



Salamander Trust
TRANSFORMING THE WAY WE THINK ABOUT HIV

Annual Report 2013–2014



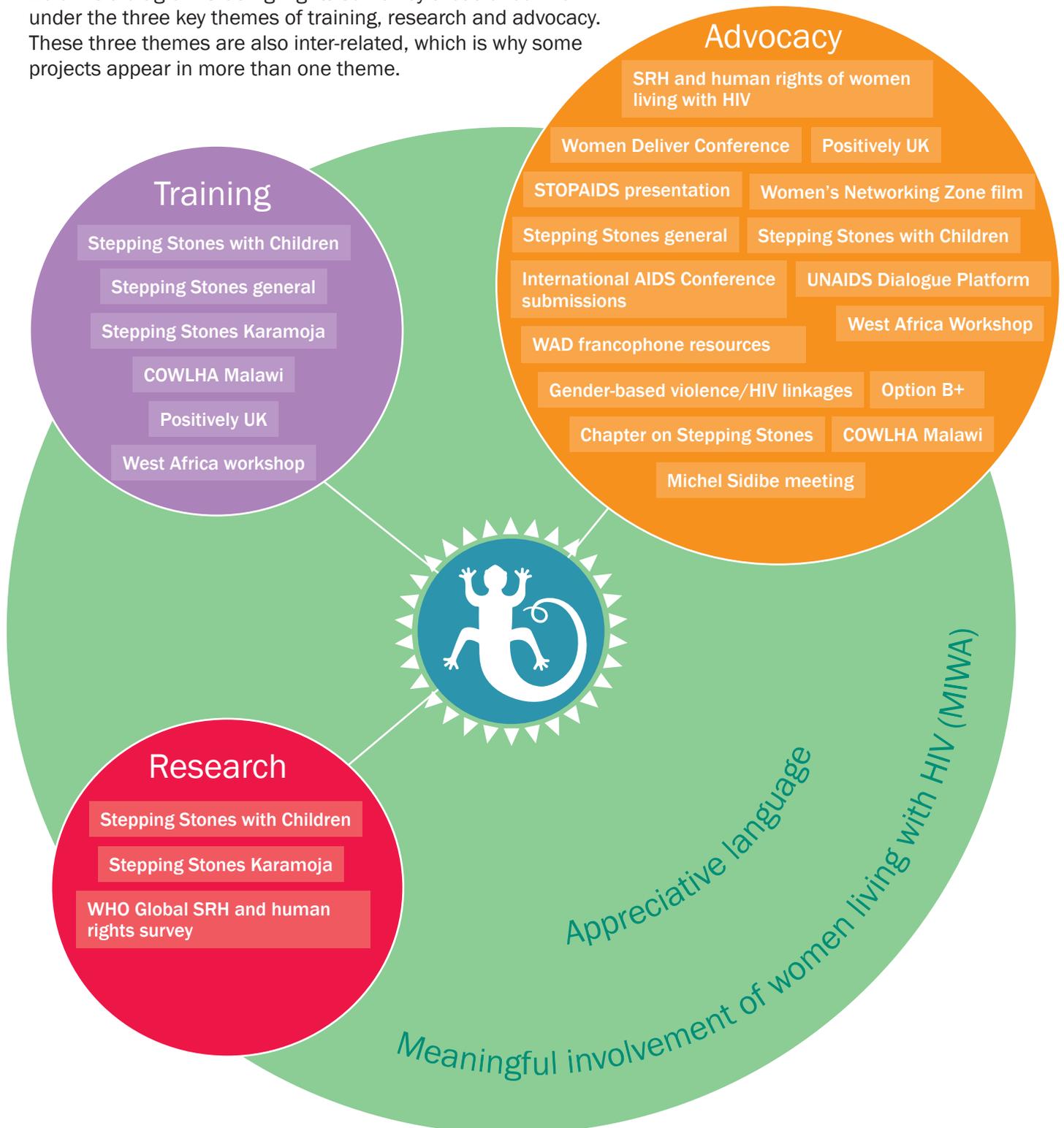
www.salamandertrust.net



Welcome!

This has been another extremely busy year for Salamander Trust. We have expanded our research base in several key ways; we have developed our training capacity to cover film-training projects and develop further adaptations of Stepping Stones; and we have continued with our global advocacy work around the sexual and reproductive health and rights of women living with HIV.

Below is a diagram that highlights some key areas of our work under the three key themes of training, research and advocacy. These three themes are also inter-related, which is why some projects appear in more than one theme.



The year's activities

ACTIVITY	TRAINING	RESEARCH	ADVOCACY	SOURCE OF FUNDS
Stepping Stones with Children	20%	70%	10%	Comic Relief
	50%	50%		UNAIDS
Stepping Stones for Peace and Prosperity in Karamoja	20%	80%		NESSA Uganda via Tufts from World Bank Logica Project
Stepping Stones Community of Practice and related work	50%		50%	Comic Relief and Cordaid
COWLHA Malawi film training	80%		20%	Unrestricted funds
COWLHA Malawi film distribution	20%		80%	UNDP
Positively UK film training	80%		20%	Unrestricted funds
UNAIDS Dialogue Platform			100%	Voluntary, funded by UNAIDS
Kuala Lumpur Women Deliver Conference			100%	Voluntary, expenses funded by UNAIDS
Stepping Stones chapter in new book			100%	Nil
GBV/HIV linkages at STOPAIDS Quarterly Meeting			100%	Nil
West Africa Francophone Regional Workshop	30%		70%	Nil, expenses covered by ATHENA
Meeting with Michel Sidibé			100%	Nil
World AIDS Day focus on francophone resources			100%	Nil
International AIDS conference submissions			100%	Nil
Option B+ in the BMJ			100%	Nil
Women's Networking Zone promotional film			100%	Nil
WHO Research Consultancy on SRH and human rights of women with HIV				Initial Funds Received March 2014 WHO Department of Reproductive Health and Research

The year in detail

This year we report by project area, in order to give a sense of the breadth of our global work in training, research and advocacy.

Stepping Stones with Children in Dar es Salaam, Tanzania, with PASADA

With our grant from Comic Relief, we are working with our partner, PASADA in Dar es Salaam Tanzania, to develop the “Stepping Stones with Children” training programme. Our principle investigator for this project is Gill Gordon, formerly senior advisor in sexual and reproductive health for the International HIV/AIDS Alliance. Gill has been a long-term advisor, supporter and advocate of the Stepping Stones programme since its inception and was one of the three lead trainers in the original Stepping Stones training-of-trainers programme, which took place in UK in 1997.

Our lead coordinator of the whole Stepping Stones with Children development is Sue Holden, who took over from Fiona Hale in January 2013. Sue has also been involved in supporting Stepping Stones. She coordinated the original Stepping Stones Training and Adaptation Project work, which was an ActionAid project, shortly after the original Stepping Stones programme was first published.

