



Sexual and Domestic Violence Protocol Training for Social Workers/Counsellors

**Facilitators : Abbas Mancey, Vidyaratha Kissoon
Presenter on the Domestic Violence Act : Assistant
Superintendent of Police - Angela Harding**

**Facilitators' Report
September 2010**

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Background

The Ministry of Labour, Human Services and Social Security in collaboration with the United Nations Population Fund (UNFPA) and the United States Agency for International Development (USAID) Governance Enhancement Project (GGEP) organised a workshop for social workers, counsellors and community activists from Linden and surrounding communities. The workshop was held at the Linden Enterprise Network on Tuesday 7th and Wednesday 8th September, 2010.

Help & Shelter prepared Sexual and Domestic Protocols for Magistrate's Court Staff, Police Officers, Police Prosecutors and Social Workers/Counsellors under a project funded by the United Nations Fund for Women (UNIFEM). The protocols were presented to the Ministry of Human Services and Social Security for use by the relevant agencies; the use of the Protocols is to be monitored by the Ministry's Domestic Violence Unit. The protocols are available at <http://www.hands.org.gy/dvprotocols>

The purpose of the workshop was to improve the response to domestic violence reports through the introduction of participants to the Sexual and Domestic Violence Protocols. These protocols describe the nature of sexual and domestic violence, set out the context in which these offences occur and articulate procedures to be followed by persons who work in different agencies or who voluntarily offer interventions to persons who are in abusive relationships.

The objectives of the workshop were that, by the end of the workshop, participants should have:

1. Increased knowledge about and clarified their attitudes to sexual violence and domestic violence;
2. Increased their ability to respond appropriately when intervening in sexual violence and domestic violence cases; and
3. Clarified their roles as explained in the Sexual and Domestic Violence Protocols.

This workshop follows on from training done for staff from the Magistrates' Courts and social service providers from the governmental and non-governmental sectors in June 2010 ¹.

Methodology

In order to achieve the objectives, the facilitators ensured that the workshop was conducted in a participatory/interactive manner and used the following methods:

- Presentations;
- Small Group Discussions;
- Plenary Discussions;
- Individual Reflections;

Each participant received a document containing:

1 Report available from <http://www.hands.org.gy/files/Report%20-%20June%20Protocol%20Workshop.pdf>

- National Policy on Domestic Violence;
- Household Guide to the Domestic Violence Act;
- Sexual and Domestic Violence Protocol for Magistrates' Court Staff;
- Sexual and Domestic Violence Protocol for Social Workers and Counsellor;
- Sexual and Domestic Violence Protocol for Police Prosecutors;
- Sexual and Domestic Violence Protocol for Police Officers;
- Sexual Offences Act (Sections 1-10); and
- Selected Forms from the Domestic Violence Act.

Additional resources were shared electronically from the Help and Shelter repository with those who requested them.

Content

The topics selected for examination sought to introduce new information, promote the consideration of different perspectives on some issues and lay the foundation for a common and/or complementary approach to responses to reports of sexual and domestic violence.

Among the topics addressed were:

- Self and Personal Attitudes to Sexual Violence and Domestic Violence;
- Nature and Dynamics of Domestic Violence;
- Experiences of and Challenges Faced by Participants Related to Domestic Violence;
- Responding to the needs of a survivor of domestic violence
- Examination of the Domestic Violence Policy.

The facilitators were also concerned that the expectations of the participants could also be met during the workshop. The agenda was modified to include the development of components of an action plan.

The original and modified agendas are in Annex 1.

Participants

A total of 38 persons accessed the workshop over the two days. There were 27 persons present during Day 1 and 34 persons on Day 2, with 23 of those present on Day 1 returning on Day 2 and 12 persons attending for the first time on Day 2.

The participants represented the following organisations/agencies:

- Ministry of Human Services and Social Security – Probation and Social Services Department
- Non-governmental organisations
- Faith based organisations
- Regional Women's Affairs Committee
- Department of Education
- Linden Hospital
- Station Management Committee of Linden

Two police came on the second day, one of whom had participated in the training in Georgetown. There were three secondary school students who joined later on the second day. They were invited by the facilitators since they were 'waiting' on their parents who were in the workshop.

The experience of the participants with domestic violence training ranged from the comprehensive training received by some in their professional work to none at all.

