



STEPPING STONES

Activity report for 2010-2011

Amandine Bollinger

About Stepping Stones and Salamander Trust

The original Stepping Stones manual is a training package on gender, HIV and communication issues in communities. It was developed and written by Alice Welbourn between 1993 and 1995, based on the first workshop, held in Uganda in 1994. At the time, there was no tool of its kind to tackle these issues, so Stepping Stones was very quickly adopted in many situations by various organisations around the world. Today, Stepping Stones is used across all the continents, has been translated into over 25 languages, has been used in a wide range of settings – from prisons to the military to rural communities to urban environments – and has started to spawn a family of related projects such as Stepping Stones PLUS, which widens the scope of the original manual.

There was not a formal infrastructure in place to support the organisations implementing the training package, so Stepping Stones and its implementations evolved organically in disparate locations. For a number of years, it became hard to keep track of all the different developments. Salamander Trust was set up in 2008, as a small organisation to transform the way we think about HIV. One of its principal missions is to develop the impact of the work of the global Stepping Stones community by keeping track of how Stepping Stones is used around the globe; creating a centralised resource of this information; disseminating information between different locations; and reaching out to regional forums to support and encourage the teams implementing Stepping Stones. The key staff member responsible for all this work has been Amandine Bollinger, Salamander Trust's Research Officer, whose first language is French, and with fluent English and Spanish. We have found from doing this that there is a huge thirst for information. We source information from other sites, which we consider will be of interest and use to our readers, and thus aid its dissemination. We also generate new materials for our readers to use in their work.

Review of this year – Overview in Summary

This year - April 2010 to March 2011 – has been a key year for the development, promotion and collection of information on Stepping Stones. Broadly speaking, the outcomes of our work can be grouped into three areas:

1. What we have learnt about our users around the globe:

- Russia
- Ecuador
- Fiji and the Pacific Islands
- Other regions



2. Development of Stepping Stones:

- Monitoring & Evaluation
 - Central America
 - Fiji
 - Systematic review of all documented projects
- First steps of a new project around children
- Stepping Stones PLUS in French: 'PARCOURS PLUS'; and in Spanish: 'PASO A PASO MAS'
- Stepping Stones website in French

3. Promoting Stepping Stones:

- Representation of Stepping Stones at Conferences
- Stepping Stones training in UK organisations: CAFOD, PLAN INTERNATIONAL
- Information sharing/promotion/distribution
- Ongoing Collaboration with Strategies for Hope

1. What we have learnt about our users around the globe

From our investment in communicating with groups using Stepping Stones worldwide, we have been able to gather a rich range of situational applications and cultural adaptations.

We noted however that in many cases, while Stepping Stones was being used effectively with one or two groups - for example young men/boys and young women/girls, as is the case in Central America - other important groups in the community - such as older men and older women - were not addressed, which meant that the additional value that Stepping Stones can bring by cross-linking the whole of a community was not exploited. This is something that we are trying to address through our outreach work – by communicating by email and internet and by going to visit implementing groups and sharing best practice with them.

1.1) General Learning

We were very glad to learn this year that Stepping Stones has been recognised by WHO and USAID as an important tool to reduce gender-based violence at community level.

The WHO report “Promoting Gender equality to prevent violence against women” is available here: http://www.who.int/violence_injury_prevention/violence/gender.pdf

“Community interventions can empower women and engage with men:

Community interventions can address gender norms and attitudes through, for example, the combination of microfinance schemes for women and methods that empower men as partners against gender-based violence. The strongest evidence is



for the IMAGE microfinance and gender equity initiative in South Africa and the Stepping Stones programme in Africa and Asia. Community programmes [just] with male peer groups show promise in changing attitudes towards traditional gender norms and violent behaviour, but they require more rigorous evaluations. Well-trained facilitators and community ownership appear to boost the effectiveness of these interventions."

(Extract from the WHO report)

The USAID report is available here:

http://www.usaid.gov/our_work/cross-cutting_programs/wid/pubs/Through_Our_Eyes_Desk_Review_1-10-2011.pdf

For more information please see the Stepping Stones webpage:
<http://www.steppingstonesfeedback.org/index.php/page/Resources/gb?resourceid=20>

1.2) Russia

Salamander took an active role in the organisation of the Women's Networking Zone at the 2010 Vienna International AIDS Conference. (See <http://www.womeneurope.net/>).

