

# 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

### MID TERM REPORT



### Constellation coaches:

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**Supported by**



## **1. Introduction**

After an introductory visit of Jean-Louis Lamboray, chair of the Constellation, to Moscow from 24-29 May 2010, UNAIDS Regional Support Team (RST), CSOs and city mayors showed interest to apply the AIDS Competence Process in the Russian context.

The purpose of the partnership is described as follows: "The Constellation will accompany the transfer of the AIDS Competence Process to three Russia-based teams: one RST-based team and two teams from CSOs. Constellation coaches will mentor a facilitation team in the AIDS Competence Process. The blended learning modules form the basis for this transfer of skills. Mentoring is happening through Skype and email and two face to face events are planned. The result will be three groups of facilitators that are competent in facilitating within and beyond their organization the AIDS Competence Process, a proven community-driven approach that facilitates local responses to HIV".

During the first period of this partnership three complementary activities have taken place.

1. The Blended Learning modules for facilitators on the AIDS Competence Process has been translated in Russian. The Constellation has prepared the platform to host the modules in Russian.
2. Three facilitation teams are in place: one within the RST, one in Kazan and one in Samara. We see the emergence of a National Facilitation Team.
3. The first face to face learning event took place in Kazan, April 2011.

A team of Constellation coaches accompanied the processes and worked closely with members of the RST.

## **2. Activities**

### **2a. Translation of Blended Learning Modules:**

In the first period of the partnership (October 2010-March 2011), a team of three Constellation coaches mentored from distance the first applications of ACP in the Russian context. This happened mainly through email and Skype conversations. In this period the blended learning modules were translated in Russian. The Constellation prepared the platform for the hosting of the modules in Russian language. During the process it became very clear that a literal translation of the process in Russian was not suitable. The process needs to be adapted to best fit the Russian context. Therefore the current translation is considered a first draft that will serve as a basic reference and will be completed with examples and applications in the Russian context.

During the first face to face event it was also confirmed that a face to face learning as an introduction to the Constellations ways of working and way of thinking is an imperative part of the process to set the context of the AIDS Competence Process.

## 2b. Formation of Teams



The RST team has been able to find the seeds for facilitation teams in Moscow, Kazan and Samara. RST team members plus a Moscow based facilitator form the Moscow team. Both in Kazan and Samara a team of two natural facilitators – each with a vast network in their

context - are included in the process. They receive a basic facilitators' fee for their work, which helps them to spend their time on the nurturing and spreading of AIDS Competence in their cities. Constellation coaches helped to develop the agenda for a first meeting of those facilitators in Moscow, in December 2010. A short Skype meeting to get connected between Russian facilitators and the Constellation team was part of that process, as it was in preparing for the Kazan meeting. During the face to face meeting in Kazan we saw the first signs of the forming of a National Facilitation Team. All Russian team members took the lead in the facilitation of a community event. Each of them is unique in personality, skills and experience and together they form a confident and complementary team. They will encourage and support each other in the implementation in the different contexts by sharing experiences and in future could jointly grow the team.

## 2c. Face to face Learning Event in Kazan

The first face to face learning event in the context of this partnership took place at the AIDS Center in Kazan city, Russia from 5-7 April 2011. The two Kazan facilitators (Svetlana Izambaeva and Svetlana Kochetkova) were the hosts. We are now a team of 11 people - 2 facilitators each from Kazan and Samara, 4 UNAIDS facilitators and 3 coaches from the Constellation.

Before the event all facilitators had gone through the theory and practice of the first two modules on the blended learning platform. Therefore, the first face-to-face learning event was built upon this context. (See Annex 1. for a full report.)

