

The STREAM Network

KENYA

STRATEGIC PLAN (2024 - 2028)

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A special acknowledgment goes to Alice Wellborn of Salamander Trust for her unwavering support throughout the implementation of the Stepping Stones program and the launch of the STREAM Network - Kenya.

We express our gratitude to the creators of the Stepping Stones programs (refer to Annex 1). Special recognition goes to Lucy Wanjiku Njenga, the Executive Director of Positive Young Women Voices, whose exceptional dedication has played a crucial role in shaping this STREAM of networks and fostering collaboration. Lydia and Katanu, your indispensable contributions to expert arrangements and audits for the meeting are sincerely appreciated. We also thank Emma Mogaka, our consultant, for her dedication and expertise in guiding the team to consolidate our thoughts and develop this strategic plan.

ABBREVIATIONS

ACE - Adverse Childhood Experiences

AIDS - Acquired Immuno-Deficiency Syndrome

ALIV[H]E Framework - Action Linking Initiatives on Violence against Women

And HIV Everywhere Framework

CUSP - Community for Understanding Scaling Processes

HIV - Human Immuno-Deficiency Virus

INGOs - International Non-Governmental Organisations

IPV - Intimate Partner Violence

NSDCC - National Syndemic Diseases Control Council

NGOs - Non-Governmental Organisations

PESTLE - Political, Economic, Social, Technological, Legal,

Educational - and Environmental

PYWV - Positive Young Women's Voices

SRHR - Sexual and Reproductive Health and Rights

VAC - Violence Against Children

VAW(G) - Violence Against Women (and Girls)

FOREWORD

The beauty of the STREAM Network stands in our diverse abilities and experiences. Women activists influencing policies, decision makers, communities on one end and male and female Stepping Stones trainers with extensive knowledge on Stepping Stones Programme ethical use on the other.

What brings us together is the important work of preventing and ending violence against children, girls, boys, men and women. Ensuring that those living with HIV in our communities and their caregivers are supported in their life journey to live positively with HIV.

The Stepping Stones program is an integral component of this work and we look forward to continuing implementation across Kenya. The ethical, effective and sustainable use of this evidence-based gender-transformative social norms change programme has seen parents and caregivers give their children the best quality of life; ensure girls stay in school; prevent and end violence; stay on treatment; decrease new HIV infections, end stigma and discrimination and uphold our SRHR. It also seeks to invest in the lived experiences of women and men living with HIV by training them as facilitators to run the programme in their own communities.

The STREAM Network Kenya calls upon communities, partners, key stakeholders and donors to support the Network to achieve the goals in this strategic plan as the world aims at ending AIDS by 2030.

Lucy Waanjiku Njengs

Executive Director

Positive Young Women Voices

OVERVIEW

The Comprehensive Strategic Plan is designed to tackle the intersection of HIV and Violence against Women and Girls (VAWG). It acknowledges the vital necessity of merging initiatives to address these interlinked challenges, significantly affecting the well-being of women, men, and children. Our goal is to foster synergy in our approach by aligning strategies and resources.

Context

Kenya persists in addressing the dual challenges of HIV and Violence against Women and Girls (VAWG), each presenting significant obstacles to health outcomes, social development, and progress in gender equality. The estimated overall HIV prevalence rate in Kenya is approximately 3.7% among adults aged 15 to 49, 4.9% among women in the same age group, and 2.4% among men aged 15 to 49.¹ Notably, vulnerable groups still experience high prevalence rates.

According to the World AIDS Report 2022, Kenya witnessed a rise in new HIV infections for the first time in a decade, with cases increasing from 32,025 to 34,540, marking an increase of over 2000 cases. The report attributes this surge to persistent new HIV infections among children, adolescents, and young people, coupled with a shortage of HIV commodities. Notably, 70% of the 34,540 new cases affected women and girls. Furthermore, 8 out of 10 new HIV infections occurred among adolescent girls and young women aged 15 to 24, intensifying the burden of the feminization of the epidemic.

