

# The Constellation

*connecting local responses around the world*



together, we're striving for  
Life Competence

## Revealing community capacity to respond to HIV through the AIDS Competence Process, Russia

Knowledge Fair and Second Learning Event, Samara, Russia  
27<sup>th</sup> June-1<sup>st</sup> July 2011

### REPORT



### Constellation coaches:

Ian Campbell  
Sirinate Piyajitpirat  
Marlou de Rouw

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Supported by



## 1. Introduction

The Constellation in partnership with UNAIDS Regional Support Team has been transferring the AIDS Competence Process to the Russia based facilitators since early 2011. The blended learning modules on AIDS Competence were translated to the Russian language. The local facilitators from Moscow, Samara and Kazan had gone through the blended learning on the first two modules prior to the first face-to-face learning event which was conducted on 5-7 April 2011 in Kazan city. After the first learning event, we conducted regular distance support through skype meetings with the Russian facilitators.

The visit to Samara was the second face-to-face learning event. The aim was to introduce the next steps of the approach and further build upon the previous learning. The UNAIDS RST also supported a Knowledge Fair for local communities prior to the learning event.

## 2. Activities

The visit was conducted from 26<sup>th</sup> June-1<sup>st</sup> July 2011 in Samara city. The visit included two key events – the Knowledge Fair with local communities and the second face-to-face learning event among facilitators. We held a preparatory meeting on Sunday the 26<sup>th</sup>. See a full report of the events in the appendix.

### The Preparation Day



We had one day to prepare for the Knowledge Fair. Moscow based facilitator Anastasia, who had recent experience attending the KF in India, drafted the agenda with inputs from the Constellation and facilitated the preparation day with the full team. Elena and Alexei, facilitators from Samara, updated the team about number of participants, venue, communities for SALT visits, etc. We discussed detailed activities and asked for volunteer(s) to facilitate each session. An important learning point was that asking the right questions was crucial for good facilitation of the event.

### The Knowledge Fair



The 2-day Knowledge Fair was organized on 27<sup>th</sup>-28<sup>th</sup> June at the medical center, which was provided free of charge. There were about 30 participants from local communities, including the Catholic Church, the Mosque, university students, drug users, people living with HIV, and NGOs. Two participants were from Ukraine, and one from Kazan city. The event was facilitated mainly by the Russian facilitators in Russian.

At the Knowledge Fair, the SALT concept and approach was introduced and practiced through various activities. The participants shared concerns and 'what we are proud of' - as an entry point of how we relate to each other as human being. Then the exercise on 'what makes us human?' elaborated further our common humanity and our ways of thinking, with the confirmation that we all Hope, Care and are capable to Change are the common elements that unite humans. After an introduction to SALT visits, the participants practiced SALT visits in the Samara communities – the Catholic Church, the Light Theatre, the disabled group, and the artists' group. We closed the Knowledge Fair with reflections from everyone.

The Knowledge Fair was a successful event as expressed and felt by everyone. Alexei said *'I talked with many of the participants. They told me that they liked it a lot. I left the fair early as I had a*

meeting at the rehabilitation centre. One of my friends there had also attended the knowledge fair. When he came in his eyes were burning with passion. He was sharing so convincingly that others there now also want to learn about the approach.' Anastasia felt that the participants received what they have been waiting for a long time. A man living with HIV reflected at the closing: 'I was moved by curiosity. I came to know how to help myself to help others. I found a lot of answers to my questions. I feel joy, such joy as I have not experienced for a long time. I didn't expect to come here, but I am grateful that I have come. We must not stop (this process), we have to continue.' The director of Light Theatre who joined the SALT visit to the artists' group also shared: 'I regret that I didn't come yesterday. It is such a warm meeting. I learned that we have to go to the people at their place – the basement (for the artist group visit). If they (the artists) came here it would not happen in the same way. How great and full of potential people are. I want to organize a meeting to tell everyone about our experience regarding the value of humanity.'

An important learning point was that the Knowledge Fair can be a good start of a process. We start appreciating the existing strengths from day 1 and adapt the AIDS Competence process.

The Russian facilitators, taking more and more ownership, have the potential to grow into a national facilitation team.

### **The Second Face-to-Face Learning Event**



We conducted our second learning event on 29<sup>th</sup>-30<sup>th</sup> June with 7 Russian facilitators – Elena and Alexei from Samara; the two Svetlana's from Kazan; and Natalya, Anastasia and Emily from RST Moscow. We had our great translator, Dimitri, to help in the translation. We held our first day session at the Red Cross then moved to conduct our second day session in the park.