We have also benefitted from the combined expertise of long-term Stepping Stones trainer Florence Kilonzo from Kenya, and Mama Kiwia and Mr Manyama of Kimara Peer Counselling in Tanzania. Meanwhile, Kato Nkimba from Uganda researched and developed the monitoring and evaluation dimension to the Stepping Stones with Children work, supported by Luisa Orza. This research was based on a framework for building children’s resilience developed by REPSSI, who kindly agreed to let us build on their own research in this area.

The Stepping Stones with Children development has involved a vast amount of background research into the many and varied materials for children and their caregivers. What is unique about our approach is that it seeks to work with 5–8 year-olds, and 9–14 year-olds, *and* their caregivers, both separately and together, in a holistic model. Drawing on many diverse resources, we have been especially drawn to the inter-personal neurobiological work of Daniel Siegel and Tina Payne Bryson, Paul Gilbert and Chodon, Elspeth McAdam, Kristin Neff and others. These key researchers and practitioners have all recently produced ground-breaking new material about how our brains work and how we can best support ourselves to break out of the chains of childhood traumas to find new ways of behaving, thinking, being and relating to others in the world. We have found this research truly revolutionary and feel that we have benefitted personally as well as professionally from these sources. We have made use of our learning across all our work, but especially in our Stepping Stones with Children work.

A counsellors’ guide to use with children has also been developed by PASADA’s lead counsellor, Jovin Tesha. Further background advice on this guide has been provided by Silvia Petretti.

Pilot implementation

With the support of supplementary funding from UNAIDS, the whole programme was piloted in three training workshops organised by project manager, Nelson Chiziza of PASADA and his team, during December 2013.

“ I work as a counsellor in a health centre in my neighbourhood but we have never been taught things like this. I am going to take all I have learnt here back to my workplace and share it with my colleagues so that they can all benefit from this programme as we have here.”

A FEMALE, ADULT PARTICIPANT

“ I realised when I was shouting ‘no’ loudly in that role play just now that this is how I normally treat my young brother when he is being naughty. He must fear and hate me so much when this is how I treat him, even though all I am trying to do is to make him behave. I’ve just realized now that how I behave towards him is going to affect how he behaves.”

YOUNG ADULT MALE CAREGIVER

These three pilots were conducted in urban and coastal regions of Tanzania. Each pilot workshop included 24 adults, 12 5–8 year-olds and 12 9–14 year-olds. Most of the children involved and many of the adults are living with HIV. The two children’s peer groups included male and female participants. The adult groups were largely female. There were five facilitators to lead the three separate peer groups in each site. The workshops consisted of 30 sessions, which were three to four hours each. Workshops were conducted intensively over 15 days.



5–8 year old participants display their tree drawings, “Our Forest of Love” © Salamander Trust.

The sessions contained diverse participatory activities, appropriate for informal learning in low-literacy settings. The sessions covered psychological, physical, sexual, material and spiritual dimensions of well-being.

The continued presence of the participants throughout the three pilots was testament to their interest in its content and to the high levels of commitment of the PASADA team, who all worked extremely long hours to make it happen. Whilst these pilots have helped us to undertake a considerable amount of minor revision, thanks to the feedback of the participants, facilitators and observers, the overall response of participants and staff alike to both pilots has been extremely positive.

Stepping Stones for Peace and Prosperity in Karamoja, Uganda with NESSA

In our last annual report we described how we had worked with our partner NESSA in Uganda to conduct background research and to adapt the original Stepping Stones manual, so that it could be used in Karamoja in NE Uganda, an area which has been exposed to many years of small arms proliferation and its consequences. This was in response to a request from the World Bank Logica Project, who funded the Feinstein Center at Tufts University to provide background technical and evaluative support to the project.

During 2013 our partner NESSA in Uganda, with funds from the Feinstein Center, Tufts University, rolled out a pilot of our adapted programme there. The qualitative evaluation of the programme reported it as being “wildly popular”.

From January 2014 we worked to make small revisions to the manual based on feedback from the pilot phase. We will share more about the overall project evaluation and the production of the manual in next year's report.



“ [The programme] changed attitudes completely, [things are] totally different since the coming of Stepping Stones. It has brought cooperation within family members like mothers and fathers. The man used to be lying under the tree, today they share ideas together. If it's cultivating – they all go together; if it's looking for survival, they share together.”

Photos from the Stepping Stones for Peace and Prosperity workshop, Karamoja Uganda, 2013 © NESSA Uganda.

Other Stepping Stones activities

Our on-going flagship training programme has multiple components, expertly led by Salamander Associate Nell Osborne. This includes newsletters for our 1,000-strong international Community of Practice of Stepping Stones users; website maintenance; responses to email requests regarding use and adaptation of Stepping Stones materials and much more. Below, we highlight some of these on-going activities. For details of the statistics regarding access to the website and newsletters, please see the Annex.

Stepping Stones Newsletter

The latest newsletter *How are we adapting? Find out what's happening with Stepping Stones* disseminated information to other members of the international Community of Practice about how Stepping Stones is adapting to new challenges.

It included news from:

- ▶ “Stepping Stones For Peace and Prosperity” in Karamoja, Uganda, which uses the Stepping Stones methodology to promote peace and stability within communities (see more on this below).
- ▶ “Stepping Stones with Children” adaptation in Dar Es Salaam, Tanzania. Stepping Stones trainer, Wilbrord Manyama, wrote an article about the impact of the Appreciative Inquiry approach (introduced to us by Dr Elspeth McAdam) upon the work happening there.
- ▶ “Stepping Stones and Creating Futures”, led by HEARD, Gender and Health Unit (MRC) and Project Empower, has built on the work of the Stepping Stones training manual by combining it with a livelihoods programme.

You can access the newsletter online at <http://us2.campaign-archive2.com/?u=24d198c33ed45c3d1513bf5ff&id=801be82077>

Stepping Stones photo competition

The overall winners of the Stepping Stones photo competition, launched in early 2013, were announced in July. Martin Opondo Obwar, Stepping Stones trainer and Director of the Institute of Preventative Health in Kenya was selected as overall winner. His image (pictured here) shows women from Maasai communities learning how to use condoms as part of their Stepping Stones training.



© Martin Opondo

Martin Opondo was awarded \$50 worth of educational resources from Strategies For Hope, which he used to purchase a range of materials, including further Stepping Stones publications.

Accreditation trainings

One on-going issue that has challenged us greatly over the years is how to maintain the quality of trainers who are supporting organisations to adapt and use Stepping Stones around the world. This variance was highlighted by Tina Wallace’s 2006 review, *Evaluating Stepping Stones*.¹ This issue is not unique to us. Many different organisations struggle with this question in relation to wanting to scale up a training programme with limited resources to do so.

