

The Constellation

connecting local responses around the world



together, we're striving for
Life Competence

AIDS Competence Development in Guyana

First report - February 2010

Constellation Coaches

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**Prepared by Constellation
February 2010**

Supported by



JOINT UN TEAM ON AIDS IN GUYANA

Introduction

Local ownership of the HIV issue is an essential prerequisite for changes in individual and community behaviour. Therefore, additional strategic thrusts can complement existing efforts in Guyana. This thrust consists in **the facilitation of local responses to HIV**: the set of actions individuals, organizations and communities undertake to address their HIV-related challenges.

The objectives of the Guyana AIDS Competence learning process follows a two-step process:

- (i) Strengthening the capacity of key groups, organisations and institutions to better integrate a community-driven approach to HIV. (training of 'AIDS Competence' Facilitators)
- (ii) Mobilising and stimulating a number of organisations and communities to locally respond to HIV through implementation of the "AIDS Competence Process." (ACP)

The expected longer-term impact, are coherent geographical and institutional 'communities' that self-assess their strengths in their response to HIV; that develop their own action plans, that act to tackle the issues of HIV prevention, treatment, care and support together, and learn from their own experiences and those of other communities and organisations.

The first activity in the process comprised of a 9 day learning activity from 2-10 February 2010. See Annex 1 for the Terms of References. This report captures the results and challenges of this activity and provides recommendations for next steps.

Results

The results of this first activity were:

1. 33 potential facilitators completed the first stage in becoming certified AIDS Competence facilitators by learning about and practicing all elements of the AIDS Competence Process in their own context¹.
2. 9 organizations or 'communities of work' have done their own self-assessment on AIDS Competence and developed an action plan that includes specific learning based on each others' strengths.
3. Policy makers, organizations and communities in Guyana show active interest in adopting a strength-based², community-driven approach in their HIV and AIDS strategy and activities.

The 33 potential facilitators have successfully completed the first stage. They have formed five facilitation teams (Annex 5) that will go through 'Blended Learning' in the next three months. Blended Learning is the e-learning course that enables the participants to continue to practice with distant support of coaches and become certified Constellation facilitators or some even Constellation coaches³. A next visit of Constellation coaches is planned in June to assess competence levels for certification and support organizations in further adopting the AIDS Competence Process.

Summary of the process

The learning process followed the agenda which had been developed collaboratively by the Planning Team consisting of UNAIDS and NAPS, and the two Constellation coaches. For the final agenda, see Annex 2.

¹ These elements include a way of thinking and working and the following tools: Dream building, Self-assessment, Action Planning, Self-measurement of change, Peer Assist, Knowledge Assets

² This strength-based approach is characterized by the acronym SALT, which stands for Stimulate, Appreciate, Learn and Transfer. More on

³ A facilitator can apply the entire AIDS Competence Process in a community. A coach can transfer the approach to new facilitators. Both forms of certification can only be provided with face-to-face positive assessment of at least 2 Constellation coaches.

38 participants attended the learning on day 1 and though some participants had to take some time off from the event to attend to emergencies, 33 participants attended at least 80% of the workshop. The key activities are described below:

Changing our lens: The concept of SALT

The foundation of the concept of AIDS Competence is built upon the experience that each community has the capacity to respond to their life concerns. However, this capacity needs to be revealed and nurtured. To acknowledge the existence of this capacity in each human being, we start looking at ourselves as development workers and ask ourselves: with what 'lens' do we look at communities? Do we see them as weak with problems and needs? Or do we see strengths in each community, such as hope, care, change, leadership and a sense of community? To reveal strengths in a community, we have to relate differently to communities. SALT is the acronym that describes a strength-based way of working to relate to situations and communities.

The group reflected on the question 'are we human?', learned about SALT, the ways of thinking and working and the tools used in the AIDS Competence Process. Participants did a SALT visit at Red Cross and Youth Challenge followed by an in-depth After Action Review (AAR).

