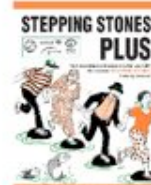
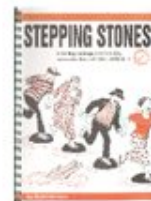


An Afternoon with Stepping Stones

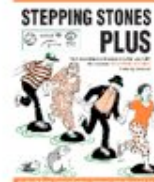
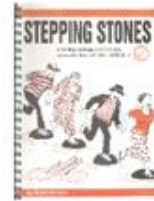
1 February 2012
UK Consortium on AIDS and
International Development

Gill Gordon; Glen Williams;
Alice Welbourn



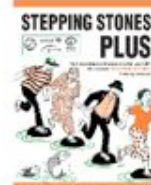
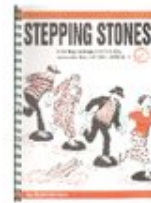
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Introductions.....



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The Stepping Stones Process.....



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Stepping Stones Foundation Stones...

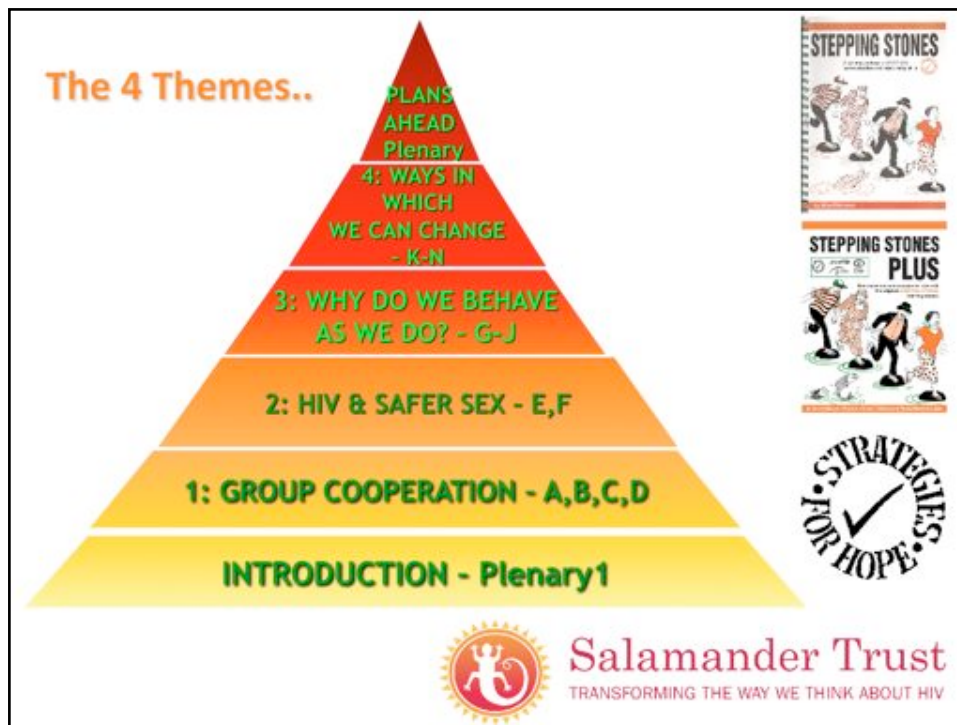
- *Four-peer group work and discussions*
- *Interactive exercises*
- *Discussions, role plays, and diagrams*
- *Being able to address people's own most pressing needs*
- *Ownership of the process by the community*
- *Involvement of all stakeholders*
- *Holistic response to HIV (linked with sexual and reproductive health and gender issues)*
- *Emphasis on gender and inter-generational relations*

....."IMPLEMENTING STEPPING STONES"



