH THE CURRENT NEWS!

DOMESTIC VIOLENCE ACT PASSED IN KAMPALA, DOMESTIC VIOLENCE BILL COALITION

In November 2009 the 8th Parliament of Uganda passed the Domestic Violence Bill. After several years of advocacy and lobbying initiatives by a number of stakeholders, including the Domestic Violence Bill Coalition, headed by member organization, the Center for Domestic Violence Prevention (CEDOVIP), the bill was passed into an Act of Parliament. The Act protects women, children, men, domestic workers and extended family members within a domestic setting from physical, sexual, emotional and economic violence. Bravo to the Domestic Violence Bill Coalition!

16 DAYS OF ACTIVISM CAMPAIGN IN TANZANIA, WILDAF

WILDAF coordinated the 16 Days of Activism Campaign in Tanzania. In order to call widespread attention to violence against women as a gross human rights violation, the Prime Minister, Hon. Mizengo Pinda was a guest of honor. At the same function, Hon. Mizengo Pinda launched WILDAF's book, 'Siko Peke Yangu!' ('We Can Prevent Gender-based Violence'). This toolkit, co-authored by TWIFUNDE, is in Swahili and focused on community approaches to preventing and responding to GBV.

MEN-TO-MEN REGIONAL PROGRAM FOCAL POINTS PARTICIPATE IN 16 DAYS CAMPAIGN

In May 2009, the African Women's Development and Communication Network,

FEMNET, and the Men-to-Men Program organized a successful regional stakeholders meeting in Nairobi that brought together 30 participants. The aim was to strategize on the Men-to-Men national and regional programme.

The participants organized follow up activities at the community and country level for the 16 Days Campaign. In Zambia, the Men's Lobby organized a men's campfire conference in Lusaka. Malawi hosted a national Men's Traveling Conference that included 8 participants from Kenya. In Kenya, FEMNET organized a community and media outreach programme to mark one year since the We Can campaign was launched in Kenya. In Uganda, ECCA, FEMNET's focal point organization, organized a rapid survey to understand GBV and its impact on families and communities.

ARE WE WALKING THE TALK? DO WE PRACTICE WHAT WE PREACH?

THESE ARE PHRASES WE MIGHT HEAR FROM TIME TO TIME - OR EVEN ASK OF OTHERS. YET HOW OFTEN DO WE TAKE TIME IN OUR PERSONAL LIVES OR IN OUR ORGANIZATIONS TO REFLECT ON WHAT OUR WORDS AND ACTIONS DEMONSTRATE ABOUT OUR BELIEFS AND VALUES.

In our work to prevent GBV we are working to change century's old oppression and the injustice of one group of people having power over another. In our efforts to create more balanced power between women and men, we seek to foster an environment that respects human rights, non-violence, non-discrimination, and equality. However as we work towards our visions of communities free of GBV, where all human beings are equal and safe, it is essential to look within ourselves and see to what extent we are living the values that we are working towards. We may not be able to achieve our vision if we expect communities to "do as we say, but not as we do."

This newsletter builds on the discussion from the last edition, which focused on the meaning of rights-based programming. This issue is also a part of the third phase of *Get Moving!* the Network's movement building process. In this article, we explore values, not only in our programs but also in our relationships, at a personal level and in our

organizations. As activists working to prevent GBV we care about women and their well-being, we believe that violence is wrong. Yet in everyday life, we are often faced with challenging situations that test our ability to live the values that we are working towards. For this article, we share some of the common situations that happen in our organizations. Some of the scenarios may be familiar to us, and others we may not have personal experience with, but may have seen in other organizations. They are shared in the hope that they will provoke reflection, discussion and inspiration to change some of the ways that we undermine our organizations, our work and ourselves. They are shared with the recognition that, as Gandhi said, "you must be the change you wish to see in the world." Building strong organizations, ready and able to prevent violence against women, requires the application of core values of honesty, respect, non-discrimination and justice - to use our power positively and responsibly.



WALKING THE TALK? VA

ORGANIZATIONAL HIERARCHIES

1 At a women's organization working on violence against women prevention, a staff person (a woman in her 50's) is called the "tea girl" and expected to kneel while serving tea to the executive director.

In most organizations different staff play different roles. This is a practical delineation of roles so an organization can function more smoothly. It is not inherently unjust as we all have different skills, abilities and experience, yet often we reinforce discrimination and injustice and promote unnecessary and unhelpful status divisions. What does it mean for an organization promoting justice and non-violence to treat a staff person like this? What does this "teach" others about the organization? How are different staff treated in your organization? What could you do to foster more respect for all staff members in your organization?

VALUES-DRIVEN LEADERSHIP WITHIN THE ORGANIZATION

2 A senior staff person responsible for mentoring a junior staff publicly criticizes her during a training for policy makers.