The list of participants who put their names on the attendance registers is in Annex 2.



Day 1

Welcome and Opening Remarks

Mr. Abbas Mancey, Head, Domestic Violence Policy Unit, Ministry of Human Services and Social Security, extended a warm welcome to those present. The representative from the Ministry of Labour, Human Services and Social Security was Mr Arnold Mickle, acting Chief Probation Officer who said thanked the participants for attending and noted that the problems of domestic violence continued to plague the society. He committed the Probation and Social Services Department to working with the organisations present. ARD, implementing agency of the USAID Governance Enhancement Project was represented by Deputy Chief of Party, Kevin McLaughlin who gave a background to the project. He noted that domestic violence was one of the issues of national interest which brought people together and which the Governance Enhancement Project would be willing to support.

Introduction of Facilitators and Participants

The facilitators introduced themselves, sharing biodata as well as the nature of their involvement with domestic violence issues. Abbas Mancey is Co-ordinator of the Domestic Violence Policy Unit, while Vidyaratha Kissoon is a volunteer with Help & Shelter.

Participants' Expectations

The expectations of the participants could be grouped under these broad themes:

- Educating men and boys
- Building/finding a place to do the work - the participants expressed the urgent need for a place in Linden in which woman and children could be temporarily housed
- Doing outreach to the women "at home"
- Learning to use appropriate materials for education (taking into account language, literacy level)
- Improving police responses
- Networking, collaboration, following through on plans
- Developing an action plan for after the workshop

The list of expectations is in Annex 3.

Self and Personal Attitudes to Sexual Violence and Domestic Violence



The goal of this session is for participants to recognise that attitudes to violence are often based on personal views and to be able to reconcile those personal views with the quality of the intervention with someone who is in an abusive relationship.

The facilitator led an exercise in which persons were asked to use 'good and bad' adjectives to describe themselves. The list of adjectives and descriptive phrases which came up :-

- Joyful, moody
- loving, undisciplined
- Kind, tardy
- compassionate, angry
- Friendly, inquisitive
- Loving, angry
- Vain, bullyish
- Honest, blunt
- Helpful, unpredictable
- Hard-working, fretful
- Cooperative, moody
- Curious, always want to be in charge
- Generous, tough
- Energetic, rebellious
- Assertive , determined ,
- Friendly, intolerant
- loving, caring - radical, bold
- caring, disrespectful at times
- friendly, emotional
- Loving, don't like to be bossed around, get vex
- Kind, firm
- helpful, moody
- sharing, possessive

The discussion of what these meant in the context of personal relationships was lively and very intense on all levels. The following issues were raised and discussed :-

- Perceptions that partners should 'understand' each other's needs without have to talk about them. This related to needs for example as when a woman was menstruating and the expectation that her male partner should understand
- The need to communication about sex and sexual needs between partners
- The gender based expectations in relationships which were often unspoken.
- The bad experiences which people had when dealing with the police in domestic violence reports
- The role of parents in educating their children about healthy relationships, especially to break the cycle of violence
- The need for participants in the room to be able to listen, and not only talk so that solutions could be found in the best interests of the persons who are seeking help.

The discussion on Self was framed around the issues in Annex 4 .

Challenges Faced by Participants in Dealing with Reports of Domestic Violence

The vignettes in Annex 5 were used as part of the discussion on personal attitudes to sexual violence and domestic violence. They also served as an introduction to the nature and dynamics of sexual violence and domestic violence. A summary of the discussions follow.

The abuse of the elderly is under reported for a variety of reasons. The hospital staff are aware and they try to assist caregivers with training. The Regional Welfare Committee also intervenes when they could but they have limited funding. Participants were reminded that the Maintenance Act allows for the elderly to summons children and grandchildren for maintenance support. The participants noted that there was a home which had been developed for the elderly but was underutilised for a variety of reasons.

The conflict of values which could come up when dealing with issues such as homosexuality or abortion should be recognised by helpers. Persons who are helping should refer to other persons. The issue of what is 'sex' in the context of values came up, and whether 'sex' was only for a man and woman.

The role of faith based organisations and religious groups was recognised as critical to changing attitudes to keeping women in abusive relationships. One of the participants noted that her faith brought her through many obstacles.