On the first day, the Constellation coaches re-enforced the facilitators' understanding of the first two modules – the power of local response and ways of thinking and ways of working - through practical exercises. A SALT visit was practiced among the teams. Though in a short time, the SALT visit provided facilitators clearer understanding how to conduct a SALT visit. They are now realized how to apply to 'SALT' ways of working in the SALT visit. *'We need to listen more. We have two ears and only one mouth, I think that is the right proportion'* says Elena. Another facilitator shared that *'instead of trying to encourage the response in my community by telling them what to do, I just need to ask the right questions. The answers are there, in the community. I do not need to bring them.'*



The facilitators were also introduced to and practiced new tools (modules 3 and 4). The 'dream building' of an AIDS competent community and the 'self-assessment' were practiced among the facilitators in the morning of the second day. On the same day in the afternoon, the facilitators confidently and successfully facilitated the dream building with 24 representatives of local CSOs. The dream building activity could stimulate the interest of half of participants to continue the process with the Kazan facilitation team.

The 3-days event was also combined with animated and successful meetings with local partners and stakeholders including policymakers.

The roundtable discussion was organized at the Kazan AIDS Center. Presents were the Chief Doctor of Kazan AIDS Center, UNAIDS RST Director, the Constellation Chairman and coaches, the facilitators, and the AIDS Center officers. The discussion was on the current situation of HIV/AIDS both in the wider world, in Europe and Kazan city in particular. It was noted that HIV/AIDS response particularly in Europe is not working. Jean-Louise, the Constellation Chairman, shared a success story of Phayao province in Thailand. He stressed that the response will work only when people own the issue and act from their strengths to solve their own issue. This is what the Constellation is doing – stimulating and connecting local response. Sveta Izambaeva from Kazan and Alexi from Samara affirmed the relevance of learning from the experience of people living with HIV and the vital need for the ACP in their cities. Sveta reinforced the fact that NGOs in Kazan are ready and willing to engage, and need the help of the city health authorities.

The last but not least activity is the dinner meeting with the Rotary Club. The Kazan Rotary Club president, Mr. Marat Bikmullin chaired with 10 other Rotary Club members. We all enjoyed that evening to get to know each other as a person and to appreciate each other's strengths. Jean-Louis briefly introduced the Constellation and the approach while the two Kazan facilitators also shared their works in the city.

### **3. Outcomes**

#### **Blended learning modules available in Russian**

The blended learning has been translated in Russian. It is considered as the first draft that needs to be adapted into the Russian context. It will serve as good reference throughout this partnership and beyond. The first modules are available on <http://constellation.helsekompetanse.no/atutor/11/>.

#### **Understanding of the approach increased**

Throughout the first face-to-face learning event, participants have demonstrated their improvement in understanding the ways of thinking, ways of working and the tools. The 4 local facilitators (with effective and often invisible support from UNAIDS facilitators) had successfully facilitated the community gathering by introducing the dream building to AIDS competence exercise with a big group of 24 people from different walks of life. Their comments and contributions made at the roundtable discussion were also incredibly insightful.

#### **Facilitation Teams formed and relationship well built**



The three city-based facilitation teams with skilled facilitators have been built. After the first face-to-face event, the relationship among facilitators and with the Constellation coaches has been gradually built. The four facilitators worked and supported each other very well during the community gathering. The Samara team mentioned that their relationship has well built after this event. They could now work well together to implement the approach in their city. Moreover, on the last day we saw the facilitators and Constellation coaches exchanging traditional massage while waiting for the afternoon session!

#### **Local partnership explored**

The partnership with local stakeholders in Kazan has been successfully explored and built. They include the Kazan AIDS Center, the Rotary Club and various CSOs. At the end of the community gathering more than half of the participants raised their hands to continue the process with the Kazan facilitators. The Rotary Club dinner meeting gives the most unexpected outcomes. The club president and members know our two Kazan facilitators and their work. This event created a good start for the facilitators to explore possible partnership in the near future.

## **4. Next steps**

### **Next steps for Kazan Team**

- Conduct SALT visits to individual CSOs. The team should invite representatives from the AIDS Center to join the SALT visits.
- Form the AIDS Committee and build a bigger group of facilitators. The AIDS Center can be part of the core team of facilitators and/or hosting the AIDS Committee
- SALT visits to law enforcement like the police
- 2 weekly Skype conversation

### **Next steps for Samara Team**

- Go out to reach out to all existing networks – religious networks, rotary club, IDUs, PLHA, etc. by conducting SALT visits
- 2 weekly Skype conversation

### **Next steps for UNAIDS RST**

- See as appropriate, help with reality check on who do what in the communities
- Develop the 'local response bank'
- Develop strategy and find opportunities for Scaling out in other Russian speaking countries
- Join the bi-weekly Skype meetings
- Participation of Denis Broun and Anastasia in knowledge fair, India

### **Next steps for Constellation**

- Available for bi-weekly distance support via Skype, Sirinate linked to Kazan team, Ian linked to Samara.
- Next face-to-face:
  - SALT visits in the communities
  - Practice Self-Assessment
  - Invite some participants from St. Petersburg
- Suggest strategies for Scaling Out.

