

4. PROJECT ACTIVITIES AND THEIR LOCATION, OBJECTIVES, PARTICIPANTS, DATE, OUTCOMES AND INDICATORS

Total project duration: 1 year

Activities; Location; Objectives	Who/ when	Outcomes/Indicators
-Meetings of Red Thread and Help and Shelter. -At Red Thread Centre -To iron out arrangements for Help and Shelter's administration of the funds and the requirements for the narrative reports and accounts	Red Thread – Karen de Souza and Andaiye, with Leila Jagdeo (see qualifications of personnel); Help and Shelter – Josephine Whitehead, Margaret Kertzious, Roxanne de Florimonte Week 1 of project	-Clear lines of responsibility for the administration of funds and the preparation of accounts and narrative reports -A document outlining the above
-Assembly of project teams. -At Red Thread Centre -To organize separate teams for the collection of primary and secondary data	8 Red Thread women from the popular education and research team, 1 Help and Shelter man, with Andaiye (VK is here) Week 1 of project	Two teams assembled with the best possible mix in terms of skills, experience, race/ethnicity, and age; and with the input of a man who works actively against gender-based violence
-Internal workshops. -At Red Thread Centre -To discuss with participants the issues underlying race/ethnic violence against girls and women in Guyana -To provide practical training in interviewing victims of violence for those with less experience	The 2 teams, with Andaiye Weeks 2, 3 and 4	- 3 workshops held - 4 practical training sessions held. -Team members all able to speak confidently and sensitively on the issues.
-Meetings with contact individuals and groups in the communities at the heart of the violence and with individuals and groups that work in or with those communities.* -In affected communities on the East Coast Demerara or other locations contact persons suggest for reasons of security -To inform them of the project and request their identification of victims, witnesses and other key informants and facilitation of interviews	Karen de Souza, with contact individuals and groups Weeks 2, 3 and 4	-A preliminary list of interviewees drawn up and agreement reached on who will facilitate each interview and where interviews will be conducted
-Purchasing equipment and materials.	Wintress White, Red Thread Office	All equipment and materials bought and

-As determined by the interviewees. -(i) To lay a groundwork of trust; (ii) To establish and set up the forms of documentation (for example, setting up sessions with women who won't speak or write but who might be encouraged to draw, paint or embroider their stories); (iii) To obtain as much victim, witness or other key informant documentation as possible on sexual violence against women in the race/ethnic conflict		referrals having received or begun to receive the help they needed.
-(i) Completing, analyzing and assembling the records compiled and determining forms of final documentation; (ii) Putting together the final document/s, including Introduction, commentary/assessment and printing. -In Red Thread Centre -To create a readable and compelling document	Karen de Souza, Danuta Radzik; Andaiye, with 3 members of the Red Thread popular education and research team: Beginning in Month 6 with Andaiye, joined by others named for Months 7 and 8.	Documents compiled/assembled; document/s produced
-Assembly and training of team for advocacy work -In Red Thread Centre -To assemble a team which is broadly representative of victims/witnesses/key informants and others, and of women and girls across race/ethnicity and age	If possible, victims/survivors), along with Karen de Souza and Halima Khan (Red Thread) and Vidyaratha Kissoon (Help and Shelter) Weeks 1 and 2, Month 9	Advocacy team with committed volunteers assembled
-Delivery of documents and meetings with key institutions*** -In their offices and headquarters -To inform these institutions of the findings of the project and to enlist their support in essential follow-up action	If possible, victims/survivors, witnesses and other key informants plus advocacy team Weeks 3 and 4, Month 9 (because it needs to be like a blitz)	Number of documents delivered and meetings held; agreements reached at meetings including: hearings agreed and scheduled; amount of initial media coverage and concrete agreements for ongoing coverage; agreement reached on concrete steps towards improved implementation of the laws; input of women lawyers in campaign to change the law arranged and a roster of lawyers to provide pro bono support drawn up; agreement by groups organising men against violence to include the project findings in their campaigns