The participants noted how the absence of a home for children has limited their ability to provide services for children - in many cases children who were in need of protection were placed in temporary care of persons in the community.

There was recognition that men who are victims of abuse would be reluctant to report due to the ridicule they might face. It was recognised that attitudes need to change, since an early intervention would help to change abusive behaviour before the behaviour escalated. The participants discussed ways of how to ask the question of co-workers and others when signs were are visible.

The presence of Assistant Superintendent of Police, Ms Angela Harding helped to start the discussion on improving police response. Ms Harding urged the participants to follow through on police reports, to keep going up to the next levels (Commander's Office, Commissioner's Office, Ministry of Home Affairs) if necessary and to document all cases when the police response was not appropriate.

The issue of the lack of confidentiality came up, with challenges identified such as the life in a small community and the judgemental attitudes of some persons.

Domestic Violence Act presentation

The presentation on the Domestic Violence Act was done by Ms Angela Harding. This presentation was well received. Some of the participants noted that they were never aware of the Act, or the provisions of the act. They had concerns about enforcement of protection orders since it was felt that police would not have capacity to follow up.

Participants' Feedback on the Proceedings on Day 1

The participants indicated that they did not want to do individual reflections on Day 1, but that they were generally happy with the day's proceedings. Some individuals spoke personally of their concerns about the cross-talking and loud voices in the small room.

Day 2

Introductions

The organisers of the workshop had overnight mobilised some persons attached to law enforcement in the community and others persons to attend the second day. The second day opened with a devotional from the participants. The new participants were asked about their expectations.

Expectations of the New Participants

The participants who were attending the workshop for the first time shared their expectations as follows:

- To gain more knowledge
- How to educate and involve men
- To recognise that men are also victims of domestic violence
- To recognise that the elderly are also abused, and that men are also abused

A few persons noted that they were attending after last minute invitations so they were not sure what the session was about.

Key Learning from Day 1

The participants who were present on the first day discussed their 'overnight thoughts and reflections' and the key learnings for them. ² The list is in Annex 6. A summary of the learnings follows.

- The importance of good communication in personal and social relationships must be taught and practised. Listening and being open to feedback is important
- The shift in faith based values - that if abuse is being experienced, it is okay to leave the

² It was recommended after the first workshop that there should be a longer gap in the workshop to allow for some reflection and practice so that issues could be fed into the second day.

- relationship
- Advocacy requires long term work, and not giving up
- The role of the police has to be emphasised

Nature and Dynamics of Domestic Violence

The presentation on the Web of Abuse led into a discussion on Entrapment. The participants brainstormed and discussed the following reasons why women are trapped in abusive relationships:

- Lack of education, awareness
- finance
- Fear , threats
- No one there for support
- Shame
- Poor self value
- Children
- No where to go
- Better off in 'city' than home
- Culture – society expectations
- Religion
- Lack of confidence
- Sex
- Love , hope for change
- Joblessness

The discussion of these issues contributed to ways in which persons who are trapped could be helped to overcome the obstacles to dealing with the abusive relationships.

Helping the survivor - using the protocol

This session involved a reference to the areas of the Protocol for Social Workers/Counsellors which dealt with ensuring that the safety of the victim is paramount, the need for non-judgemental questioning, for responding to signs and cues and the kind of information which should be shared with the persons who are seeking help. The Protocol and the other information in the handbook were discussed as resources.

Needs of the perpetrator

These discussions happened throughout the two days. One of the discussions about how to respond to the perpetrator was the idea of social sanctioning at the community level. Some persons spoke of 'big ones' who they know are abusive, and they recognised that the community had other ways to ensure that abusive behaviour is not condoned - ideas included boycotting businesses, walking out of meetings, etc.

The participants noted that there were no perpetrator rehabilitation programmes available in Linden and that this posed a problem. They recognised that educating men and boys and involving more men would also remove the idea that abusive behaviour was accepted by men and needed for masculinity. Some of the male participants expressed concern about the role alcohol was playing

and the feeling they had that alcohol and other narcotic substances were being used by younger and younger people.

Domestic Violence Policy

The Co-ordinator of the Domestic Violence Policy Unit, Mr. Abbas Mancey, did a short presentation on the Domestic Violence Policy and the role of the National Oversight Committee and looked at the thematic areas. He highlighted the need for the Regional level support.