Self-assessment on AIDS Competence

One of the main tools used in the process is the self-assessment framework on AIDS Competence. Any community can assess itself on 10 key practices that lead to AIDS Competence on a level from 1 to 5.

The main purpose is to stimulate a discussion, give the voice back to communities and surface the local reality. Participants learned about the tool and facilitated the exercise within their own organization during 3 hour sessions on Thursday, Friday and Saturday. This resulted in lively discussions on how organizations themselves deal with HIV and AIDS. They decided on three priorities to work on during the next year.

Through a [River and Stairs diagram](#), groups could see the potential for learning between the groups (River diagram) and who should talk to whom and on which practice (Stairs diagram).

Knowledge Fair

The last two days focused on sharing and documenting our experiences with local responses. Participants learned to tell stories as a way to demonstrate change. Then participants shared both personal and work-related stories on four priority practices: Inclusion, Identifying & addressing vulnerabilities, Gender, and Measuring Change & adapting our response. Each group identified principles that were common to the stories and documented all in a first attempt to build a [Guyana Knowledge Asset](#). This Knowledge Asset provides experience-based common principles to others within Guyana and beyond to improve on specific practices of AIDS Competence.

"After the 2nd day, I already spoke in the with my director on how we can implement this within our organization. I'll organize a day to transfer it to other staff within my organization."

Jewel Corelle, the Youth Mentorship Endeavour

"We have a collective dream. Though we have different religions, our dreams, hopes, and concerns are very similar, reflecting that we're all human"

Allister Collins, Guyana Faith coalition on HIV/ AIDS

"This was very useful. We should have done this self-assessment at the beginning of the project to see our strengths and points for improvement"

Lorna Harry, Ministry of Home affairs.

"It was good to look at our organization as a community. The discussion really went into depth. We should do this exercise once every couple of months."

Gillian Butts-Garnett, UNFPA

"People in the Faith coalition opened up honestly and in ways we haven't seen before. Planning action is now easy because we've done our self-assessment"

Nicole Cole, Guyana Faith Coalition on HIV/ AIDS

"My organization produces so many reports and lessons learnt. This Knowledge Asset idea is a refreshing change. I will certainly share this with my team"

Ashanta Moses from the Guyana Red Cross Society

"Knowledge Assets are more organic, and stories of what works and what doesn't work are very useful. It's very down to earth."

Fatu Gbedema, Guyana Faith Coalition

Relevance for participants

Evaluation of the learning event was conducted in a participatory process. In addition to inviting suggestions for improvement, participants were asked to assess and rank their satisfaction, from level 1 (lowest) to level 5 (highest) on 12 aspects of the learning event, with the last two aspects being added by the participants themselves: content, overall process, SALT visits, practice self-assessment in own organization, facilitation/facilitators, length of event, food/document/other logistical supports, meeting expectations, usefulness to work/life, applicability to work/life, participation, and fun/love in the room. Ninety-percent of participants evaluated the learning event to be at levels 4-5 on all aspects.

In reflection circles during the learning event as well as in blogs posted on the www.aidscompetence.ning.com platform and the [specific Guyana group](#), participants shared ways in which SALT/ AIDS Competence has already been included in their work. The Faith coalition on HIV and AIDS, the Ministry of Home Affairs and the PEPFAR funded program GHARP 2 already have included (parts of) the process in their work plan.

People are applying it in their daily work, interactions with colleagues and in their personal lives. Participants agreed that this activity was just the beginning of a journey towards an AIDS Competent Guyana. Five teams of participants signed up to go through Blended Learning in the next couple of months with the understanding that those who complete the course will become certified Constellation community facilitators. A National Support Team with 3 members, [Korey Chisholm](#), [Abbas Mancey](#) and [Ashanta O. Moses](#) are selected to coordinate efforts and facilitate inter-team learning. The team was offered hosting support by NAPS. Specific factors that contributed to the success of this activity as well as points for improvement are summarized in Annex 4.