During the two day learning event, we reflected on the Knowledge Fair, revisited the self-assessment framework to have a better understanding of the framework, and practiced with the city-based team. Based on the results of their own self-assessment, each team continued to identify the priority areas they would like to improve in the next 6 months. They developed an action plan for those practices, with small feasible actions and a timeframe. Then we had a brief exercise on the facilitators' personal assessment as an introduction to the framework. The facilitators were encouraged to do their personal assessment as a city-based team, to identify their strengths, and how they can support each other within each city facilitation team.



We conducted 3 SALT visits as a combined team, to bring the learning into practice and to learn with communities. One was to the Baptist Church with the peer support group of 20 drug users and PLHA. The second SALT visit was to a disabled group following their invitation, which was one of the communities we visited during the Knowledge Fair. The third SALT visit was conducted in the evening of the second day of our learning event with Alexei as a bridge person and facilitator. We visited the PLHA peer support group of 15 people.

We had our closing and reflection of the week whilst with the disabled group. Our hosts also joined our reflections! We are all happy and satisfied with the outcomes of the events. As a host and facilitator, Elena expressed: 'I am happy. A lot of people now understand the HIV/AIDS issue. Today there is a new AIDS centre in Samara which is an achievement. Now I know I need to make sure that the facility is accessible to everyone including the disabled. I would like to thank all and I hope for

*future collaboration because your experience is important for us.'* Svetlana Izambaeva also concluded: *'Now I have a vision. I know what to do. A lot is in our hand. We just have to find strengths in ourselves. Thanks to UNAIDS for a wonderful opportunity to meet the right people.'*

We learned that during the SALT visits we find the common ground for our conversations. Who are we, who are you as human beings. From there all is possible.

### **3. Outcomes**

- **Facilitators' understanding of the approach further increased**

The Russian facilitators successfully facilitated the Knowledge Fair. They all took turn to facilitate the sessions with confidence. They also facilitated the SALT visits throughout the week. The facilitators mentioned that there is progress in their understanding on the self-assessment. They all expressed that they now understand the approach better. As Alexei said, *'I understand what I have to do. I am satisfied and feel good.'*

- **Emergence of new potential facilitators**

*'30 participants at KF are potential new facilitators'*, said Alexei. Anastasia added that *'they are all young and very young people. Some already involved in organizations for quite a long time. We can work with these people.'*

It is obvious to the Russia and Constellation teams that through the Knowledge Fair and SALT visits they have found new potential facilitators. As Svetlana Izambaeva shared, *'In the beginning I don't know how to clone myself. Now the Constellation has come to clone for me. It seemed easy to get people involved. We don't need to force anybody. I believe that it will happen.'*

- **Establishment of networking for possible scaling out the approach**

*'Each person has made progress. They become activist/volunteer in the process. We could feel it when we hear their feedback,'* says Svetlana Izambaeva

Elena has also found some people she can continue the process with after this event. *'We built another team during our SALT visit to the Catholic Church, 90% are ready to be facilitators. One participant called after the SALT visit. She is writing an article about HIV for a newspaper,'* shared Elena.

Participants of the Knowledge Fair had shown their appreciation of and interest to the approach. Many have ideas and plans of what they would like to do to continue the process.

*'The drug user participants went back to their group and shared the experience at the KF. They are all excited and wanted to do the same,'* shared Alexei.

Rena, *'thanks to everyone including our foreign friends. I wish I could visit every community. I feel responsible to carry on to stop this pandemic.'*

Vera from Ukraine shared that *'How can I connect with people with my capacity? We felt that we cover certain communities. We have many volunteers. Unfortunately, we can use them only when we have action plan. Now that I know SALT, we should involve volunteers in this approach to build a team and go out with them. It will grow like a snow ball. I am ready to work!'*

## 4. Next steps

In addition to the specific city-based action plans on the priority practices identified in the self-assessment, here are some possible next steps that will help grow the upcoming Russian Facilitation Team.