Action planning

The participants worked in groups to identify some plans. The six themes which are identified for the plans are :-

- Improving police response
- Reaching out to women at home
- Networking, collaborating and following through on the plans
- Educating men and boys
- More knowledge/literacy
- Safe Haven for Abused women and children

The plans are in Annex 7 to this document. Commitments were made by participants to follow through on their area of interest.





Group "The Rescuers" 8/9/10 Linden "The Rescuers" cont'd Linden 8/9/10

Purpose: "A relief home for abused women & children"

Resources: Money
Man labour
Materials - building
Furnishings
Staffing

Activities (cont'd)
#5 - Seek donations via
• letters to businesses & funding agencies
• telethon via NCN
• Cause event via internet & facebook
#6 Commence Project
#7 Conclude Project

Schedule: ^{Step} 1 - 2y 30^x Nov 10
2 - " 1st week Dec 10'
3 - " 2nd week Jan 11'
4 - " 31st Jan 11'
5 - " 1st March 11'
6 - 6 months from commencement

Project: Safe Haven Home (Reg Women's Affairs Committee, Reg 10)

Possible locations: Old Linden Hospital Bldg
(to be renovated): Old Purchasing Bldg
Old Surapana Club Bldg
or
New Building: Land made available by RDC #10 in Wissec H/Scheme

How: step 1 - Preparation of Project Document
(Activities) 2 - Approval of PD by RDC
3 - Meet with Min. of H/Services
4 - Seek support & assistance from other organisations e.g.
• Help & Shelter
• Red Thread Women's Org
• Women Across Differences
• Every Child Guyana
• Linden Business Community
• Media

EDUCATING MEN & BOYS

✓ WHO?

1. DANN MORAN Education (SAMES) WARRIOR 62-9977	2. SHARON SOLOMON UPPER DEPT FOOTBALL AG (VICE-PRES) 619-4425	3. CORETTA BRATHWAITE LINDEN CHAIRMAN OF COMMUNITY (CAPTAIN) 662-3376	4. JUAN WILSON CHIEF PERSONNEL WARRIOR SUPPORT GROUP 685-5965
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✓ HOW?

• SENSITIZATION: - SCHOOLS (TENASAC), CLUBS (FOOTBALL, CRICKET), SPORTS CLUBS
• RELIGIOUS INSTITUTIONS
• MAIN-IN-THE-STREET
• SOCIAL HAND OUT SPOTS

ACTIVITIES - DISTRIBUTION OF FLYERS / POSTERS / CDS - (TEEN NUMBERS & RECRUITS)

- PEP TALKS - BY TEEN NUMBERS WITH SCHOOLS, CLUBS, GENERAL EVERYBODY
- TRAINING (OF TRAINERS) → WORKSHOPS (OCT)
- ORGANISE SESSIONS WITH RESOURCE PERSONNEL
- BUDGANS (TARGETING DOMESTIC VIOLENCE)
- PROMOTION OF THE REDUCTION OF DOMESTIC VIOLENCE VIA SEVERAL ALIANCE e.g. of football matches, obstacle meets, etc. TENSION PROGRAMMES

✓ WHEN? → RIGHT NOW (SEP - DEC) 2010

✓ RESOURCES: None

Nominating a Regional Domestic Violence Committee

Participants volunteered to serve on an a committee which would oversee the work being done to alleviate domestic violence in Linden.

The following persons volunteered :-

- Marva Semple
- Sherron Daniels
- Sheena Bristol
- Amryl Beckles
- Roger Pilgrim
- Ewin Trotman
- Coretta Braithwaite
- Sharma Solomon
- Debbie Obermuller
- Michelle Small
- Judith Rogers
- Trudy Scott

Ernestine Logan was not there on the second day but had indicated her interest on the first day.

Immediate follow up actions

1. Ms Valerie Adams would inform the RDC about the DV Committee
2. The RDC would write the Commissioner of Police to inform them of the willingness of Mr Trotman and Mr Pilgrim to be on the committee and to seek permission for their participation on behalf of the Police
3. Amryl Beckles volunteered to convene the first meeting with the support of the DV Policy Unit

Participants' Final Reflections

The participants shared their views of their workshop experience. They completed an evaluation form which is analysed by USAID. Their oral reflections at the end of the day are listed here .