"This process has been very useful to me, especially the way of thinking and the way of working, looking for strengths. It's simple but it hasn't occurred to me before. We're usually focused on looking for problems and forget our strengths"

Lloyd Edun, Gharp II

"AIDS Competence is something I must definitely use from this day forth. It will make my work easier".

McGarrell, Guyana Youth Challenge

"I have done lots of facilitation in business settings, but this process is more organic and inclusive. I can really use it in many settings. I included SALT already in our work plan"

Fatu Gbedema, coordinator of the Guyana National Faith Coalition on HIV/ AIDS

"Thank you. You and the other people make me feel real happy and now I can go on with my life."

Jewel Layne, PLHIV group Linden

"You can't imagine how much this workshop has done for me personally. I love journeys and I regret this event has to end, but for me this journey continues "

Paula Sampson, HIV focal point Guyana National Newspapers Ltd

Conclusions and Recommendations

It has become clear that the concept of AIDS Competence is relevant for the Guyanese context. Participants are already integrating it in their work and are eager to learn more. Full certification of a group of 15-30 facilitators is possible in the next six months. Five teams will go through the six Blended Learning modules in the next 3-4 months, depending on their own planning. After this distant learning, a second visit of five days of two Constellation coaches is recommended in June 2010. The purpose for the follow-up support is three-fold: 1) officially certify a number of facilitators, 2) accompany facilitators in adopting the process in their organization and communities and 3) further creating an enabling environment that allows the process to reach its full potential.

A specific proposal and budget for the next steps from May –August 2010 is attached.

Annex 1 – Terms of Reference Constellation first activity

Annex 2 – Agenda first activity

Annex 3 – List of participants and their photo

Annex 4 – Specific success factors and points for improvement

Annex 5 – Pictures and quotes of the event

Annex 6 – Team division for Blended Learning

Annex 1 – Terms of Reference Constellation first activity

TERMS OF REFERENCE FOR INTERNATIONAL CONSULTANTS SUPPORT TO “AIDS COMPETENCE” IN GUYANA

Overview

Local ownership of the HIV issue is an essential prerequisite for changes in individual and community behaviour. Through increased local ownership of the problem *and* the solution, investments in prevention, care and mitigation will yield higher returns. Therefore, additional strategic thrusts can complement existing efforts in Guyana. This thrust consists in **the facilitation of local responses to HIV**: the set of actions individuals, organizations and communities undertake to address their HIV-related challenges.

This would entail a 2-step process:

- (i) Strengthening the capacity of key groups, organisations and institutions to better integrate a community-based approach to HIV. (training of ‘AIDS Competence’ Facilitators)
- (ii) Mobilising and stimulating a number of organisations and communities to locally respond to HIV through implementation of the “AIDS Competence Process.” (ACP)

The **expected longer-term impact**, are coherent geographical and institutional ‘communities’ that self- assess their strengths in their response to HIV; that develop their own action plans, that act to tackle the issues of HIV prevention, treatment, care and support together, and learn from their own experiences and those of other communities and organisations.

Scope of Work

A team of two coaches of the “Coalition for AIDS Competence” will conduct two (2) weeks of learning and a follow-up 7-day visit, in 2010. The objective is to transfer the approach and facilitation of the process to the defined communities, organizations and institutions. Of each organization/community, two participants (one project officer/ hands-on implementer and one decision maker/ manager) will join the training. Together the team of trainees will go through a ‘Blended Learning’ process for 6 months to become fully competent facilitators of the process, with distant coaching support.

1st visit – February 1st to 11th , 2010

Learning event to transfer and practice the facilitation of the AIDS Competence Process

Day 1 - Knowledge fair to synthesize experiences with local responses

Days 2-5

Learning event on AIDS Competence Process

- Explain different steps and practice within group
- Introduce knowledge management tools
- Introduction of Blended Learning

Days 6-10

Practice the approach and tools in each of the defined groups (1/2 day per group) in the context of the participants.

