



This issue's theme

Intersectionality

In this issue we will explore intersectionality, its history and what it means to work across movements to prevent gender based violence. We take time to reflect on our own identities and the different elements that make us unique individuals. The reading touches on those aspects of identity which are socially or culturally constructed and how this may contribute to systematic social inequality and oppression in society. Also in this issue, find out the progress of the Network movement building initiative *Get Moving!* in the 'Take Action' section. *Get Moving!* began in November 2008, as a result of member discussions pointing to the critical need to build a strong GBV prevention movement in the region. Since then, the GBV Prevention Network has developed the *Get Moving!* resource series, a 6-phased methodology to support organizations in the movement building process, 10 Network members have committed to be partners in the pilot initiative, taking themselves and their organization through each phase of the *Get Moving!* process. Read this piece to find out about their most recent event in Kampala and find out how you can become a part of this initiative.



Next issue's theme

Have Your Say

In response to our Network evaluation in 2011, we would like to call out to members to be more participatory in planning for the Network newsletters. Do you have any ideas for the themes for next year's issues? Write to us at info@preventgbv africa.org and send us two ideas for themes that you would like to see featured in 2012. Share with us the reason why you are interested in that subject as an individual or as an organization. In this way, the Coordinating Office can better serve the membership and members can more directly shape the communication and activities of the Network

MEMBER NEWS!



InterAid Uganda organized several activities to take place during 16 Days. These included: community dialogues, drama, an SMS campaign and film discussions.

KENYAN PARLIAMENT CONSENTS TO BILL CONDEMNING FGM

One of the GBV Prevention Network's members in Kenya, Coast Women in Development (CWID) is happy to share the news of the Kenyan Parliament consenting to the Female Genital Mutilation (FGM) Bill which aims for the abandonment of the practice in the country. Kenyan president Mwai Kibaki has now passed the FGM Bill into law. The passing of this Bill will enable Kenyan women, especially those in rural areas where FGM is practiced, to enjoy their reproductive rights.

Although CWID feel that Kenya's parliament took too long to act on the Bill, they are nevertheless excited about it. They look forward to implementing

it and increasing awareness on FGM, particularly in areas of high prevalence.

CWID has been active in campaigning for the passing of the FGM Bill in Kenya. This document will soon be available on their website www.coastwomen.org.

ECUMENICAL SOCIAL DIACONATE ACTION (ESDA) /FRIENDLY HAVEN CELEBRATES 15 YEARS IN EXISTENCE

In Windhoek, Namibia, Network member Ecumenical Social Diaconate Action (ESDA) /Friendly Haven in Windhoek Namibia are celebrating 15 years in existence. They honored this momentous occasion with a gala dinner on the 25th

November 2011. The celebration was planned to coincide with the beginning of the global 16 Days of Activism Against Gender Violence Campaign. Namibian First Lady, Her Excellency, Madam Penhupifo Pohamba graced the occasion and delivered a key-note address linked directly to this year's GBV Prevention Network 16 Days theme, titled "Everyone, Everyday, Every Way: Prevent Violence Against Women and Children"

INTERAID UGANDA LAUNCHES 16 DAYS OF ACTIVISM AGAINST GENDER VIOLENCE CAMPAIGN

Network member InterAid (U) implements GBV prevention programmes among urban refugee communities in Kampala. This year together with other

stakeholders working in the same area, InterAid organized several activities to take place during 16 Days. These included: community dialogues, drama, SMS campaign and film discussion. To launch the activities, InterAid distributed purple ribbons and other IEC materials at a ceremony in the Somali refugee community in Kampala on 24th November.

Visit our new Facebook page at www.facebook.com and search for GBV Prevention Network and find out what other members are doing! Use this space to connect with members and friends, share ideas, talk about prevention and support each other in our activism.

TAKING ACTION!

Get Moving! THE NETWORK MOVEMENT BUILDING INITIATIVE 10 Network Partners Continue to *Get Moving!* in 2011

10 Network members continued to collaborate on the *Get Moving!* process as part of the Network's regional movement building work.

Get Moving! is designed for GBV prevention activists to continually reflect on beliefs and values that underpin violence prevention and social justice work at an individual, organizational, and programmatic level. It can be applied to any field that is working to address social justice in society.

Get Moving! is a 6-phased process designed to stimulate intensive individual and group reflection. Each phase has been written up into one small resource packet, for a total of 6 resource packets in the complete *Get Moving!* set (Phase 6 coming soon). Each resource packet contains specific sessions to help staff explore the given issues in depth and in a safe space. They also contain guidance for the facilitator and take home ideas to further individual reflection beyond group processes.

To date, the 10 partners have gone through phases 1-4 and are currently preparing to embark on phase 5.