Through our work there, we were able to meet in person with Elena Veselovskaya, an independent consultant who has been extremely active in the development and establishment of Stepping Stones in Russia. The first Stepping Stones training was implemented by the team of "Humanitarian Project": <http://www.human.org.ru>

Extract from presentation by Elena Veselovskaya in the Women's Networking Zone, Vienna:

"...support of drug users in Russia and afterwards, prevention of HIV transmission in Russia. But I see the approach that was suggested by Alice Welbourn is excellent. I am here to say very good words, not just from my part but from our team in Russia.

Because we are happy to use this method. We understood it only one year ago. We adapted this method to the Russian context. You see Russia is a "developed" country, but we have a huge problem of alcohol and drugs, of drug use. We face such a problem yet few people know about reproductive health It is a stupid situation.

We developed Stepping Stones in our version. We name it "15" because it consists of 15 sections.

We have had 5 trainings on this method in Siberia Region. We have evaluated this method. The time period is not very big - only 2 years. But the evaluation already shows us very good results.



For example, part of our team which consists of children. If they have had sentences, they have not increased from the police. After 2 years, we evaluated these children. None of them have had more problems with the police after our training. It is not only knowledge of HIV, and prevention of drug use, how to live and so on. But it gives them a new understanding of life.

It is strange but in our country the education of youth is very limited in participation. Our parents participated with the children. It made them very very happy because it gave them a lot of knowledge about their children. In Russia and also many parts of Eastern Europe issues of sex and sexual relations are essentially taboo in our society.

But this method gives an opportunity to speak openly with peers, with relatives, with other people. This is a really good method. Maybe I should finish! But this is really a good method.

We plan now to multiply engagement with this method in Russia, because a lot of institutions, not only in Russia but in other Russian-speaking countries, want to be trained in this method. There are of course very big financial issues but we think that we will do as well as we can. Thank you a lot for this approach. Thankyou!"

A powerpoint presentation of this work can be viewed [here](#):

As a result of this interaction, we were able to upload information about the adaptation and use of Stepping Stones in Russia, Kyrgyzstan and Estonia to the Stepping Stones website and this has been drawn on by global organisations – UNAIDS, WHO – and local NGOs who wanted to know about HIV-related programmes that they could implement in the region.
<http://www.steppingstonesfeedback.org/index.php/page/Resources/en?resourceid=53>

Before meeting Elena, Salamander had not had the opportunity to meet any trainers from Eastern Europe. Meeting Elena greatly advanced our understanding and our ability to reach Stepping Stones users in the region. Up until then, we knew Stepping Stones had been developed in Eastern Europe but we did not have a contact person to interact with. We have since then kept in touch, and have received from her rich information on the context in which Stepping Stones is used in the region, in particular the important work being done there with young people.

One of our implementing partners said:

"Having introduced with my colleague side by side Stepping Stones in harsh post-communism Russia /EE, I would like to support Elena: Russia remains a tough region, wild capitalism with low interest in people well-being, i.e. no funds for those increasing numbers of youngsters suffering with HIV and AIDS. What indeed remains stable is the atmosphere of distrust and reluctance.

Of course, xxx is with me quite aware of our church connections. But in times of crisis we feel less church backing than before. This holds especially true for anti-AIDS initiatives in EE, i.e. in Russia. Please understand, that we are doing our level best in



keeping the flame glowing –Elena’s not at all easy task after my Health consultant contract expiry in 2004.

With you I am hoping that our partner Humanitarian Project comes up with the promised Fifteen-download version - the sooner the better.

When seeing and being convinced that this is not a "saga" but a difficult process under very specific and "different" country conditions, would you please share with us ideas with regard to realistic funding opportunities? I know, it is all but easy."

1.3) Ecuador

Salamander Trust was invited to Ecuador by [Plan](#) International in August and September to take part in the last stage of the creation of a monitoring and evaluation system of the programme in Central America in one location.

In Central America, Stepping Stones is implemented by Ayuda en Acción and Plan International through local partners. It is used primarily with young people to prevent unwanted teenage pregnancies, the spread of STIs, and to encourage discussions in family settings and in school around sexual taboos and myths – for example, the role of the Church in sexuality; sexuality and the image of masculinity; machismo and violence against girls.