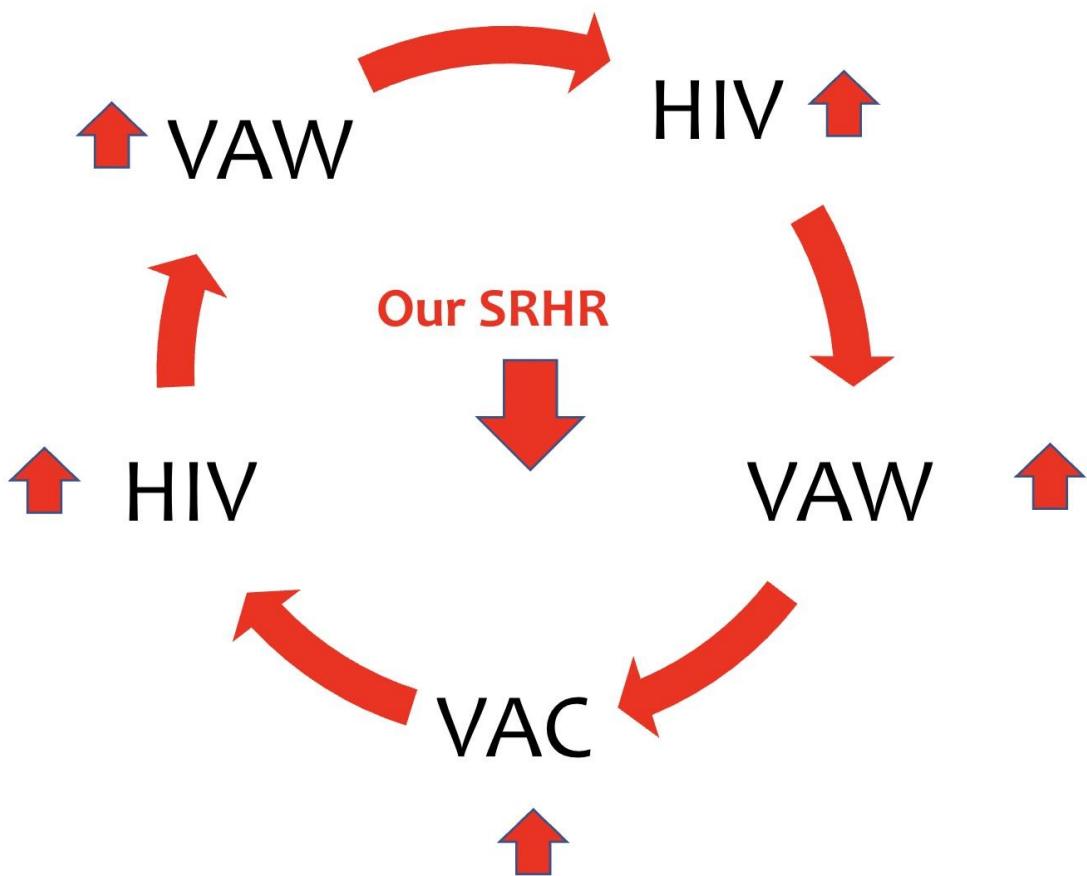
WHY WE HAVE COME TOGETHER

The STREAM Network in Kenya unites with a common purpose in our mission—to safeguard and promote the Sexual and Reproductive Health and Rights (SRHR) of women and girls, particularly within all our communities in the context of HIV, regardless of our HIV status.

As a network, we acknowledge the significant role that Violence against Women and Girls (VAWG) and Violence against Children (VAC) play in heightening the vulnerability of children and women to acquiring and living with HIV. Additionally, we recognize that Adverse Childhood Experiences (ACEs) often challenge an individual's physical, mental, economic, health, and overall well-being throughout their lifespan. These ACEs frequently involve violence against women and children, understanding that those who have faced violence in their childhood may perpetuate such challenges in subsequent generations.

In our communities, we collectively understand the intricate interplay of VAW and VAC as both causes and consequences of HIV. This complex dynamic hinders diminishes, and often obstructs the realization of the SRHR of women and children. These challenges synergistically contribute to a draining cycle, as illustrated below.

DRAINING CIRCLE



Our strategic plan is founded on acknowledging the prevalent existence of the draining cycle within our communities. Our collective aspiration is to transform the lives of girls and young women, particularly in our communities, into uplifting cycles.

