

Coalition of African Lesbians

[CAL]

Country Report on CAL Conversations: Co-creating Conscious Learning Cultures Workshop

Lusaka Zambia- 13th – 14th August, 2018

This Report is a part of the KP REACH Programme

And is funded by the Global Fund

Contact

Sibusiso Malunga

Contact details

sibusiso@cal.org.za

+ 260977211235

Table of Contents

1. Introduction.....	Page 3
2. Background.....	Page 3
3. Setting the scene.....	Page 5
a. What is KP REACH?	Page 5
b. What does Co-Creating Conscious Learning Cultures mean?.....	Page 6
4. Looking back.....	Page 5
a. What has worked.....	Page 6
b. What has not worked.....	Page 8
5. Dropped balls.....	Page 8
a. what was not implemented from previous agreements.....	Page 8
b. What to do with the dropped balls.....	Page 8
6. The tress of Oppression.....	Page 11
7. Solidarity.....	Page 13
8. Changes in our context	Page 14
9. Way Forward	Page 14
10. Data in the space.....	Page 17
11. Conclusion.....	Page 20
12. Personal reflection.....	Page 21

INTRODUCTION

The report focuses on the final Co-creating Conscious Learning cultures (CCLC) conversation that took place in Lusaka Zambia from the 13th – 14th August, 2018. The conversation was led by The Coalition of African Lesbians(CAL) with support from TransBantu Association Zambia. It is part of the work that CAL has to do in all 8 southern African countries where the KPREACH project is being implemented. Specifically, the conversation falls under the KP LEARNING component of the KP-REACH project. KP LEARNING falls under objective 2 of KP REACH which is:

“To improve data collection/ evidence use, knowledge management, scale up and replication of best practice for more responsive national level programming and policies for improved access to HIV prevention, testing and treatment services for key populations and key focus groups in at least 75% of the participating countries by 2018.”

The expected key outputs for this conversation were Case studies which focus on the work that in country organizations are implementing. Another expected output was the audio/visual recording of participants’ experience of the methodology and content of the CCLC. The purpose of the workshop was also to establish what philosophy shapes the work of the different organisations as well as appreciate the strategies that different organisations use to advocate for access to HIV prevention, testing and treatment services. The case studies directly contribute to Output 7 and Output 8 of the KP LEARNING component which are:

Output 7: Findings from at least 75% of the 8 planned annual national good practice learning workshops disseminated

Output 8: National good practice models documented as case studies made available a year on KP REACH NET (8 per country a year from December 2016)

Background

Over the period of 2016- 2017, the Learning component of the KPREACH project has concentrated on three major pillars which are; research through the country context report and analysis, highlighting of best practices through the use of case studies and the co-creating conscious learning cultures through the conversations. This work mainly concentrated on the work the three KPREACH consortium partners (AMSER, ASWA, CAL and SATF) through their in-country member organisations, partners and individuals.

The case studies that have been generated in Zambia are;

- Trans inclusive feminist movement building with TransBantu Association Zambia
- Advancing the sexual and health rights pf LGBTI in Zambia with AMSER/ Friends of Rainka
- Building women’s collective action in Zambia with The Autonomy Project Zambia

➤ Organising sex workers in Zambia with Zambia Sex workers Alliance

In terms of the conversations, the themes were structured in such a way that they would address issues at the activist's personal level, country organisational level as well as at the country movement level. The conversations were aimed at building stronger and better coordinated movement that would engage in short and long term strategies for impactful, robust and collective advocacy which leaves no one behind. The conversations contribute to the CAL actors *Activists* and *National CSOs* with the final outcome being;

- i. Activists are increasingly visible and proactively leading in challenging injustices in the structural, institutional, inter/personal and ideological spheres.
- ii. National CSOs are influencing and holding state and non-state actors accountable for the development and implementation of anti sex and sexuality policies, institutional and social practices.