The original adaptation of the manual into Spanish was made in Ecuador as a result of the efforts of key people such as Soledad Guayasamin and Nalda Bustamante Apolo, both now at UNFPA in Ecuador, who were at the time working for Plan International. The supporting video that accompanies Paso a Paso was made in Quito by a team of teenagers.

Stepping Stones (Paso a Paso in Spanish) is formally acknowledged by the Ministry of Education in Ecuador as a National Strategy for young people’s sexual education at school.

By visiting several locations, Salamander was able to collect further information and testimonials about the development of Stepping Stones locally, to interview further trainers, to strengthen our contacts, and to witness a session on homosexuality and transgenderism in a classroom.

It was important to meet users and participants of the programme, to hear their enthusiasm, what they have learnt and how they feel that the programme has changed their lives.

This experience in Ecuador and more widely in Central America was critical because it allowed us, a few months later, to share sessions developed there with implementers in other regions also facing difficulties in relation to similar themes such as unwanted teenage pregnancy, migration and negative attitudes towards homosexuality.. Women who are migrating, particularly when it is illegal, are very exposed to sexual exploitation and in many cases they are leaving children behind who may be unsupported and therefore vulnerable.



Participants in a Stepping Stones training session in Ecuador

1.4) Fiji and the Pacific Islands

In the Pacific Islands, Stepping Stones has been rolled out by various organisations, with the support of the Secretariat of the Pacific Islands and the Foundation of the Peoples of the South Pacific [International](#).

UNAIDS recognition – M&E:

A recent report from UNAIDS cited the following:

“Before Stepping Stones, boys and girls in my village didn’t really talk closely. If the boys did talk with us it would be about rude stuff or trying to get us to sleep with them.

The six weeks we spent doing Stepping Stones brought the boys and girls together. I think we are more like friends now and they don’t seem to always call rude things out to us. I think Stepping Stones made them see us more as people rather than just girls to have sex with.”

and:

“My husband never cared about women’s sicknesses. If I had a stomach ache and he wanted

sex he would just have it. Now my husband tries to understand me as a woman. He talks to

me more about women’s sickness and if I don’t feel like sex he is more understanding.”

“Even though I am married with four children, I didn’t know much about sex and the



different

names and styles. After SS and through talking with other women I have learnt a lot about sex

and the different styles. My sex life with my husband is now much better."

<http://www.unaids.org/fr/dataanalysis/monitoringcountryprogress/2010progressreportsubmittedbycountries/file,33658,fr..pdf>

The following article, written by Salamander Trust, was published in the Pacific Stepping Stones newsletter:

NEWS FROM THE OTHER SIDE OF THE PACIFIC

Greetings from Ecuador in Latin America!

Here, Stepping Stones is called Paso a Paso. Ecuador is the country where Stepping Stones was first implemented in the Americas continent thanks to Plan International and Ayuda en Acción. It was then introduced in Central America (Honduras, Guatemala, El Salvador and Nicaragua). The manual was adapted to the local context - three sessions were added to address issues around migration and homosexuality.

Many people from the region migrate to the United States to look for a job and a better situation but they enter illegally and end up having a very difficult life, often earning little money and being exploited by greedy employers. This situation creates a lot of political and social tensions. For example last week 150 migrants were killed in Mexico at the United States border - maybe the news has reached you in Fiji? One exercise of Stepping Stones was designed to allow people to think about the dangers and loneliness of migrating. People watch a video on the subject and share experiences. This is a very popular session because almost everyone here has either migrated to the US, or has family who have migrated or are thinking of migrating.

Countries in Central and Latin America are extremely religious. The Church is very powerful. Sexuality is a taboo subject, which leads to thousands of young girls getting pregnant very early (often from 12-13 years old) and then facing rejection by both their families. Stepping Stones helps young people to learn about their sexual and reproductive health and rights, at the same time providing the same information to their parents. It has resulted in less teenage pregnancies and better communication within families. Other important changes observed have been reduction of gender inequalities, violence and alcohol use.

One of the strongest prejudices here is against gay people. The session that addresses this issue is very popular because it has allowed some people to come out in safe spaces about their sexual orientation and has helped communities to understand what it is to love another person of the same sex. People have opened up to the idea that *everyone* deserves respect and support as human beings, irrespective of their sexual orientation.