Distant facilitation of Blended Learning March through May 2010

2nd visit – Third Quarter in 2010

After 3 months of distant support through ‘Blended Learning’, two coached will make a 7-day support visit to the organizations that go through ‘Blended Learning’ and accompany them in the facilitation to transfer and practice the facilitation of the AIDS Competence Process (to be budgeted separately)

Post Requirements

- Trained and experienced AIDS Competence Coach
- At least 3 years of proven record of working experience on communication, policy advocacy and programme development
- Good knowledge and understanding on issues around HIV and technical support provision
- Facilitation and negotiation skills
- Excellent analytical and English writing skills.
- Good interpersonal skills.

Terms and Conditions

A. The first part of the consultancy shall be for a period of 10 days, from February 1st to 10th, 2010. Air fare, terminals and per diem will be provided by the UNAIDS Secretariat. The two (2) consultants/coaches shall be paid a total fee of USD 5,000 each. 20% will be paid upon the signing of the contract and 80% shall be paid upon completing of the 10 days training and submission of the final report.

B. The second part of the consultancy shall be for a period of 5 days over a three (3) month period. The two (2) consultants/coaches shall be paid a fee of USD 2,500 each upon successful completion of distant facilitation of blended learning and submission of report.

We propose that airfare and consultant fee should be made payable to the AIDS Constellation through a contract and per diem and terminal made payable to the consultants/coaches.

Annex 2 – Agenda first activity 2-11 February 2010

Monday 1 February – Introduction and the AIDS Competence Process	
We get to know each other on a human level, appreciate existing strengths and present the process (ways of thinking, ways of working and the tools).	
10:00 – 12:00	Planning Team Meeting at Cara Lodge
11:30 – 12:00	Registration and handout of reading materials
12:00 – 13.00	LUNCH
13:15 – 14:30	Welcome Introductions Objectives What are you doing in your context?
14:30 – 16:00	Introduction to AIDS Competence Process (ACP). <ul style="list-style-type: none"> - Ways of thinking - Ways of working (SALT. Stimulate, Appreciate, Learn, Transfer) - The tools
16.00 – 16.30	Prepare for community visits on Tuesday morning
Tuesday 2 February – SALT and Dream Building	
We learn together during a SALT visit and learn and practice step 1 in the process: Dream building.	
9.00 – 12.00	SALT visit to two communities/organisations in Georgetown
	LUNCH
13.00 – 14.00	After Action Review/Reflection of SALT visit
14.00 – 16.30	Step 1: Dream building – the concept & practice
Wednesday 3 February – Self-assessment	
Introducing and practicing step 2: Self-assessment and step 3: Action planning.	
9.00 - 12:00	Step 2 : Self-assessment – the tools, the purpose and the use Understanding the 10 practices of the self-assessment
	LUNCH
13.00- 16.00	Practice self-assessment within our groups River and stairs diagram After self-assessment => step 3: action planning
16.00- 16.30	Preparing for visits to organizations to self assess
Thursday 4 February – Practice in our own organizations	
Practicing SALT, dream building or self-assessment in our organizations	
9.00 - 12:00	1 st group – NAPS (tbc) 2 nd group – Persons Living with HIV (tbc) – Cara Lodge
	LUNCH
13.00- 16.00	1 st group – Guyana National Faith-and-HIV Coalition (tbc) – Cara Lodge 2 nd group – UN System (tbc) - UNDP