During 2017, the themes for the conversations were

- i. Wellness, Wellbeing and activism- This theme was identified as the first because during the conversation that was held in November, 2016 in Lusaka, activists expressed concerns about the general culture of wellness and wellbeing within the activist's circles
- ii. The Politics of Access and Inclusion of Marginalized women. This theme was identified because of the silence around the access to spaces, services and rights of marginalized women more so in the HIV discourse.
- iii. The Politics of Money in Relation to Advocacy on Access. This theme was identified in 2016 as a topical theme due to the shrinking spaces in funding and advocacy opportunities that was being experienced by community based organisations
- iv. Intersectional Organising- Why and how'. This theme was identified after the conversation around the politics of money and its link to advocacy around access.

The organisations that participated throughout the conversations included Titandizeni, Friends of Rainka, The Lotus Identity, Zambia Sex workers Alliance, The Autonomy project Zambia collective, Women's Alliance for equality and Trans Bantu Association Zambia.

Setting the scene

WHO WAS IN THE ROOM

The conversation had participation from the four networks that are part of the KPREACH project. Each organisation was asked to send two representatives with at least one being from senior programming position. The organisations that were present and the work that they do is as follows

- a. The Lotus Identity- An LGBTIQ organisation that focuses its work in unreached areas in terms in Geographical focus.
- b. Friends of RAINKA(FOR)- The longest existing LGBTI organisation in Zambia
- c. Titandizeni – An MSM sex worker focused organisation. However, they do work on broader Gay and MSM issues
- d. Zambia Sex workers Alliance(ZASWA)- A sex worker led, sex worker focused organisation that takes into account Gender identity and sexual orientation in its programming
- e. Women’s Alliance for Equality(WAFE)- An Organisation that focuses on marginalised women’s issues with its key focus being LBQ women.
- f. Trans Bantu Association Zambia(TBZ)- A trans feminist organisation.

In addition to the above, some activists from other main stream organising were invited. There was representation from SAFAIDS, Women and girls SRHR activist and representation from PEPETA, a southern African feminist platform. We also had representation from REACTORS and Key correspondents from the KPREACH project.

What is KP REACH?

In order for the room to fully understand and appreciate the role and purpose of the Conversations, it was important to understand what KPREACH is. It was also necessary for the participants to understand the context in which the Learning component comes in as well as its purpose. It was important that people understand the different partners and their mandate in the KPREACH project. A presentation was made and presented through the use of flip charts detailing:

1. Objectives of the KPREACH project
2. who is in the KP-REACH consortium (Networks and partners)
3. The different components of the KPREACH project
4. The KP-LEARNING component
5. Which countries the KP-REACH is operating in

What does “Co-creating Conscious [Learning] Cultures” mean?

The facilitator took the group through a process of defining what each word meant to them.

Co-creating: Participate in producing, sharing information, making something new as a community/ with others, making something together through meaningful interaction

Conscious: Wide awake, an idea that grounds you, deliberately, present and aware, alert thinking, fully aware of what is happening around and within you, it is an emotional process which actually involves feelings.

Learning: Increasing one’s knowledge and skills, acquiring new information and new ways of doing things., On-going and questioning, It’s an on-going process that happens every day in our day to day lives. Big component of learning is communication and open mindedness and learning goes beyond acquiring knowledge to actually creating the knowledge

Culture: Way of life, who we are, our rights, Organizations and how they express their beliefs, way of doing, it also involves the why, the who and the how people operate

In terms of fully defining what ‘Co-creating conscious learning cultures’, it was decided that in this process, we develop a culture on how we create, own, learn and share knowledge consciously and continuously. The group understood that this an ongoing process and happens every day.

LOOKING BACK

WHAT HAS WORKED- Experience Sharing

Prior to the conversation, the NPO approached some organisations to share their experiences of the CCLC conversations spaces since November, 2016. The purpose of this was to highlight what has been achieved through this spaces as well as a way of reflecting and appreciating the role of individual activists and organisations in the advancement of the movement. Organisations that were invited to share are Women’s Alliance for Equality, Trans Bantu Association Zambia and Zambia sex workers Alliance.