- Facilitation team needs to discourse and reflect together each from their different perspective as part of the team development
- The whole CLCP process and tools (SALT visits, self-assessment, action planning, etc.) to be shared with the Knowledge Fair participants – they are good means for scaling out, and the momentum is there.
- Samara: there are already high potential entry points (the SALT visit hosts, and the KF participants)
  - SALT visits particularly among religious communities
  - conduct another Knowledge Fair in December
  - team connection and team development
- Kazan: something has embedded there already-to make it visible is very possible,
  - SALT visits to different communities prior to the Knowledge Fair
  - Knowledge Fair in September
- Moscow:
  - Knowledge Fair in Ukraine, September
- Ukraine: readiness to implement SALT through the Network. First Knowledge Fair in September 2011
- Moldova: start introducing the approach, with Russian facilitators supported by a Constellation Coach.
- The Constellation
  - Support visits to Kazan and Samara
  - Knowledge Fair in Ukraine, September
  - Continue to provide distance support through Skype meeting
  - Link Russian facilitators to the broader Constellation. Blog postings on the learning were shared on the Constellations interactive platform, translated in Russian by a volunteer from Kazan. Encouragement to all to participate in Community Action Day, September 2011.

## Appendix I: The Knowledge Fair

The 2-day Knowledge Fair was held on 27<sup>th</sup>-28<sup>th</sup> June at the medical center, Samara city. The venue was provided free of charge thanks to the Samara facilitators' team for their good connection. The Knowledge Fair was facilitated mainly by the Russian facilitators, in Russian.



Thirty people from local communities participated, including people from the Catholic Church, university students, drug users, people living with HIV, and NGOs. Two participants are from Ukraine, and one from Kazan city.

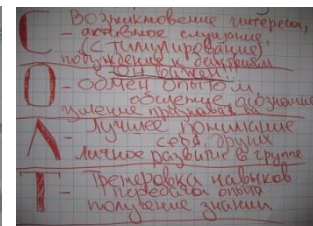
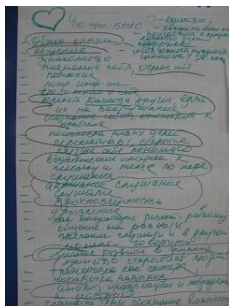
The first day of the event was a day to get to know each other as a person - our concerns and our hopes and to appreciate each others' strengths. Anastasia facilitated the participants' introduction activities. It was also a very good icebreaking exercise. One participant shared that *'first I didn't want to do the exercise but now I feel good about it.'*

After participants' introduction, Alexei and Elena led participants to the session **'Is HIV an issue in**



**Samara?'** This exercise has shown that everyone acknowledges the existence of HIV in the city, except a few participants who were reluctant to participate in the exercise. They left after tea break. Following this exercise, Svetlana Izambaeva asked people to pair up to share their concerns in a general term, their concerns regarding HIV/AIDS and one thing they proud of. A participant reflected that the question about 'what you proud of is very sentimental, it's a question about your private life which is new insights to me.'

Then Sirinate and Svetlana Kochetkova facilitated the exercise on **'What makes us human?'** to elaborate our common humanity and our ways of thinking. It opened up the participants' perspective that we are all human no matter who we are – we are all capable of Hope, Care, Community, and Change, which are common elements that unite humans. This session set the tone and motivation to connect with each other as human beings throughout the event.



Anastasia facilitated a **SALT visit** by leading to the demonstration of a SALT visit among participants. The facilitators were divided into 4 teams to act as visiting team going to a mixed group of participants to learn their life and experiences. After a 30-min exercise, Natalya asked participants to share what they found and felt about the activity. Anastasia and

Alexei noted down the answers and matched them with the S-A-L-T. Their feedbacks matched perfectly with the SALT approach. Then Marlou and Sirinate linked the SALT approach to the introduction of the Constellation.

Before closing the day, we briefly planned for the actual SALT visits on the next day. People were divided into 4 groups. The travel and meeting arrangements were done before departing.