Get Moving! has been a process of learning for partners, the Coordinating Office and the Network as a whole. One of the most important lessons learned is that the process is organic and is adaptable to different contexts and events that occur without notice. For example, some organizations, such as ADAPT in South Africa, decided to enhance the process by creating special rituals for their *Get Moving!* sessions. ADAPT begins each phase by jointly lighting a candle to symbolize a safe space in which reflection and open discussion can occur. Other organizations choose to go straight into the process without ritual or ceremony, but have reported feeling the same sense of solidarity during and after sessions.

Each organization has also engaged different participants in their *Get Moving!* sessions. Although the phases were ideally designed for staff working within one organization, some organizations such as CEDOVIP in

Uganda, Kivulini Women's Rights Organization in Tanzania, RWAMREC in Rwanda and White Ribbon Campaign in Namibia have conducted sessions with program partners and stakeholders. CEDOVIP shared *Get Moving!* with partners in relevant Coalitions of which they are members. These Coalitions engage a cross section of actors in the violence against women prevention field, such as the Domestic Violence Act Coalition of Uganda. CEDOVIP reports that going through the *Get Moving!* process with this group created a sense of cohesion, and shared understanding of the root causes of GBV as well as values around rights-based violence prevention work. RWAMREC, on the other hand, focused on internal staff sessions after realizing that including external partners did not have the desired effect and impact. RWAMREC conducted Phases 3 and 4 only among organizational staff and have reported that the process has fostered a sense of belonging and solidarity among staff.

The process has proven to be deeply personal both for the participants and the facilitators. Organizations like ADAPT have described the sessions as 'therapeutic, with no one providing solutions, not the facilitators and not the participants; you find your own individual solutions.'

This unique opportunity for substantial personal and professional reflection has been one of the major outcomes of the process for all ten organizations. All partners have reported a deeper reflection on how their work and lives are connected. This realization has led to transformational moments for many participants. Organizations such as Kivulini Women's Rights have reported that after going through Phase 2, they are now able to make the link between power imbalances in society and violence prevention work. Other organizations such as RWAMREC, MUSASA in Zimbabwe and YWCA Zambia have reported staff reflecting on their values, and recognizing the importance of linking personal values and organizational values for effective violence prevention work. Some organizations have



reported an exciting and unexpected outcome, explaining that *Get Moving!* has strengthened their organizational culture and led to enhanced communication between management and staff.

Moving forward, the Network would like to further strengthen the process and help it to grow. You too can join this process! Write to us at info@preventgbv africa.org expressing your interest and let's *Get Moving!*

The 6 phases of *Get Moving!* are as follows:

Phase 1 *Looking Within* begins the process by encouraging participants to look within and spend time getting to know themselves.

Phase 2 *Supporting Each Other* introduces the idea of supporting each other and using our power together to foster social transformation.

Phase 3 *Living Our Beliefs* explores how one lives his/her beliefs. This phase focuses on encouraging participants to reflect on their values and commit to values-driven leadership in both their personal and professional lives.

Phase 4 *Fostering Activism* works to deepen connections to GBV prevention and form a new level of commitment to take action against it.

Phase 5 *Reaching Out* encourages activists and staff to strengthen the GBV prevention movement in the region by reaching out to like-minded organizations.

Phase 6 *Intersectionality* introduces this concept and encourages participants to reach across various movements to forge new alliances to harness collective power.

INTERSECTIONALITY: Theorizing Ide and Oppress

What is **intersectionality** and why is it important for preventing GBV?

Intersectionality is a feminist theory, a methodology for research, and a foundation for social justice action that was first highlighted by Kimberlé Crenshaw, a professor and researcher of gender and race, in 1989. It was developed based on the idea that people live multiple, layered lives and therefore, do not have one simple identity. Rather, people have many different types of identity which make up who they are and how they experience the world. These identities are shaped by social relations, history and power structures.

People are also members of more than one community at the same time and therefore, can simultaneously experience oppression and privilege. For example, a woman may be a respected professional, yet suffer domestic violence in her home.

Intersectional analysis aims to highlight the multiple aspects of our identities, exposing the different types of discrimination and disadvantage that can occur for one person based on different aspects of her/his identity. It also seeks to address the manner in which racism, patriarchy, class oppression and other systems of discrimination create inequalities that influence the positions of women. Intersectionality recognizes that each individual experiences things uniquely as a result of their different identities and the historical, social and political contexts around her/him. For example, the experience of a black woman in Cape Town is different than that of a white or colored woman in the same location. Similarly, the experience of being lesbian, an elder, poor, from the Global North, living with a disability, or any number of other identities, are unique.