From the reflections shared, TBZ stated that the CCLC conversations

- i. Created space for active movement building which is also activists focused
- ii. Improved solidarity and how people work together across organisations and movements.
- iii. The conversations helped with the deepening of the political analysis of the issues faced by organisations and the movement.
- iv. Identity politics were not a factor and cross organisational learning and support were encouraged and enhanced.

v. Improved on the documentation

Women's Alliance for Equality shared the following reflections;

i. The flexibility of the space encouraged inclusive, open and free participation as it was not necessarily prescriptive hence, conversations would naturally flow

ii. There was ownership of the space by participants and a willingness to fully appreciate the space and engage.

iii. The themes for the conversations spoke to the needs and priorities for activists, organisations and the movement

iv. The conversations were across a broad spectrum and focused on commonalities of the struggle including topics that are considered 'mainstream'.

celebrated ourselves by highlighting the achievements for each organisation and network

v. Constantly looking back, looking at the present and the future for each theme helped us contextualise the issues.

ZASWA shared the following reflections on what worked during the organising of these spaces

i. Strategic mobilisation as there was representation from various networks and groups

ii. Language flexibility allowed broader and free participation

iii. Less focus on identity politics meant that people focus on the similarities as opposed to the differences

iv. The affirmation exercises helped activists in feeling loved and valued

On the overall, participants who have been involved in some of the past organisations shared the benefits from the space. They stated that with improved solidarity and collaborative activities has seen to it that there is maximisation of resources. There is a visible improvement in terms of solidarity as people are working closer together. Platforms have been created to attest to this fact and this is the LGBTI consortium which is a collection of LGBTI organisations. This was through ironing out differences and going through a process that allowed us to see the importance of working together. Newly formed organisations also shared that they have received technical support from established organisations and through this, some organisations have been registered with others being in the process of registration. This is a manifestation of the peer to peer capacity enhancement between organisations. There has also been an increase in sharing of information, holding the space for organisations that are not present and ownership of

issues that may not directly affect an organisations constituency but understanding the aspect of intersectionality. This has seen to it that there is a utilization of opportunities.

What has not worked and why:

This was a process of reflecting on what had gone wrong with regards to the pre, during and post work. This means that this reflection extended to the movement as a whole in terms of agreements that were made during the differently themed previous conversations. It was done in the plenary with people and organisations that have participated in the previous conversations. It was imperative that this was discussed if the achievements made thus far were to be sustained.

- Follow up and Feedback mechanism was not very good as some people were lost in terms of where we are at now.
- Activists and organisations were not utilizing knowledge and experience gained from other trainings i. e paralegal in the implementation of activities and programmes.
- There is lack of a 360 degrees support for victims and survivors from the community and there was need to liaise with REACTORS for their involvement in working on and responding to violations.
- There is a gap in reaching and mentoring young people in organisational programme implementation
- There is need to talk more about intimate partner violence and what steps can be taken by marginalized persons
- On wellness, it has been noticed that organisations have policies that address this but people in the organisation do not take deliberate steps to know and understand the policies hence the need for standalone wellness and wellbeing policy documents that will be circulated and orientation to all staff and volunteers.

DROPPED BALLS

a. what was not implemented from previous agreements

This conversation focused on looking back at the commitments that were made by different organisations which were not implemented. The purpose of this conversation was to hold each other accountable, check if we need to re strategize and what kind of support people may need in terms of sticking with their commitments

- The directors meeting has not happened but informal conversations among directors have been taking place among different organisations to iron out the various issues raised during the conversation that are hindering functional collective organising.
- A mapping of resources available and matching them to the needs of the constituencies that are being served.