On Day 2, we conducted a SALT visit to 4 different communities – (1) the Catholic Church, (2) the disabled group, (3) the Light Theatre and (4) the artists group. After lunch, each SALT team did the **After Action Review** and shared their AAR in plenary. Key learning that the groups learned from the SALT visits included the followings:

- ✓ If we listen we can see how strong the people are
- ✓ Learn to open up, to see opportunity for information, more interaction
- ✓ Learn to be close to each other in a simple way
- ✓ We learn to share experience and to ask questions
- ✓ *'The discussion was so natural, we talked in turn, all of that is controlled by love.'*
- ✓ A SALT visit provides us opportunity to get in touch with different people
- ✓ A SALT visit provides an open atmosphere to share their stories and opinions, and exchange experiences



After the AAR, Anastasia led to the closing by inviting everyone to reflect on the 2-day event. Here are some reflections:

- Natalya: *'I feel good, filling with human energy. I felt the warmth. It is obvious to see new opportunities.'*
- Fire, a university student: *'I learn that what is done here is for the better. It is right for me to come here.'*
- Anastasia: *'In the beginning, I didn't believe it will work. The openness of Russian people is the answer.'*
- An HIV positive man: *'I was moved by curiosity. I came to know how to help myself to help others. I found a lot of answers to my questions. I feel joy, such joy have not experienced for a long time. I didn't expect to come here, but I am grateful that I have come. We must not stop (this process), we have to continue.'*
- An HIV positive woman: *'I feel more alive than ever. I understand better the world of people. It is important to become part of other people.'*
- Elena: *'I feel like crying from joy. I feel that it happened. People don't come here accidentally. They can make changes. If we start among us, we can make a change.'*
- Svetlana Izambaeva: *'In the beginning I don't know how to clone myself. Now the Constellation has come to clone for me. It seemed easy to get people involved. We don't need to force anybody. We are all human. What we are doing today is for the better. We need to think what I can do to spread the process faster than HIV. I believe that it will happen.'*
- Director of Light Theatre who joined the SALT visit to the artists' group: *'I regret that I didn't come yesterday. It is such a warmth meeting. I learned that we have to go to the people at their place – the basement (for the artist group visit). If they (the artists) come here it won't happen. How great and potential people are. I want to organize a meeting to tell everyone about the world experience regarding the value of humanity.'*
- Vera from Ukraine: *'How can I connect with people with my capacity? We felt that we cover certain communities. We have many volunteers. Unfortunately, we can use them only when we have action plan. Now that I know we should involve volunteers in this SALT approach to build a team and get out with them. It will grow like a snow ball. I am ready to work!'*
- A Kazan participant, *'I feel good about this event. It provides a personal growth.'*
- Rena, *'thanks to everyone including our foreign friends. I wish I could visit every community. I feel responsible to carry on to stop this pandemic. We want to protect everyone from it. Thanks to Elena for inviting me here.'*

## Appendix II: The Second Face-to-Face Learning Event

The second face-to-face learning event with the facilitators was held on 29<sup>th</sup>-30<sup>th</sup> June 2011. The first day sessions were conducted at the Red Cross office. We decided to move to have our second day session in the park. We had a full team of Elena and Alexei from Samara; the two Svetlanas from Kazan; and Natalya, Anastasia and Emily from Moscow. Our translator, Dmitry, continued to help in the translation throughout.

We started the event with the After Action Review of the Knowledge Fair.

### 1. What went well?

- We managed to mobilize 30 people to join the Knowledge Fair
- Got support from local authorities to use the room and facilities
- The reflection is very good. It is important to hear feedback from everyone.
- Distribution of responsibilities among facilitators was good
- We know what we are doing
- Well coordination among facilitators, no interference
- Everything flows naturally
- SALT visits went very well.
  - ✓ *'I like spending little time together to know each other well,'* says Alexi.
  - ✓ *'During our SALT visit to the Catholic Church, we built another team. 90% are ready to be facilitators.'*
  - ✓ *'It is obvious that SALT visit is the most important activity,'* concluded Elena.
- *'People like the event a lot,'* says Alexi. *'I was concerned the participants might get frustrated. I talked with many of them. They told me that they like it a lot. It is easier than I thought.'*
- Anastasia felt that the participants have got what they have been waiting for a long time.
- People went back with some concrete ideas. They felt the solution is not too far away. Many pick it up through the SALT visit.
- Participants showed big eagerness to learn and share.
- The facilitators' team has worked together very well. *'I am really inspired by the Russian team. You are 3 (city teams) in 1 – the national team,'* says Ian.
- Food was well organized
- Good atmosphere – people open up and participate in the process
- Team and transfer have been well

### 2. What could we do better?

- Invitation process: Better communication with people about what will happen at the Knowledge Fair. Natalya said, *'people normally come to the workshop to get clear-cut results with certificates. When we invited them we said we are going to share experiences and the approach. People didn't realize how important it was.'*
- Start earlier and end earlier
- Conduct SALT visits to neighborhood, homes (through connections) to try to infect not only the organization/working space but also living space
- Do the event outdoor, out of town (e.g. the park) to get fresh air

