

UZI KWASA |

**Conscious Practice
to Transformation**



Pangani District



We work as a catalyst for lasting social change by facilitating **individuals**, **communities** and **systems** through self-reflective processes to transformation.

UZI KWASA



**Reflective
Leadership
Training for
Every Leader in
Pangani District**



**Multimedia
Campaigns for
Sustained
Community
Dialogue**

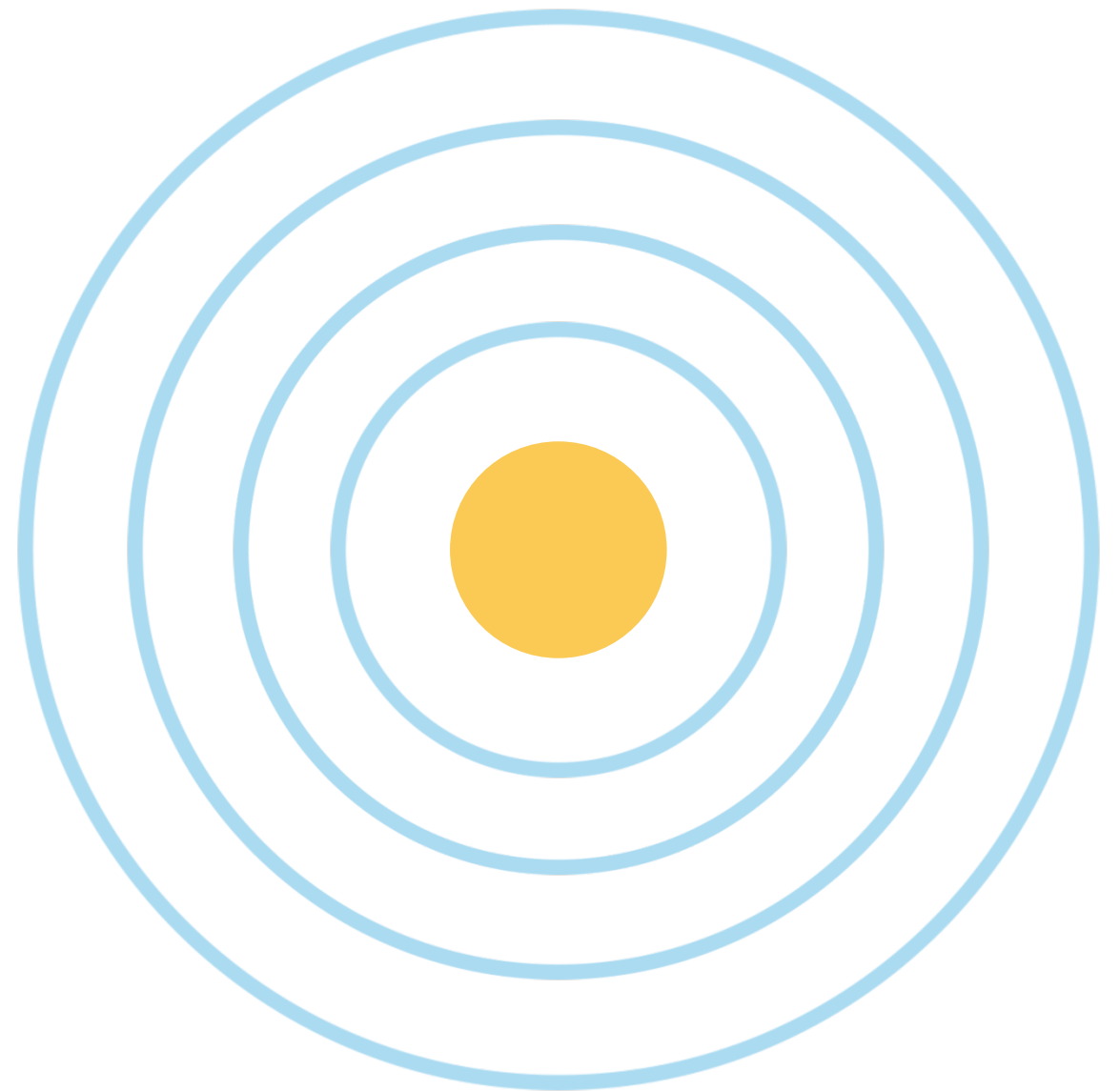
HIV/AIDS

Early Marriage

**Sexual
Violence**

IPV & VAC

In a single village,
**reflective leadership
interventions** reach a
carefully assembled
group of stakeholders
and **multimedia
campaigns** sustain the
dialogue among the
wider community.





