

# Report of a three day **Alternatives to Violence Project (AVP) Basic Workshop**

organized by ONAD in partnership with QSG (Quaker Service Germany)

from 27<sup>th</sup> to 29<sup>th</sup> /08/2015



**Group Photo of Participants of the AVP Basic Workshop**

## **Executive Summary**

Organization for Nonviolence and Development (ONAD) in partnership with QSG (Quaker Service Germany) organized and implemented a three day Alternative to Violence Project (AVP) Basic Training from 27<sup>th</sup> to 29<sup>th</sup> /08/2015.

The training brought in twenty participants: twelve (12) participants were males and eight (8) of them were females.

It is beyond doubt that the training recognized the diversity of the people of South Sudan, i.e. participants came from Governmental and Non-governmental Organizations, Faith Based Organizations, Community Based Organizations and political parties.

The following topics were covered: Affirmation. Communication, Community trust building and Conflict transformation.

The participants came up with the following Recommendations; the recommendations were both to the participants themselves and ONAD as an organization.

- ❖ Organization for Nonviolence and Development should offer more trainings to the people at the grassroots and further trainings to beneficiaries who underwent the basic training.
- ❖ The days for the training should be increased from three days to at least one week (five days).
- ❖ ONAD should include other topics of benefit to be covered during trainings.



**Program overview AVP Basic Workshop:**

Day 1	Day 2	Day 3
Welcoming, introductions & opening	Welcoming, gathering, and recap of day one activities	Welcome and gathering Recap of day two activities
Golden rules	Transforming Power introduction	Role plays
Expectations/fears	Sharing experiences of Transforming Power (TP)	Role play alternatives and feedback
Positive Adjective name	Blind walk exercise	Open questions
AVP history and philosophy	Life and lively	Way forward
Affirmation	Secret spot exercise	Affirmation posters
Life and Lively (L and L)	Live and lively	Evaluation of the basic workshop
Violence	Role play preparation	Speech from two participants Representatives (Male and Females)
Struggle lines	Evaluation day 2	Certification
Escalation and de-escalation	Closing	Closing remarks by ONAD Representative.
Active listening: Concentric circles		

**Day one program Thursday-27<sup>th</sup>/08/2015**

- ❖ Opening prayer
- ❖ Welcoming remarks, introductions
- ❖ Official opening
- ❖ Golden rules
- ❖ Expectations/fears
- ❖ Positive Adjective name
- ❖ AVP history and philosophy
- ❖ Affirmation
- ❖ Life and Lively (L and L)
- ❖ Violence
- ❖ Struggle lines
- ❖ Escalation and de-escalation
- ❖ Active listening: Concentric circles
- ❖ Closing

**Opening prayer, Welcoming, Introductions**

Prayer was done by a Christian and a Muslim at 9:45am

This was followed by introduction of the following categories of the whole team: thus, participants, facilitators and ONAD staff members.

**Welcoming remarks by AVP Project Coordinator**

Mr. Luka, the Alternatives to Violence Project Coordinator, welcomed the Executive Director of ONAD, team of trainers and the participants for the Alternative to Violence Project (AVP) training at ONAD.

He said that the training would have started at 9:00am, but due to transport difficulty by other participants, the starting time delayed somehow.

He said that this project of Alternatives to Violence Project (AVP) started in 2005 in the Republic of the Sudan, then the project came to South Sudan in 2006. This project existed in many countries of the world, said Luka. He went ahead to mention that the purpose of the training was to see into how the people can always practically live together without violence.



He clearly informed the participants that there are usually, basic workshop, advanced workshop, and Training of Trainers (TOF) under this project of Alternatives to Violence Project.

Finally, Mr. Luka welcomed the Director of ONAD, Dr. Moses Monday John, to officially open the training.

### **Opening remarks by ONAD Executive Director**

Alternatives to Violence Project (AVP) is a project existing in many countries, said Mr. Moses. According to him, AVP Sudan started in 2005 in Khartoum and was implemented in 2006 in South Sudan, particularly in Magwi County (Eastern Equatoria) and later on, extended to Juba.

Alternatives to Violence Project (AVP) has difference with other workshops declared Mr. Moses. It does not need to deal with people who necessarily are all intelligent, educated, etc. However, it is more about practical skills for dealing with conflict in a constructive and peaceful way than about knowledge that one should have. At the end of the day, violence is turned into nonviolence.

Interestingly, Mr. Moses reminded the participants that nobody can change others without first changing him/herself. He gave an example of someone who said that he wanted to change the world; later on, he changed his mind to change his continent, more so his country, family and finally he thought wise to start the change with himself. After changing himself, he died.

ONAD Executive Director stated that the peace deal was signed by the warring parties in South Sudan was a compromise. Since it was signed, there would be need to build relationships and to work together to consolidate this peace. He mentioned that Nelson Mandela had said that if you want peace, you need to negotiate with your enemies, not with your friends. If we want peace, we must work hard so that the suffering of our people comes to an end. "Therefore, such a project like the Alternatives to Violence Project is critical in our situation", he emphasized.