The aim of an intersectional analysis is not to show that one group is more victimized or privileged than another. Instead, it aims to reveal meaningful

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distinctions and similarities in order to overcome discrimination and put the conditions in place for all people to fully enjoy their human rights.

As a consequence of multiple aspects of our identities, some women are pushed to the extreme margins and experience severe discrimination, while others benefit from more privileged positions. Intersectional analysis helps us to see different types of discrimination which different women experience and recognize the areas of overlap or

Identity Intersection



intersection between them. It also helps us to understand how different aspects of identity impact someone's opportunities and access to rights. Finally, intersectional analysis can help us to see how policies, programs, services and laws that impact one aspect of our lives are linked to others.

For example, many female domestic workers experience sexual assault and abuse at the hands of their employers. It is the intersection of the worker's identities (for example female and possibly, less educated or as an undocumented immigrant) that put her in the position of vulnerability. It is also the intersection of the policies, programs and laws (for example, employment policies, citizenship laws, lack of services for abused women) that support and maintain the vulnerability. Because the policies do not respond to the specific identities of domestic workers, they typically do not allow the women to enjoy their right to be free from violence.

Applying the ideas

We often focus on how we *do* things rather than how we *think* about things. Yet how we think is essential to our

"Just as there are no human rights without women's rights, there are no human rights without indigenous peoples' rights, the rights of the disabled, of people of color, and of gays and lesbians, just to name a few."

- Alison Symington

work, determining what we do and how we do it. First using intersectionality in our work requires that we think differently about identity, equality and power. It requires that we focus on points of intersection that influence our access to rights and opportunities, rather than on defined categories or isolated

issues (see examples below) it requires that we see the end of discrimination and the celebration of diversity as fundamental to development and the enjoyment of human rights.

Secondly, using intersectionality requires valuing a 'bottom-up' approach to research, analysis and planning. Information gathering should begin by asking questions about how women and men actually live their lives. The picture can then be built 'upwards,' accounting for the various influences that shape women's lives. If we use intersectionality

within a social justice framework, it can be an extremely useful and empowering tool.

How one uses intersectionality depends upon one's situation, objectives and needs. Here are a few examples of how

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an intersectional analysis can be used by women's rights activists:

- In compiling research and statistics about the impacts of programs on women, ask specifically about the experiences of different categories of marginalized women such as those from different ethnic groups, immigrants or refugees, poor women, and women of other identified groups.
- When setting priorities for projects, analyze intersecting forms of discrimination. Try not to simply group all women or men into one category but rather assess the other aspects of their identities which make them vulnerable to discrimination. Empowering those who have the least access to rights may produce the greatest advances in terms of women's rights and gender equality.
- Ask key questions such as:
 - o What forms of identity are critical for this community/region (beyond sex, consider race, ethnicity, religion, citizenship, age, ability)?
 - o Who are the most marginalized women, girls, men and boys in the community and why?
 - o What social and economic programs are available to different groups in the community?
 - o Who does and does not have power in the community?

- o What laws, policies and organizational practices limit opportunities of different groups?
- o Who experiences privilege and why? Who experiences oppression and why?
- Identify points of intersection in your activism work and analyze collaboration strategies.

Finally, respecting diverse identities and privileges as men and women allows organizations to build strength based on points of intersections. This means ensuring that women of all identities have a space and voice to contribute to agendas. Similarly, it suggests that we can use our privilege in strategic ways. Identity and privilege are relative concepts; at any given time we are operating from some position of power, whether it is our experience, ability, class, race, age or sexuality. If we can find the areas where our relative privileges intersect, then we can work towards more holistic and effective solutions to social injustice.

*This article is drawn from Phase 6 of **Get Moving!** It uses excerpts from "Intersectionality: A Tool for Gender and Economic Development" by The Association for Women's Rights in Development, 2004.*

Network News

UPDATES FROM THE NETWORK

IN HER SHOES TOOLKIT FOR SUB-SAHARAN AFRICA

After nine months of intensive work with contributions from women all across Africa, the Network unveiled the new *In Her Shoes Toolkit for Sub-Saharan Africa* From 24th-26th October, 46 participants met in Kampala to see the final product of their hard work, participate in the newly adapted activity, and formulate dissemination plans for the *Toolkit* in their home countries.

The *In Her Shoes Toolkit for Sub-Saharan Africa* enables participants to 'walk in the shoes' of 10 different women experiencing many different forms of violence against women. It has been crafted for service providers and members of the general community to enable them to take on these women's stories as their own, experience the hurdles they come across as they seek support and make choices for their lives. The *Toolkit* has been adapted from the Latin American version to make it relevant and powerful for a sub-Saharan African audience. Participants expressed sincere appreciation for the *Toolkit*; they found it to be a moving and provocative exercise which is greatly reflective of the sub-Saharan context. The *Toolkit* will be available for dissemination in early 2012; we will keep you informed of dissemination plans as they unfold.