Reflective Workshops

- VAWG
- Education
- VAC
- IPV



- Pangani FM
- Feature Films
- Comic Books
- Community Theater
- Video Spots

Change
Starts
with
the SELF



Relationship Building & Personal Growth

Power of Reflective Trainings

- Self awareness
 - Surfacing own shadows
 - Ability to let go
 - Confidence building
- Deep listening
- Empathy
- Ability to be vulnerable
- Trust and respect
- Conscious use of power
- Openness
- Ability to work with contribution of others

Committed leaders take active steps to address GBV and VAC across the district:

- Leaders follow up on violence cases.
- Improved collaboration between relevant sectors
- Improved structural support to GBV and VAC action
- Communities trust their leaders and participate in action to follow up and prevent violence

Impact on leadership behavior in Pangani



**“That lesson of reflective leadership,
it touches you. You cannot escape it.”**

Village C, Religious Leader

Reflective trainings align feelings, values and decision making for change

Re-enforcing impact and monitoring community feedback

- Every intervention is accompanied by a team of journalists to ensure wide message diffusion
- The learning from reflective trainings is shared with the broader community.
- Community feedback through Calls and SMS
- Continuous community dialogue about social norms

- 1. Couples undergo a three days reflective training and couple coaching**
- 2. Weekly interactive live Radio show:**
 - Couples share their change stories with the larger community (Busati la Wenza)
 - Listeners call studio for advise and comments
- 3. Community Facilitators: village-based support for couples with conflicts**

Couple Intervention Package – an experience that works

- Listening to each other
- Respect
- Open communication & joint decision making in family matters
- Sharing domestic work
- Fathers spending more time with children
- Renewed trust
- Couples volunteered to support others
- Out of 18 couples trained in 2018 and 2019, 17 still making progress

What Couples shared

“ So much changed in our lives...in a marriage listening can do wonders. We now listen and talk to each other and help each other with work...If there is no water, I am the one to fetch it and if needed I can cook and even if our child needs to be bathed I can do it” Saidi husband from M.

What Couples shared

...” before I easily got angry, but these days I can listen to him in a calm and relaxed way...” **Zena, Saidi’s wife**

What Couples shared

“ In the past Saidi and Zena quarreled a lot, there was no peace at all. Nowadays they support and love each other...even work which is done by women, you can see him helping his wife..” **Mama Damas, their neighbor.**

Neighbors confirm change

What radio listeners shared

“Honestly, Pangani FM you are teaching us a lot...Today I learned from this man who is helping his wife...that for a man cooking is ok. The other issue I learned is that if I annoyed my wife I must apologize to her..”

What radio listeners shared

“Busati la Wenza is a cure for those in relationships ...I have learned a lot and I have changed. Before I would go out and dance the whole night without my wife knowing, but through the Busati program I have changed”

What radio listeners shared

Did you hear what Hamisi just said
about how he has changed and now
shares things with his wife?

Yeah, amazing stuff.
I think I need to try this
myself at home!



What radio listeners shared

- Reflective couple trainings and coaching, a weekly couple radio show and community-based couple support can improve family communication and potentially reduce IPV.
- Pangani FM listeners report similar changes in their relationships

What we have learned so far

A rigorous evaluation to

- Explore how couples have managed change
- Understand the extend of message diffusion of the couple program in Pangani
- Understand the impact of Community Facilitators

Next steps

Radio transcript analysis:

Over 60 documented interactive radio programs will be coded and analysed thematically to understand what helped and what hindered change and how two individual change stories align to decrease violence and improve communication between them.

Mixed Method Assessment:

Surveys with active and passive radio listeners to understand diffusion of couple program

Reflective listening and research with Community facilitators

Understand impact of their work, their perception about what worked and their challenges

Study concept

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