- A conversation on sexual harassment within the work space.
- Strengthening and rethinking the messaging on safety and security
- An advocacy plan on issues affecting LBQ women
- Joint fundraising initiatives
- Referral and joint networking initiatives.
- Active wellness and wellbeing activities

b. What to do with dropped balls

After identifying what was left from the previous conversations, it was agreed that we find ways of moving forward with the previous agreements and identify concrete ways of implementation. This was done by dividing people into three groups and taking on issues they will find solutions for presentation to the plenary with organisations volunteering to lead and coordinate based on their strength, capacity and experience.

Group one tackled the directors meeting, advocacy plan and wellness and wellbeing. On the Directors meeting, the agreed action points were to set a date for the first meeting as well as objectives and agenda. NPO will work alongside WAFE on this. It was also agreed that there should be rotating hosts. For the advocacy plan, WAFE shared that they already have a draft after the joint conversation between WAFE and CAL. The plan therefore is to review it and share it for comments with the rest of the partners and then implementation will commence as they have managed to fundraise some funds towards a campaign. The aim of the campaign is to bring to light the health needs of LBQ women as this has been a silent conversation. ZASWA was previously tasked with coordinating wellness activities and initiatives. They however stated that they need support in this so TBZ has offered to assist. Some of the action points include ZASWA conducting a needs assessment survey among local activists. TBZ has also offered to draft a wellness organisational policy that can be tailored and adopted by organisations.

The second group tackled Fundraising, capacity enhancement and mapping. When the conversation on the politics of money came, it was agreed that organisations will work together to find resources. This has started happening to some extent but there is need for strengthening. Under the action points for fundraising, group two suggested that organisations should consider writing joint proposals that will take into account organisational strength and focus, organisations to train other organisations with less capacity in proposal writing, brainstorm and implement income generating activities with the support from groups and organisations that are already doing this, share funding opportunities and consider crowd funding. The Lotus Identity offered to lead and coordinate this. Under capacity enhancement, group two suggested that there should be practical organisational mentorship, voluntary initiatives to offer coaching services as well as knowledge exchange amongst organisations. FOR offered to lead and coordinate this.

There was a general observation that the people who are reached with messaging were the same and there was a need for a different way of mobilization. Tied to this is that the organisations do not have a tight and functioning referral system. The second group suggested the use of social media for mobilization, develop and adapt a mapping strategy, create a referral system that includes all organisations and service centres that offer non-discriminatory services as well as creation of a database that shows geographic reach and information.

Group three worked on matching community and organisational needs to funds and other resources. Under this, possible solutions proposed included assessment of various key population needs that directly or indirectly impact on health. It was also suggested that organisations need to be honest with donors and negotiate what is feasible and needed in Zambia at the moment using lessons learned and documented best practices. Group three also worked on the issue of safety and security. It was observed that these messages and trainings are being offered by organisations, yet, arrests are on the rise. The proposed solutions included coming up with messages that take into account the place and problem. Different areas require different interventions. Organisations were also encouraged to have in-depth discussions on safety and security alongside engaging pro- LGBT and sex work law enforcement authorities. Titandizeni offered to lead and coordinate this.

It was also agreed that some other issues that were dropped will be handed over to the consortium such as the conversation on sexual harassment, psychosocial support for activists as well as strengthened messaging on safety and security. It was agreed that the report and commitments will be shared with organisational management so that there will be follow up.

This was the final session of the day and people reflected back on the day and checked out. Overall, people found the space to be beneficial with content that spoke to their organising.

TREE OF OPPRESSION

The second day of the conversation focused on hope, building healthy solidarity, organising ourselves and moving forward in terms of self-organising. It involved getting us to a point where we re-establish that indeed, at the root of it all, our issues are connected and that we are fighting the same systems and actors. This was done through the use of an exercise called 'The tree of oppression. This exercise involves participants splitting into individual organisations/ organisations that work around the same issue coming together to identify the ideologies and systems that are in place which form the root causes they are trying to mitigate. These formed the roots of the tree. They were then supposed to identify the actors that sustain the oppression and these formed the trunk with the leaves and fruits being the products of the ideologies and systems sustained by actors. There were three trees of

oppression that represented the LGBTQ movement, Trans movement and the Sex worker movement. Before groups were made, there was a discussion on what oppression is and how it manifests.