In September, Nell Osborne, our e-communications consultant, attended two training workshops with the Open College Network in London. The idea was to explore the potential viability of establishing an international mechanism of accreditation for Stepping Stones trainers, to ensure consistent quality and proficiency of Stepping Stones implementation around the world. The course included the components: internal and external verification; and accreditation and centre registration.

Lack of funds has limited our capacity to take this work further but it is still a pressing issue.

Learning about and sharing the use of Stepping Stones

Through the on-going work of the Stepping Stones Feedback Project, we learn from the many different organisations using Stepping Stones in different contexts around the world. We share what we learn with others through our newsletter and on our dedicated website. We are always delighted to hear from organisations who contact us. Sadly many still do not and keep their learning to themselves. We find this disappointing, especially when we hear that there are international organisations with a large reach who have opted to use Stepping Stones, have the capacity to share what they are doing and learning with others and yet do not pass on information about their experience into the active dissemination network we have established.

1. http://www.steppingstonesfeedback.org/resources/7/SS_ActionAid_EvaluatingSteppingStones_TW Wallace_2006.pdf

Below are highlights of work from those organisations who have contacted us.

Democratic Republic of Congo

We learnt that the UNDP in Democratic Republic of Congo (DRC) implemented and evaluated Stepping Stones in the community of Walungu in South Kivu. The project was intended to strengthen HIV prevention through increased public awareness of risk behaviours and a central focus on tackling issues of gender inequality and stigma, on a community level.

“All the myths I had believed around condoms have now been dispelled. You will understand I now speak easily condoms. They can be used in my rooms without any shame and I demonstrate its use to all of you: youth, women and older people. It protects against unwanted pregnancies, sexually transmitted diseases etc. Moreover, as part of the Community of Baptist Churches in Central Africa (CEBCA), I have requested that they hold Stepping Stones training workshops once a week in order to reach more worshippers and so that condom use is tolerated by other community spiritual leaders.”

The evaluation results show progress in terms of knowledge, attitudes and behavioural practices of the target groups in the context of HIV and AIDS. Knowledge of gender-based violence and the rights of women were both increased among target groups. This work was realised with the support of George Biock, Head of HIV and Erick Ngoie, Programme Associate HIV programme, UNDP DRC. UNDP DRC are keen to continue working with Stepping Stones and have expressed an interest in rolling it out at a national level in the future.

An English translation of the executive summary of an independent impact evaluation of the Stepping Stones programme from September 2013 is available at: http://www.steppingstonesfeedback.org/resources/30/UNDP_DRC_STEPPINGSTONES_EXECUTIVE_SUMMARY_ENG.pdf. You can also access the original French version at: http://www.steppingstonesfeedback.org/resources/30/Rapport_Evaluation_du_Projet_Parcours_de_Walungu_Sud-Kivu.pdf

North West Kenya

We learnt from Florence Kilonzo of the work of the Lutheran World Federation (LWF) in Kakuma, a newly created town of 179,000 people, which since 1992 has hosted one of the largest refugee camps in Africa. LWF uses Stepping Stones as a part of its work with this community, made up of displaced people and refugees from a vast geographical area, spread across Central and Eastern Africa.

Malawi

We learned of a training-of-trainers workshop that had been held in Blantyre, Malawi by Women for Fair Development (WOFAD) staff members. The training was intended to address gender-based violence, sexual and reproductive health and rights and harmful cultural practices. The training was part of the implementation of the project on “We have Rights Too!”, which is being supported by Tilitonse Fund. The training was facilitated by Steven Iphani, COWLHA’s Programmes Coordinator, and Chrissie Sande from the Malawi Ministry of Education.

This training enabled WOFAD staff to hold Stepping Stones trainings with couples, to ensure male involvement. A total of 14 couples attended the Stepping Stones training approach.

Stepping Stones Facebook page

This year Nell Osborne also created the Stepping Stones Facebook page, to facilitate the social connectedness of Stepping Stones members, as a platform which is more easily accessed via mobile phone than the internet. Since many of our members are often working in remote rural areas, we thought this might be a way of keeping in more regular contact with them. The page has grown to include 35 members. We are intending to expand this group over the coming year. It has allowed us to share articles and pictures and to gather feedback and opinion from a variety of Stepping Stones members.

Violence, Gender and WASH: Consultancy with the SHARE Research Consortium

Salamander Trust was asked by the SHARE Research Consortium (www.shareresearch.org) to undertake a short 16 hours consultancy to advise them on the development of a toolkit. It has been designed to help practitioners to better recognise the risks of gender-based violence linked to water, sanitation and hygiene (WASH) and to provide guidance on what WASH practitioners can do to reduce these vulnerabilities to violence.

SHARE asked our permission to use various exercises and film clips from and about the original Stepping Stones manual. Salamander subsequently co-published this toolkit. More information, as well as a digital copy of the toolkit, can be accessed at: <http://violence-wash.lboro.ac.uk>

Participatory film training workshops with COWLHA Malawi – Seeking Safety: Stepping Stones in Malawi

The Coalition of Women Living with HIV and AIDS in Malawi (COWLHA) received funds from the UN Trust Fund for Women to run Stepping Stones workshops with its members and their partners. As a part of this programme, COWLHA conducted a baseline study that showed high levels of gender-based violence amongst these communities as a consequence of HIV diagnosis. The report also documented that the main results of this violence were lack of ability to start or adhere to ARV medication.

Salamander Trust was keen to learn about COWLHA's experience of using Stepping Stones. In the absence of any grant funding we decided to use unearmarked funds to partner with COWLHA and run participatory film training workshops with members of COWLHA, their male partners and other community members, including young people and social workers. The workshops were led by Dominique Chadwick of Social Films, who is an anthropologist, film-maker and film-trainer; and Salamander Trust Associate, Nell Osborne.

The workshops took place over four/five days with three groups of eight participants, made up of COWLHA members in group 1, partners of COWLHA members in group 2 and young people and friends of COWLHA in group 3. Participants were asked to reflect upon the issues of HIV and gender-based violence in their own lives and to share a story relating to this with the rest of their group. During a collaborative process of discussion, two stories were picked in each group of eight participants. Participants were encouraged to look at their stories as powerful tools that could convey messages, raise awareness and advocate for change. They were trained to storyboard their film and to organise the film shoot with the participation of local members of the community as actors. The participants took turns to act as director, camera person, sound person, clapper and crowd controller. Finally, the participants were trained to use basic editing software on computers in order to edit their own films.