- I am glad to discuss the various issues which were highlighted
- The quality of the facilitation is good
- I am glad that men came
- The information is valuable
- It would have been good to have more people, and not the same faces
- The cross-talking was overbearing at times, and we needed to hear other people
- I was one who spoke a lot and I think I spoke because others were not speaking
- I hope we can be realistic about following up on the action plans
- Let us not make the committee fail, we should support them in following up the work
- I will be sharing this information with my support group next week

- I am glad for the additional knowledge
- I am happy that two men facilitated this session since it shows that men can be involved
- I like that we had a wide cross section of persons here, including the students who came in towards the end
- We need to make the brochures more attractive - the existing ones from [Help & Shelter] are in black and white and we need to apply marketing strategies to the materials
- I am glad that despite the intense and sometimes loud discussions, we had a connection and we were connected
- I really liked everything about this workshop
- I am sorry that I missed the first day
- I was told to come early this morning, I was not sure what I was coming for and I am glad that I stayed
- We need to expand this to the GDF and the Fire Service
- It was good to meet new people, that even if I saw them around, now I get to know them
- I appreciate the new knowledge
- I do not like that some people were talking across other people
- I think that the session on self, the Jo Hari window was shallow because people did not really disclose things which we know about themselves
- I was glad for the discussion on the DV Act by ASP Harding
- I am glad that there are men in this session and that more came on the second day
- I am glad I came because it was a good break from my office and the problems there
- I am glad to have the interaction and the presence of the police here
- I wish more people could have been exposed to this workshop
- We needed more time
- I have to do an assignment on DV so the information is valuable
- Young people should be involved in the planning discussions

There were no formal closing remarks.

Recommendations & Concluding Comments

1. The time did not allow for a detailed examination of how to help persons in abusive situations . The needs of the participants to do the action planning to raise awareness in the community had to be met.
2. A follow up session or series of sessions should be done to examine the protocol in more detail and to identify the appropriate attitudes and skills for helping persons.
3. It is clear that support is needed to Region 10 to acquire a shelter and place of refuge to temporarily house women and children who are escaping abusive situations.
4. The involvement of the two police officers in the workshop shows that it is possible for police to be involved in preventative work against domestic violence

Submitted by Vidyaratha Kissoon, 15 September, 2010

The Action Plans were typed up by DV Policy Unit
Thanks to Nyasha Walcott for the photographs

Annex 1: Agenda

The original agenda

<p>Day 1 Welcome and Opening Remarks Objectives and Process Introduction of Facilitators and Participants Participants' Expectations Self and Personal Attitudes to Sexual Violence and Domestic Violence Nature and Dynamics of Domestic Violence Needs of Victims/Survivors of Domestic Violence Review of the Domestic Violence Act Participants' Feedback</p>	<p>Day 2 Opening Remarks Review of Day 1 and Reflections Examination of the Domestic Violence Policy Examination of the Protocol to Guide Domestic Violence Interventions Roles of the Participants in Interventions Related to Domestic Violence Monitoring of the implementation of the protocol Participants' Feedback and evaluation Closing Remarks</p>
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The agenda as re-organised to meet participant expectations

<p>Day 1 Welcome and Opening Remarks Self and perceptions of Domestic Violence Meeting the challenges when dealing with DV DV Act</p>	<p>Day 2 Defining domestic violence Nature of domestic violence, Web of Abuse Entrapment Helping the survivor, needs of the perpetrator DV Policy, Protocols Action plan for Linden Discussing the "Regional DV Committee" Evaluation</p>
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Annex 2 : List of Participants