"This exercise is so different. It's not the same as someone coming to your desk and telling you a story. For sure I felt like I was the woman experiencing so much suffering."

– Participant

"The story was so realistic. I felt like I was watching a movie of my life."

– Participant

"I am happy with this Toolkit and the process that was used to develop it. We are really feeling a sense of ownership."

– Participant

NETWORK'S RESEARCH AND M & E THEMATIC WORKING GROUP PRESENTATION AT SEXUAL VIOLENCE RESEARCH INITIATIVE (SVRI) FORUM

From 10th to 13th October 2011, the Sexual Violence Research Initiative (SVRI) Forum held its second international conference in Cape Town, South Africa. Researchers, policy makers, funders, survivors, gender activists, service providers and others all came together to network, share ideas and strategies, and feed into important international campaigns currently underway to prevent and respond to sexual violence around the world.

In 2009, the Network's Research and M & E Thematic Working Group partnered with the International Center for Research on Women (ICRW) for a capacity building initiative on researching violence against women. Six members were selected from Uganda, Malawi, Tanzania, Rwanda and South Africa. The organizations selected were partnered with other institutions that provided in-depth technical support to carry out action-oriented research on violence against women. This project culminated with each member presenting their research findings at the SVRI Forum on 12th October to a panel entitled 'Building GBV Research Capacity in Africa: Reporting on a Collaborative Experience.' You can download their presentations and learn about their findings on the Network website at www.preventgbvafrica.org/whats-new. Other SVRI presentations can be found on the SVRI website at www.svri.org/forum2011/programme.htm.

The Network also used this opportunity to organize a get-together for more than 20 members attending the SVRI forum or residing in the area. The members met at the Cubana restaurant where they enjoyed dinner and conversation. It was a great chance for the Coordinating Office to give members an update on Network activities including the "What's Your Way?" competition and the development of the *In Her Shoes Toolkit for Sub-Saharan Africa*. It was also a unique opportunity to celebrate our wonderful members by sharing time with others and getting to know each other better.

PERSPECTIVES FROM MEMBERS:

Find out from members how they feel about *Get Moving!*, how it has affected them individually and within their organizations. The Coordinating Office had an opportunity to interview the following people who have been a part of the *Get Moving!* Initiative since 2010. Here are some excerpts of what they had to say:

MAXWELL FROM ZAMBIA



Maxwell from Zambia feels that *Get Moving!* is a positive process that has a lot of rich messages particularly for people who want to grow and explore as activists. He thinks that the process is useful for activists, social workers and service providers. On a personal level, Maxwell feels that he has gotten to a level where he has realized that certain beliefs and values, which he originally did not think about at all, were actually negative and could, affect his work negatively. He therefore thinks that *Get Moving!*, by affecting him as an individual, has in essence also affected his work.

SINDISWA FROM SOUTH AFRICA



Sindiswa from South Africa thinks that the most important aspect of *Get Moving!* is the opportunity it provides for staff and for the entire organization to reflect on both a personal and a programmatic level. With *Get Moving!*, there is an opportunity to reflect on the impact that one's work has on the community in which they are working. She also believes that it provides immense growth at a personal level. "When you engage with the exercises contained in the *Get Moving!* series, you can discover your strengths and weaknesses and know what you need to do to become a better person."

LOMA FROM MALAWI



Loma from Malawi feels that *Get Moving!* has given her a chance to reflect on her weaknesses and strengths. Loma thinks that: 'If I can feel bad about how a friend has treated me, it means that I should also be careful not to treat her like that.' These reflection sessions have assisted Loma to feel more personally and deeply for women who have been affected by gender based violence.

what's new on
www.preventgbvafrica.org

Gender-Based Violence Assessment Report, 2011, SEDHURO Somalia
Violence Against Women Counselling Skills Building Course Report, 2011, Raising Voices
Culture, Gender and HIV: A Pilot Project in Zimbabwe, SAfAIDS. (source: www.safaid.net)
Intersectionality: A Tool for Gender and Economic Justice, 2004, Women's Rights and Economic Change (source: www.awid.org)
16 Days Action and Advocacy Kits
Now you can also join the GBV Prevention Network on Facebook! Share ideas, connect with friends, and get inspired!

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 regional and international resources on GBV; strengthen the discourse and practice of rights-based GBV prevention; increase skills in GBV prevention; and, foster cohesion, collaboration and increased activism within the region. The network is currently coordinated by Raising Voices and supported by HIVOS.