The films were shown at a community screening and used to initiate public discussions around HIV for advocacy purposes. These films were left with COWLHA, along with the video cameras, to enable further members to be trained and to continue to make films for advocacy purposes. The outcome of this project is six short films, all rooted in the personal testimonies of COWLHA members. The films represent the experiences and understandings of the participants in relation to issues related to HIV, sexual and reproductive health and rights, livelihoods and gender-based violence. They can be watched online at: <http://steppingstonesfeedback.org/index.php/page/Resources/gb?resourceid=74>

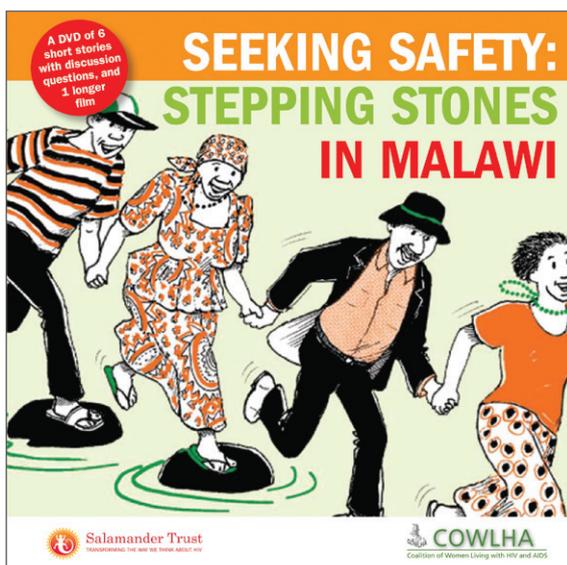
In addition to the participatory films made through the training programme, Salamander Trust commissioned Dominique Chadwick to make a short documentary about the impact of COWLHA's work with Stepping Stones. The film highlights the importance of developing good gender relationships through negotiations around money, medication and condom use in the context of HIV, gender-based violence and sexual and reproductive health and rights. In the film, COWLHA's Director Annie Banda highlights how much children in these communities hugely benefit from the Stepping Stones programme, as a reduction in gender-based violence greatly increases the quality of their lives in the home.

Salamander Trust was invited to screen this film, *Seeking Safety: Stepping Stones in Malawi*, and discuss the project outcomes as part of the STOPAIDS quarterly meeting. The focus of the meeting was gender-based violence and HIV – the dual epidemic. The series of films, *Seeking Safety: Stepping Stones in Malawi*, can be viewed at: <https://vimeo.com/69251113>.

The secondary stage of the film-training project with COWLHA was to produce an accompanying booklet for the films. This was completed in August 2013. The booklet explains the project methodology and allows the films to be utilised as training resources in their own right.

Some of the participants' films brought up difficult topics. For example, one film made by a group of adult men focused on child abuse. In order to encourage positive and constructive dialogue based around the issues being raised in the videos we designed a list of question to be used alongside film screenings. They provide an opportunity to think in constructive, holistic and creative ways about some of the problems and unresolved tensions highlighted within each

“ I used to abuse my wife when she went to the hospital to collect her antiretroviral treatment because she came back late and I didn't like it. I stopped the abuse after COWLHA members came to my house to counsel me that what I was doing was violence.”



Front cover of handbook for DVD made by COWLHA members.



Still from *Seeking Safety: Stepping Stones in Malawi* © Salamander Trust.

story. Together with the training booklet, we hope the videos can act as a tool to encourage discussions and to stimulate new ideas in a community setting.

Seeking Safety: Stepping Stones in Malawi was officially launched in August. All of the films can be accessed for free online or ordered for a small fee, from the Stepping Stones website, <http://www.stepsstonesfeedback.org/index.php/page/Resources/gb?resourceid=74>. The film has also been translated into French to ensure that we reach Francophone audiences, especially in West Africa. This version is available online at: <https://vimeo.com/79099208>.

We received a donation of £1,160 from UNDP to produce 200 copies of the DVD, design and print envelopes for them, and send 100 copies of the DVD and accompanying handbook to Malawi for COWLHA to distribute for use as an advocacy tool with other organisations and communities.

Participatory Film Training Workshops with Positively UK – Rights, Camera, Action!

Positively UK runs a ground-breaking peer mentor support scheme, *From Pregnancy to Baby and Beyond* (positivelyuk.org/pregnancy/). This scheme trains women who are living with HIV and who have personally experienced pregnancy and childbirth whilst learning or already knowing that they have HIV. The women then act as volunteer peer supporters to other women who either learn about their HIV status during pregnancy or who already know they have HIV and want to have a baby. The programme is especially powerful because it is created and led by women living with HIV, who work closely with multi-disciplinary teams in several hospitals around the UK. Being rooted in the community like this, the scheme feels owned and led by those most affected by the issue. This adds significantly to the likely long-term sustainability of the programme – provided that the minimum funding involved to run and maintain it is provided.

Salamander Trust was eager to support this programme through a film-training workshop and highlight its grassroots nature and highly successful formula to the global audience it richly deserves.

Thus, during October 2013, Salamander Trust held a participatory training workshop for women who are the “Mentor Mothers” from the programme. Once again, the workshop was led by Dominique Chadwick of Social Films and Salamander Trust Associate, Nell Osborne. Over a week, eight participants were trained to use cameras and storyboarding techniques to tell stories about their own experiences as women and mothers living with HIV. During a collaborative process of discussion, two stories were picked. The women were trained to storyboard, film with video cameras and edit using basic editing software.

Dominique Chadwick also created a short documentary film about the *From Pregnancy to Baby and Beyond* programme, intended to showcase the leadership of women living with HIV in their own healthcare. We hope that the documentary will enable Positively UK to raise the profile of this great grassroots-led programme and encourage other organisations around the world to integrate the peer mentor support programme into perinatal health and support services.

The project has received endorsements from ICW Global, WeCare+, British HIV Association (BHIVA), Poz Fem UK, the Sophia Forum, the Global Network of People Living with HIV (GNP+) and the UK National HIV Nurses Association (NHIVA).

Even UK doctors and midwives find it difficult to access materials online owing to NHS internet security firewalls. So, we decided again to produce a handbook to support the films. The handbook provides information about the *From Pregnancy*

to *Baby and Beyond* programme and offers reflective questions alongside the stories, to enable them to be used as training materials, both with health professionals and women living with HIV. The handbook also contains a list of relevant resources and support organisations. This was intended to enable wider international distribution and use of the films.

The participants choose two topics for their films; disclosure to a partner and the challenges posed by a faith leader who did not believe in the need for HIV medication. These themes are not peculiar to the UK but are issues experienced globally by women living with HIV.

For more information and to watch the films online or order a DVD go to: http://salamandertrust.net/index.php/Projects/Rights_Camera_Action/. The 12-minute documentary, *Rights, Camera, Action!* was launched online in March 2014 and can be viewed online at <https://vimeo.com/80511828>.



