



A PRACTITIONER'S TOOLKIT

Making water, sanitation and hygiene safer through improved programming and services

Toolset 3-E

Transformation of communities

TS3-E-1 – Stepping Stones for community transformation

<p>Context</p>	<p>Stepping Stones was developed as a training package on HIV/AIDS, communication and relationship skills. It seeks to build bridges of understanding and mutual respect across the genders and generations. It provides a structured facilitated process undertaken over a period of months, where communities work through a range of participatory exercises which help them to consider issues relating to power, GBV, the transmission of HIV and other issues. It is recognised by 'What Works for Women' (www.whatworksforwomen.org) as one of the very few community-based programmes that reduces GBV.</p> <p>While this package was not developed to promote transformation to specifically reduce violence (including GBV) related to WASH, it provides an example of a training package that could be used for community transformation related to the same. It also provides tools that could be adapted for promoting discussion on violence related to WASH as part of WASH programmes. A link is given below of one practitioner's experience of using Stepping Stones in Kenya and some resulting discussions related to violence and menstruation.</p>
<p>Implementing organisations</p>	<p>The Salamander Trust and Strategies for Hope support organisations wishing to implement the programme through a trilingual website (www.steppingstonesfeedback.org), regular newsletters and an international community of practice of more than 1,000 members. They also host an online social network for the community of Stepping Stones members.</p> <p>Multiple organisations have used this approach including: ACORD; Oxfam; ActionAid, Save the Children, Christian Aid, Plan International, UNFPA, UNDP, COWLHA Malawi and many others.</p>
<p>Description of good practices</p>	<p>Stepping Stones is unique due to its 'Fission and Fusion' workshop structure (see: http://www.steppingstonesfeedback.org/index.php/About/How_does_it_work/gb [accessed November 2013]). The package is designed to work both simultaneously and separately with older men, younger men, older women and younger women in the community, in order to give them all private time and space in their own self-defined gender- and age-based peer groups. Here they could explore and analyse their own situations for themselves, without threat of domination or ridicule from others.</p> <p>The training package includes the following sections which provide an overview of the step-by-step process that is utilised:</p> <ul style="list-style-type: none"> • Before you begin • First open community meeting <ul style="list-style-type: none"> — <i>Sessions to develop group co-operation:</i> <ul style="list-style-type: none"> > Session A – Let's communicate > Session B – Our perceptions

- > Session C – What is love?
- > Session D – Our prejudices
- *Sessions on HIV and safer sex:*
 - > Session E – HIV
 - > Session F – Condoms
- *Sessions to help participants analyse why we behave in the way we do:*
 - > Session G – Our options
- **First full workshop meeting**
 - > Session H – Let's look deeper: Part 1
 - > Session I – Let's look deeper: Part 2
 - > Session J – Let's support ourselves
- *Sessions to help the participants think about and practice ways in which they can change their behaviour, to be more assertive and take more personal, social and community-wide responsibility for their actions:*
 - > Session K – Let's assert ourselves
 - > Session L – Let's change ourselves
- **Second full workshop meeting**
 - > Session M – Let's work together
 - > Session N – Let's prepare for the future
- **Final open community meeting**
- **Endnotes**
- **Quick reference page**

The video links below provide a visual representation of some of the Stepping Stones activities being undertaken, including using group discussion, role play, community video with playback to the wider community to promote community-wide discussion.

Results

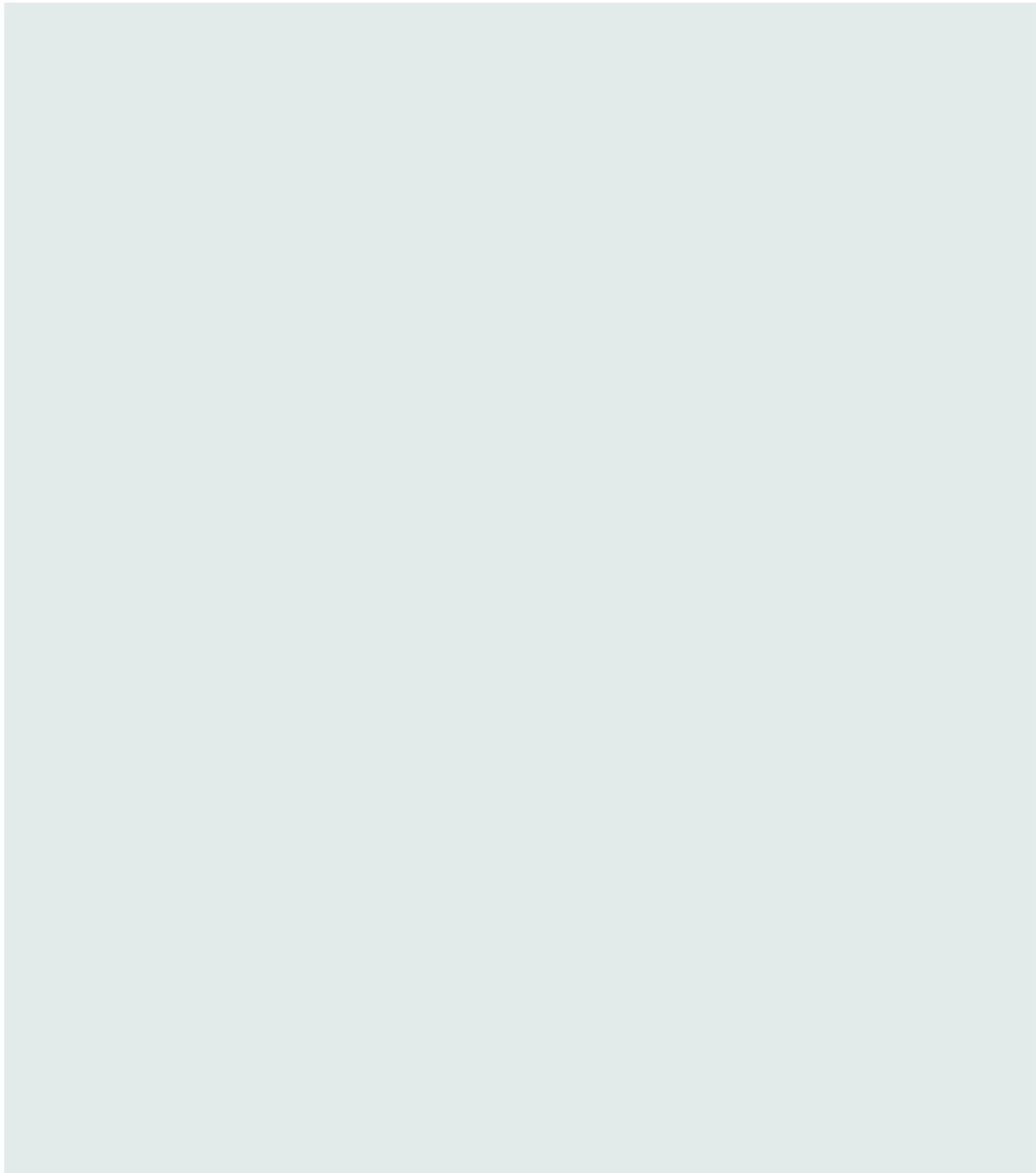
Transformation:

Feedback from users, which can be accessed through the links below, shows that the Stepping Stones process and tools have proved useful for community transformation and are appropriate to help the community members work step-by-step through sensitive issues including GBV. Stepping Stones is recognised by WHO and the USAID supported Aids Support and Technical Assistance Resources (AIDSTAR) as one of the few community programmes of its kind to reduce GBV (see: <http://www.whatworksforwomen.org/search?utf8=□&q=Stepping+Stones> [accessed November 2013]).

WASH and violence:

In a video by the Salamander Trust, Florence Kilonzo, a freelance Kenyan Stepping Stones trainer who had previously worked for ActionAid in Kenya, describes an experience of using Stepping Stones in Malindi in the Coast Region of Kenya (see link below). She explains an issue that came up through the training process. Girls revealed that they did not feel safe to tell their parents when they started menstruating, because of a misunderstanding that they must be having sex. The girls were also missing school, through lack of access to sanitary towels, while some had turned to transactional sex to pay for sanitary pads. ActionAid subsequently conducted an advocacy programme to overcome these issues. This included ActionAid introducing sanitary pads into schools, to enable girls to continue their education without monthly breaks.

Challenges	See: http://steppingstonesfeedback.org/resources/7/SS_ActionAid_EvaluatingSteppingStones_TWallace_2006.pdf [accessed November 2013] for a useful overview of challenges.
Lessons	The Stepping Stones process is like a journey for participants. It works best when undertaken in full without omitting steps, and the authors recommend undertaking the whole process; however, some actors have modified some elements or stages as per their requirements locally. ACORD has produced an excellent guide for adapting Stepping Stones (see: http://steppingstonesfeedback.org/resources/5/SS_ACORD_Implementing_Stepping_Stones_2007.pdf [accessed November 2013])
References/Links	<p>Welbourn, A. (1995) <i>Stepping Stones, A training package on HIV/AIDS, communication and relationship skills</i>. Oxford, UK: Strategies for Hope Trust.</p> <p>Strategies for Hope website with resources and a link to purchase the training materials (the complete version is not available for free download): http://www.stratshope.org/t-training.htm [accessed November 2013].</p> <p>Information on Stepping Stones with a range of useful links, including to reports by organisations who have used Stepping Stones: http://www.steppingstonesfeedback.org/ [accessed November 2013].</p> <p>Strategies for Hope, Video: 'Stepping Stones Revisited; Stories from the Village of Buwenda, Uganda'. Available at: http://www.stratshope.org/resources/dvds_item/stepping-stones-revisited (video length 7.52 min) [accessed 11 October 2013]. A clip is available through this link of the Stepping Stones process.</p> <p>Salamander Trust, Video: 'Florence Kilonzo'. Available at: http://www.salamandertrust.net/index.php/Resources/Video_Resources_2_-_Stepping_Stones_in_Kenya?video=Florence.flv (minutes from 6.16 to 10.21) [accessed 11 October 2013]. Part of a longer video by the Salamander Trust of Florence Kilonzo, who was at the time working for ActionAid. The video describes an experience of using Stepping Stones in Malindi in the Coast Region of Kenya. The case study features girls and menstrual hygiene, and the situation where they resorted to transactional sex for sanitary pads. This video can also be found in TS2 and on the USB stick.</p> <p>A number of participatory exercises from the Stepping Stones materials are included in TS4-A.</p> <p>Coalition of Women Living with HIV and AIDS, Malawi, Salamander Trust and Dominique Chadwick, Video: 'Seeking Safety: Stepping Stones in Malawi'. Available at: https://vimeo.com/69251113 (video length 12 min) [accessed 11 October 2013]. A 12-minute film about the use of Stepping Stones in 12 districts of Malawi, to overcome GBV in communities.</p>



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GENDER
& WASH**

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