What are the implications for the organization - internally and externally - when these types of situations happen? What does it teach staff about taking risks? About the safety of exploring new roles? Does it reflect more negatively on the senior or junior staff person? Is it more effective for a senior staff member to take a junior staff member aside and recognize her/his effort while at the same time offering constructive criticism?

TRAINING STAFF FOR QUALITY GBV PREVENTION

3 A new staff person is hired on the GBV prevention team who has done human rights education programming before but never worked on violence against women. She does not receive any structured training or mentoring for her new position but is expected to learn as she goes along.

GBV prevention requires specific skills and experience. What does it mean for the safety of women in the communities where we work if our staff are not adequately trained, prepared and supported to do this work? What does it mean for the success of our work and for the reputation of the organization? How does your organization orient and train new staff? How could those processes be strengthened?

TRANSPARENCY AND ACCOUNTABILITY WITHIN THE COMMUNITY

4 A staff member responsible for recruiting community activists for GBV prevention work begins making deals with community members - if they get involved, they need to "kick-back" half of their monthly transport refund to this staff.

While we address GBV prevention we are promoting honesty, trust, transparency and accountability in relationships. We are also encouraging people with power not to misuse it by working towards balancing power in relationships. Does our own use

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of power with our stakeholders have implications on the ideas we are trying to put across? In what small and large ways does it undermine our vision when we misuse our power and resources entrusted to us for our own private gain?

BENEFITS-BASED IDEAS

5 The community-based drama an organization is using shows a woman being beaten and raped quite explicitly. Staff of the NGO feel



VALUES-DRIVEN GBV PREVENTION

it is more "engaging" and holds the attention of community members longer.

There is an inherent conflict in working toward violence prevention by sensationalizing it. Using violent images does not protect the dignity of survivors; it degrades women and men. How do you think this makes women experiencing violence watching the drama feel? Have we been able to achieve success in changing attitudes and behavior by concentrating on negative and threatening messages? How could we make our activities engaging yet respectful? How could we get better at putting out ideas that provoke reflection and dialogue on why and how to be non-violent?

SOLIDARITY WITH COMMUNITY MEMBERS

6 A staff person responsible for supporting community activists drives up to spot for the activity in a big 4 wheel air-conditioned vehicle. Since it is sunny, and there isn't a comfortable place to sit, the staff member observes the activity from the vehicle. After, she debriefs with the activist through the car window.

Community mobilization requires intense commitment and sustained engagement with community members. Social change can only happen when community members are convinced that change is necessary and will benefit them. As outsiders, NGO staff must work hard to demonstrate to community members that we are in solidarity with them - that we share common values, respect them and truly care about them as people. What kinds of behaviors - small and large - can undermine community members trust in us? What do we do - intentionally or unintentionally to keep an us/ them divide? What implications does this have on the work? How can we proactively break

THERE IS AN INHERENT CONFLICT IN WORKING TOWARDS VIOLENCE PREVENTION BY SENSATIONALIZING IT. USING VIOLENT IMAGES DOES NOT PROTECT THE DIGNITY OF SURVIVORS; IN SOME CASES THIS IMAGERY MAY EVEN PROVOKE LAUGHTER.

down barriers between us and the communities in which we work? How do we promote values of acceptance, respect and solidarity?

MAINTAINING ORGANIZATIONAL INTEGRITY

7 An organization with expertise on family planning is asked by a donor to also include GBV prevention in their programming. Although they don't have experience in working on violence, they need the money so include it in their proposal.

Often we are faced with the challenge of funding and sustainability of our organizations. Yet what does it mean when we take on work that we lack expertise in? What does it mean for our organizational identity? For the communities in which we are doing this work? What values are undermined when we agree to something we do not have the expertise or even the interest in? What does it mean when donors push agenda's that are not our own? How could we professionally and ethically deal with this values conflict?

TAKE ACTION!

In our personal and professional lives, challenges and values conflicts will emerge regularly - this is a normal and expected part of life. What we do with those challenges and conflicts shapes who we are as individuals and what are organizations become. Living our beliefs and acting based on our values requires us to continuously "exercise" our values.

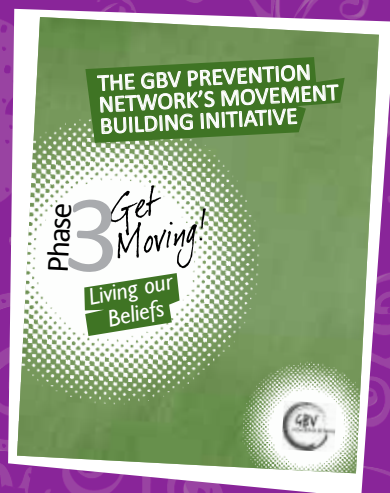
This exercise can include opening up a space to regularly reflect on our values. Kick start that process by using the above examples in a staff session - do role plays followed by discussions among staff responding to the questions put forward in each. Ask staff to share some of their values conflicts and how they overcame them. Make it a regular practice and watch how your values driven organization will become stronger!