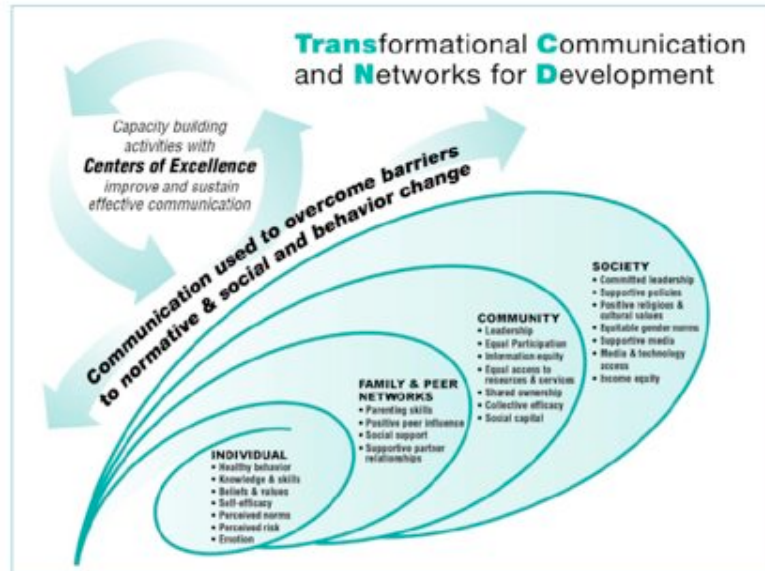
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These are what we call the “foundation stones” – ie without these elements in place, we don’t really think that an adaptation of the material is really making best use of the original “Stepping Stones” programme. The document published by ACORD, entitled “Implementing Stepping Stones” is available on our website in English, French, Spanish and Portuguese. It is a mine of information, advice and support about how to adapt and implement the material. It is relevant to any community-based programme – not just Stepping Stones.

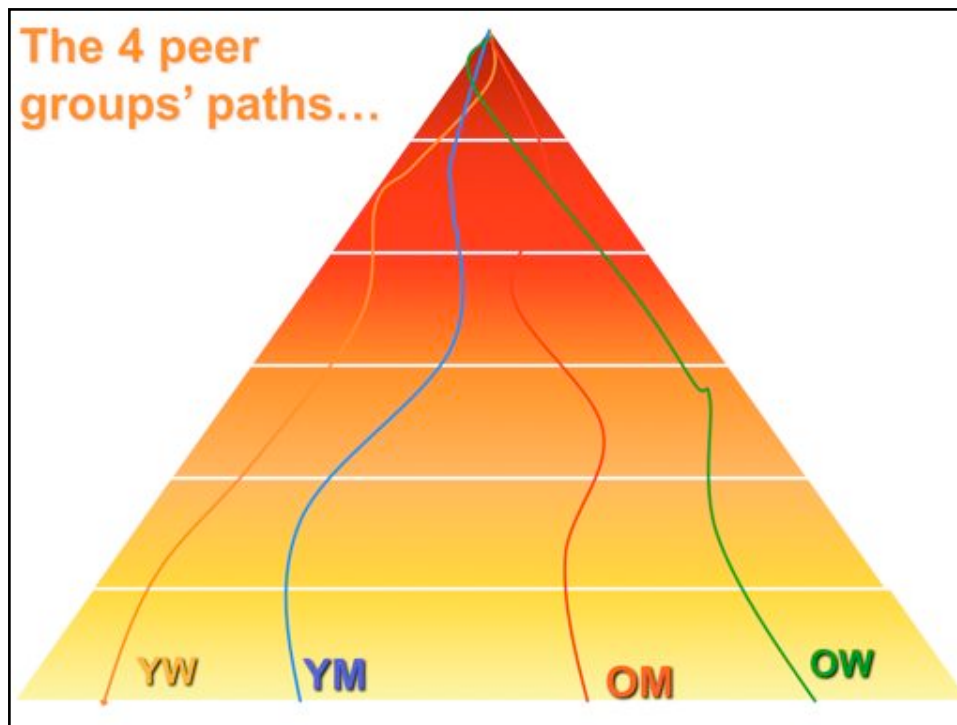


Going through the programme is like climbing a mountain – you don't know what you will be able to achieve or see until you reach the top. And you have to start at the bottom of the mountain, to get used to the early stages before you reach for the more strenuous stages of the journey. Each of the 4 peer groups can take choices about their own path that works best for them...