By gaining cycles, we refer to processes that foster safety, equity, respect, and dignity, ultimately resulting in a high quality of life and good health. In such a positive environment, the challenges associated with HIV, unplanned pregnancies, and other related issues will diminish, allowing us to uphold and prioritize Sexual and Reproductive Health and Rights (SRHR).

GAINING CIRCLE



As STREAM Network Kenya, we acknowledge the critical importance of early intervention with children alongside their parents and/or caregivers during their formative years. This collaborative effort aims to empower them to develop resilience against the myriad and intricate challenges they encounter, enabling them to overcome adversity and end violence.

Furthermore, we understand that engaging with adolescents and adults in their lives, separately and collaboratively, can foster community-wide cooperation to bring about ethical, effective, and sustainable change. Violence against women and children is recognized as a fundamental violation of their Sexual and Reproductive Health and Rights (SRHR). We firmly believe that such violence is preventable, and we are committed to pooling our diverse experiences, knowledge, skills, and passions to address violence and related challenges affecting our communities. Through collaborative efforts across genders and generations, we aim to transform draining cycles into gaining circles, recognizing that our collective strength is amplified when we work together.

Many of the issues we aim to address are psychosocial and may not be immediately apparent to external observers. Harmful social norms, including violence against women and children, stigma related to HIV, and other SRHR violations, often exist as intangible, unseen issues that go unnoticed and unaddressed, ultimately harming and

undermining us all.

These issues exert a fundamental influence on the visible aspects of our lives, impacting our ability to negotiate condom use, access healthcare, adhere to ARV treatments, attend school, and make informed choices about our lives and SRHR. The metaphor of the wood-wide web is adopted to underscore the significance of this unseen world in our lives. This imagery reflects the scientific recognition that trees in a forest are not isolated entities but interconnected, emphasizing the interdependence that characterizes our collective well-being.



Contrary to standing alone, trees in a forest operate as an interconnected system, their roots intertwined in a complex network beneath the surface. Similarly, none of us exists in isolation. Our ability to connect through peer networks provides the means to confront the psycho-social challenges outlined earlier.

Investing in programs like Stepping Stones, which adopts a community-wide, gender-transformative approach to ethically, effectively, and sustainably changing social norms related to gender and child rights, can diminish the obstacles that hinder our progress and foster conditions for new life and growth. Shifting from an individual 'i'-identity, which may evoke feelings of being lost and alone, to a shared 'we'-identity can create a foundation for collective action, where the combined impact surpasses the sum of individual efforts.

Within this context, our inaugural 5-year strategic plan, spanning from 2024 to 2028, has been formulated.

VISION, MISSION, VALUES

VISION

An inclusive and safe environment for all, especially women and children living with and affected by HIV.

MISSION

We aspire to make all our work rights-based, inclusive, and holistic to end inequalities and uphold our sexual and reproductive health and rights across The life span.

VALUES

To delve into our values, we posed the following questions: "What qualities do we most appreciate in those we admire? What principles do we aspire to embody personally? What types of working environments do we find most valuable?"

Our values are evolving, and we aim to expand upon the foundational values of [UNAIDS' ALIV\[H\]E Framework](#). The core values of ALIV[H]E are outlined as follows:

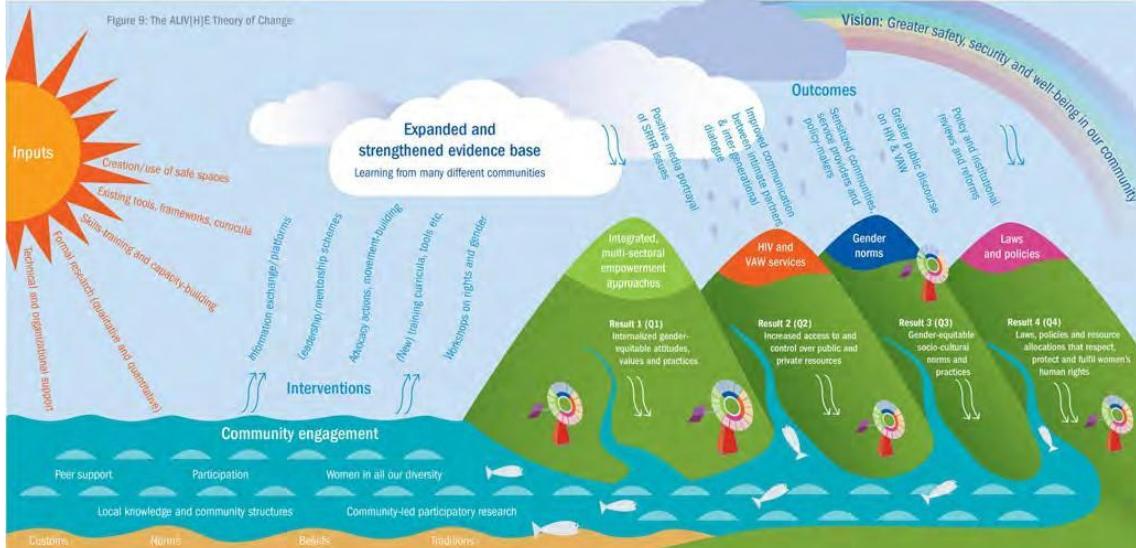
1. Human Rights
2. Sexual and reproductive health and rights
3. Gender equity and equality
4. Respect for diversity
5. Safety
6. Participation
7. Evidence-informed

To these, we wish to commit to the following values:

- Our Accountability and Responsibility to one another and our communities
- Equity and equality across genders and generations
- Our commitment to climate justice - and a recognition of the damaging effects of COVID as an example of the consequences of climate change
- Our commitment to economic equity/empowerment (raising the quality of life)
- Our commitment to meaningful participation and involvement of all in our work together

THEORY OF CHANGE

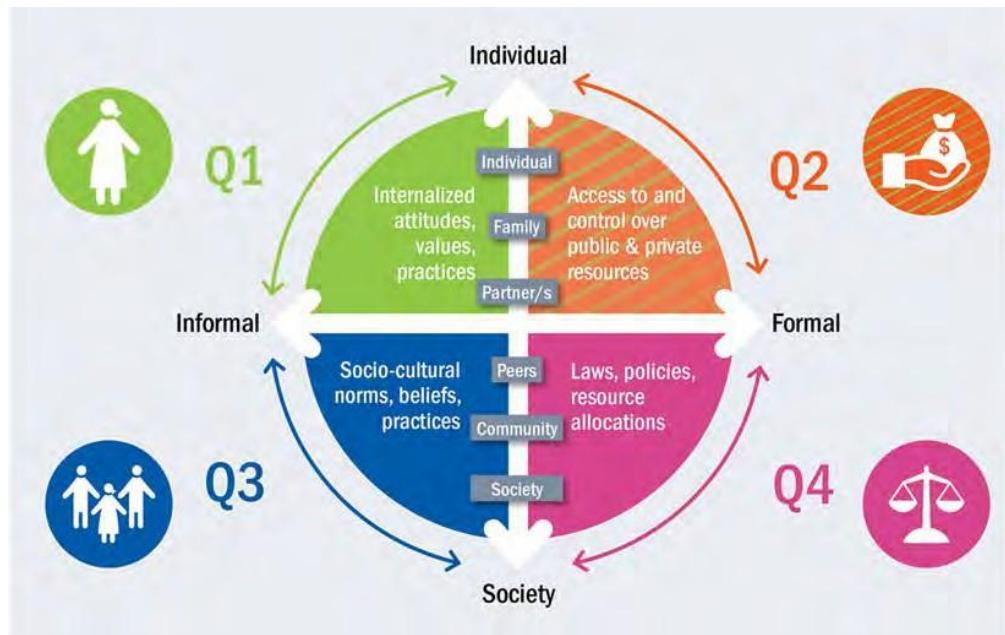
Continuing our utilization of the natural world as a metaphor for shaping our strategic plan, we have embraced the landscape theory of change from the UNAIDS ALIV[H]E Framework (refer to Annex 4 for additional details on the ALIV[H]E Framework). This theory of change mirrors the cyclical aspects of life and employs the metaphor of a weather system to illustrate this concept. It acknowledges the intrinsic, profound knowledge and wisdom residing within individuals in their communities, emphasizing their pivotal role in fostering effective, ethical, and sustainable social norms change.