Name	Agency/Position	Day 1	Day 2
Adams-Sharpe, Valerie	Regional Women's Affairs Committee (RWAC)	√	√
Barker-Logan, Ernestine	RWAC	√	-
Barker, Zibiah	NUNV, RDC	√	-
Beckles, Amryl	Child Care Counsellor, Probation & Social Services	√	√
Beckles, Tinesha	Student, CWS	-	√
Braithwaite, Coretta	Linden Chamber of Commerce	√	√
Braithwaite, Neil	BOSAI	-	√
Bristol, Sheena	Linden Chamber of Commerce	√	√
Cambridge, Holleesha	Student, CWS	-	√
Cole Tina	Student, CWS	-	√
De Clou, Ray	Regional PTA	-	√
Eversely, Cloyette	Probation & Social Services	√	√
Farrell, Colleen	Social Worker, Linden Hospital	√	√
Giles, Onika	Women of Integrity	√	√
Gulliver, Elizabeth	Linden Care Foundation	√	√
Hackett, Antonio	Kingdom Life Ministries	-	√
James, Leroy	Pastor	√	√
Jordan, Carlton	Pastor, Kingdom Revival Min.	√	√
Lee, Dennis	Pastor	-	√
McAlmont, Jeffrey	Foreman, BOSAI	-	√
McFarlane, Dotty	Women Fellowship	√	√
Mickle, Arnold	Probation & Social Services	√	-
Mingo, Kay	IMC Councillor	√	-
Morian, Dawn	Schools Welfare Officer, Dept of Education	√	√
Obermuller, Debbie	Women of Integrity	√	√
Pilgrim, Roger	Cadet officer, Guyana Police Force	-	√
Rogers, Judith	Women's Affairs Bureau, RWAC	√	√
Rose, Joan	Faith Revival Ministries	-	√
Scott, Trudy	Youth Friendly services, Victory Valley HC	√	√
Semple, Magdalene	President, Totally Moulding Organisation	√	√
Shaw, Isha	Writer	√	√
Small, Michelle	Probation & Social Services	√	√
Solomon, Sharma	Upper Demerara Football Association	√	√
StLouis-Daniels, Sherron	RWAC	√	√
Trotman, Ewin	Police Officer	-	√
Victor, Vadney	Probation & Social Services	√	√
Wagner, Jean	WSG	√	√
Williams, Keeran	NUNV, RDC	√	√

Annex 3: Participants' Expectations – Day 1

"How to fetch water using a basket"
"How to effectively refer cases of domestic violence"
"To gain more knowledge to help more persons"
"How to organise community outreach for women and men"
"I would like to have something in place that target
"To have a clearer understanding of the workings of the domestic violence protocols"
"To gain some knowledge that I can help implement strategies that can assist especially men to access knowledge about Domestic Violence"
"To be able to increase my ability to respond when interviewing in sexual and domestic violence cases"
"To be able to clarify attitudes to domestic violence"
"To be comfortable in identifying the protocols"
"Isha Shaw - I expect to be informed and empowered - As a woman knowledge can be a preventative device not only a shield"
"I would to gain sufficient knowledge via my socialising to enforce what will be my second issue in my line of comic books)
"I can learn so that I can help others"
"I [want] domestic violence to count down soon"
"To get to the root of domestic violence and how to solve it seriously"
"To get the information to men and boy children in the community"
"That I become more passionate in the fight against domestic violence"
"Women at home get training"
"How to get an office/building in Linden so that women and men could get counselling"
"That I become more passionate in the fight against DV"
"My personal attitude to perpetrators be more understandable"
"A working paper or protocol that can be enforced"
"Empowerment to champion the cause of the abused"
"To understand ways and means of how I can effectively assist in the fight against sexual and domestic violence"
"To learn more about the protocols and what has been put in place to deal with sexual and domestic violence"
"About the policy"
"More women to speak out"
"Father to be father to daughter and not husband"
"How to take control of DV in men"
"Getting a clear understanding of domestic violence"
"Getting the men to come out and don't cover up , and getting them to know their role in fatherhood"
"[What will be the]after action after the two days"

Annex 4: Topics Related to Self and Personal Perspectives on Sexual and Domestic Violence

Searching Questions

Who am I?

What do I know about myself?

What don't I know about myself?

How can I learn more about myself?

How does self-perception affect my relationship to and expectations of others?

Some Defining Characteristics

Sex

Gender

Age

Birth order

Values

Attitudes

Expectations

Annex 5: Vignettes for Examination of Personal Attitudes to Sexual Violence and Domestic Violence

Martha raised her grandson and two granddaughters from the time their mother was incarcerated for trafficking in drugs. Now that she is in her late 70s and has had a stroke resulting in limited mobility, Martha was depending on her grandson and one granddaughter for her care. However, her grandson often demanded money from her and neither he nor his sister paid much attention to Martha's food needs or hygiene. Martha was hospitalized for one week and no one came to visit her.