The important news I wanted to share with you is that for about a year now, we have been working on a monitoring system at a regional level of the use of Stepping Stones. We have decided to use the Outcome Mapping approach, which identifies desired outcomes of the programme and looks at the progress markers to reach them. We have shared monitoring experiences of Stepping Stones from over the world, and have decided to integrate the work done in Fiji, since it's definitely one of the most detailed and strongest! This will also allow us to start being able to make comparisons across countries starting from one side of the Pacific to the other. The process will take a couple of years, but we will keep you informed on our progress.

For now, an 'abracito' to all, which in Spanish is a warm little hug.

Amandine

Amandine Bollinger
Research Officer to Alice Welbourn

Salamander was invited by FSPI (Foundation of the Peoples of the South Pacific International) in Fiji to attend a regional retreat, designed to look at ways to take the programme forward.

The Pacific users of the manual expressed interest in knowing more about the development of the manual in other parts of the world, and particularly Central America since they felt they shared similar issues. It was an interesting comparison between the two regions as the programme started there around the same time; both were at the stage of developing a good monitoring and evaluating tool.

Having recently been to Central America and learned about the sessions they have independently developed there on migration and homosexuality, Amandine of Salamander Trust was able to share these developments by running those same sessions for the group gathered in Fiji. The response was very enthusiastic – especially on the exercise about homosexuality, which challenges homophobia, because homosexuality is never talked about in the Pacific. As a result, the organisations using Stepping Stones in the Pacific decided to include these two sessions in their next adaptation.

Through attending the retreat and meeting the teams, Amandine was able to learn more about the spread of the programme locally in the Pacific. It is now used across seven Pacific countries, has its own Pacific adaptation version in English, and has been translated into Pidjin and Bislama. Locally, Stepping Stones is being implemented by organisations such as Oxfam and the Fiji Network of People Living with HIV.

Additional information on the retreat can be found at:
<http://www.steppingstonesfeedback.org/index.php/Training/Pacific/gb?getcategory=&getattribute=&resourceid=50>



1.5) Other regions

Important contacts were also made with users, implementers and trainers of Stepping Stones in many other parts of the world. This led to us being given further information on the uses and adaptations of the programme.

In West Africa: we learnt through UNESCO that Stepping Stones (Parcours) had been implemented and developed by AIDS Alliance in Senegal and in Burkina Faso. We contacted two of the main trainers who worked on the project. One of them is currently in the Democratic Republic of Congo, working on a programme with children for the International AIDS Alliance and is planning on training further trainers in DRC, together with SIFA Tabernacle. This is another partner organisation, already using and distributing the methodology locally. We have also heard recently of plans to roll out Parcours nationally across Burkina Faso.

It was great to know now that there has been a francophone effort around the programme and that there are a number of French-speaking trainers. As a result, we were able to recommend some of the African trainers to take part in a UNAIDS-funded project to establish Parcours in Haiti. Prior to that, we had not been able to identify any francophone trainers.

We also learnt that Parcours was used in Senegal as a national strategy for addressing HIV prevention. In this respect, the programme is being used with men having sex with men, groups of sex workers, and in schools for youth communication around sex and sexuality.

This was a particularly important discovery, given that Senegal is regarded as an exemplary country in terms of HIV prevention in Africa.

In Uganda: Uganda is the country where Stepping Stones was first tested and developed back in 1995. We have come to learn of the use of the programme for several years by an organisation called GOAL. This organisation is looking at working with the methodology with young people and is also developing tools to monitor and evaluate the programme. We were able to connect them with PASADA in Tanzania, which is the most comprehensive example we know of to date of Stepping Stones being used with children. We were also able to share the experience of Fiji and of Central America in developing an M&E tool for the programme.

Salamander will be kept informed of GOAL's progress in this area. This will contribute to enabling us to develop a better overview of the M&E initiatives worldwide.

In India: We have learnt that a training of trainers in Stepping Stones is organised on an annual basis by ActionAid in Bangalore. We were able to make contact with the organisers of the training and to learn more about the reach they have – they train about 40 organisations each year!



Despite the training being of good quality, we came to realise that not many organisations are subsequently able to implement the programme because they do not know how to take things forward. A future project, if funding allows, would be to develop an implementation tool for the region (India, Pakistan, Bangladesh and neighbouring countries) because this training seems to be the only one of its kind and reaches out well beyond India.