16.00- 16.30	After Action Review together
Friday 5 February – Practice in our own organizations (con't)	
Practicing SALT, dream building or self-assessment in our organizations	
9.00 - 12:00	1 st group – GHARP II (tbc) 2 nd group – Guyana Business Coalition on AIDS (tbc) – Cara Lodge
	LUNCH
13.00- 16.00	1 st group – Line Ministries (tbc) 2 nd group – Civil Society Organisations (tbc)
16.00- 16.30	After Action Review together
*Saturday 6 February – Practice in the field (everyone is invited)	
Practicing SALT, dream building and self-assessment in community in Guyana	
10.00 – 13.00	Berbice –St. Francis Community Developers
	LUNCH
Monday 8 February – Linking self-assessment with the process & self-measurement of change	
Link the self-assessments to each other and explain step 4: self-measurement of change	
9.00 – 10.00	After Action Review and reflections of Practice in the Field
10.00 – 12.00	Compare self-assessments, construct river/ stairs diagram Conduct peer assist to exchange Link the self-assessment to the entire process
	LUNCH
13.00- 15.00	Step 4: Self-measurement of change
15.00-16.30	Introduction of Blended Learning Future plans per organization
Tuesday 9 February – Knowledge Fair	
Capturing good practices on local responses to HIV in Guyana – building a Guyana Knowledge Asset	
9.00 – 12.00	Story-telling – what makes a good story? Share stories on specific practices of the self-assessment
	LUNCH
13.00- 16.30	Decide on common principles/ recommendations coming from the stories Capture the stories on paper (<300 words) or video (<3 min)
Wednesday 10 February – Knowledge Fair (con't)	
Sharing and capturing of good practices on community responses to HIV in Guyana – building a Guyana Knowledge Asset	
9.00 – 10.30	Presenting the results and linking Guyana to the world
10.30 – 12.00	After Action Review and reflections
	LUNCH
13.00 – 14.00	For UNAIDS/NAPS – Constellation. Planning of next steps, fixing dates, meeting other partners

Annex 3 – participants and pictures

Name	Organization	Designation	Telephone #	Email Address
Korey Chisholm	UNDP/UNV	National UNV- Community Youth Facilitator	(592)662-1441	korey.chisholm@gmail.com
Cleazell Gray	Youth Challenge Guyana	VCT Coordinator	(592)225-0129 (592)223-7884 (592)645-7817	cleasel@hotmail.com vct@cai.org
Nicole Cole	Guyana National Faith & HIV Coalition	Faith leader	(592)225-1580 (592)626-9053	sweetlovenikki_2003@yahoo.com
Allister Collins	Guyana National Faith Coalition on HIV/AIDS	Faith Leader	(592)225-1580 (592)649-6410	allisterklien@yahoo.com
Jewel Corlette	The Youth Mentorship Endeavour	Project Officer	(592)225-4183 (592)638-6118	tyme_y2k6@yahoo.com
Dannett Marc	NAPS	Representative	(592)657-1632	diplomaticmarco@yahoo.com
Ruben del Prado	UNAIDS	UCC Guyana	(592) 225-1580 (592) 623-0146	delprador@unaids.org
Ian Dos Santos	P.Y.A.R.G Ministry of Culture	Field officer	(592)261-5193 (592)694-5420	tallguy9s@hotmail.com
Lloyd Edun	GHARP 11	MARP Behaviour Change Promoter	(592)231-6300 (592)676-9415	ledun@gharp11.org
Nicole Ferguson	Guyana Geology & Mines Commission	Radio Operator	(592)227-1285	brownchocolate35@yahoo.com
Catherine Fraser	St Francis Community Developers	Counselor/Tester	(337)4090-9	sfcdguyana@yahoo.com
Fatu Gbedema	Guyana National Faith & HIV Coalition	Coordinator	(592)677-9595	coordinator.faithhivcoalition@gmail.com
Samantha Hall	UINAIDS	Programme Associate	(592)225-1580 (592)662-6474	halls@unaids.org sjameshall@yahoo.com