For more information on living our rights-based values as organizations, read the Charter of Feminist Principles for African Feminists that were a key outcome of the African Feminist Forum that took place in November 2006. The Charter can be downloaded at this link: www.africanfeministforum.org and check out Phase 3 of **Get Moving!**

NETWORK NEWS

THIRD PHASE OF Get Moving!

The third phase of the Network's movement building process, *Get Moving!* will be out in early January 2010. This phase, like this newsletter, focuses on values-driven GBV work, inspiring NGO staff to reflect on their personal values, organizational values and value-driven leadership. You can find a copy at <http://www.preventgbvafrica.org/content/overview-movement-building-initiative>.



340 MEMBERS STRONG!

The Network is growing stronger and stronger each year. This year many new organizations and individuals joined us as full members (those within the Horn, East and Southern Africa) and as friends (those outside the region but who are in solidarity with us). We warmly welcome all new members and have featured these members in our December e-bulletin.

RECENT ADDITIONS TO WWW.PREVENTGBVAFRICA.ORG

Johannesburg Declaration and Call to Action: A declaration emerging from the 2009 MenEngage Africa Symposium hosted by Sonke Gender Justice Network.

Judges to Determine Fate of Uganda's Women, 2009, Mifumi Project: A statement made by member organization Mifumi Project on the petition they filed to Uganda's constitutional court to interpret the legality of bride price in relation to the equality of women.

Abuse against Women and Children, 2009, Musasa Project: An article presenting an analysis of violence against women and children, basing on reports collected between March and September 2009 by Musasa Project.

INTERVIEWS - LIVING OUR VALUES: THE GBV PREVENTION NETWORK INTERVIEWED THREE DYNAMIC LEADERS FROM WITHIN THE REGION ABOUT WHAT IT MEANS TO TRULY LIVE OUR VALUES IN OUR EVERYDAY AND ORGANIZATIONAL LIVES.



PATRICIA NYAUNDI (PN), EXECUTIVE DIRECTOR, FEDERATION OF WOMEN LAWYERS (FIDA KENYA)

FIDA Kenya is a non-governmental organization that is committed to eradicating discrimination against women within society. Composed of female lawyers and law students, FIDA Kenya works at all levels (local, regional, and national) to promote women's rights and empowerment. Patricia Nyaundi shares with us the values of not only her organization, but her own life.



TINA MUSUYA (TM), EXECUTIVE DIRECTOR, CENTER FOR DOMESTIC VIOLENCE PROTECTION (CEDOVIP), UGANDA

CEDOVIP is a Kampala based civil society organization committed to preventing violence against women. CEDOVIP aims to facilitate a process of individual and social change on the core issues that perpetuate domestic violence: women's low status and gender inequity. Tina Musuya elaborates more on CEDOVIP's rights-based approach and how her values apply to both her life and the organization.



MPHO MAHOPOLO (MM), COORDINATOR, WOMEN AGAINST RAPE, BOTSWANA

Women against Rape (WaR) Botswana is a human rights awareness non-governmental organization that promotes the rights of victims of rape, but also the rights of those living with HIV/AIDS, women in poverty, and victims of abuse. Mpho Mahopolo shares her perspectives on values-driven leadership and the importance of maintaining organizational values.

QUESTION: CAN YOU DESCRIBE THE TWO VALUES YOU FEEL ARE MOST IMPORTANT IN HOW YOU CHOOSE TO LIVE YOUR EVERYDAY LIFE?

PN: Honesty and authenticity; people have got to take you at your word. You have to be real and credible.

TM: Belief in my own abilities, and of those around me, to transform things is a value that resonates with me. Knowing I have the ability and power to make a difference keeps me going in my everyday life and within CEDOVIP. I live by the motto: We Can! Another value I cherish is optimism. No matter how hard a situation or obstacle is, we can persevere! Additional values I find important are a strong commitment to what you are doing both at home and within the organization, and time management.

MM: The values I feel are most important in my daily life are honesty, maximizing my potential through hard work and giving my best to everything I do.

QUESTION: TO WHAT EXTENT DO YOU FEEL IT IS IMPORTANT TO LIVE THESE PERSONAL VALUES WITHIN YOUR PROFESSIONAL LIFE?