GENDER CHANGE MATRIX

We employed the UNAIDS ALIV[H]E Framework gender change matrix, detailed in Annex 4 (refer to Annex 4 for further information). The horizontal axis moves from informal to formal sectors, while the vertical axis extends from individual to systemic dimensions.

WHAT WE AIM TO ACHIEVE



The following are some of the outcomes we aim to achieve through the STREAM Network. Each quadrant outlined below corresponds to the respective quadrant of the Gender Change Matrix mentioned earlier.

Upon evaluating our efforts within the Gender Change Matrix framework, we acknowledge that the primary focus of Stepping Stones trainers and programs is often on quadrants 1 and 3, targeting individual, peer, and community levels. These localized changes can influence subsequent transformations in local institutions, laws, and policies (i.e., in quadrants 2 and 4).

Additionally, we recognize the valuable contributions of activist women and their movements through research and advocacy efforts to instigate changes on the right-hand side of the matrix (i.e., in quadrants 2 and 4) at the national and global levels of institutions, policies, and laws.

| STRATEGIC OBJECTIVE | OUTCOMES |
|---|--|
| QUADRANT ONE: Individual/informal: internalized attitudes, values, and practices | Reduction of violence within families, institutions, and communities Improved communication, relationships, and respect for one another Improved partnership between men, women, boys, and girls around decision-making, resource sharing and ownership, and other gender roles and responsibilities Increased demands for access and utilization of quality health and SRH services by adolescent girls and women living with and affected by HIV |
| QUADRANT TWO: Individual/formal: access to and control over public and private resources | Increase in number of women, men, boys, and girls accessing SRHR services, opportunities, and information Increase in women and girls' economic empowerment to control economic resources and increase in promotion of inheritance rights Increased access to a safe and inclusive environment for women and children living with and affected by HIV |
| QUADRANT THREE: Society/informal: socio-cultural norms, beliefs, and practices | Reduction in stigma and discrimination against women and children living with and affected by HIV Reduction in the practice of cultural norms that perpetuate and promote violence against women and children Communities and institutions believe in and uphold gender equality as a norm and no longer accept VAW/VAC Increased participation of women and children living and affected by HIV in decision-making on issues of health and sexuality |
| QUADRANT FOUR: Society/formal: laws, policies, resource allocations | Increased awareness of laws and policies that promote women/children's rights and dignity Increased demand for implementation of laws and policies that bring about justice for women and children Increased demand for gender transformative budgeting and resources allocation Reduced violence against women and children resulting from the influence of drugs |
| STREAM Network Strengthening | Strengthened the capacity of the STREAM network to make it more efficient and effective. |

Our strategies for working together over the next five years include the following:

- A. Revive the trainers' links by establishing a database of all trainers and securing accreditation.
- B. Build on the power of Stepping Stones as a critical communication and relationships program to uphold the SRHR of people living with HIV, including reduction of VAWC and strengthening resilience.
- C. Secure our legal status in Kenya by building partnerships with networks of women and men living with HIV.
- D. Strengthen our capacity in Stepping Stones programs for the networks of women and men living with HIV through opportunities for training of facilitators and trainers.
- E. Trainers and networks work together to mobilize resources to implement the STREAM Network Kenya strategic plan.
- F. Strengthen the STREAM network through the Stepping Stones website and Microsoft Teams.
- G. Conduct joint research and documentation of outcomes of adapting, implementing, and scaling Stepping Stones and the progress of the STREAM Network.
- H. Engage jointly in national, regional, and/or global dialogue, advocacy, and action.

HOW WE ARE GOING TO MEASURE PROGRESS

We understand the importance of assessing our collective progress in all our endeavors. To achieve this, we aim to employ objectives and associated indicators that resonate with our experiences, reflecting the less apparent yet crucial psycho-social dimensions mentioned earlier. These indicators, often called SPICED indicators, are typically identified by community members. Community members can utilize SPICED indicators to gauge the initiative's progress from their perspectives.