Deborah Success-Hall	National AIDS Programme Secretariat	National VTC Coordinator	(592)227-8683 (592)226-5371	deborah172002@yahoo.com
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Autry Haynes	Ministry of Amerindian Affairs	Focal Point	(592)225-8412 (592)610-7391	hayaut@hotmail.com
Nasimul Hussain	National AIDS Programme Secretariat	Community Mobilization Coordinator	(592)227-8683 (592)623-7896	lumisan1963@gmail.com
Apollo Kanhai	Guyana Red Cross	National Trainer/Volunteer	(592)226-5174 (592)665-6896	apoice@yahoo.com
Jewel Layne			(592)444-7282 (592)688-9458	silva-angel-JL@yahoo.com miss-layne2025@hotmail.com
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Michael Mc Garrell	Youth Challenge Guyana	International Programme Manager	(592)225-0129 (592)225-7884 (592)643-4275	ipm@ycgyi.org
Ashanta Osborne-Moses	Guyana Red Cross	HIV/AIDS Field Manager	(592)227-1108 (592)226-0384	guyanaredcross@yahoo.com ashanta@gmail.com
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Ryon Rawlins	Society Against Sexual Orientation Discrimination	Representative	(592)686-0835 (592)643-2138	sasod_guyana@yahoo.com ryon_sinsaawasable9@yahoo.com
Paula Sampson	Guyana National Newspapers Ltd	Focal Point HIV/AIDS	(592)218-1059 (592)629-0800	patsy@yahoo.com
Delon Sancho	Faith & HIV Coalition	Intern	(592)225-1580 (592)613-2245	delonsancho@gmail.com
Shauna Scotland	National AIDS Programme Secretariat	National STI Coordinator	(592)225-3498 (592)683-9043	shauna_scotland@yahoo.com

Angela Singh	Ogle Community Centre	Project Coordinator	(592)222-2030 (692)680-9499	angelasingh-gapcp@yahoo.com
Shanti Singh	National AIDS Programme Secretariat/Ministry of Health	Programme Manager	(592)227-8683	fsjaauthony@gmail.com
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Lyndon Welch	National AIDS Programme Secretariat	Chairman support group	(592)269-0613 (592)222-0266 (592)645-0017	kenmcbean@yahoo.com
Carlotta Williams	Guyana Business Coalition on HIV/AIDS	Technical Assistance & Training Officer	(592)225-0972 (592)225-5076 (592)627-7028	cwilliams@guybizcoalition.org



Abbas



Aleta



Allister



Anand



Angela



Apollo



Ashanta



Autry



Carlotta



Catherine



Cleazel



Colleen



Deborah



Delon



Fatu



Ian



Jewel



Jewel

Corlette



Korey



Lloyd



Lorna



Lyndon



Marc



Michael



Nazim



Nicole



Nicole



Paula



Ryon



Samantha



Shauna



Melanie



Ruben

Annex 4 – Success factors and points for improvement

Factors contributing to the success of the learning event

- excellent organization, logistics, good preparation and impressive UNAIDS leadership
- support by NAPS
- active engagement of the Planning Team, (almost) daily After Action Review
- good selection and advanced preparation of participants (eg. UNAIDS meeting and providing briefing on the ACP plus securing their commitment beforehand)
- The group connected strongly. "We used to leave workshops divided and with tension, this event brought us together and seeing our joint strengths". "We leave this workshop with such practical tools and ideas that we can directly apply in our work".
- participants' openness and eagerness to learn and share with facilitators and each other not only in the meeting room but also in Ning
- setting the tone right from the beginning, focusing on the shared humanity
- sufficient practice of SALT visits, self-assessment, and After Action Review, helped to strengthen understandings of the concepts and tools, and increased the skills
- including practice of self-assessment in own organization, mostly with participants/facilitators from the organization itself and no presence of those from other organizations. It allowed for a more relaxed, open and honest self-assessment which led directly to setting priorities/targets for improvement and planning actions. It also allowed other participants to take respite from the event and back to their work or other priorities for one and a half days so the learning event did not appear too long for them.
- introduction of Ning and Blended Learning early in the event, giving participants an overview of the larger picture of how they can learn and share with the rest of the world
- everybody's increasing sense of belonging and ownership, through constantly looking for strengths and commonalities instead of limitations and differences