## 5. Annex 1: First Face-to-Face Learning Event

The first face to face learning event in the context of this partnership took place in Kazan, Russia from 5-7 April 2011.

Before the event all facilitators had gone through the theory and practice of the first two modules on the blended learning platform. It was intended that during the first face to face event the coaches and facilitators would discuss the learning from the first two modules. During a visit to a community of the Kazan facilitators there would be joint practice on SALT visit and the tools. Also, a larger group of actors in the Kazan AIDS response including policymakers were included for them to be aware of the activities and to understand the potential of the approach.

The event took place at the AIDS Center in Kazan city. The two facilitators (Svetlana Izambaeva and Svetlana Kochetkova) were the hosts. We are now a team of 11 people - 2 facilitators each from Kazan and Samara, 4 UNAIDS facilitators and 3 coaches from the Constellation. The 3-days event was also combined with animated and successful meetings with local partners and stakeholders as details presented below:

### Day 1: Exploring and appreciating existing strengths and introduction to SALT as ways of working

Natalya of UNAIDS RST provided an introduction to the first face-to-face learning event. Then Marlou facilitated the participants introduction – *'who am I, what is my concern and my hope, and one thing that I am proud of?'*. Then we brainstormed on our expectations for the 3-day event:

- *To get inspired! I would like to unite the people. People do not acknowledge their own problem and don't care for their community.*
- *I want to know what I have to do and how I will do in the approach*
- *More practical skills to get more confidence to facilitate the process*
- *Know the mechanisms and tools to help us to motivate people, more practical things*
- *Connect to the Constellation's global network (would need some English skills)*
- *Know how the project will move on*
- *How to make sure they will be facilitators in relation to time and availability*
- *How can it work in Russia*
- *Know the difference between 'training' and 'facilitation'*
- *How to enter the community*
- *'Who am I as a facilitator?' 'What should I do?'*
- *Within the facilitation group – to understand the responses, feel ownership and transfer ability*

Ian facilitated the discussion on the key dimensions of human capacity for response and community strengths (care, change, community and hope) using a picturing exercise. We divided participants into 4 small groups – groups of care, change, community and hope. Each group selected pictures that represented their group and shared why they chose those pictures. Then Ian summarized that these characteristics are key factors leading to local response. Ian then asked participants to share examples of local responses they have seen and known of. Ian also shared the local responses in Russia and Ukraine. The question is *'What made the local response happen?'*. Local response happens



because people care, people have hope, people have a sense of community and people want change to their life. People act from strengths.

An introduction to SALT visits began with the sharing of facilitators' experiences in doing SALT visits. We practiced SALT visits in two teams – the two city-based teams served as the host organizations with the mixed group of people from Moscow and Constellation as visiting teams. The practice of SALT visit was real to all of us. We have learned how to do SALT visits and most of all we have learned the inspiring local responses from our Kazan and Samara teams.

The After Action Review at the end of the SALT visits was very helpful to improve our SALT visits-for example, listen more (*'we have two ears and only one mouth, I think that is the right proportion'* says Elena); *'instead of trying to encourage the response in my community by telling them what to do, I just need to ask the right questions. The answers are there, in the community. I do not need to bring them';* link to the next visit; listen for an invitation.