Jeremy and Angel were lovers for the past four years. Angel had recently become attracted to someone else but didn't know how to break the news to Jeremy. He found himself avoiding Jeremy more and more but always said that everything was all right when Jeremy asked why he was behaving like that. One night, Jeremy had sex with Angel even though Angel said he wasn't interested and showed much resistance.

Azeez appeared to be a loving husband and father to Aisha and their three daughters. Aisha noticed that their 11-year-old daughter was becoming rude to her father and was very upset while Azeez only laughed when she talked to him about the situation. When she was 14 years old, Aisha blurted out to her mother that she hated her father, that he had sexually molested her over the past three years and had threatened to hurt her and her sisters if she told anyone. Aisha beat her daughter claiming that she was lying on her father.

Bibi, who had been married for 30 years, told a group of women that she had taken her licks from her husband for all those years and never complained to anyone. She said that, at her wedding, the Pandit had said that a man must beat his wife from time to time. She also said that her parents had told her that she couldn't go back to them once she was married. Bibi told the group it was too late for her to leave her husband and she would put up with the abuse until one of them died.

Gregory was a hard worker, who was appreciated by his employer. Suddenly, Gregory began coming to work late and seemed distracted. When his employer spoke to him about the change, Gregory told him that his wife was very ill and he had to help more around the house and with the children. one day, Gregory came to work with a big bruise on his forehead. He told his employer that he had fallen down the stairs.

Thelma went to a social service agency to seek help since her husband was preventing her from seeing her children and slandering her name. The social worker told her that she must have done him something for him to treat her like that. She asked her what kind of woman was

she who couldn't satisfy her husband. As soon as Thelma left the office, the social worker called the husband whom she knew to tell him what had transpired, that she had dealt with Thelma and he should not worry.

Arnold went to the police station to make a domestic violence report. As soon as he began relating his story, the police rank began to laugh. He called out to his colleagues, saying that a half-a-man was complaining that his wife abused him. He told Arnold that he should be ashamed to be making a report and should have hit "the woman" a good blow. He said that would shut her up. Arnold wanted to pursue the matter but felt ashamed and left the police station.

Gail was tired of hearing her neighbours abusing their children and the father abusing the mother. She wanted to do something but was afraid to speak with them. One day, Gail thought that someone was going to die so she called the police. When the police arrived, the noise stopped. The police spoke with the father who said that everything was all right in the house. The police warned him that if they received another complaint, he would be arrested. Thinking that the police had left, the father shouted that he was going to deal with the "nosey Parker" who had called the police. He said that he was the man for the house and nobody could tell him how to run is family.

Annex 6: Key Learning from Day 1

- Self value – to think through who am I
- Thinking about what I do not know
- It's okay to run , vs pray and stay
- Be free to do the things you want to do at the right time
- Good Communication is very important in any relationship,
- We have to create healthy environment to express ourselves – home, church, wherever
- There is always something we can do something we can do, doing follow up to ensure action is taken, to prevent abuse
- Learning from the Police about how to do the follow up and not giving up
- Need to take time to observe (listen) to get the story clear
- The importance of listening,
- As individuals, we cant unite because we don't communicate, we expect everyone to know, so 'listening' is important
- Reinforce that listening is key , we don't run ahead with solutions which would not work
- How we perceive ourselves, we judge others, - give people a chance
- We have to respect, one person is speaking
- A lot of information about how to deal with police
- The importance of advocacy – keep going after the goal, once you think it is important and beneficial

Annex 7 : Action Plans

GROUP # 1 Theme: "IMPROVING POLICE RESPONSE"

Group Members:

- Roger Pilgrim
- Jeffrey Mc Almont
- Ewin Trotman
- Judith Rogers
- Neil Braithwaite

Activities:

- Establish a Domestic Violence (D.V) room to conduct interviews. (Wismar police station & McKenzie police station – 2 to 6 months)
- Training of police ranks to deal with D.V (F.A.P.C)
- Sensitize the public on the actions police take when dealing with D.V. (N.C.N – immediate)
- Sensitize police scouts (Immediate)

Resources Needed:

- Trained Personnel
- Fliers & Brochures
- Motor vehicle
- Communication
- Stationery & supply
- Funding

Time Needed For Completion: 2-6 months

Group # 2

Theme: “REACHING OUT TO THE WOMEN AT HOME”