- **Subjective** - personal to us – what we want
- **Participatory** – developed by us
- **Interpretable** – understood by us & other stakeholders
- **Cross-checkable** – can be verified
- **Evaluable & Empowering** – can be measured by US
- **Diverse & Disaggregated** – recognizes our diversities

Next steps: our mechanism for delivery

| STRATEGIC OBJECTIVE | OUTCOMES | ACTIVITIES |
|---|--|---|
| QUADRANT ONE: Individual/informal: internalized attitudes, values, and practices | Reduction of violence within families, institutions, and communities | Activity 1: Inter-generational dialogues that speak into the effects of violence against women and girls, as well as explore alternative means of conflict resolution at the family level. |
| | Improved communication, relationships, and respect for one another | Activity 1: Capacity-building workshops at the community level to enhance autonomy and leadership, inclusion of marginalized communities, and healthy and thriving communities. |
| | Improved partnership between men, women, boys, and girls around decision-making, resource sharing and ownership, and other gender roles and responsibilities | Activity 1: Capacity-building workshops at the community level to create awareness of the different forms of violence and the channels for response. |
| | Increased demand for access and utilization of quality health and SRH services by adolescent girls and women living with and affected by HIV | Activity 1: Training and capacity strengthening of adolescent girls and young women in their diversity on sexual and reproductive health, as well as providing them with accurate information that will help them demand services and advance their sexual and reproductive health and rights. |
| QUADRANT TWO: Individual/formal: access to and control over public and private resources | Increase in number of women, men, boys, and girls accessing SRHR services, opportunities, and information. | Activity 1: Conduct training at the community level to debunk harmful gender and societal norms that hinder access to sexual and reproductive health services. Activity 2: Hold roundtables with service providers to enhance access to sexual and reproductive health services. |
| | Increase in women and girls' economic empowerment to control economic resources and increase in promotion of inheritance rights. | Activity 1: Capacity-building workshops on economic empowerment for women and girls. Activity 2: Hold stakeholder forums to advocate for the engagement of more women and girls in resource mobilization/management and rights to inheritance without any discrimination. |
| | Increased access to a safe and inclusive environment for women and children living with and affected by HIV. | Activity 1: Hold stakeholder roundtables to advocate for increased access to a safe and inclusive environment for women and children living with and affected by HIV. Activity 2: Capacity building for Community Health Promoters to enhance access to a safe and inclusive environment for women and children living with and affected by HIV. |
| QUADRANT THREE: Society/informal: socio-cultural norms, beliefs and practices | Reduction in stigma and discrimination against women and children living with and affected by HIV | Activity 1: Conduct community outreaches using Stepping Stones community workshops and training |
| | Reduction in the practice of cultural norms that perpetuate and promote violence against women and children | Activity 1: Community dialogues, using Stepping Stones community workshops and training Activity 2: Roundtables with community gatekeepers and stakeholders to advocate for supporting Stepping Stones community workshops and training Activity 3: Intergenerational dialogues to increase knowledge and change attitudes toward eliminating harmful cultural practices. |
| | Communities and institutions believe in and uphold gender equality as a norm and no longer accept VAW/VAC. | Activity 1: Awareness creation sessions on gender equality at community level |