-In Georgetown -To ensure that we have available the equipment and materials needed for smooth running of the project	Manager (actual purchasing) Help and Shelter – ensuring money is available on time; authorizing purchases Weeks 3-4	available at a central point
-Compilation of incidents of sexual abuse and violence recorded. -In police stations, newspaper offices, offices of ethnic/cultural/religious groups, the Guyana Human Rights Organization, justice groups plus other locations where leads take us to -To bring together all recorded incidents from all sources since approximately May 2001	A team of 4, supervised by Andaiye Months 2-4 (3 months)	- Number of newspapers reviewed and information compiled; number of police reports reviewed and information compiled; number of reports of organizations identified, reviewed and information compiled; number of other organizations which have made statements interviewed; verification of incidents recorded as far as possible The first record from all available sources compiled
-Verification of authenticity of victims, witnesses, other key informants identified by the contacts by brief interviews of 1-3 others in relation to each name provided. -As required. -To ensure, as far as humanly possible, that all incidents recorded in the final document are authentic.	The second team of 5 women, supervised by Karen de Souza Month 2	A verified list of victims, witnesses and other key informants to be interviewed
-(i) Meeting victims and witnesses to be interviewed, ensuring this includes mothers of girl rape victims; (ii) conducting the interviews or other sessions as determined by the wishes and/or formal literacy of the victims and witnesses; (iii) making referrals for specialized counseling, legal assistance, medical assistance, etc. where necessary; (iv) developing the documentation as the process takes place (including taping where permitted and transcribing tapes; taking photos where permitted and printing photos, etc.)	The second team of 5 (as above), supervised by Karen de Souza, joined after Month 4 by the <u>first team and calling on specialized resources</u> (for example, as needed for documentation, Danuta Radzik, and for counseling, Help and Shelter) Months 3 to 6 (4 months)	-Number of victims or witnesses interviewed; number of interviews transcribed If there are victims or witnesses using other forms, percentage whose drawings, paintings or pieces of embroidery completed If victims or witnesses agree to be photographed, number of photographs taken and printed -All interviewees requiring counseling or

-Community-level public meetings of people from 3 of the main communities affected by the violence including the one out of which the overwhelming majority of the violence has been organized -Wherever is most secure -To bring together small or medium sized groups of women and men to discuss the violence	Advocacy team except Karen, plus Andaiye Between Week 1, Month 10 and end of Week 2, Month 11 (6 weeks).	Number of meetings held; participation in meetings; readiness of people to speak out against the violence and in support of the victims Strengthening of the forces inside the communities that have begun work to reclaim them Revival of their organizations, resuscitation of their activities Beginning of changed attitudes to the victims of the violence and where it is tolerated or encouraged, to the use of the violence
-Preparation of video including some presentations/clips from interviews if women are willing and community meetings. -On line editing suite - To put information on the violence in a form that can be used on TV and in community meetings	Same dates as above	Completed video that can attract the attention and interest of a spectrum of viewers, particularly grassroots women and men Use of the presentation by the media and women's, anti-violence, human rights and justice groups, schools/educational institutions; ethnic/cultural/religious bodies
-(i) Public launch and media blitz involving wherever possible girls and women who have been victims, and/or witnesses, if necessary, masked; (ii) E-mailings to all women's and law departments of universities in the region, civil and human rights lawyers and law associations, prominent	Both teams (including Vidyaratha Kissoon) plus Karen de Souza and Andaiye; representatives of key institutions; interviewees who are willing Last 2 weeks Month 11 and a week of month 12	-Amount of positive, accurate media coverage -Amount of positive public response via letters to the press, calls to call-in shows, etc. -Number of supportive responses from groups/institutions/individuals e-mailed

broadcasters, prominent women's and other campaigners, international women's organizations -In/from Georgetown - (i) To inform the broad public about the findings of the project and to generate a high level of interest in and response to facts that have been kept hidden; (ii) To inform key individuals/groups/institutions in the region about project findings		
-Monitoring and evaluation meetings -In Red Thread Centre or Help and Shelter office -To ensure that the project is on track and to make necessary adjustments	Help and Shelter and Red Thread project implementers Quarterly, first 9 months	-Ensuring that the project is on track and making adjustments as necessary -Minutes/quarterly reports -End of project report -
-Final evaluation meeting- -In Red Thread Centre -To ensure preliminary measurement of the impact of the project - To lay the groundwork for a national network of girls and women to address the violence, including supporting its victims.	1 representative of each key institution; interviewees, Red Thread and Help & Shelter project implementers; community representatives (morning session) Girls and women interviewees with project implementers (afternoon session) End of project Month 12)	Number of interviewees participating, number of communities from which originate, race/ethnic and age composition Number of community representatives, representatives of key institutions attending Number of girls and women who agree to form the network Documentation of evaluation

*These would be either women and men and groups we've worked with before, or contacts they lead us to. The individuals in communities will be chosen from both formally recognized community leaders and informal leaders (women and men), depending on our knowledge and information as to who is most trusted by victims and other key informants.

**To complete each interview will take several encounters, sometimes as many as 10; we are sure of this from previous experience.

***The institutions will include: Women and Gender Commission; Ethnic Relations Commission; the media; the Police Commissioner; the Child Justice; the Chancellor of the Judiciary; the Chief Probation and Welfare Officer; the Guyana Women Lawyers Association; Human rights/Justice organizations; and groups beginning to organize men against violence.

5. TARGET GROUPS

Direct "targets" will be:

- Girls and women who have been victims of sexual abuse and violence in the racial conflict.
- Their families and communities

Indirect "targets" will be:

- Women in autonomous women's organizations
- Men in groups beginning to organize against male violence against women.
- Women and men in political parties, trade unions, ethnic/cultural/religious groups
- Women and men in Human Rights/Justice organizations
- Women lawyers and their association, media professionals and their associations, Women and Gender Commission, Ethnic Relations Commission, specific Members of Parliament.
- Girls and boys, women and men broadly (in terms of beginning to change attitudes).