Group Members:

- Michelle.Small (MLHSSS)
- Vadney.Victor (MLHSSS)
- Debbie.Obermuller (Faith Based)
- Onika .Giles (Faith Based)
- Sherron .Daniels (RWAC)

Activities:

- Reach women at home and empower them e.g. sharing information, flyers.
- Establish community groups (support groups, PTA)
- Women retreats/camps.
- Follow up, check on progress (self-esteem)

Resources Needed:

- Committed persons
- Finance

Time Needed For Completion: 30 Days

GROUP # 3

Theme: NETWORKING, COLLABORATION, FOLLOWING THROUGH ON PLANS.

Group Members:

- Antonio. Hackett (Kingdom Life Ministries)
- Carlton. Jordan (Kingdom Restoration Miniserries)
- Colleen Farrell (L.H.C/ M.O.H)
- Trudy Scott (M.O.H/ R.A.W)
- Sheena. Bristol (L.C.C)
- Joan Rose (Faith Revival Ministries)

Activities:

Collaboration With:

- Education Ministry
- Law enforcement
- Health Ministry
- Clubs

Resources Needed:

- Funding
- Trained facilitators
- Relevant Literature

Meeting to plan follow through: within 3 months

GROUP 4

Theme: EDUCATING MEN & BOYS

Group Members:

- Dawn Morian (Education, School Welfare) 612-9977
- Sharma Solomon (Vice-President, Upper Dem Football Assoc.) 614-4428
- Coretta Braithwaite (Advisor, Linden Chamber of Commerce) 662-3576
- Jean Wagner (Charmian, Women Support Group) 685-5965

Sensitization:

- In schools, clubs (cricket, football), Religious institutions, Man-in-the street, Social hang out spots

Activities:

- Distribution of flyers/posters/CDs (team members + recruit others)
- Pep talks (by team members in schools, clubs, generally everyone)
- Training of trainers (workshops, October)
- Organize sessions with resource persons
- Creation of Slogans targeting domestic violence
- Promotion of the reduction of domestic violence via several means e.g. football matches, athletic meets, television programmes, etc.

Resources Needed:

- Air time (Radio & TV)
- Finance (meals, accommodation, resource materials)
- Transportation

Estimated cost: \$3.5 million

* For further information please contact team members above.

GROUP # 5

Theme: MORE KNOWLEDGE /LITERACY LEVEL

Group Members:

- Elizabeth Gulliver
- Ray De Clou
- Keeran Williams
- Isha Shaw

Activities:

- Creation of user-friendly brochures & stickers
- Procuring & distributing of existing brochures & posters in schools, businesses, etc.
- Development of local comic book
- Placement of message on receipts
- Blog on facebook, etc
- Documentary on N.C.N
- Training of all school teachers

Resources Needed:

- Funding
- Human services/ resources
- Facilitators
- Posters
- Brochures

Time Needed For Completion: 3 Months

GROUP # 6 (The Rescuers)

Theme: “SAFE HAVEN FOR ABUSED WOMEN & CHILDREN”

Group Members:

- Valerie Adams Sharpe
- Amryl Beckles
- Dennis Lee
- Cloyette Eversley
- Marva Semple

Project: Safe Haven Home (Reg. Women’s Affairs Committee, Reg 10)

Possible Locations: Old Linden Hospital Bldg

(to be renovated): Old Purchasing Bldg or Old Surapana Club Bldg

Or

New Building: Land made available by RDC # 10 in Wisroc H/Scheme

Activities:

1. Preparation of project document
2. Approval of project document by RDC
3. Meet with Minister of Human Services
4. Seek support & assistance from other organization e.g. Help & Shelter, Red Thread, Women Across Differences, Every Child Guyana, Linden Business Community, Media
5. Seek donations via letters to businesses & funding agencies, telethon via NCN, cause event via internet e.g facebook
6. Commence project
7. Conclude project

Schedule (according to activities listed):

1. By 30 November, 2010
2. By 1st week in December, 2010
3. By 2nd week in January, 2011
4. By 31st January, 2011
5. By 1 March, 2011
6. 6 months from commencement

Resources Needed:

- Money
- Man labour
- Materials - building
- Furnishing
- Staffing

Time Needed For Completion: 6 Months