Stepping Stones is similar to the Socio-Ecological Model of behavioural change



This is a model from the mid 1950s, based on Charles Darwin’s writings on the “web of life”; There are multiple factor levels that affect human behaviours & it is unrealistic to expect individuals to change behavior if barriers at higher levels are insurmountable; 4 levels must be addressed to be effective: individual, social network, community & societal / like Russian dolls; Communication interventions can overcome barriers at each level and facilitate change; Behaviour change is more sustainable if individual change is supported by social change; Many programs focus on the individual only – particularly with regards to M&E. The Stepping Stones programme is seeking to work at all levels simultaneously – recognising, for instance, that “peer pressure” can be a force for good as well as a force for negative pressures.



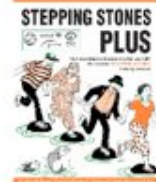
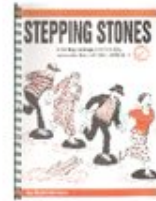
YW = younger women, YM = younger men, OM = older men, OW = older women. Each peer group is facilitated by someone of the same gender and similar age to themselves. These four facilitators form the facilitation team for the whole process and they have to be able to work closely together as a team, demonstrating mutual respect and support between themselves. We have used the image of a mountain here because journey from bottom to top changes our sense of vision - The higher up you climb the broader your view becomes and the wider your horizons. Just as when participants first start Stepping Stones, their hopes and expectations are somewhat limited. Yet when they reach the end of the programme, their concepts of what changes have taken place – and what changes *can* take place – in their community are far deeper and broader.

Fission and Fusion:



This is the structure of the sessions moving from peer groups to full groups and back again to peer groups. We call this “Fission and Fusion”.

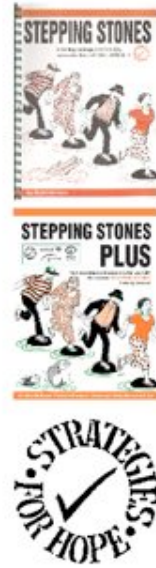
Listening exercise.....



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We did a listening exercise from the Stepping Stones manual – demonstrating the powers of “good” as opposed to “poor” listening.

Video of Baron.....

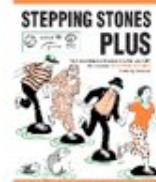
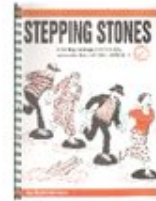


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This 5 minute video clip can be viewed on the Salamander Trust website on the resources tab under “voices from Uganda”. Participants were asked to listen and watch the clip carefully and note down the issues which were raised in the clip.

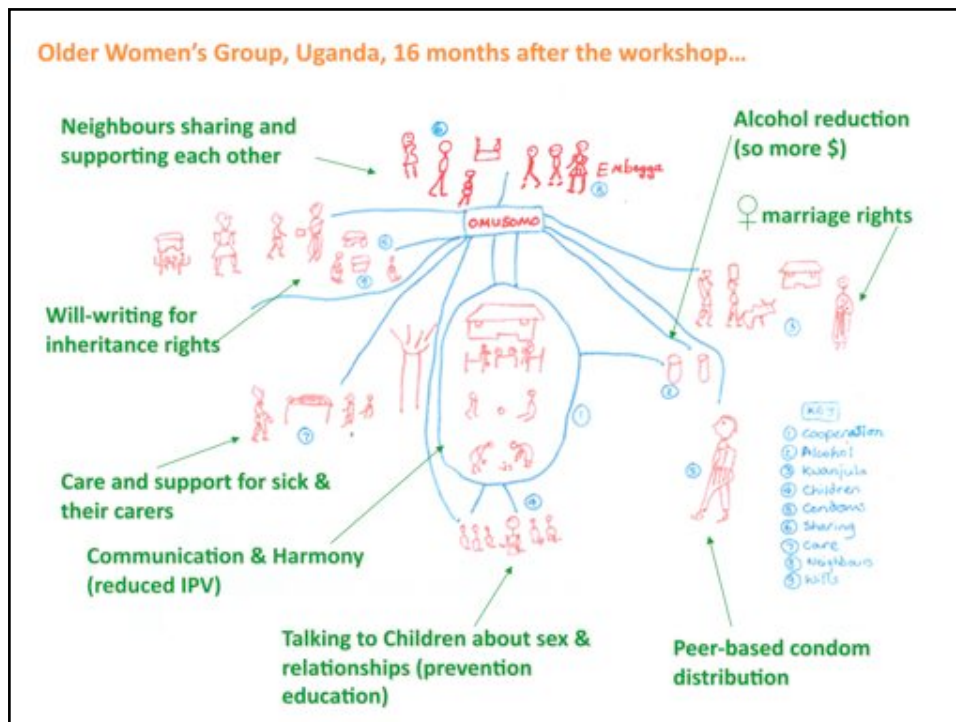
SOME OBJECTIVES:

- * **Improved Quality of Life, including SRHR**
- * **Improved Livelihoods**
- * **Improved Policy Environment and Practice**
- * **Safety and Security: *beyond* “ending violence” – no fear**
- * **Gender and Generation**



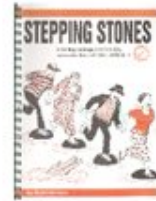
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The Stepping Stones programme has many objectives! Here are some of them.....



Here we can see in this diagram what the issues were which the older women in this community said had changed, in their view, since the workshop 16 months previously in the first community where a “Stepping Stones” workshop was held: prevention education; condom distribution; property and inheritance rights; a reduction in gender violence and greater harmony in the household; reduction in alcohol consumption (ie less expenditure also); and, critically, greater care and support for people with HIV and their carers. This illustrates the depth and breadth of changes recognised by these women. It is interesting to note that this diagram was drawn in November 1995. These are the very same issues which, nine years later in 2004, the Global Coalition on Women and AIDS highlighted as key issues to be addressed.

Stepping Stones adaptations.....

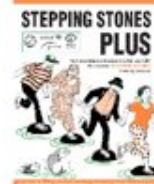
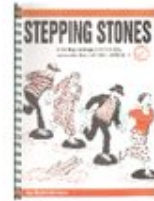


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Stepping Stones has been adapted and translated by many different organisations around the world. Gill Gordon was involved in a lot of the early adaptations.

Why adapt?

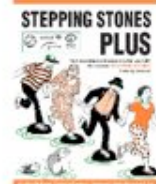
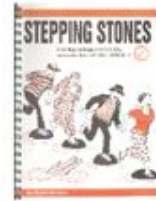
- Language and culture
- Religion
- Community priorities
- Trainer/facilitator needs
- Specific groups
- Contexts
- Use without video



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Translations

French	Portuguese	Spanish
Ki-Swahili	Afrikaans	Singhala
Bengali	Nepali	Chinese
Khmer	Vietnamese	Russian
Hindi	Other Indian languages	
Kyrgyz	Haitian Creole	
Senegalese languages		

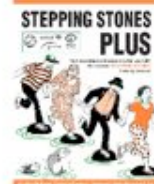
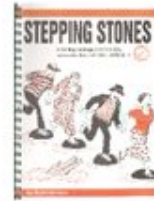


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Here are some of the translations that we know of

Stepping Stones adaptations..... (1)

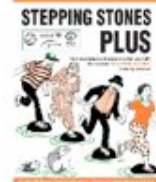
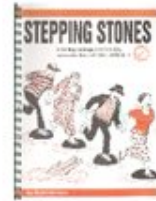
- Prisons (Morocco and India)
- Military men (Angola, Uganda)
- Schools & universities
(Namibia, Zambia, Malawi)
- Urban settings (South Africa)
- People who inject drugs
(Myanmar, Dar)
- Boy scouts & girl guides
(Philippines)



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Stepping Stones adaptations..... (2)

- Sex Workers (India)
- People with HIV (Malawi)
- Men who have Sex with Men
- Health providers (Mumbai)
- Teachers (Malawi)
- People with disabilities (India)
- NGO staff (Southern Africa)



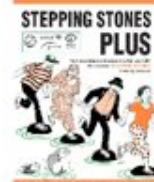
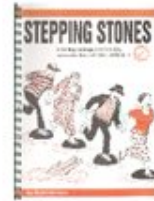
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Who is missing?