“ Women with HIV often don't know where to turn to for support when they become pregnant because of the social stigma that is still attached to having the condition. As a result, some may fall off the radar of the NHS and only access services when it is too late. Salamander Trust should be commended for producing these very helpful and sympathetic videos of Positively UK's From Pregnancy to Baby and Beyond programme for hard-to-reach women. They help address the lack of information for pregnant women with HIV.”

DR DAVID RICHMOND, PRESIDENT OF THE ROYAL COLLEGE OF OBSTETRICIANS AND GYNAECOLOGISTS (RCOG), UK

Bridging the digital divide appeal

We have set up an appeal page on the Virgin Money Giving website² in order to raise funds to enable us to send copies of the DVDs and handbooks that we have produced to organisations with no access to foreign exchange or the internet. Below is one example of how we are using the funds raised through this appeal – £1,071 to date.

Three free copies of *Seeking Safety: Stepping Stones in Malawi* and *Rights, Camera, Action!* were delivered to the Kenya-based Muslim Brotherhood of People Living with HIV. They declared a lack of knowledge and understanding around perinatal care, support and treatment and wrote an extremely appreciative email on receipt of the materials.

2. You can donate at: <http://uk.virginmoneygiving.com/fundraiser-web/fundraiser/showFundraiserProfilePage.action?userUrl=SalamanderAppeal>

“We as the Muslim Brotherhood of People Living with HIV are humbled and would like to appreciate the honour Salamander Trust gave to us by sending us this two (each three copies) of very resourceful, educative materials in form of DVDs.

As a community-based organisation, which is young and of people living with HIV/AIDS, we feel empowered since most of us have been in one way or the other been victims of stigma and discrimination resulting in too many deaths at this century. We hope and pray that Salamander will be our best friend and partner as we all target to see 20:20 achieve come this time.

Many of our members live in remote/rural areas and thus are not exposed to such knowledge on HIV and on their behalf I wish to say thanks to the entire family of Salamander Trust for putting their trust in us and letting us be part of their wide family. We need your support Salamander. May God bless you and make you value all humanity as you have proven to us.”

On-going advocacy work

Most of our advocacy work throughout the year, though on-going and essential to our output, is unfunded so we do not have specific advocacy projects per se. Instead, we make strategic use of the opportunities we can to undertake this work. We have highlighted some of these below.

April: UNAIDS Dialogue Platform

The UNAIDS Dialogue Platform was launched in early 2013 in response to a call from women living with HIV to UNAIDS to have more engagement in its internal policy development processes. In April, when Salamander colleague Angelina Namiba of Positively UK stepped down from the UNAIDS Dialogue Platform on the rights of women living with HIV, owing to her workload, Alice Welbourn was invited to step into her place as a member from Western Europe for a year. This new role afforded Alice the opportunity to comment on several UNAIDS internal policy documents, on the basis of our grassroots experiences through Stepping Stones and related work.

Alice also worked with these and other colleagues to engage with the WHO HIV Department in discussions regarding its new Guidelines, launched in July 2013. These guidelines included plans to roll-out antiretrovirals (ARVs) to all pregnant women with HIV for life (entitled Option B+) and to treat all children with HIV under five. Concerns were raised about these new guidelines. For more, please see below.

May: Women Deliver Conference, Kuala Lumpur

In late May, Alice Welbourn was invited by UNAIDS to Kuala Lumpur to a UNAIDS Dialogue Platform meeting, just ahead of the biennial international conference on sexual and reproductive health and rights for women, Women Deliver, at which several of the Dialogue Platform members were speaking.

Here, Alice had the opportunity to (re)meet her sister Dialogue Platform members from around the world and forge new alliances with some of those whom she was meeting for the first time.

Alice was also invited by UNAIDS to speak at two sessions at the Women Deliver Conference. The first was about the power of using positive language, a theme we repeatedly seek to stress in our work.

The power of positive language: from prongs to pillars

Alice was invited by UNAIDS to speak on two panels at the Women Deliver Conference. In the first session, she spoke on how language matters. She highlighted language used in the *Global Plan Towards the Elimination of New HIV Infections in Children and Keeping their Mothers Alive*, which has four key prongs to its strategy:³

Prong 1: Preventing HIV among women of reproductive age

Prong 2: Meeting unmet Family Planning needs of women with HIV

Prong 3: Preventing HIV transmission to Infants

Prong 4: Treatment, care and support for women and families

She invited the audience to listen to her reading out the following words, which are commonly found in literature with regard to peri-natal care of babies born to women with HIV – blame, stigma, fear, prevention, violence, discrimination, sickness, death.

Alice then compared this sort of language to a report from India,⁴ which instead embraces strong women’s rights-based, positive language. In the Indian report, instead of Prong 1, they proposed “Pillar 1: My Health.” Rather than Prong 2 they proposed “Pillar 2: My Choice.” They replaced Prong 3 with “Pillar 3: My Child.” And instead of Prong 4 they proposed Pillar 4: “My Life.”

Alice also highlighted the importance of care and support and safety for women living with HIV.

The second session was on “How to Engage Women in Maternal Newborn and Child Health Advocacy and Services”. In her presentation, Alice suggested that we need to address the following six steps:

- ▶ Keep it simple
- ▶ Safety
- ▶ Sex
- ▶ Support
- ▶ \$\$\$\$\$
- ▶ Success

Both of these presentations were subsequently published by RHReality Check, an online news and editorial site with a wide international coverage.^{5, 6}

June: Chapter about Stepping Stones in launch of new book

In July, Alice was invited to Oxford to speak at the launch of a new book edited by Tina Wallace and Fenella Porter, *Aid, Development and the Reality of Women’s Lives: A Perfect Storm*.⁷ This book contains a chapter by Alice about the history of the roll-out of the Stepping Stones programme over the years. The chapter “From local to global and back again – learning from Stepping Stones”, charts the history, development, and spread of the programme over the past 20 years, since it was first written after her HIV diagnosis. The chapter explains how the Stepping Stones programme has essentially spread around the world over the past 19 years, largely due to word of mouth and despite chronic lack of funding for psycho-social approaches to gender, HIV, communication and behaviour change. The whole book is a powerful testimony to the on-going lack of awareness or support amongst policy makers in relation to gender justice and sustainable,

3. UNAIDS (2011), *Global Plan Towards the Elimination of New HIV Infections in Children and Keeping their Mothers Alive*. Available at: http://www.unaids.org/sites/default/files/en/media/unaids/contentassets/documents/unaids-publication/2011/20110609_JC2137_Global-Plan-Elimination-HIV-Children_en.pdf

4. *The Long Walk: Ensuring comprehensive care for women and families to end vertical transmission of HIV: Community Experiences of Efforts to Prevent Vertical Transmission of HIV in India Missing the Target 9* ITPC and ICW Asia-Pacific 2012 <http://www.itpcglobal.org/atomic-documents/11057/11059/MTT9%20report.pdf>