After a fruitful AAR, we revisited the Self-Assessment framework. The team has good understanding of the What, Why and How of the framework. We went through the description of the 10 practices and the levels to see which of the description are still not clear and need further clarification or adjustment to fit to the Russian context. Then we split into city teams (Kazan, Samara, Moscow, and the Constellation) to practice the self-assessment of our team as a community. One issue arising from this practice as faced by all teams is the difficulty in self assess as a team or organization. One suggestion from Ian is that we may need to take 2 pathways in our assessment – in team/individuals and our programs. However, we concluded that it is not so important of what level you are but the conversation that comes out of it.

Prior to the SALT visit in late afternoon, we did reflections on what is significance of today.

*'I am frustrated, an indication that we are on the right track.'*  
*'SALT is beautiful. A local movement can happen and yet is complex.'*  
*'It takes a long time for us to get started, but after that we drive fast.'*  
*'There is progress in understanding the self-assessment framework.'*  
*'Pleasantly surprised and pleasant atmosphere – people are holding hands, taking care, massage, doing hair – indication of ultimate right thing of this cause.'*

In late afternoon, we conducted a SALT visit to the Baptist Church through the connection and arrangement of Alexei. There were around 20 people receiving us at the church. Alexei and the Baptist Church's group leader facilitated the visit. All participants took turn to tell their life journey. Our group then introduced who we are and how appreciative we are to come to learn their inspiring stories. Here are some inspiring messages:

*'I discovered that God is there. I am free – a different life now with different purposes.'*

*'I am HIV positive and I do not allow it to stop me or depress me – it is part of life. I have met someone special and we will marry in August. Come to the wedding. I take the treatment that is available. The problems are there but I now look at them differently.'*

*'I was in deep trouble. I had a lot of experience with drugs, alcohol and relationships. Now I know God's love –before it was all flesh.'*

*'I have been free for two years. I am tested every so often for HIV and hepatitis.'*

*'I started to breathe after I started to believe. God has returned what I lost. I was told by the drug clinic doctor that if there is order in my head there will be order in my body and that is true. She cannot say much about the heart but she is right about the head and the body. She says it to everyone.'*

*'I have HIV. At first I prayed to be healed but I was still HIV positive and it is simply a state of life-that realisation is the healing I was after.'*

*'I became a believer but it was at my convenience. I was not prepared to meet with the real God.'*

*'I serve God not as a public action but as quiet simple acts.'*

*'I was baptized into the Baptist church in my village. My service is carrying love. We can carry love and light in our hearts that comes from God. It is a miracle that comes from within you. It must be spread further.'* (Sveta Izambaeva)

*'I read a story this morning of a sheep that was lost. The shepherd looked for the sheep and when found placed it over his shoulders and carried it home. That means we are loved so much that when we are isolated and alone, and lost in a sense, we are accompanied and even carried home, back to community. I have seen enormous suffering because of HIV. In the touch between people there is something beyond people as well. It is love that is actually God present. We know that we being carried through to the next step. You know this experience. Your stories are electrifying, beautiful and authentic. HIV is a very serious issue in Samara. It is getting worse. You are part of the solution because of your experience of suffering faith and love. You have shared your stories and we are inspired. Even by listening and sharing your story you will bring comfort and company and courage to others. This is what people of faith are called to be and do. We have people here from Samara and Kazan who are committed and compassionate –link with them if you can and help them find ways to touch people with HIV.'* (Ian)

On the second day, we had our event in a park. We started the day with the After Action Review of last night SALT visit.

1. What we like, what went well?
  - Alexei has done a good job in facilitating
  - Saw a team emerged – Maxim led to their usual pattern (in their context)
  - We shared our responsibilities
  - Natalya is a natural team member who helps opening up a bit
  - Svetlana helps moving it forward
  - *'I learn to be patient,'* says Elena
  - *'We gave people opportunity to speak up openly. We did not interfere. I learned a lot,'* shared Svetlana Izambaeva
  - Anastasia also shared that she had learned to be patient, active listening.
  - Marlou, *'we go with the empty cup. We listen and appreciate and look for strengths.'*
2. What can we do better?
  - Natalya said that *'it is hard to think of a different way. It is their format.'* We need to fit in their setting.
  - Home visit to have a family-based conversation
  - One-on-one conversation or small group