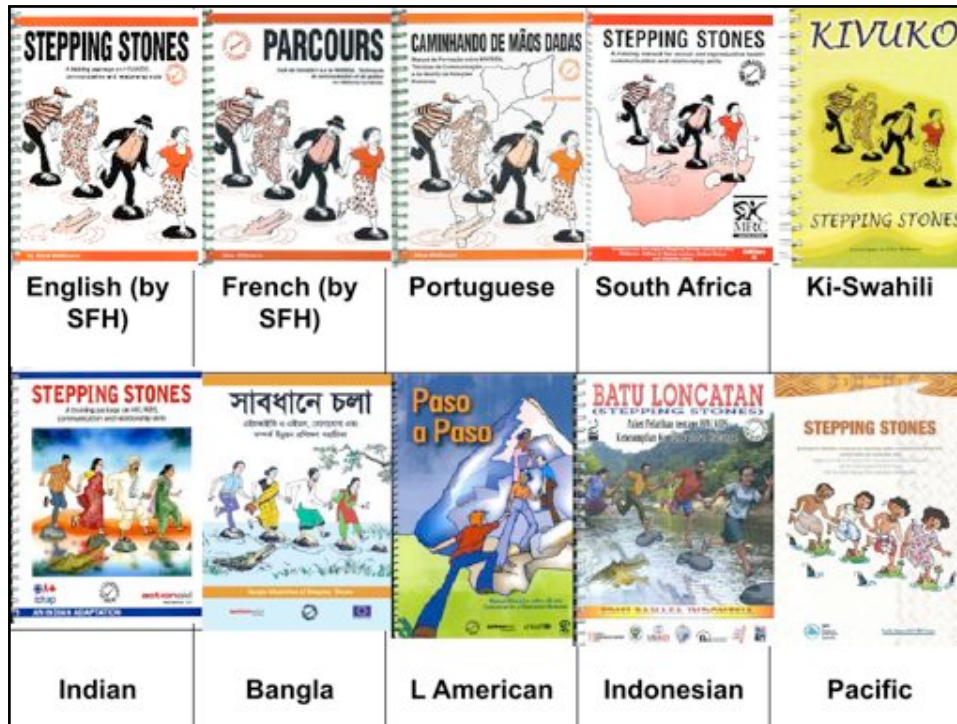
- ❖ Children aged 5-14 years
- ❖ Grandmothers and carers

New project funded by Comic Relief to develop a version of Stepping Stones for children

Can you help?

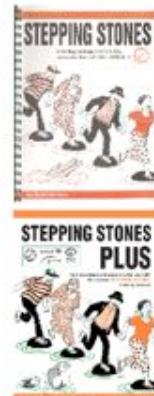


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“IMPLEMENTATION GUIDELINES” by Angela Hajipateras of ACORD, on the www.steppingstonesfeedback.org website, guide you in your own adaptation of the material

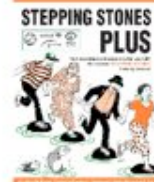
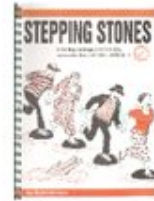
**Stepping Stones
production,
distribution &
supplementary
materials**



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Presentation by Glen Williams, Series Editor of Strategies for Hope, who commissioned and published “Stepping Stones” and many other titles.
www.stratshope.org

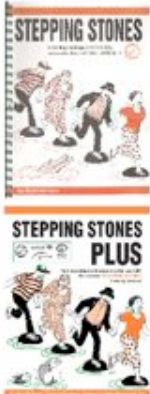

How Stepping Stones links with wider issues.....




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- **GBV** (Hale & Vazquez)
- **Men and Boys**
- **MIWA** (policy brief)
- **NSPs** (Istanbul)

..... COWLHA example.....

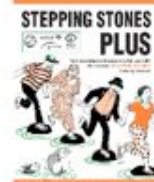
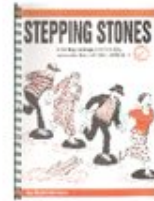


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“Stepping Stones” is one part of an effective HIV response. Here information was provided about how Salamander Trust has also worked with others to support National AIDS Control Programmes to adapt their National Strategic Plans, working with men and boys, strategies to address GBV and meaningful involvement of women living with HIV can be incorporated into these. For more on GBV and how it affects women with HIV, see the “Salamander Associates” tab of the Salamander site; for information about a workshop held in Istanbul and many relevant documents, see the Istanbul page on the Projects tab of the Salamander site. For a policy brief signed by 60 networks of women living with HIV worldwide, see the Policy Brief tab of www.womeneurope.net For more on working with men and boys, see the Stepping Stones site.