## **Day 2: Exploring the AIDS Competence Process in the facilitation team and with local CSOs**

We started the second day with the general reflections. Examples of the reflections are:

- *'Yesterday sessions made me more clarity. I got better understanding. I now realised what need to be done in my city. I realised what I was missing-my ability to listen to people'* says Alexie from Samara
- Sveta Izambaeva expressed that she did the most talking yesterday. Today she would like other people to do the talking. *'I am used to seeking the lime light,'* Sveta said.
- Elena also reflects that *'I realised what is missing in my life which is listening to people. I need to learn from the experience of other people.'*
- Anastasia says *'We always act as experts – we are always rushed-we plan what to do. In life is it is the other way round.'*

After that Sirinate took us to the journey of the AIDS Competence Process. She started by asking *'Are we human?'* From there she linked with our ways of thinking *'we are all human'* and *'people have capacity to respond to their own issue'* as the foundation for the ACP facilitation. She shared, that the ACP process would require a facilitator who believes in people's capacity to respond. Based on this ways of thinking, the facilitator will have a new ways of working which is represented by 'SALT'.



In the AIDS Competence Process, our vision is to facilitate a process whereby a community with a HIV/AIDS issue becomes an AIDS competent community. We and the community will need to know where this process will lead us to and how an AIDS competent community will look like when we get there. The 'Dream Building' exercise, that gives the picture of where the community wants to go, was introduced and practiced by the participants.

Sirinate linked the 'dream communities' to the self-assessment framework. Key practices were identified by the participants based on their dream communities:

- Acknowledgement and recognition
- Inclusion
- Linking care with prevention
- Learning and Transfer
- Ways of working

We practiced the self-assessment in city-based groups. We also briefly discussed the full self-assessment framework with the 10 practices. The framework was developed from the experiences of communities around the world. The 10 practices are the key main practices for an AIDS competent community. However, additional practice(s) are welcome to be added based on individual settings.

## *Transferring the process to local communities*



The facilitators jointly facilitated the 2-hours introduction to the AIDS Competence Process with local CSOs and stakeholders. 24 participants joined the event. Sveta Izambaeva welcomed participants before leading to the participants introduction. After the introduction, Marlou briefly introduced the Constellation. Then Ian shared 'Why I care about HIV/AIDS prevention and care?' He asked people to group into 2-3 to share the same in small groups. Marlou asked a few groups to share the stories in the big group. It was amazing to hear all different stories of why people care about HIV/AIDS as follows:

I care for HIV/AIDS prevention and care because:

- *I am worried about the future of my kids and family*
- *People close to me are affected from it already*
- *I have been working with people living with HIV/AIDS and IDUs for 3 years. Am worried about the future of young people.*
- *We can change. We can do it.*
- *Human being can change.*

Then Alexi divided people into 3 groups and facilitated the dream building of an AIDS competent community. The dreams of the community include:

- *Human rights respected*
- *Less stigma*
- *Access to treatment, including TB and Hepatitis C*
- *Care and prevention (condom and needles available and accessible)*
- *Access to information*
- *Intellectual development*
- *People have freedom and choose their own choice*
- *People are healthy and having good life*
- *People living in a safe environment*
- *HIV is no longer a problem*
- *No difference between HIV positive and negative people*
- *There is a vaccine*
- *People are cured from HIV/AIDS*
- *Have updated information all the time*



The session ended by Sveta Kochetkova inviting people to continue discussing the dream and how to make the dream come true. We saw many people raising their hands showing their interest to continue the process. Sveta Izambaeva will coordinate with those interested to make an appointment for the next gathering.

We closed the day with a thank you notes from Sveta Izambaeva and a group photo!

### Day 3: Inclusion of actors in the city and next steps



The round table discussion was organized at the Kazan AIDS Center in the morning. The panelists of the discussion are Dr. Niyaz Ilyasovich Galiullin, the chief doctor of Kazan AIDS Center; Dr. Denis Broun, director of UNAIDS RST; and Dr. Jean-Louis Lamboray, Chairman of the Constellation.

Dr. Galiullin presented the situation of HIV/AIDS and the responses in Kazan. Kazan has a population of 1.2 million out of over 3 million in the state (Tatarstan). The infection rate in Kazan is 3% of which 64% is via sexual transmission. The city has succeeded in providing ARV to 100% of positive people who needed (1,519 people). Over 500,000 people are trained on HIV/AIDS-related subjects.