After the AAR, we continued with our self-assessment. We continued to work in city-based facilitators' team to work on action planning of the 3 priority practices identified on the previous day. As we did not have enough time to develop action plans for all the 3 priority practices, each team was asked to choose one priority practice to develop the plan. Here are key action plans developed by the 3 teams:



Priority Practice	Current level	Target level	Actions to take	People in charge	Resource needed	When
<b>Samara</b>						
Inclusion	3	4 Need to include religious communities	<ul style="list-style-type: none"> <li>• Visits the Baptist and Orthodox churches</li> <li>• Training on drama by Light Theatre</li> <li>• Knowledge Fair</li> </ul>	Alexei	<ul style="list-style-type: none"> <li>• have venue, materials</li> <li>• raise funds for the drama training</li> </ul>	<ul style="list-style-type: none"> <li>• SALT visits in July</li> <li>• Drama training in September</li> <li>• KF in Dec</li> </ul>
			<ul style="list-style-type: none"> <li>• Interaction between the Catholics and the Muslims</li> <li>• Training religious youth</li> <li>• Light Theatre to work with school children</li> <li>• Connect KF participants through internet</li> </ul>	Elena		July-August
<b>Kazan</b>						
Inclusion	2	4	<ul style="list-style-type: none"> <li>• Strategic planning with relevant organizations</li> </ul>	Sveta I Sveta K	Colleagues & connections	<ul style="list-style-type: none"> <li>• SALT visits prior to KF</li> <li>• KF in mid</li> </ul>

Priority Practice	Current level	Target level	Actions to take	People in charge	Resource needed	When
			<ul style="list-style-type: none"> <li>• SALT visits to various communities (including mass media)</li> <li>• Knowledge Fair in Kazan</li> </ul>			September
<b>Moscow</b>						
Learning and Transfer	2	3	<ul style="list-style-type: none"> <li>• Sharing experiences, make the experiences more systematic</li> <li>• Team needs to communicate, use internet, skype, make it available</li> <li>• Facebook, the Constellation website, exchange in Russian</li> <li>• Knowledge Fair in Ukraine</li> </ul>			<ul style="list-style-type: none"> <li>• KF in Ukraine end September</li> </ul>

The facilitators' personal assessment was introduced and practiced. At the end of the exercise, each facilitators' team was encouraged to do the personal assessment as a team to appreciate the strengths the team has, and identify areas they could help and transfer skills among team members.

In addition, we had the privilege to conduct two SALT visits in the afternoon and evening.

The first SALT visit is a visit to the disabled group. This is our second visit following their invitation during the Knowledge Fair. We had very lively conversation starting with tea/coffee. We learned a lot from their experience particularly on issues of disclosure and public awareness and attitudes.



The head of disabled group shared his opinion that *'HIV, disabled, war and all social problems have something in common – social attitude. Whichever community we take, something is done. Why can these not been done in general, in our society. Come together, not stamp our feet but speak out. We can all come together. Why did authorities refuse to understand this? I like speaking a common language. This conversation was honest.'* He ended with a beautiful Russian poem which could be translated below:

*Whether you're husband or wife,  
brother or sister,  
a midwife, a nurse or a doctor;  
Just give and don't wait for return  
And all hearts will be opened....*

(If you don't expect a return, it will return to you in multiple results. Problems in all countries are the same. Solutions are similar too.)

Natalya (disabled) concludes the visit beautifully, *'These 2 meetings with your team once again proved that it isn't important how we look, what language we speak, what confession or problem we are trying to solve. First of all, we are All Human. We have common needs to love and be loved, live in peace. We all want to live a full life. We all want the right to give. We all want to be citizens of our*

*country. We want to be members of our community. We are citizen of a small planet called earth, a blue ball. To keep our planet safe, to realize our dreams we all have to hold hands and act together.'*

The second SALT visit was conducted by the Constellation team with Alexei to an HIV peer support group. There are around 15 PLHA joined the visit. Unfortunately, we had a limited time with them as Ian and Alexei and Dimitri (our translator) had to go to the radio programme at 8 pm. However, we did have a very interesting introduction and interaction. We took turn to introduce ourselves 'who I am in association with an animal.' Personal stories were shared through this lively introduction.

