

KAGISANO SOCIETY WOMEN'S SHELTER

1. Did *Get Moving!* have an impact on your organization? If yes what?

Get Moving! had a positive impact on our organisation. It enhanced team building and gave us an opportunity to learn to communicate with each other freely.

2. Did *Get Moving!* enhance your organization's understanding of VAW? If so, can you please briefly elaborate?

Yes, it actually also helped us define the parameters of our work. We agreed that contextually for Botswana we prefer to look at our work as preventing and responding to GBV holistically.

3. Do you think *Get Moving!* has helped improve on the quality of your organization's work? If yes, how?

Yes. By understanding that each one of us as individuals are a piece of the puzzle and that as an organisation we are part of the bigger picture. We were able to reflect on which organisation we needed to work with and recently started working with organisations that work with People with Developmental Disabilities

4. What impact, if any do you feel *Get Moving!* had on the staff members as individuals?

We have seen people who were usually quiet begin to express themselves because of the interactive nature of *Get Moving!* It has also enhanced level of responsibility and strengthened relationships.

5. What was your experience in talking about (sharing) power imbalances

The amazing thing was when we all realized that it is so easy to do actions that are disempowering to others. Initially, this was an uncomfortable discussion but as we continued it helped each of us to identify where we were not sharing power and it was an eye opener as each of us made commitments on power sharing.

6. How are you working together to make get moving a safer place?

For our organisation, the good thing is that *Get Moving!* was building on what we were already started. We had done a strategic review process where we were all open about the things we each felt needed be changed in our organisation. Already we had created a safe place to openly discuss issues. Then we had done an online course on Understanding and responding to GBV in Development Contexts where we had identified other forms of violence that existed even in the workplace such as bullying. *Get Moving!* helped us concretise all that.

7. Were all members of the organization on board with *Get Moving!*? If no, why? Did this change?

There were certain topics that were uncomfortable for staff, such as the concept of Feminism. However, the discussions as well as technical assistance we received from Raising Voices (Jean specifically), helped people to understand, separate myth from fact and changed their perception.

8. Would you consider yourself to be an activist organization? Describe

Yes we consider ourselves an activist organisation. Through our Community Outreach and Education work, we address issues of GBV at all levels starting with traditional and religious leaders, right down to students and other youth. We have also started engaging with men through different groups so they can come in as allies and help in the fight against GBV.

9. How often do you meet to reflect on what you learnt and practice?

We completed *Get Moving!* in February 2014 with some actionable items to continue building team spirit and resilience. So far, we celebrate each other in different ways and we share on our work during our quarterly programme review meetings. We have decided that at our annual review and planning retreat which will be in December we will repeat one of the *Get Moving!* topics. We have not yet decided which one and how we will do it.

10. Three words to describe *Get Moving!*

Inspiring! Amazing! Transformative!

11. Would you recommend other organizations in the region to do it? Why?

Yes! Any organisation that is serious about establishing itself in fighting injustice must do itself a favour and engage in *Get Moving!* It will not only inspire your staff but will build strong organisation with open and objective communication. We have become a family and you sure can. It also creates an understanding of your work and motivation for staff as each one understands why they are doing the work they are involved in. You simply cannot go wrong with *Get Moving!*. It helps people consider their values and how to balance who they are in all their environments.