2 - Development of Stepping Stones

2.1) Monitoring and Evaluation

A hot topic for Stepping Stones worldwide at present is to identify and put into practice participatory tools that would allow the monitoring and eventually evaluation of the programme. The principle behind the use of participatory M&E tools is that it would enable workshop participants to become active agents in setting their own goals for change, then monitoring and evaluating the changes that take place in their community after running a Stepping Stones programme. In this way, it is hoped that a sense of ownership of the programme and of these changes can be developed, which in turn will, we hope, lead to greater sustainability of these changes. What we commonly see is that participants start with very limited goals for change, such as “we want to learn more about HIV”. As the workshop develops, so the perceptual horizons for change of the participants expand. By the end of the workshop often the changes that have already started to take place have moved beyond participants’ widest expectations. By enabling participants to monitor these transitions in their perceived goals for themselves, participants feel enthused to take the work further and to move even further beyond their existing “comfort zones”.

We could explain this by the use of an analogy of any challenging prospect, such as climbing a mountain. A group of villagers may not be hugely keen to climb – they have business to attend to and, besides, everyone knows that it’s hard work climbing uphill – and sometimes you can hear wild animals calling at night from there. However, as a group they are ready to give it a go, just for once. At the base, it is hard to see beyond the nearest trees. Yet, as the group climbs further up the mountain, the members can see over the tree-tops to the hills beyond; yet further up, the sea beyond the hills can be seen – perhaps for the first time, with ships sailing on it. By this stage, even though the climbers may initially have been wanting to return home by lunchtime, they are so excited by what they have seen that they want to go on climbing further together to find out what else there might be to see higher up. Once they reach the top they can spy, far away, another land, beyond the sea. They are full of amazement and excitement as they hurry back home, eager to tell others in their village of what they have seen and learnt and to think of ways of travelling together to meet the people of this newly discovered land.

In **Central America**, a big initiative organised by Plan International and Ayuda en Acción looking at M&E of the programme at regional level, has been underway for the



past two years, in collaboration with Salamander Trust. The first workshop was in El Salvador back in August 2009 and brought together 25 Stepping Stones trainers from the region. These trainers looked across countries and organisations at the various uses and outcomes of the programme. The second workshop, organised in November 2009 in Nicaragua, looked at ways in which the Outcome Mapping tool could be adapted to the programme to monitor the changes and impact seen across the years.

From these two workshops, a document was produced explaining how to apply the Outcome Mapping approach to the Stepping Stones programme. This led to the setting up of a third workshop in August 2010 in Ecuador – the country where the Paso a Paso programme was initially designed and adapted. This stage allowed the trial of outcome mapping in the field, the correction of the indicators that were initially set up and the finalisation of the monitoring document, which was to be used in the field.

The participation of Amandine from Salamander Trust in these three workshops and related conversations that followed were key in the development of the project. We were able to share the great work done in Fiji in relation to M&E and particularly the facilitators' journal as a way to record changes noticed at the end of each session. This tool was immediately adopted by the team in Ecuador and adapted to the local context and use of the programme. Other frameworks, such as the "GEM Scale" and "Most Significant Change" stories were also taken on board, to homogenise ways of collecting data across the world: these two tools are already being widely used in the Pacific for instance.

In addition, Amandine was able to help with the planning and implementation of the monitoring programme over the three years to come. We were also able, in turn, to share with other countries what had been created and encourage organisations across the world to look at the model (despite language barriers). The Outcome Mapping approach is also of interest because, like Stepping Stones, it is available in French, English and Spanish and uses very participative ways to interact with participants.

In **Fiji**, an M&E tool was developed and was subsequently implemented in all the Pacific countries last year. This tool consists of the following three techniques:

- The AIDS Competence Programme and Community Self-Assessment Framework
- The Gender Equitable Men's Scale (GEM Scale) questionnaire, which is well-suited to assess gender-related issues in a community. Violence against women remains a huge problem for many Fijian women, so the questions used are in the process of being reviewed, as the experience showed that this is definitely an issue that needs to be deepened and better documented in the Pacific
- Collection of Most Significant Change (MSC) Stories, which allows the organisers to understand better the evolution of the project in a participative way



In Fiji, FSPI (Foundation of the Peoples of the South Pacific International) are in the process of updating the M&E process: they will look at the Outcome Mapping tool from Central America, in order to see whether they can incorporate it into their own one. Salamander Trust talked at the Pacific retreat about the indicators that were used in Central America to monitor the programme. These included four main areas: building gender equality; breaking sexual prejudices and myths; reduction of risky sexual behaviour; improved communication. More information about the various M&E workshops in Central America is available here: <http://www.steppingstonesfeedback.org/index.php/page/Resources/gb?resourceid=3>

In our search for elements which we could incorporate into our M&E approach to strengthen it, we were also introduced to CAFOD's "batteries" tool which has a good methodology for converting qualitative data into quantitative data. We were able to then share this with users, particularly in Central America and in the Fiji.