Trans Organising

FRUITS- Stigma and discrimination which can either be self or external, this is directly linked to fear which leads people to not being able to access health facilities and some drop out of school. Lack of access to health facilities lead to poor health and sometimes death. There is also a level of ignorance as the information regarding Trans diverse and intersex individuals is not readily available. This promotes a level of ignorance as to what services are available to the community. The impact of dropping out of school on the community has led to an increase in unemployment and poverty levels. This sometimes leads to risky transactional sex. Because of the pressure 'to pass' they end up abusing hormones. Mental health is also a big issue within the trans movement, most persons suffer from depression which may lead to suicide.

ACTORS- Trans persons who pass, cis men and women, broader LGBTQ people that sometimes discriminate against trans persons, Health care providers, police and religious leaders.

ROOTS: Patriarchy, Capitalism, culture, religion, state, education and health institutions, classicism.

Sex Worker Organising

FRUITS: Gender based violence, Drug abuse, inadequate access to education, human trafficking, sexual and physical violence, poverty, poor hygiene and sanitation, unsafe abortions, crime, fear, emotional abuse

ACTORS: Police officers, Health care providers, Religious leaders, media, traditional leaders, community, law enforcers

ROOTS: Patriarchy, matriarchy, sexism, classicism, culture capitalism, the state

LGBTQ Organising

FRUITS: Self harm, stress, drug and alcohol abuse, anxiety, fear, depression, unsafe abortions, low self-esteem, rejection, limited/lack of access to health and education spaces, unemployment, poverty, physical and sexual violence, self and external stigma

ACTORS: Faith leaders, traditional leaders, law enforcers, society, family, media

ROOTS: Capitalism, Cultural and religious fundamentalism, homophobia and militarism, politics

This exercise highlighted how different identities battle the same issues and the common cause is who they are perceived as in society. One interesting factor that was highlighted from the trees of oppression exercise actors and roots are the same but there are certainly different ways in which the actors and roots sustain the oppression. Despite the fruits being

similar, what causes them is unique to peoples identities as they walk our country. Violence was a common feature even though it manifests itself differently in all the groups. It is interesting to note that the people who are tasked with protecting the communities have also been the ones who actually perpetuate the oppression. From how the trees of oppression played out, it is clear that movements can do a lot of cross movement work. This provided space for the conversation on solidarity and helping build healthy solidarity.

SOLIDARITY

The session opened by NPO asking people to share what comes to mind when they hear the word 'solidarity'. It was agreed that solidarity is aligning ourselves and working with others on a common goal and interest. There was also a general discussion on how solidarity manifests some of the sentiments were that it manifests through commonalities in language and action, people speaking out for others if they cannot be able to for one reason or another as well as through social interactions. It also manifests through supporting each other's work and cause. Because we agreed that for us to have a strong, unified movement, we will have to rely heavily on healthy solidarity so we saw it pertinent to talk about the building blocks for a healthy solidarity. Some of the blocks forwarded were

-Honest conversations about what is on the table, what one can bring and how far they are willing to go.

-Being reliable and trustworthy

-Mutual respect for individuals, organisations and the work they do

-Being able to hold each other accountable with love and respect

-Sharing opportunities

-Integrity and motive should be pure.

After this, there was a general conversation on experience sharing on when solidarity helped or hindered peoples work. The aim of this exercise was to highlight the importance of solidarity and how it can help advance our cause through practical examples of peoples lived experiences. This conversation paved way for the conversation on the changes within the movement in our country that impact on our organising.

CHANGES IN OUR CONTEXT

This was a session that was meant to highlight the changes happening in our country. These changes are supposed to help us as we plan for the future as these are the factors that we must bear in mind. The room was divided into two groups. Changes in the sex worker movement and changes in the LGBTI movement.