| | | |
|--|---|---|
| | | <p>Activity 2: Stakeholder involvement in StSt community workshops and Trainings</p> <p>Activity 3: Men's engagement in StSt community workshops and trainings</p> |
| | Increased participation of women and children living and affected by HIV in decision-making on issues of health and sexuality | <p>Activity 1: Capacity building for men and boys to promote gender-equitable attitudes and behaviors</p> <p>Activity 2: Sensitization forums with parents and caregivers on involving children living and affected by HIV in decision-making on issues of health and sexuality</p> |
| QUADRANT FOUR: Society/formal: laws, policies, resource allocations | Increased awareness of laws and policies that promote women/children's rights and dignity | Activity1: Conduct awareness forums at the community level on specific laws and policies |
| | Increased demand for implementation of laws and policies that bring about justice for women and children | <p>Activity 1: Host roundtables with stakeholders and decision-makers to advocate for the implementation of laws and policies affecting women and children</p> <p>Activity 2: Host roundtables with stakeholders and decision-makers to advocate for the adoption and implementation of Stepping Stones as an evidence-based intervention</p> |
| | Increased demand for gender transformative budgeting and resource allocation | <p>Activity 1: Host breakfast meetings targeting county officials and decision-makers to advocate for gender-transformative budgeting and resource allocation</p> <p>Activity 2: Conduct civic education on the budget cycle and the importance of engaging in public participation and political processes.</p> <p>Activity 3: Building coalitions with other like-minded organizations to advocate for budgetary and resource allocation to ensure that the sexual and reproductive health services offered are of the highest attainable standard.</p> |
| | Reduced violence against women and children resulting from the influence of drugs | <p>Activity 1: Hold roundtables involving stakeholders, practitioners, facilitators, and trainers to address the intersection of violence against women and children, HIV, and harmful drug use.</p> <p>Activity 2: Organize and participate in international meetings, symposia, and conferences.</p> <p>Activity 3: Advocacy campaigns on increasing resource allocation towards reducing drug intake and establishing rehabilitation clinics.</p> |
| STREAM Network Strengthening | Strengthened the capacity of the STREAM network to make it more efficient and effective. | <p>Activity 1: Refresher sessions for the Stepping Stones practitioners on the Stepping Stones Program.</p> <p>Activity 2: Conduct facilitator training for women and men living with HIV introduced to the Stepping Stones program</p> |

ANNEXES

ANNEX 1: HISTORY OF STEPPING STONES

The Stepping Stones programs address all the UNAIDS targets highlighted in the image at <https://aidstargets2025.unaids.org/>, except the national target, shown at the image's top-left.

VIOLENCE REDUCTION AND STEPPING STONES

Violence against women and girls (VAWG), including intimate partner violence (IPV), is both a driver and a consequence of HIV. It is also always part of a complex web of other challenges that beset both those who experience VAWG and its perpetrators.

Stepping Stones, when adapted with fidelity to the principles and structure of the original program, has been shown in many different contexts both to reduce VAWG and to increase care, respect, and support for women, children, and others living with and/or affected by HIV and/or VAWG. It is designed for use with adolescents around 15 years and above and the adults in their lives. By working separately and together with the adolescent and adult females and males, it offers a community-wide approach to identifying and addressing traumas, building bridges of understanding and positive relationships across genders and generations and HIV status, and enabling participants to create a positive collective response to the complex challenges which they all face. The original program was designed with colleagues in Uganda and published in 1995 by Strategies for Hope, Oxford. The wholly revised and updated version, Stepping Stones & Stepping Stones Plus, was released in 2016. It is published and distributed by Practical Action Publishing, Rugby, UK.

Its sister program, Stepping Stones with Children, has been shown in a pilot to support orphans and other vulnerable children aged 5-14 and their caregivers in building resilience in adverse childhood experiences (Holden et al. 2018).

Changes have included significant increases in the CD4 counts and body weights of child participants, as well as reduced violence against children (VAC) and significant increases in the percentage of those who know their HIV status. While much work on HIV in the context of children has often blamed women for their children acquiring HIV and/or for VAC, this program offers a gendered approach to working both with children and their caregivers instead, recognizing the immense challenges facing both children and their caregivers alike and submitting them, separately and together, a holistic way forward to shaping a shared positive future. The program was designed with colleagues in Tanzania and released in 2016. It is published and distributed by Practical Action Publishing, Rugby, UK.

We wish to augment these results by building the foundations of an effective, ethical, and sustainable feminist scaling of the Stepping Stones program across regions.

ANNEX 2: Stepping Stones in Kenya: The STREAM Kenya Network Members

1. Maureen Kemunto has been a trained StSt trainer for 18 years. I am the current treasurer of the Kenyan StSt trainers network.

I have been training for organizations in Kenya like Amref, Child Fund Kenya, Red Cross, ADRA, and ACLAV, among others.

I am currently based in Kisumu but work across the country.

2. Martin Obwar has been a Stepping Stones trainer since 2002. He's the Chairman of Stepping Stones Kenya Network, an organization (registered with a certificate) that will take the lead in implementing Stepping Stones programs in Kenya in 2020. I am based in Kisumu.