Dr. Broun shared the UNAIDS' visions & goals for the next 5 years (2011-15):

- Zero in new infections
- Zero in AIDS-related deaths
- Zero discrimination

Today there are 33 million people living with HIV/AIDS in the world. The number of infection is not increasing except in Europe and Central Asia. In Western Europe, the high infection rates are among MSM (over 40%) and heterosexual from migration. Central Europe still has low prevalence rate of 0.4% mainly among MSM. In Eastern Europe and Central Asia, the prevalence is high among IDUs. In Russia, 60% of new cases are IDUs. Migration is also a key factor of HIV transmission in Eastern Europe. There are more than 20 million migrants in Russia. Furthermore, 90% of the infections in Eastern Europe are in Russia and Ukraine. The main factors of the high rates of infection in the areas include:

- Prevention are not working
- No real willingness to address the issues
- No ownership of the community to the issue
- Access to treatment is lower than other parts of the world (less than 10%)

Jean-Louis shared the success story from Phayao, Thailand. The prevalence rate among military transcripts dropped from 20% in 1992 to less than 1% in the year 2000. The key of this success is that people own the issue and drive the response. Commodities (e.g. condoms) are important but not sufficient to stimulate people to take action. People take actions when they feel HIV/AIDS is their issue and when they realise they have capacity to solve the issue. This is when the local response happens. The Constellation was established 6 years ago to stimulate and connect local responses around the world. By doing so, we hope that local response will spread faster than the virus. Jean-Louis asked the facilitators from Kazan and Samara to share the ACP approach.

Sveta Izambaeva from Kazan and Alexi from Samara affirmed the relevance of learning from the experience of people living with HIV and the vital need for the ACP in their cities. Sveta reinforced the fact that NGOs in Kazan are ready and willing to engage, and need the help of the city health authorities.

We moved to the Rotary Club in the afternoon to do our After Action Review and discussed the next steps prior to the dinner meeting with the president and members of the Rotary Club.

*After Action Review*

We did an AAR of the community gathering session conducted on the afternoon of day 2.

<p>What went well?</p> <ul style="list-style-type: none"> <li>• The host team successfully mobilized a large group of over 20 people with diverse groups to join the event</li> <li>• The participants were very active and energetic in their participation</li> <li>• We manage to succeed what we planned</li> <li>• Decision made by the facilitators to explore hope/dream was the best one</li> <li>• The Russia facilitation team related well and effectively facilitated the dream building session</li> <li>• About half the participants showed by hand raising that they want to follow up together</li> </ul>	<p>How can we make it better?</p> <ul style="list-style-type: none"> <li>• Spend more time to know people – “Who are we?’ or ‘Who am I?’ is important as the first step – to identify strengths of people</li> <li>• The session ‘I care for HIV/AIDS...’ should take it deeper</li> <li>• Continue to identify people who are interested in the process</li> </ul>
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*Next Steps*

Kazan Team

- Follow up meeting with people interested to continue the discussion after the community gathering
- Conduct SALT visits to the communities

Samara Team

- SALT visits to various kind of communities

UNAIDS RST

- Document local responses in the country-form a local response ‘bank’ (Snizhana)

The Constellation

- Bi-weekly distance support via Skype
- Introduce the Russia team to Ning
- A support visit to Kazan can happen en route to Samara later in the year

*Dinner with the Kazan Rotary Club*



We had a dynamic meeting with the Kazan Rotary Club. The Kazan Rotary Club president, Mr. Marat Bikmullin chaired with 10 other Rotary Club members. We all enjoyed that evening to get to know each other as a person and to appreciate each other’s strengths. Jean-Louis briefly introduced the Constellation. Ian asked people to break into small groups of 2-3 to share their concerns and hopes in their life and/or for their city. We all shared what we learned from others in the group. There were all inspiring stories and strengths in this group. At the end of the meeting, Mr. Bikmullin passed the salt in a Russian salt container (firstly introduced by Ian) around the table and introduced the Russian

tradition of passing salt from one person to another - each one will say good things before taking a small portion of salt. This was the excellent ending session that we all appreciated.