Under changes in the sex worker movement, they divided these as positive and negative changes.

Sex Worker Movement

Positive changes

- National recognition of sex workers in the National AIDS strategic Framework for 2018-2021
- Increase-d programming, care and support in the context of HIV and other STIs.
- Change in language from 'prostitute' to sex worker
- A shift in programming for sex workers from reformation to improving the quality of life
- Improved provision and distribution of female condoms and contraceptives
- Introduction of PEP and PREP
- The birth of a sex worker led and focused organisation which is facilitating movement building
- There is better organising and solidarity actions with other movements both locally and at the regional level.
- Access to legal aid by sex workers
- Anti GBV act which improves the lives of women and girls in general as well as sex workers in particular.
- The reduction of child marriage as well as the magnified campaign against child marriage.
- Slight increase in funding opportunities

Negative Changes

- The formation of the Ministry of religious affairs and moral guidance which has exasperated the stigma and discrimination towards sex workers
- There has been a shift of Gender based violence from physical violence to other forms against sex works
- The Visibility of sex workers due to programming also puts them at risk
- Fragmentation of sex worker movement according class, age and gender
- Poor implantation of the Termination of pregnancy act
- Project based harms as there are making projects that are being implemented which are targeting sex workers that may not take into account sex workers lived realities. These project are number focused and are not humanitarian in their approach.

It was agreed that in order for organisations to successfully do work with sex workers, these issues should be at the back of our mind

- Security should be at the core to avoid project based harms
- Reach out to excluded persons and integrate mainstream initiatives that bring about empowerment such as additional resources, knowledge tools and exchange visits.

LGBTI MOVEMENT

This group clustered both the positive and negative changes together. These included

- Gender and sexual orientation have been differentiated and Intersex persons are starting to speak out.
- There is a shift from strictly talking about HIV to a broader SRHR conversation
- Institutions are encompassing the Sustainable Development Goals in Human rights advocacy and these give provisions for LGBTI advocacy.
- Funding opportunities for LBQ groups has been segmented
- Increase in youth funding opportunities that LGBTIQ groups can leverage on
- Progress has been made with government institutions i. e National AIDS Council, Ministry of Health, Psychology association of Zambia
- National AIDS strategic framework recognition of Gay men, MSM and trans diverse persons
- Progress in working with the media
- Visibility of the Queer women in advocacy spaces, previously, there were more men.
- Willingness of people and organisations to work together
- There is a KP component in most of the mainstream NGO programming
- There is a focus on local capacity.

WAY FORWARD

The final session for the day was taking into account the discussions we had had for the past two days and identifying opportunities for joint organising or ways of making our organising better.

- It was agreed that since we will be working a lot closer together, we should focus less on identities and foster a spirit of inclusion in as much as we have particular focus.

-It was also agreed that we must organise joint resource mobilization activities such as Fundraising dinners.

-The people in the room agreed that there was also need for us as organisations to use art for activism and it was suggested that a new organisation which has recently been founded which

works solely on Art for activism in terms of social justice called Umotto Centre for Culture should be engaged technical support. The group also felt that The methodology used by both the CCLC and The Autonomy project should be cascaded down to organisations so that the can replicate the methodology in their organisations.

- There was also an agreement to create a platform that includes Sex workers as most issues were for now, to be taken up by the LGBTI consortium.

-The room also felt that there was need for us to avail ourselves in other spaces for easier mainstreaming of our issues instead of sticking in our own corners. It was also agreed that consciousness raising ad movement building should be at the core of our business

- There was also a need for joint advocacy interventions at local and regional level.

The day ended with an affirmation exercise, reflections and checking out.

DATA IN THE SPACE

The participant evaluation forms were distributed on the final day of the conversation as the final session. A total of 19 participants responded to the evaluation form. All percentages have been rounded off to one decimal point. This section is based on the 19 evaluation forms submitted.