PN: To ensure consistency, you cannot drop personalities and put on different ones to suit the moment. Truth is very important; often the personal and the professional merge at some point.

TM: It is extremely important to live my personal values within CEDOVIP. For example, optimism is vital to the daily operations of the organization. When CEDOVIP first got involved in policy advocacy, everyone doubted our grassroots efforts. However, from day one I was optimistic that the Domestic Violence Bill would pass. In the beginning of our advocacy, CEDOVIP wasn't well known and established in the NGO world, so not only were we fighting for policy change, but we had to fight to establish ourselves. By maintaining our optimism, CEDOVIP was able to bring in revitalized energy and new ideas towards fostering change.

MM: I feel it is important to live my personal values within my professional life, and all spheres of my life. I cannot achieve anything without giving my best. I believe in order to get the best results, I must give my best.

QUESTION: HOW DO YOU ENSURE THAT YOU PRACTICE / MAINTAIN YOUR VALUES IN BOTH YOUR PERSONAL AND PROFESSIONAL LIFE?

PN: I have made a commitment to do so and I always remind myself of this very important commitment.

TM: Within CEDOVIP, I make sure to work with staff on a daily basis and reinforce the idea that they can make change happen. I encourage leadership within CEDOVIP staff, which gives them the confidence they need to discover themselves, and to convince the outside world to trust the organization. In my personal life, I continue to maintain my values through communication. For example, I encourage my children to make the right decisions. I do so by listening to them first, and then discussing their options with them.

MM: I believe in keeping to my promises and conducting business in an honest way. I do not like to compromise quality.

QUESTION: AS A LEADER, HOW DO YOU ENCOURAGE YOUR STAFF TO SHARE AND LIVE THESE VALUES BOTH AT HOME AND WITHIN THE ORGANIZATION?

TM: Along with communication and encouraging leadership, I work towards fostering a relaxed environment in which everyone respects each other and works together to achieve their goals. I try to maintain optimism within the organization by encouraging staff to grow confident in their abilities.

MM: I encourage my staff to start the day with a morning gathering where we set out what is planned for the day, and determine who is doing what and where support is needed. In this way, I try to engage everyone and make sure that everyone's potential is maximized and no one has too much on his or her plate.

QUESTION: CAN YOU DESCRIBE SOME OF THE CHALLENGES YOU HAVE FOUND IN CREATING A VALUES-DRIVEN WORKPLACE/ORGANIZATION? HOW DID YOU OVERCOME SOME OF THESE CHALLENGES?

PN: My experience is that anytime you seek to introduce something that you do not practice then it is a challenge. But when your colleagues see that you do it yourself then they are likely to also do it.

TM: A big challenge for me, and my values, is separating work from life. I'm a certified workaholic! This is probably the hardest challenge to overcome. I've tried to tackle this challenge by leaving my computer at the office, working a maximum of 12 hours a day, and devoting my weekends to family. Another challenge I face has to do with the fact that I am constantly encouraging CEDOVIP staff to realize their leadership potential. However, since I try to maintain a relaxed, friendly environment, it can be difficult to hold staff accountable for their actions that are not in line with the values of the organization. I've tried to account for this challenge through open communication. A final challenge of mine, which is also my strength, is my free-spirit. I'm so eager and energized to keep working towards my goals, and discovering my abilities, that I sometimes leave a negative impression on those who are more conservative. Again, communication plays a large role in overcoming this challenge. I also remain optimistic and remind myself that those who may look down on my way of life are still in the pre-contemplation phase (i.e. they are still unaware of the realities around them because they have not bothered to question legitimacy of why things are the way they are, and therefore they have not discovered that some things around them are problematic).

MM: One challenge I face when practicing my values within the organization is that people are different, and we all have different values. When trying to create a values driven workplace, some people want their values to supersede others. I have tried to make sure the staff set their values based on the mandate of the organization, so that it is not as difficult to maintain organizational values in different settings. I also remind the staff of the written terms of reference in order to alleviate some challenges.

Perspectives on Prevention is a newsletter for activists and practitioners committed to preventing gender-based violence in the Horn, East and Southern Africa. It is the newsletter of the GBV Prevention Network.

The GBV Prevention Network aims to: provide member organizations with relevant information about and access to resources on violence prevention; build solidarity between organizations working on violence; strengthen capacity of members on critical issues and methodologies; and advocate for increased interest and investment for preventing gender-based violence prevention in the regions. The network is currently coordinated by Raising Voices and supported by HIVOS.



The Gender-based Violence Prevention Network
Plot 16 Tufnell Dr., Kamwokya, P.O. Box 6770, Kampala, Uganda
Phone: (+256) 414 531186 Fax: (+256) 414 531249
Email: info@preventgbvafrica.org
www.preventgbvafrica.org