Finally, during this period a **systematic review** of all documented Stepping Stones projects was carried out by Bath University WHO Centre for Quality of Life, England. The results from this review will be available shortly.

2.2) Stepping Stones with Children

Organisations have expressed a need for an approach to working with children as young as 5 years of age, and their parents around issues such as HIV status disclosure, HIV in the family, age-appropriate comprehensive sexuality education and anti-retroviral medication. Salamander is also interested in exploring the possibility of challenging perceived norms in relation to perpetration and acceptance of gender violence through working with children aged 5 upwards. A project has been initiated with external consultants Gill Gordon and Fabienne Hejoaka, who have been working on related issues for a long time, in order to create a package that can be used in family, school and paediatric health settings, as well as in the usual informal community contexts of the original manual. The organisation PASADA, based in Tanzania (www.pasada.or.tz), has expressed strong interest in working with Salamander on this, and to be a development site for this programme. Discussions with PASADA are currently underway.

2.3) Parcours PLUS & Paso a Paso MAS

The translations of Stepping Stones PLUS into French and Spanish are nearly completed, and the finished manuals are expected to be launched in mid-2011. Ayuda en Acción and Plan International have been key in the production of the Spanish version, while our long-term partner, editor and publisher, Strategies for Hope, has taken the lead in the production of the French version.



2.4) Stepping Stones website in English, Spanish and French

Last but not least, the Stepping Stones website is now fully translated into Spanish and French, as well as English. It clearly takes a huge amount of work to run a website in three languages like this. However, we believe that this is a crucial part of the service we offer the users of the materials, in order to support them in their work.

3 - Promoting Stepping Stones

3.1) at conferences:

- a) At the Vienna International AIDS Conference, Amandine Bollinger presented Stepping Stones as a means of helping young women, using Uganda as a case study. This [presentation](#) generated a huge amount of interest and brought together a number of different implementers, some of whom we had not previously known
- b) At the Caring for the Carers Conference in London, organised by the UK Consortium on AIDS and International Development, Stepping Stones' effect on alleviating the burden of care was featured in a poster (see Appendix for the poster)
- c) Salamander Trust was invited to make a presentation about Stepping Stones at "The Girl Effect" conference, hosted by ICRW in Washington in October 2010. Gill Gordon prepared and presented this on behalf of Salamander Trust. The presentation can be viewed [here](#).

3.2) to other organisations – presentations/training:

- a) We ran two training sessions for CAFOD focussing on explaining Stepping Stones to staff working with communities in the UK and staff focusing on CAFOD's international work
- b) Amandine spent time with Plan International staff, presenting Stepping Stones to create an awareness among them of the programme

3.3) Information sharing/promotion/distribution:

- a) We currently have a database of over 900 implementers (our "Community of Practice"), with whom we share regular information and updates through the website and email contact. We publicised a UNIFEM call for proposals via email. This resulted in 15 expressions of interest from our user base
- b) We produced a special newsletter for the Vienna Conference about caring for the carers which generated a considerable amount of interest. It is available [here:](http://www.steppingstonesfeedback.org/index.php/page/Resources/en?getcategory=7&getattribute=60)
<http://www.steppingstonesfeedback.org/index.php/page/Resources/en?getcategory=7&getattribute=60>



3.4) On-going Collaboration with Strategies for Hope

As ever, we received much on-going support from our excellent partner, Strategies for Hope, as a channel for bringing users and useful information to us, sharing resources and providing advice. They also produced a survey of users of Stepping Stones use worldwide, which provides important input for our work. The survey is available on the [evaluations](#) page of the Stepping Stones website, along with other evaluation reports. (SS_SF_H [EvaluationReport](#)_2010.pdf):

CONCLUSION

This has been a very busy and productive year for Salamander Trust, in developing the global Stepping Stones “community of practice” and in all the other activities described above. Many new initiatives have started, and we have worked hard to feed and satisfy demand from our ever-growing network of users.