Items listed on the participant feedback survey	% Strongly disagree	% Disagree	% Neither agree or disagree	% Agree	% Strongly Agree
1. Overall organisation of workshop was well done				57.9%	42.1%
2. The space was valuable/ meaningful towards further developing my participation and analysis				31.6%	68.4%
3. There was adequate time provided for questions and discussion				42.1%	57.9%
4. Participation and interaction were encouraged				31.6%	68.4%

5. The mode of delivery and methodology was good				36.8%	63.2%
6. The presenters were knowledgeable and accessible			5.3%	31.6%	63.1%
7. The materials distributed were pertinent and useful			5.3%	63.1%	31.6%
8. The overall structure of the Conversations supported the wellbeing of the participants			5.3%	47.4%	47.3%
9. The workshop's structure reflected CAL's feminist mission				42.1%	57.9%

In terms of quantitative responses on the participant evaluation form, most answers are clustered within Agree-Strongly Agree with only two responses in the neither agree or disagree. In looking through the rest of this participant's feedback form, they provide positive responses to the qualitative questions and only two participants provide responses to question 14. Three participants did not provide responses for the qualitative questions

As regards the qualitative questions, the responses were as follows:

10. What was most impactful for you as a participant (PERSONAL level)?

- Being able to express myself freely
- Bringing of personal experience that relates to the topic at hand
- Participation and level of integrity among the participants
- Honesty and interactive
- Two participants gave this response- The tree of oppression
- Sharing of personal stories in relation to solidarity
- Open conversations
- being able to relate their personal to the whole process
- The rationale behind the conversation on solidarity
- Integrity
- Able to relate the personal with the whole process
- Meaning of oppression and how it manifests
- Rationale behind the conversation on solidarity
- Two participants gave this response -Solidarity

11. What is most useful to take away for your ORGANISATION?

- Solidarity
- It is important to follow up on previous agreements
- Tree of oppression
- New ideas from other organisations
- How to better and strategically focus programming and advocacy
- Integration into mainstream issues for the recognition and inclusion of diversity
- We need to create linkages with other organisations
- The joint organisational work will enhance the work of our organisation too if properly implemented
- Wellness
- Tap into available resources
- How we can build healthy solidarity and the responsibility our organisation has
- The tree of oppression was not business as usual as it allows for us to critically analyse the links in our oppression from the roots to the fruits
- The need for continued unity and solidarity in the country work being done
- The importance of solidarity
- The intersectionalities that were highlighted make it easy for us to see why we should work together
- The resources that were available for the improvement of my organisation

12. How will the Conversation impact/benefit the MOVEMENT in your country?

- Joint activity ventures
- Speak out more
- Feminist ways of working
- Re-energized
- Information shared will be disseminated
- Movement building
- It will bring about change
- It will go a long way in resolving conflicts within the movement
- Working together
- Unite different groups for impactful advocacy
- Intersectionalities show why we need to work together
- Encourage working together
- It will improve our working together culture
- Will help us in standing in solidarity with one another
- Movement building if we address the issue of honesty
- It will improve solidarity

13. Please state your intentions of sharing your learnings

What will you share?	With whom?	How?
----------------------	------------	------

All Learnings	Organisation	Focused group discussions
Everything I have learned	Friends	Social Media
All learnings	Youths	Social Media
Need for continued collaboration	Fellow advocates and organisation staff	Dialogue
Violence and oppression	Everyone	Through social media
All my learnings	Organisation staff	Through report to be circulated to all staff
Information shared during the conversation	Community members	Dialogue and IEC materials
The use of the tree of oppression	Organisation staff	A workshop
Reflections	Peers and colleagues	One on one conversations
Use the learnings to strengthen the organisation	Organisation Executive Director	Meeting
Importance of solidarity	With partners	One on one meetings
Meaning of oppression	Organisation staff	Staff meeting
Tree of oppression	Community members	Workshop and IEC materials
Agreed upon way forward	Organisation staff	Staff meeting
Ideas shared about resource mobilisation	Organisation staff	Staff meeting
Feminism 101	Sex workers and ZASWA members	Workshop
Learnings to improve our organisation	Staff	Meeting
Tree of Oppression	With peers	