### **Reflections on the week**

We have our reflections on the week at the disabled group. Our hosts were invited and joined in our reflections. Here are some of the reflections:

*Elena, 'I am happy. A lot of people now understand the problem. Today there is a new AIDS centre in Samara which is an achievement. Now I know I need to make sure that the building is accessible to disabled. I would like to thank all and I hope for future collaboration because your experience important for us.'*

*Natalya, 'First important thing was meeting people that I may not have met otherwise. A very valuable experience.'*

*Svetlana Kochetkova, 'The meeting with people from different groups, but differences don't matter, HIV status becomes less important. We are all human.'*

*Ian, 'This approach has been practically deeper. We as a group are internalizing the concepts. I appreciate the warmth and love. It has been an extra-ordinary encounter. I am optimistic about Kazan and Samara. We believe in champions. We are committed to find a way back if we are invited – a long and good future together.'*

*Dimitri, 'In all my experiences as translator I have never come so close to HIV and disability.'*

*Sirinate, 'It's been such a wonderful week! People are so open-minded. It has been an honor to visit different kind of people. It is amazing how Elena and Alexei can organize so many SALT visits in 4 days. It shows us how you have great connections. You can build on that.'*

*Anastasia, 'Practice appeals to me more than theory. Now I am wondering where I can practice all that I learned. The fact that we came here, I have new vision on what we can do in Kazan.'*

*Svetlana Izambaeva, 'Now I have a vision. I know what to do. A lot is in our hand. If I waited to die with my infection, nothing would have changed. We just have to find strengths in ourselves. God gives us a shot to do things. I need practice, not theory....urgent need to do. Thanks UNAIDS for wonderful opportunity to meet the right people. My first day I thought about involving activists. 44,000 people infected in Samara, 17,000 in the city (registered). If we would involve disabled, so much we can do together.'*

## Appendix III: Agenda

### Day 0: Facilitators' Day

26<sup>th</sup> June 2011

Date/Time	Activity	Facilitator(s)	Materials needed
10.00 – 11.00	Follow up on what have been done since last meeting (interesting stories from facilitator)	All Members of Constellation and UNAIDS Team Russian Team	Flip Chart, paper, stickers, markers, printed Agenda
11.00 – 13.00	Discussion on Knowledge Fair		
13.00 – 14.00	Lunch		
14.00 – 17.00	Discussion on Knowledge Fair responsibilities and details for Facilitators work		
17.00-18.00	29-1 July agenda discussion		

### INTRODUCTION OF CONSTELLATION AND COMMUNITY AIDS COMPETENCE PROCESS

27<sup>th</sup> June 2011

Date/Time	Activity	Facilitator(s)	Materials needed
9.00-10.00	Meeting of Constellation and UNAIDS team with representatives of local authorities, medical community and mass media. Short introduction to "Constellation: Community AIDS competence"	Snizhana K, Natalia K, Elena T, Marlou, Sirinate, Denis B.	Video Camera, Photo Camera

### KNOWLEDGE FAIR

27<sup>th</sup>-28<sup>th</sup> June 2011

Date/Time	Activity	Facilitator(s)	Materials needed
<b>27<sup>th</sup> June: Appreciate the strengths from Samara's local response. Local responses connect to each other, and inspire</b>			
9.00-10.00	Registration Set up the Samara Inspiration Market	Anastasia K, Alexei S.	Sticky Rolls to fix posters on the walls, tables
10.00-10.15	Greetings from organizers	Denis B / Natalia K), Marlou/ Sirinate/ local facilitator	
10.15-10.35	Introductions (non verbal and verbal)	Anastasia K	
10.35-11.00	Interactive exercise "Is HIV an issue for Samara"?	Elena T	
11.00-11.30	Work in pairs -My concerns about HIV -My concerns in general -What I am proud of"	Svetlana I, Svetlana K	3 Flip Chart's paper, stickers, markers