5. Presentation on language is available at: <http://rhrealitycheck.org/article/2013/06/09/the-pillars-and-possibilities-of-a-global-plan-to-address-hiv-in-women-and-their-children/>

6. Presentation on engaging women is available at: <http://rhrealitycheck.org/article/2013/06/19/how-to-engage-women-in-maternal-newborn-and-child-health-advocacy-and-services/>

7. Practical Action (2013), Ed Tina Wallace, Fenella Porter, *Aid, Development and the Realities of Women’s Lives: A Perfect Storm*.

grassroots approaches to development. One author, drawing on the work of moral philosopher Onora O'Neill, describes how some institutions "seem to have hit their targets but missed the point ...".⁸

July: Gender-based violence and HIV interlinkages at the STOPAIDS Quarterly Meeting

The July quarterly STOPAIDS meeting in 2013 focused on interlinkages between gender-based violence and HIV. As well as inviting Dominique Chadwick and Nell Osborne to show the COWLHA/Salamander Trust documentary film on COWLHA's use of Stepping Stones to overcome gender-based violence, STOPAIDS also invited Alice to provide an introductory overview to the meeting, to explain the linkages.⁹

It is now known that women who have experienced gender-based violence are 1.5 times more likely to acquire HIV globally. There are also very widespread – and increasingly documented – reports that women experience gender-based violence as a consequence of their HIV diagnosis. One clear example of this is the COWLHA Malawi baseline report described above. Often, the difficulty is that "anecdotes" and "grey literature" are not taken on board by policy makers until they are documented in peer review journals. This highlights once more the value of the phrase "absence of evidence is not evidence of absence".

September: West Africa Francophone Regional Workshop

In September, Salamander co-partnered a workshop in Dakar Senegal which brought together staff from UN Offices, government National AIDS Control Programmes, NGOs working on HIV and gender-based violence and women living with HIV. "Integrating Strategies to Address Gender-Based Violence and Engage Men and Boys as Partners to Advance Gender Equality through National HIV Plans and Strategies" was co-convened by UNAIDS West and Central Africa Regional Support Team, UNFPA, UNDP, UN Women, ATHENA Network, Sonke Gender Justice Network, Salamander Trust and other partners. This was the fourth workshop in this series. To see the entire workshop proceedings, which has been archived by Salamander Trust as a part of its contribution to the workshop, please visit: http://salamandertrust.net/index.php/Projects/Dakar_Workshop_Sep_2013/.

Meeting with Michel Sidibé

At the end of our workshop in Dakar, our ATHENA partner Luisa Orza and Alice learnt that the Executive Director of UNAIDS, Michel Sidibé would be in London for a conference on our return to the UK and that we would have a chance to meet with him through STOPAIDS. M. Sidibé comes from Mali, so we seized the chance to make use of this meeting by asking women from West Africa if they would like to write him a letter and sign a French version of the Participation Tree that we could hand to him in London. The women immediately wrote a powerful letter to him, outlining the challenges they face in the region and requesting his support in ensuring that their voices are properly heard in future. When we met with M. Sidibé we presented him with the signed poster and he referred to the women's clear messages to him about gender-based violence and its challenges in terms of treatment access in his keynote speech at the preceding conference.¹⁰ (We also gave him a copy of the COWLHA Stepping Stones handbook and DVD).

8. Mowles C. "Evaluation, Complexity, Uncertainty – theories of change and some alternatives in Wallace T and Porter F eds 2013 Aid, NGOs and the Realities of Women's Lives: A Perfect Storm Practical Action, Rugby, p.53.

9. Presentation is available at: <http://stopaids.org.uk/wp-content/uploads/2013/09/17July2013WElbourn>

10. http://iapac.org/tasp_prep/presentations/TPSlon13_Keynote_Sidibe.mp3 at 16m 35s.

Appreciative language and the meaningful involvement of women

Two of the principles that Salamander Trust promotes throughout all its work are the importance of trying to use positive, appreciative language in all we do and the importance of the meaningful involvement of women living with HIV and AIDS (MIWA).

Appreciative language

Appreciative language is important in shaping how we feel, think, act and relate to others. In our Stepping Stones with Children and Stepping Stones Karamoja adaptations we are doing this explicitly. We also seek to do this across all our work.

Unfortunately, militaristic language is very common in relation to HIV and personal safety – the words “fight, combat, target, eliminating, ending” are widespread and largely unquestioned. Instead, we try to promote creative, nurturing language, such as “seed, nourish, water, fertilise, harvest” as an alternative. In using this language, we also recognise that change is inevitable, that we are all destined to live and to die as a part of a natural cycle of existence – where even sweet scented roses are bound to wither and die and become compost for the next generation of roses. This concept of natural cycles spreads therefore beyond the immediate words of language and reaches into a deeper understanding of our ability – or lack of it – to overcome any dis-ease in the world.

MIWA

In the Dakar workshop, we also invited participants to consider the Participation Tree, which we have often used before in our work. This tree, based on a “ladder of participation” created by Roger Hart in the late 1980s for UNICEF, in regard to meaningful involvement of children in issues which affect their lives, was adapted by Alice and colleagues when she was chair of ICW, to look at MIWA.

We turned the ladder into a tree of participation, with numbers one to ten going from the base of the trunk up into the canopy. At the top of the tree we have fruit and the title of the image is “Is your tree bearing fruit?” We asked each woman with HIV in the room from different francophone African countries present to state where they thought they were on the tree, in terms of MIWA in their own country. There was a hushed response from all the delegates when the women replied that in their own experiences MIWA in each of their countries stood at little more than 4-5 out of ten. This

proved a powerful exercise in opening up to UN, government and NGO delegates alike that MIWA is something where there is still much work to be done.

Example of raising the issue of language in the context of gender-based violence during the Dakar workshop

Thinking positively: what exists beyond an end to gender-based violence?

One example of how we have used “positive thinking” in our work is shown in the two diagrams below. At a workshop in Dakar, Senegal in September 2013 we asked UN, government and civil society participants how they would envisage a world without violence. They responded that this was difficult for them to think about, because if gender-based violence had ended, they would all be out of a job This reply revealed to them and to us that the language we use inadvertently confines our imaginations and actions and maintains the status quo. How can anyone want to think themselves out of their job, when they have bills to pay and mouths to feed? Instead, therefore we encouraged participants to start thinking about what a world of peace would look and feel like and what steps they could take to achieve this world beyond violence. A simple lesson: if we change the words we use from ending a problem into shaping a vision, then we can also change our mindsets - and open up our horizons to new possibilities.

Are we ending violence...?



Or seeking safety...?