#### *Farewell Session*

After the meeting with the Rotary Club, we had a brief but meaningful farewell among us. We shared our thoughts, feelings and appreciations. Anna told us a story how she was discouraged at the time she travelled from Moscow to Kazan together with Alexi. She said at the time *'Alexi had quite negative attitude about the process.'* But, after these three days Anna sees a big change in Alexi who now becomes so positive and active. And, we see that *'he is the best facilitator,'* added Anna.

Many of us gave our big appreciation to the two Svetas for their excellent hosting and organizing such a successful event.

## **Outcomes**

### **Understanding of the approach increased**

Throughout the 3-days event, participants have demonstrated their improvement in understanding the ways of thinking, ways of working and the tools. The 4 local facilitators (with effective and often invisible support from UNAIDS facilitators) had successfully facilitated the community gathering by introducing the dream building to AIDS competence exercise with a big group of 24 people from different walks of life. Their comments and contributions made at the roundtable discussion were also incredibly insightful.

### **Team relationship well built**

The relationship among facilitators and with the Constellation coaches has been gradually built. The four facilitators worked and supported each other very well during the community gathering. The Samara team mentioned that their relationship has well built after this event. They could now work well together to implement the approach in their city. Moreover, on the last day we saw the facilitators and Constellation coaches exchanging traditional massage while waiting for the afternoon session!

### **Local partnership explored**

The partnership with local stakeholders in Kazan has been successfully explored and built. They include the Kazan AIDS Center, the Rotary Club and various CSOs. At the end of the community gathering more than half of the participants raised their hands to continue the process with the Kazan facilitators. The Rotary Club dinner meeting gives the most unexpected outcomes. The club president and members know our two Kazan facilitators and their work. This event created a good start for the facilitators to explore possible partnership in the near future.

## Annex 1.1 - Agenda for 3-day learning event

### Day 1: Introduction to SALT as the Constellations Ways of Working

We explore our understanding of SALT, exchange first experiences and practice the approach during a SALT visit.

Time	What	Why	How
10.00	Welcome	Set the context	Kazan representative as the host welcomes all participants
	Introductions	Create connections as humans	Who am I, what is my concern, hope and one thing I am proud of
	Expectations	Check expectations from all in the room	Brainstorming
	Human capacity to response	Grounded understanding of ways of thinking	<ul style="list-style-type: none"> <li>• Pictures showing human capacity to response or community strengths (care, hope, community and change)</li> <li>• Sharing of local responses</li> </ul>
12.30	Lunch		
13.30	Introduction to SALT visits	Grounded understanding of ways of working	<ul style="list-style-type: none"> <li>• Key questions to explore during a SALT visit</li> </ul>
	SALT visits	Practice SALT visits	SALT visits within the participants: divide into 2 groups – the facilitation team in each city as host organization, UNAIDS and Constellation as visiting team

### Day 2: The Aids Competence Process

Today we will explore the full AIDS Competence Process and we will zoom in on the place of dream-building and self-assessment in the process (as an introduction to module 3 and 4). The participants will be equipped for practice in modules 3 and 4 – in their own context. We will exercise in a community in the evening.

Time	What	Why	How
10.00	Reflections	Learning	Reflect on how we feel after day 1
	Presentation of AIDS Competence Process	Understanding of the context and introduction of new learning	<ul style="list-style-type: none"> <li>• 'Are we human?'</li> <li>• Walk through the AIDS Competence Process</li> </ul>
	Dream building	Understanding the tool	
12.30	Lunch		
13.30	Self-assessment	Introduction of new learning	<ul style="list-style-type: none"> <li>• Link the dream to the self-assessment framework</li> <li>• Introducing the self-assessment framework</li> <li>• Practice in city-based group</li> </ul>
	Preparation for the community gathering	Understanding the purpose, designing the activities and dividing roles	
16.00	Community gathering	Introducing the process	<ul style="list-style-type: none"> <li>• Introductions</li> <li>• 'Why I care for HIV/AIDS prevention and care?' in small groups of 2-3, share in big group</li> <li>• 'Dream building of an AIDS competent community'</li> <li>• Next steps</li> <li>• Closing</li> </ul>