11.30-13.00	Participants exchange experience in small groups "How did you make people progress regarding their dream?"	Natalia K, Elena T, Svetlana I, Svetlana K , Anastasia K, Alexei S, Emily W.	Participants' presentation materials
13.00-14.00	Lunch*		
14.00-14.45	Interactive exercise "What makes us human?"		Poster
14.45-16.00	Work in groups. SALT visits	Natalia K, Elena T, Svetlana I, Svetlana K , Anastasia K, Alexei S, Emily W.	5 tables, 10 chairs around each table
16.00-16.50	Discuss elements of SALT visit. What are "S","A","L","T" mean.	Alexei, Elena	Flip Chart, markers
16.50-17.40	General information on what the SALT is and the history of "Constellation"	Marlou, Sirinate	
17.40-18.00	Questions & Answers from participants	All facilitators	
18.00-18.30	Feedback and work plan for the next day. Discuss the organization of visits to local communities	Anastasia K, Elena T, Alexei S, Natalya K.	
<b>28<sup>th</sup> June: Practicing SALT with the communities</b>			
10.00-13.00	Put SALT into practice. The participants of the Knowledge Fair split into 4-5 groups and visit local communities	Natalia K, Elena T, Svetlana I, Svetlana K , Anastasia K, Alexei S, Emily W.	Vehicles should be arranged
13.00-14.00	Lunch		
14.00-15.00	Group discussion: the SALT visits <ul style="list-style-type: none"> <li>- What did we learn?</li> <li>- What are the strong points of Samara communities?</li> <li>- What did we learn from people we met?</li> <li>- What did we like about the approach used?</li> </ul>	Natalia K, Elena T, Svetlana I, Svetlana K , Anastasia K, Alexei S, Emily W.	Flip Chart's paper, markers
15.00-16.00	Presentation of the results of the groups	Delegates from Participants	Flip Chart
16.00-17.00	CLCP introduction	Anastasia K.	
17.00-18.00	Feedback on the two days of work and closing of the Knowledge Fair		

## SECOND FACE-TO-FACE LEARNING EVENT

29<sup>th</sup>-30<sup>th</sup> June 2011

Date/Time	Activity	Facilitator(s)	Materials needed
<b>29<sup>th</sup> June 2011</b>			
9.00-11.00	AAR on the Knowledge Fair	Constellation Team and Russian facilitators Team	
11.00-13.00	Revisit Self-Assessment	Marlou, Sirinate	Flip Chart, markers
13.00-14.00	Lunch		
19.00	Facilitate Self-Assessment in Samara communities	SALT in Baptist Youth	
<b>30<sup>th</sup> June 2011</b>			
10.00-13.00	Introduction to Action Planning and Self-measurement of change	Constellation Team and Russian facilitators Team	Flip Chart, markers
<b>13.00-14.00</b>	<b>Lunch</b>		
19.00 – 20.00	Practice action planning and self-measurement of change in Samara communities		
21.00	Radio Station	Alexei, Ian	

## NEXT STEPS

1<sup>st</sup> July 2011

Date/Time	Activity	Facilitator(s)	Materials needed
9.00-10.00	What did we learn? What next steps?	Constellation team and Russian Facilitators' Team	Breakfast meeting

## Appendix IV: Participants list

No.	Name	Contact details
1.	Elena Titina	<a href="mailto:bracket63@mail.ru">bracket63@mail.ru</a> mobile phone +7 927 722 76 38
2.	Alexei Shcherbakov	<a href="mailto:sukhoi_av@mail.ru">sukhoi_av@mail.ru</a> mobile phone +7 927 725 44 64
3.	Svetlana Izambaeva	<a href="mailto:knopka_sveta@bk.ru">knopka_sveta@bk.ru</a> mobile phone +7 927 404 45 84
4.	Svetlana Kochetkova	<a href="mailto:svt-06@yandex.ru">svt-06@yandex.ru</a> mobile phone +7 903 388 81 76
5.	Anastasia Kamlyk	<a href="mailto:tides@mail.ru">tides@mail.ru</a> mobile phone +7 905 712 93 53
6.	Snizhana Kolomiets	<a href="mailto:kolomietsS@unaid.org">kolomietsS@unaid.org</a>
7.	Natalya Korzhaeva	<a href="mailto:korzhaevan@unaid.org">korzhaevan@unaid.org</a>
8.	Emily Wright	<a href="mailto:emily.v.wright@gmail.com">emily.v.wright@gmail.com</a>
9.	Dimitry Arch (translator)	<a href="mailto:Dmitry_Arch@yahoo.com">Dmitry_Arch@yahoo.com</a>
10.	Ian Campbell	<a href="mailto:iancampbell11@aol.co.uk">iancampbell11@aol.co.uk</a>
11.	Marlou De Louw	<a href="mailto:marlou@communitylifecompetence.org">marlou@communitylifecompetence.org</a>
12.	Sirinate Piyajitpirat	<a href="mailto:sirinate@gmail.com">sirinate@gmail.com</a>