6. EVALUATION AND IMPACT ASSESSMENT PLAN

There will be an evaluation of the implementation of the project and an assessment of its impact so far:

a) The evaluation of project implementation will be based on the quantitative indicators listed in Table 1 above. This will be drawn up by Red Thread with support from Help and Shelter.

b) The evaluation of the impact of the project will come out of an impact assessment meeting to be held in the last week of the project, where interviewees, in particular victims of and witnesses to the violence, formal and informal community leaders, project implementers, and representatives of key institutions will be asked to give their views on the following qualitative indicators: signs of a change of climate/attitudes, for example, helpful statements by community leaders or leaders of ethnic/cultural/religious or other groups whose pronouncements had previously been either blind to the gender element of the race/ethnic violence or racist; more sympathetic and sensitive media reporting, more sympathetic or sensitive comments from members of the public in letters to the press or calls to call-in shows.

Participants at the meeting will then be grouped (interviewees together, community leaders together, representatives of key institutions together, to say and report back on their own sense of or information on the impact of the project, looking at such questions as:

Do victims, family members, witnesses feel that more account has begun to be taken of what they have suffered? Do the victims feel less fearful and/or ashamed?

Have representatives of key institutions seen any new or increased willingness in their institutions to take this form of race/ethnic violence seriously?

Have community leaders seen any decrease in violence in their communities? Any increased willingness and capacity of community residents to respond to it by silence and/or flight?

A rapporteur from each group will report back to the meeting as a whole.

An overall assessment based on the meeting will be written up.

The implementation of the laws protecting women from violence; evidence of more women taking their cases to court, changes in police procedures, and the establishment of an active grassroots-led multi-racial women's network, which among activities will also monitor changes at community level, will be other indicators of the project's success in the long-term.

BUDGET

DETAILS	Guyana Dollars	US Dollars
Coordination		
Project Coordinator (\$100,000 X 12)	1,200,000	6,000
Secretarial support (\$12,000 X 12)	144,000	720
Communications (telephone, email \$22,500 X 12)	270,000	1,350
Admin costs, H&S (stationery, admin and accounting officer, auditing fees)	1,200,000	6,000
Preparatory Training		
Travel – (17 days X \$4,620)	78,540	393
Stipends – (17 days X 10 persons X \$4,000)	680,000	3,400
Venue Cost – (15 days X \$10,000)	150,000	750
Facilitation – (17 days X \$10,000)	170,000	850
Equipment and supplies purchases		
Travel – (3 days X \$480)	1,440	8
Stipend – (3 days X \$4,000)	12,000	60
Cameras – (2 X \$24,000)	48,000	240
Cassette players – (5 X \$34,000)	170,000	850
Film – (20 rolls X \$900)	18,000	90
Audio tapes – (25 doz. X \$1,500)	37,500	188
Video Tapes – (20 X \$1500)	30,000	150
Paper – (100 reams X \$1,200)	120,000	600
Paints (50 tubes X \$700)	35,000	175
Pencils, crayons (25 boxes X \$200) (30 boxes X \$1,000)	35,000	175
Cloth & thread (4 bales X \$48,000; 38 boxes X \$2,000)	270,000	1,350
Writing pads (12 X 700)	8,400	42
Community interviews		
Travel for setting up – (9 days X \$578 X 2)	10,404	52
Travel for interviews – (85 days X 3,468)	294,780	1,474
Stipends – (80 days X 6 X \$4,000)	1,920,000	9,600
Snacks	150,000	750
Secondary Data Collection		
Travel – (60 days X 2,890)	173,400	867
Stipends – (60 days X 5 X 4,000)	1,200,000	6,000
Document Preparation and production		
Travel – (60 days X \$1734)	104,040	520
Stipends – (60 days X 3 X \$4,000)	720,000	3,600
Printing	500,000	2,500
Video Production		
Camera rental (30 days X \$10,000)	300,000	1,500
Online editing (15 hours X \$100,000)	1,500,000	7,500
Advocacy and launch		

Delivery of documents		
Travel – (25 days X \$3,468)	86,700	434
Stipends – (20 days X 6 X \$4,000)	480,000	2,400
Community meetings		
Travel – (18 days X \$3,468)	62,424	313
Stipends – (18 days X 7 X \$4,000)	504,000	2,520
Venue cost	200,000	1,000
Travel (30 X \$400)	12,000	60
TV airing (\$30,000 X 6 hours X 5 stations)	900,000	4,500
Contingency	200,000	1,000
Impact assessment (quarterly and final national meeting)	1,399,563	6,998
TOTAL	15,395,191	77,429