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Such “on the hoof” advocacy moments can have their effects. Women signed the poster in Dakar, and it was presented to M. Sidibé by Alice, and Luisa Orza and fellow activist Godwyns Onwuchekwa in London

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December: World AIDS Day focus on Francophone resources

Francophone Africa often misses out on gender-based resources. We decided therefore to release the resources that we had compiled for the global workshop we helped to convene in Dakar, Senegal in September 2013 (see above), for widespread public use. We released them in order to mark World AIDS Day 2013 (1st December) and the annual 16 days of activism against gender-based violence (26th November–10th December). This French-language compilation helps a little to address the huge imbalance of resources that are only produced in English. The resources can be accessed at: <http://us2.campaign-archive1.com/?u=24d198c33ed45c3d1513bf5ff&id=3c03578802&e=>

February: International AIDS Conference submissions

Salamander Trust submitted four session proposals to the International AIDS Conference 2014, Melbourne, including a poster abstract about the adaptation of Stepping Stones for use with children.

1. Can orphans and their caregivers be supported to build shared resilience in the context of AIDS-related deaths? A poster abstract about the impact of the Stepping Stones with Children adaptation in Dar Es Salaam, Tanzania.
2. Seeking Safety: Stepping Stones in Malawi. A film screening.
3. Stepping Stones Around the World: A Photo Exhibition. Photos from the Stepping Stones Community of Practice to highlight the diversity and innovation of the implementation of the Stepping Stones Training Package at community level.
4. The motherhood journey when you are living with HIV: Rights, Camera, Action! A film screening at a discussion about the innovative *From Pregnancy to Baby and Beyond* programme.

The first three abstracts were accepted, which is a well-above average success rate. The fourth session was subsequently included in the Women's Networking Zone programme. More about all these in next year's report.

February: Option B+ article in the British Medical Journal

February also saw the publication of Alice's personal view about Option B+ in the British Medical Journal (BMJ). The article, submitted several months previously, critiques certain aspects of the *WHO Consolidated Guidelines on ARVs*, launched in 2013. The roll-out of Option B+ is designed to place all pregnant women with HIV on treatment for life, irrespective of their CD4 count. Whilst no-one disputes the importance of women taking ARVs during pregnancy, to protect their unborn child from HIV, many women with HIV and others question the wisdom of Option B+, including: ethical questions of giving anyone treatment for life unless they actually need it for their own personal health; programme management issues (what if others have lower blood cell counts yet cannot yet access treatment because they are not female or pregnant?); public health issues (it is well known in TB-related circles, for example, that people often have an understandable tendency to stop taking their treatment as soon as they feel well); and reasons related to potential gender-based violence, as highlighted in the COWLHA film. Members of the WHO HIV Department and NGO colleagues wrote a swift "rapid response" to this piece. This was followed by an equally swift response by Alice and other women living with HIV around the world, which highlighted the shortcomings of the WHO article. The article and responses are available at: <http://www.bmj.com/content/348/bmj.f7601?ijkey=CngHEAM1D6PZFNq&keytype=ref>

March: Women's Networking Zone promotional video

Our e-Communications Consultant, Nell Osborne, created a promotional film on behalf of the Women's Networking Zone ahead of the International AIDS Conference 2014, available at: <https://www.youtube.com/watch?v=Ah4OURQzOSM>

March: Global Survey on the sexual and reproductive health and human rights of women living with HIV

As WHO Research Consultants, Salamander Trust undertook leadership of the first ever global survey on the sexual and reproductive health and human rights of women living with HIV. This survey is to inform the WHO Department of Reproductive Health and Research as it seeks to update its 2006 Guidelines on this topic. We will report far more on this key piece of research in our next annual report.

How did we do?

In 2013 we wanted to:

- ▶ **get better at documenting what is happening in terms of the global policy environment**
 - ✓ We did this through, for example, two presentations at Women Deliver; two sessions on language and MIWA at the Dakar workshop; and the article on Option B+ in the BMJ.
- ▶ **continue training others and supporting training processes at grassroots levels**
 - ✓ Film-projects in Malawi and London; and Stepping Stones adaptations in Tanzania and Uganda.
- ▶ **carry on conducting research, which we see as the glue to stick the previous two together**
 - ✓ Through our research for the Stepping Stones with Children adaptation and our signing a contract with WHO to conduct a global survey on the sexual and reproductive health and human rights of women living with HIV.
- ▶ **conduct further research into thinking creatively and developing training materials to support people to shape a positive future beyond violence: building resilience, reaching and assuring safety and security for all**
 - ✓ Through our work on Stepping Stones for Peace and Prosperity in Karamoja and Stepping Stones with Children.
- ▶ **support local actions that shape global policies and see global policies that reflect local realities (as stated in the presentation at the high-level consultation during the 57th session of the CSW in March 2013). This meeting of local and global in the word 'glocal' reflects most aptly the work we seek to do at Salamander Trust.**
 - ✓ We hope all this report has reflected how we have tried to do this

Our ideas for 2014

In 2014, we plan to:

- ▶ continue the development of all our training materials to completion
- ▶ develop our global research on the sexual and reproductive health and human rights of women living with HIV for the WHO Reproductive Health and Research Department
- ▶ continue our global advocacy work, linking local experiences to global policies and vice-versa.

Our trustees

Professor Jill Lewis
Dr Nigel Padfield
Jane Tewson CBE
Dr Alice Welbourn

A **huge thanks** to all the following, without whom none of this work would be possible!

Our donors

Comic Relief
CORDAID
UNAIDS
UNDP

Our Associates

Dr Dominique Chadwick
Gill Gordon
Sue Holden
Florence Kilonzo
Mama Kiwia
Mr Manyama
Dr Kato Nkimba
Luisa Orza
Nell Osborne
Silvia Petretti

Accountant: Richard Dodds
Website and IT support: Daniel Fletcher

Our core partners in 2013

ATHENA Network, Coordinator, Tyler Crone
NESSA, Director, Baron Oron
PASADA, Director, Simon Yohana and Programme Coordinator, Nelson Chiziza
Positively UK, Director Allan Anderson and FPPB Coordinator, Angelina Namiba
Strategies for Hope, Directors Glen and Alison Williams

Salamander Trust Annual Report 2013–2014 authors: Nell Osborne and Alice Welbourn