3. Elidah Maita has been involved in stepping stones, documenting, and reporting since the last stepping stone training in Kenya. Elidah is based in Nairobi

4. Cynthia Buchira has been involved in stepping stones trainings since 2022, and she's based in Nairobi, Kenya

5. Cynthia Katanu is the Finance officer for the Stepping Stones project at PYWV. Her roles are ensuring timely payments, creating budgets, and preparing financial reports.

Based in Nairobi, and has been actively involved in the project for two years.

6. Aurelia Origi is based in Nairobi, Kenya. She became involved in the Stepping Stones project in October this year as the rapporteur from the host organization.

7. Cynthia Mekubo has known about stepping stones for a year now, and from what she understood during the introduction, it was formulated as a way of reaching out to more men in the society to approach health service provision and information, which will reduce the stigma towards men as well as reduce HIV infection rate and GBV towards women and children. She's based in Kisumu.

8. Florence Kilonzo has been involved in Stepping Stones through the training of Stepping Stones facilitators and Stepping Stones Trainers in Kenya and internationally.

She also developed Stepping Stones Plus, a training manual with Alice Welbourne in 2006.

I was also involved in developing Stepping Stones with children in 2016.

Florence's role in the Stepping Stones project has been training organizations since 2002.

She's based in Kitui and Makueni counties.

9. Mustafa has been a trainer in the stepping stones for the last fifteen years. He has trained for many organizations both in Kenya and East Africa. Mustafa is also a member of the stepping stones network for the Kenya chapter.

He's based in Kibwezi, Makueni County.

10. Hon. Steve Ouma Owiti has been a Stepping Stones with the Children(StStWc) trainer since 2016. He's the Secretary of Stepping Stones Kenya Network, an organization registered to take the lead in implementing Stepping Stones programs in Kenya in 2020.

Steve is based in Kisumu, Kenya.

ANNEX 3: MORE ABOUT THE FEMINIST SCALE

The accredited Stepping Stones trainers described above - and their colleagues elsewhere - now wish to regroup to work with networks of women living with HIV to support them in making use of these materials in and with their own families and communities through this strategic plan. This is in line with a feminist approach to scale, as advocated recently by the Community for Understanding Scale-Up (CUSP) in a thought piece, blog, and webinar, which together highlight the challenges experienced in conventional, top-down approaches to “scale-up,” and instead propose an approach which works instead from the ‘bottom’ outwards, based on an ecological model of organic growth.

This version of growth is achieved not by the work of external organizations but by accredited trainers working closely with, being led by, and supporting those most affected by the issues. This process of feminist scale by support for movement-building to end VAWG echoes the findings of Htun and Weldon (2012), who studied 70 countries over 40 years and stated: “Our analysis reveals that the most important and consistent factor driving policy change is feminist activism. This is more important than left-wing parties, numbers of women legislators, or even national wealth.”

ANNEX 4: MORE ABOUT THE ALIV[H]E FRAMEWORK

What is the ALIV[H]E Framework?

“The Action Linking Initiatives on Violence Against Women and HIV Everywhere (ALIV[H]E) Framework is an applied research implementation framework. It draws on the evidence for ‘what works’ to prevent HIV and violence against women and Adolescent girls (VAW) in all their diversity in the context of HIV.

....The framework aims to support NGOs and CBOs, working with community members, in leading creative and dynamic programs to address VAW in the context of HIV. The framework can also be used by donors, researchers, policy-makers, and others to expand the evidence base in partnership with NGOs and CBOs.”

UNAIDS 2017

The ALIV[H]E Framework was developed by women living with HIV, NGOs, and researchers together for UNAIDS. It sets out how researchers, activists, and community members working together can develop both formal and participatory quantitative and qualitative measures to assess the changes they want to see when developing initiatives to reduce VAWG in the context of HIV.

The ALIV[H]E Framework Gender Change Matrix was initially designed by Gender At Work and has been adopted by the Global Fund for Women to measure the change achieved by its grantees. This gender change matrix expands on the widely

Used ‘socio-ecologic model’ by working across two axes instead of one. The horizontal axis moves from informal to formal sectors in this newer matrix. The vertical axis moves from individual to systemic dimensions.

ANNEX 5: STEPPING STONES CASE STUDIES AND SUCCESS STORIES

THANK YOU

pywv.org