Points for improvement

- more time and guidance for team preparation before practicing self-assessment in own organizations
- more time for practicing/interpreting/discussing the application of the river and stairs diagrammes
- Officially inviting a larger group of people for the Knowledge Fair.
- Ensure more time for knowledge fair/peer assist and knowledge assets development
- 2 groups for peer assist and knowledge assets development, so one coach can facilitate the process in one group
- Provide clear tips/questions to guide participants' selection of which story to tell during the peer assist
- Revise some of the content of the boxes of the self-assessment that led to different interpretations.
- More opportunities to explore the issues of stigma, vulnerabilities, and gender and HIV/AIDS, will be useful since not all participants have a good understanding of these issues. It will also be useful to introduce some participatory exercises which engage participants in exploring/discussing these issues in small groups so the concepts become more concrete to them and they can use the same exercises with the groups they are working with.

Annex 5 – Pictures and quotes of event⁴

On their dreams

“In our AIDS-competent utopia, everyone lives together as human beings with no discrimination. There is unity. We all live long productive life”



On their participation in the event

“At first it was cloudy and I was a little confused. But it’s all sunny and clear to me now, and I want to learn more”

“I want to partner with anyone to practice and apply this approach”

“It was difficult at first so I was quiet, but it’s getting clearer now and I’m more confident in speaking up” Angela Singh



On their experiences with the tools

“For us, it (ie. “Are we human?”) was an awakening question” Deborah Success-Hall, NAPS

“The self-assessment tool stimulated a lot of discussion” Samantha Hall, UNAIDS

“There were challenges in facilitating the self-assessment on Friday, and the strength is that we met them and learned from them” Apollo Kanhai, Guyana Red Cross Society

“We already have a team and good resources, now we have tools to mobilize more” Allister Collins, Guyana National Faith Coalition on HIV/ AIDS

“I learned that one person can make a lot of difference. When one’s confident, he can build self-confidence in others too. It inspires me to go work with my organization” (Nicole Ferguson, on the SALT visit to St. Francis Community Developers)

⁴ More pictures of the event on the Guyana group: <http://aidscompetence.ning.com/photo/albums/learning-event-guyana-110>



On the overall process

“This is the most participatory workshop I have ever attended”

“We all have to start with ourselves. I have to start with my strengths in order to appreciate others’ strengths” Lloyd Edun, MARP Behavioral change manager, Gharp II

“I wish I had learned this 5 years ago! If I had gone through this process before, I would have done things quite differently” Carlotta Williams, Guyana Business Coalition on HIV/ AIDS

“I really enjoy this learning event and I don’t want it to end. I wish it would continue...” Jewel Layne, PLHIV group Linden

“My work isn’t in the field, but being here and learning this approach makes me want to go to the field and work with communities” Melanie Thomas, UNAIDS



On applying and transferring the approach

“I already applied the SALT approach in the training of our peer educators... I’m refreshed, tired physically but refreshed and look forward to learning more” (Ashanta, Guyana Red Cross)

“I already put what I learned here to work, because I’m developing the work plan for a project, so I put in SALT visits and After Action Review” (Fatu, Guyana Faith Coalition on AIDS)



Annex 5 - Teams that will go through Blended Learning

Guyana blended learning teams (focal person underlined)				
Team 1	Team 2	Team 3	Team 4	Team 5
<u>Lloyd Edun</u>	<u>Nasimul Hussain</u>	<u>Autry Haynes</u>	<u>Melanie Thomas</u>	<u>Fatu Gbedema</u>
Korey Chisholm	Nicole Ferguson	Cleazell Gray	Samantha Hall	Nicole Cole
Jewel Corlette	Deborah S.-Hall	Lorna Harry	Ruben del Prado	Allister Collins
Ian Dos Santos	Jewel Layne	Abbas Mancey		Apollo Kanhai
Colleen Mc Ewan	Marc Dannett	Michael Mc Garrell		Ashanta O. Moses
Visvanand Ramdial	Delon Sancho	Aleta Peterson		Angela Singh
Carlotta Williams	Shauna Scotland	Ryon Rawlins		
	Shanti Singh	Paula Sampson		
	Lyndon Welch			