“After being found HIV-positive, my husband left me. But after attending the Stepping Stones training, my husband decided to go for HIV testing and counselling, a thing that he vehemently refused to do in the past. His results revealed that he was HIV-positive. The training helped him to rediscover himself and he apologized for leaving me. My husband and I are now back together and happily married again with no incidents of violence because we are able to communicate better as a couple and respect each other’s rights”

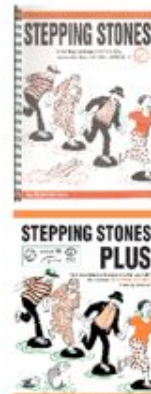
Enita Jailosi, Umodzi, Malawi



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Here is a quote from a woman in Malawi who was supported by the COWLHA programme which is using Stepping Stones there. For more about this programme, see <http://vimeo.com/29733302> as well as the Stepping Stones website.

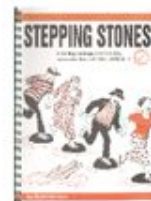
- Community of Practice
- 3-language website
- Ning Platform
- Newsletter



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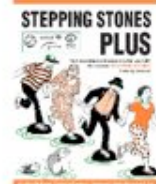
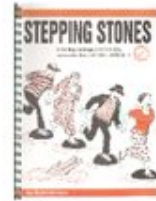
Do join our community of practice so we can all learn from and share your own experiences together! We have 900 organisations as members already working across 100 countries worldwide.... We also have our 3-language website, a regular 3-language newsletter and our new ning platform. These are all coordinated by our intern, Nell Osborne.

Questions & Answers.....



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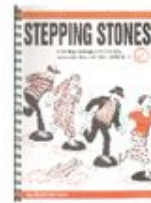
**How might Stepping
Stones fit into *your*
programme.....?**



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We didn't have time to discuss this in the meeting at the Consortium – but do send us your ideas and any requests for support you may need.

- 1 working across *genders and also generations*
- 2 sharing with friends and family
- 3 involving community leaders
- 4 involving others – NGOs, police, social workers, MOH...
- 5 linking *with* IGA progs.....
- 6 working supportively with men on violence issues – using “we”.....
- 7 The spirit level..... (book – see below)



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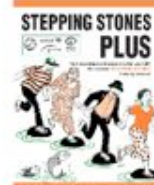
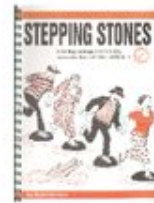
Here are some key worldwide learning points from different programmes in their use of Stepping Stones.

Evaluation methods:

- RCT South Africa
- Formal social science – Ethiopia, India, the Gambia
- Outcome mapping – C America
- Gemscale, MSC, UNAIDS – Fiji
- Participatory – many eggs

How do we measure:

Love, trust, grief, fear, hope...?



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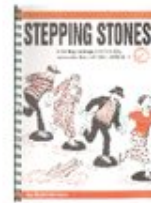
Here are some of the evaluation methods that different organisations have used for Stepping Stones - see the evaluation page of the Stepping Stones website



Further thoughts/reading: these two books I have found very inspirational. They go to show that a lot more needs to change across all our societies before we can achieve real change in the status quo.

With *Many* Thanks to:

- **Amandine Bollinger**
- **Nell Osborne**
- **Gill Gordon**
- **Glen & Alison Williams**



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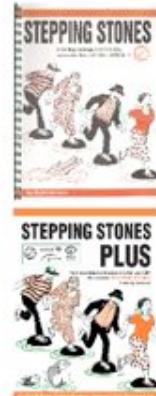
Thankyou!

THANK YOU!

**The Stepping Stones Support Project
is part of the work of the
Salamander Trust:**

*... transforming the way we think
about HIV*

www.salamandertrust.net
www.stepsstonesfeedback.org
www.stratshope.org



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Thankyou!