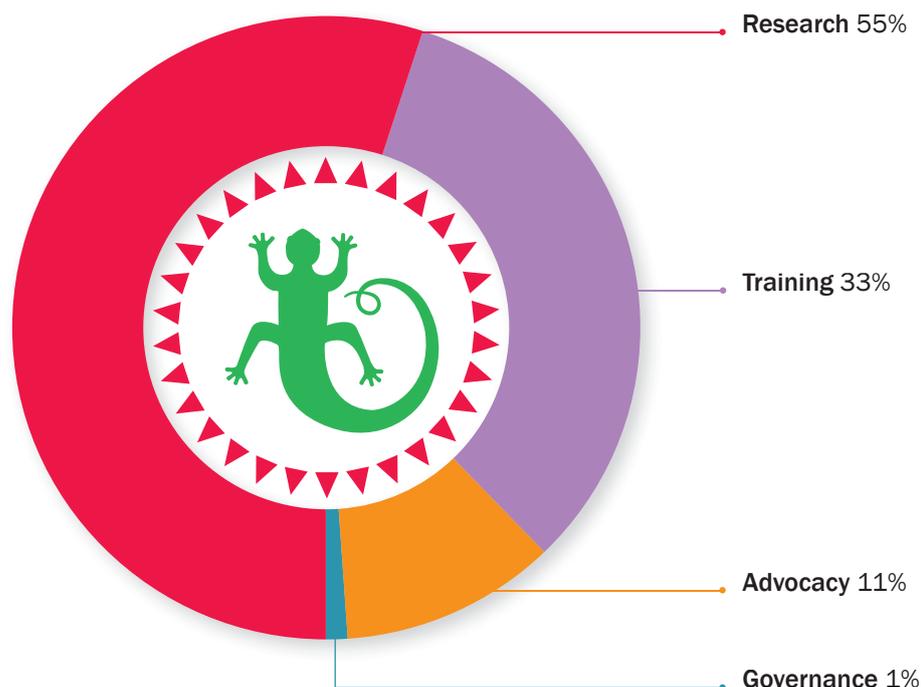
Our accounts 2013–2014

This summary shows approximate breakdowns for our advocacy, research and training work. For full details of our accounts please refer to the UK Charity Commission website.

We keep our overheads low, largely through our consultants working from home. We rent a desk space at Positively UK (the offices where Salamander Trust is registered) and through this we also have access to a meeting space, photocopier, phones and internet when we need them, plus very friendly welcoming faces whenever we visit London for other meetings! The Director, as Chair of the Trustees, works for the Trust on an unpaid basis, with only her Trust-related expenses covered. The Trust's bookkeeping is undertaken on a voluntary basis by Dr Nigel Padfield, another Trustee.

1 April 2013–31 March 2014	£
Funds at beginning of year	241,287
Total income during the year	
Grant income	
Comic Relief	45,113
UNAIDS	35,312
UNDP	1,159
WHO	21,816
Donations	2,874
Bank interest	4,527
Activities for generating funds	11,498
Total	122,299
Total expenditure during the year	
Research	106,540
Training	63,889
Advocacy	21,710
Governance	1,393
Total	193,532
Funds at end of year	170,054

Salamander Trust Expenses 2013–2014



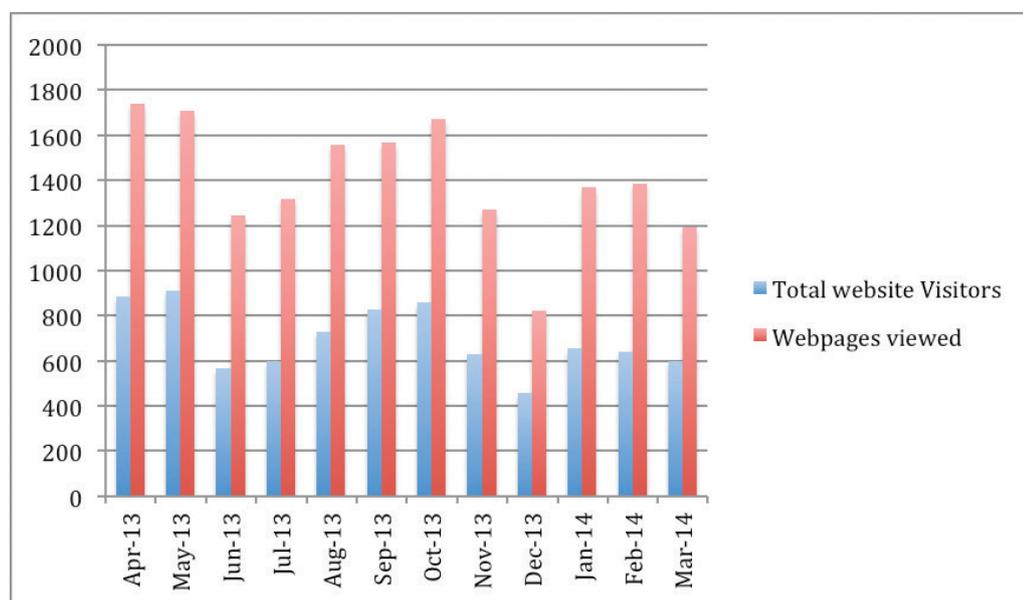
Annex 1

Communications review by Nell Osborne

Most of our reporting on our Stepping Stones work this year is incorporated into the main body of our annual report. Here, we just report on the statistics of the website and related platforms.

The Stepping Stones Feedback project attempts to disseminate information, resources and research about Stepping Stones with an international community. We have an excel database of 1,078 members and an active online listserv of 745.¹

We maintain a tri-lingual Stepping Stones website that provides a wide range of free resources.²



Website visitor traffic has sustained high and fairly consistent audience. The website attracts an average 697 visitors per month, with a peak in May 2013 with 912 visitors. Overall, the Stepping Stones website received a 3.5% increase in total visitors from the same period of the previous year. Spanish-speaking visitors now make up 9.33% of all visitors, which suggest that Spanish language resources are being widely accessed.

Newsletter

Stepping Stones has produced three major newsletters throughout this time period. We had high newsletter open rates, depending on subscriber list and campaign, such as 38.46%, 42.31% and 53.13%.³ The industry standard open rate for not-for-profit organisations is 21.55%.

1. Not all of the members in our database are active online. It may mean in actuality that the older emails from the database are not being used anymore or it may be that their access to internet is too bad. MailChimp removes contacts who emails are bouncing.

2. <http://www.steppingstonesfeedback.org>

3. Newsletter open rates refer respectively to the following campaigns: "Stepping Stones in Malawi: The Films"; "How are we adapting? Find out what's happening with Stepping Stones"; and "Ressources de Français produites par les nombreuses organisations qui travaillent sur les violences basées sur le genre et VIH" (in relation to Francophone Stepping Stones database members only).

We sent out a combined number of 1,332 newsletters to our online database of 745 active subscribers, depending on their preferred language.

Social media/forum

A Stepping Stones Facebook page has been established, which we are hoping to develop throughout coming months. The NING platform suffered from usability issues, due to people having to sign up to it as a unique social platform. By using Facebook instead, we hope that many of our members will either already have personal or organisational profiles. We have also noted that Facebook appears to be one of the websites that is widely engaged using smart phones.

Stepping Stones has also started a fledgling twitter account. It currently has 27 followers and works alongside the Salamander Trust twitter account, which has 486 followers. Together these twitter accounts can reach a wide and varied public audience.





Salamander Trust

TRANSFORMING THE WAY WE THINK ABOUT HIV

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