What really keeps us going is the positive feedback across the board from trainers, facilitators and participants alike: for many, we hear repeatedly that Stepping Stones has “changed their lives”.

Acknowledgements

Many thanks to CAFOD for its on-going funding support for our Stepping Stones work. Thank you also to PLAN International for funding Amandine’s visit with them in Latin America; and to FSPI for their funding of Amandine’s visit with them for the Pacific workshop. We are most grateful to you all.



Appendix



SUPPORTING THE CARERS:

How the Salamander Trust supports women living with and affected by HIV



Who are the carers?

The burden of care often falls on women:

- ♀ Women living with HIV;
- ♀ Grandmothers;
- ♀ Girls heading families;
- ♀ Aunties;
- ♀ Health workers

All care for children, other family members, community members

Challenges they face:

- ☐ Unequal access as females to wealth, rights, property, education
- ☐ Transmission due to gender violence
- ☐ Violence due to being HIV-positive
- ☐ Stigma, discrimination and isolation
- ☐ Self-blame, shame and depression
- ☐ Self-sacrifice and anxiety for the wellbeing of those they care for

What Salamander does:

Salamander was created by Alice Welbourn to promote the rights of women living with HIV

Our work revolves around

- Advocacy** – to promote changes in policies, attitudes & practices
- Research** - Evidence-based research on issues affecting positive women
- Training** – creating original material to mobilise care and support for women living with HIV

Support at Grassroots level:



What is Stepping Stones?

- It's a Training package on gender, generation, HIV, Communication and Relationship Skills
- Created in 1994, it's the longest running programme of its kind tackling gender and inter-generational communication and relationship skills
- "Stepping Stones Plus" focuses specifically on care, support & rights for people living with HIV



How does it work?

- The community is split into four gendered & aged peer groups
- Role plays, games and discussions are used to deal with subjects difficult to express so that members of the community can understand each other's point of views feelings and situations
- Grounded in holistic theoretical models for behavioural change

Where is it used and by whom?

- Used by over 5000 organisations in 40 countries in Africa, Asia, Latin America, Caribbean, Pacific and Eastern Europe
- Known translations into 14 languages
- Used widely in the work of Plan International, UNICEF, CAFOD, ActionAid in places where there are high levels of violence against women, widowhood, sexual abuse, teenage pregnancies, and in military and conflict settings



Work in progress:

- Stepping Stones for Children – supporting mothers in caring for their children
- Translation of Stepping Stones Plus into Spanish and French
- Global and regional M&E projects



Outcomes for carers

- Community owns and share the problems
- More compassion & support for HIV-positive women
- Women's peer support groups that carry on post intervention
- Better communication within the family and the community
- Support for treatment and adherence to drug regimes
- Less domestic violence



'HIV, Women and Motherhood' is a collection of interviews of twelve women from across the globe who are living with HIV and who are mothers or want to become mothers. They relate the challenges and prejudice they have faced around their wish to have a baby, particularly from health workers. These powerful interviews are being used to develop training materials for raising awareness of issues around HIV-positive women and motherhood at the level of pre- and in-service health workers, social workers, lawyers, police, academics, educationalists, the media and other key players in policy-making and service-provision roles.

Support at institutional level:

HIV, Women and Motherhood

An audio training project for institutions that work with HIV-positive women

18 organisations have expressed interest in using the programme including:

- Commonwealth: nurses, magistrates, AIDS groups
- INERELA
- Panos
- CAFOD
- Christian Aid
- Liverpool School TM
- London SHTM

Situations presented in the interviews where women come into contact with institutions:

- Stigma in antenatal clinic
- Mental health / depression
- Women in prison
- Drug use
- The aftermath of rape, incl. marital rape

We seek to prevent:

- Forced sterilisation and abortion
- Coerced testing
- Discrimination
- Secrecy in the family and in the workplace

Addressing both Mother's rights (CEDAW) and Children's rights (UNCRC)

- Guilt and fear of mother-to-child transmission and Breastfeeding issues
- Conception options for sero-concordant and sero-discordant couples
- Disclosure to children of their HIV status
- Stigma at school

<http://www.salamandertrust.net/motherhood/motherhood.swf>



The Salamander Trust was created to challenge, catalyse and transform the way we think about AIDS

www.salamandertrust.net

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