### Day 3: Inclusion of Actors from the city and next steps

Today we will involve more actors from Kazan in the process in a roundtable discussion at the Kazan AIDS Center, and a dinner meeting with the Rotary Club in the evening. In the afternoon, we will agree on next steps for the process, with the facilitators and coaches group

Time	What	Why	How
10.30	Roundtable discussion at the AIDS Center	Learning and sharing	Panelists: <ul style="list-style-type: none"> <li>• AIDS Center Chef Doctor</li> <li>• UNAIDS RST Director</li> <li>• Constellation Chairman</li> </ul>
13.00	Lunch at Rotary Club		
14.00	After Action Review	Learning from the community gathering	Discussion in big group
	Next Steps	Agreement on application in coming months, on distance support and on timing and organization of next visit.	<ul style="list-style-type: none"> <li>• Discussion in small groups by city-based team and/or organization</li> <li>• Share in big group</li> </ul>
	Preparation for the meeting with Rotary Club	Understanding the purpose, designing the activities and dividing the roles	Discussion in big group
17.30	Dinner meeting with Rotary Club	Introducing the process	<ul style="list-style-type: none"> <li>• Introductions</li> <li>• Brief introduction to the Constellation and the works of the Kazan facilitators</li> <li>• 'My concerns and hopes for my city' in small groups of 2-3, share in big group</li> <li>• Closing</li> </ul>
19.00	Closing and farewell		

## **Annex 1.2 - After Action Review**

Presence: Denis, Natalya, Snizhana, Jean-Louis and Sirinate

Place: UNAIDS RST, Moscow

Date: 8<sup>th</sup> April 2011

### **What went well?**

- Logistics were properly arranged
- The 4 facilitators were the right people, all of them are great
- Active participation throughout the 3 days
- The host successfully mobilized the community. 24 people joined the gathering.
- The relationship has been established. As the two facilitators from Samara said at the end of the event that their relationship built well.
- The outcomes of the meeting with Rotary Club are better than expected
- The preparation among UNAIDS, Constellation and the facilitators (through Skype) was necessary and useful
- Increased understanding of the ACP approach

### **What can we do better?**

- Facilitators should be on the preparation from the outset
- Start with face-to-face and use blended learning as reference or supportive mechanism
- The activity at the AIDS Center should be conducted as at the Rotary Club (building human relations)

### **Next Steps**

- Kazan: The environment in Kazan is quite supportive. The team would need motivation individually. We need to ask them what is it that they really want from different stakeholders, e.g. the Kazan AIDS Center, the Rotary Club and the UNAIDS. Next actions for the Kazan team include:
  - Conduct SALT visits to individual CSOs. The team should invite representatives from the AIDS Center to join the SALT visits.
  - Form the AIDS Committee and build a bigger group of facilitators, the AIDS Center can be part of the core team of facilitators and/or hosting the AIDS Committee
  - SALT visits to law enforcement like the police
  - 2 weekly Skype conversations
- Samara: The situation in Samara is far behind other places. High number of people living with HIV/AIDS.
  - Bi-weekly meeting
  - SALT visits to other groups/NGOs
- Next face-to-face:
  - SALT visits in the communities
  - Practice Self-Assessment
  - Invite some participants from St. Petersburg
- National Knowledge Fair
  - A national knowledge fair among facilitators (and communities) to provide an opportunity for sharing and learning about the approach and local responses should be conducted at a national level.

- Documentation for advocacy:
  - To be published in Russian
  - Get into the government reports
  - Needs 'revolutionary' for example, the establishment of the AIDS Commission, a life video, number of people reached with concrete results (and thanks to the government), and fundraising event conducted, etc. The facilitators (which ones?) need to document the data and information.
  
- Where else?
  - Cities with high prevalence in Russia, Ukraine (Ian has contacts), Belarus, and Estonia
  - Central Asia (e.g. Tajikistan, Kazakhstan) has high discrimination; and migration issue. To work on HIV/AIDS there is quite difficult. We need an entry point. The Red Cross will be the best organization for these areas.
  - The European Union of Red Cross is interested particularly in Germany and Switzerland

### Annex 1.3 – Participants list

No.	Name	Contact details
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