Question 14 asked for any other comments (on the process, content, venue, organisation etc), and it was answered by very few of the participants. This is possible because there wasn't much space on the survey and they didn't want to make use of the accompanying blank sheet of paper. The responses that were received were as follows:

- It was an excellent workshop
- More reading materials should be shared in such spaces in future.
- The Conversation should continue

The final question asked participants to indicate their age range 11% of the participants were between the ages of 36- 45 years, 21% between 18-25 with 68% of the participants being from the 26-35 age group.

CONCLUSION

The conversation that was held indeed helped with reflecting back at the work that was done and it motivated people in wanting to continue to work together as they continue advocating

for access. It was evident during the conversation that there was need for a space that specifically focuses on movement building for better advocacy activities. One highlight of the process was being able to see the progress that has been made in the movement with the creation of the CCLC space which tackled issues that had long been denied space but still directly impact on the movement building.

PERSONAL REFLECTION

The conversation series have been quite impactful at the movement level. This was reflected on the personal sharing of organisations that have been participating in the conversations. Some of the tangible outcomes include the increased visibility of LBQ women in spaces and programming when it comes to access to health. Through the conversations, linkages for capacity enhancement among organisations has commenced and this has seen upcoming organisations creating policy documents with the help of the expertise from other existing organisations. The participants also attributed the formation of the LGBTIQ consortium to the conversation series as it provided space for organisations to iron out their differences hence being able to work together and deciding to form a collective of organisations. There has been an increase in joint proposal writing and project implementation due to the conversation we had on the politics of money.

It is important to note that the final conversation grounded the work that has been done thus far by first looking at the connections in our various struggles through the tree of oppression and how we need to build healthy solidarity with each other. These two form the backbone of the work that organisations have committed to implement for the continuous growth of the learnings as well as the movement as a whole.

The conversations were much more impactful because they spoke directly to the lived realities of the participants at the personal, organisational and movement level and this has helped in fostering the spirit of ownership of the project with organisations teaming up to source for additional funding so that the space can be maintained.

PARTICIPANTS LIST

NAME	ORGANISATION	CONTACT DETAILS
Nalumino Likwasi	WAFE	minolikwasi@gmail.com
Emmanuel Mumba	Zambia Sex workers Alliance	kapsmulenga@gmail.com
Taonga Thomas Tembo	AMShER	Thomas@amsher.org.za
Terry Munasangu	TBZ	tmuna@tbz.net
Chipasha Mwansa	PEPETA	chipashamwansa@yahoo.co.uk
Bwalya Sampa	Friends of Rainka	Bwalyasampa1@gmail.com
Willard Kampinda	Titandizeni	Willardkampinda14@gmail.com
Martin Langizo Sakala	Titandizeni	Langizo2008@gmail.com
Wezi Chisulo	The Lotus Identity	wezichisulo@live.com
Melita Mulenga	The Lotus Identity	melitamulenga@gmail.com
Natasha Ivy Chama	WAFE	Chamaivynatasha@gmail.com
Hildah Mbalazi	WAFE	hmbalazi@gmail.com
Stephanie Rossow	TBZ	henceforthrackz@gmail.com
Foster Chibwe	ZASWA	Forcestar18@gmail.com
Sarah Chirwa	Friends of Rainka	alexasarahchirwa@gmail.com
Akende Simamuna	SAFAIDS	kendesimamuna@gmail.com
Enock Ntoka	Friends of Rainka	enockntoka@gmail.com
Thelma Malambo	The Lotus Identity	chelcluv@gmail.com
Tamika Chanda	TBZ	Stilltamika21@gmail.com