Finally, he thanked Luka and the team of facilitators and also the partners for supporting the project. "I declare this workshop officially opened", concluded Mr. Moses-Executive Director of ONAD.

### **Golden rules**

In a brainstorming, participants agreed on the following 'golden rules' to be followed in order to make the training comfortable, useful and enjoyable for all:

- ❖ Time management (punctuality)
- ❖ Equal participation
- ❖ Respect others' views
- ❖ Avoid unnecessary movement
- ❖ Mobile phones on silence or off

### **Time table**

The facilitators' team and participants agreed on the following time table for the 3 training days

Arrival: 08:30 am

Lunch time : 01:00-2:00Pm

Start : 09:00Am

Evening tea: 03:30-3:45Pm

Tea break: 10:30 -11:00Am

Closing : 04:00Pm

## Expectations/fears

Asked by one of the facilitators, participants shared which expectations and fears they had looking at the 3 days training together.

## Positive Adjective Name Game

Facilitator Yanga gave an example of the adjective name as below:

Yanga: My name is Yanga and my adjective name is Young Yanga

Facilitator Felix added his own example : My name is Felix and my adjective name is fantastic Felix

All participants said their name preceded by a positive adjective starting with the first letter of their name as in the examples; the game was lively and fun and showed that, even if it may be very unusual to give oneself a positive attribute, it is a joyful thing to do and helps to build community with others.

## History of Alternatives to Violence Project (AVP)

The first workshop was done by the Owego Community in the United States of America. Then Alternatives to Violence Project (AVP) started to expand to prisons, to Organizations, communities and up to international level. From America, it then moved to South Africa, Germany and Sudan, by a group of intellectuals.

Internationally, there are now more than twenty countries and forty states which got AVP trainings. AVP came to Sudan in 2005, brought by Martin Ayomba who organized trainings in Uganda and South Africa. Among us are today some of the first trainers of AVP in Sudan like Moses Monday, Dr. Inas who lived in Khartoum and Moses is currently in Juba, said Facilitator Felix. In South Sudan, the project started in 2006 in the University of Juba; at this time, there were tensions and clashes between student unions from different ethnic groups; so the Alternatives to Violence Project started there, inviting students from all ethnic groups to participate in the first AVP workshops. Later, workshops were held outside the University, in communities, schools, orphanages and, as open trainings, in the ONAD training hall.

He added that some of the trainers like Eva from South Sudan and Osman from Sudan did a workshop in 2007 in Hai Sultan in Nuba Mountains that was fruitful.

## Affirmation Exercise

Participants were given instructions for this exercise by Facilitator Suzan:

- ❖ Choose a friend whom you did not know before
- ❖ Be in pairs
- ❖ Each participant should talk on good things about his/ her life
- ❖ Each person should talk for two minutes and give the chance to the friend
- ❖ After the pair finished sharing, then that pair should join another pair to make a group of four members. In the group of four, each person should talk about the other person who was a friend before to the new people for one minute.





To harvest the insights from the Affirmation exercise, facilitator Suzan asked: “How was the exercise? How do you feel when you are listening to someone speaking about you?”

**Participants’ responses**

- ❖ The discussion allowed some of us to know about our good things, said a participant
- ❖ Feeling happy when talking about my self
- ❖ Feel very happy and proud when good things are mentioned
- ❖ Feeling of being bored at the beginning, but the exercise became interesting later on.

“Light and Lively”, i.e. an energizer, was offered after the group had been sitting and talking for a long time, and all enjoyed moving and having fun for a change. In the further course of the workshop, different “Light and Lively”s were offered.

**Brainstorming: What is Violence?**

When participants were asked what ‘violence’ means to them, they responded :

- Any bad
- Insults
- Abuses of human rights
- Killing
- Fighting
- Destruction of properties.
- Initiation of hate speech

**Struggle lines**

In this exercise, the facilitator asked the participants to stand in two lines facing each other. The participants in one line are asked to imagine that they are a husband who comes home hungry and frustrated and expects to eat right away, while the participants in the other line imagine that they are the wife who explains to the husband that she has not prepared anything to eat. In the first go, the partners are asked to play their natural feelings and reactions like they would imagine them to be in reality. In the second go, the roles were reversed, and this time the partners were asked to play in a way that could de-escalate the situation.

**Escalation and de-escalation**

Facilitator Felix then guided a collection of participants’ ideas of what kinds of behavior bring escalation and which ones bring de-escalation of conflict:

Responses from participants were as follows

escalation	de-escalation
➤ Rumors	• negotiating
➤ Corruption	• transparency
➤ Bias	• Love
➤ Discrimination	• Advise
➤ Exploitation	• Encouragement
➤ ignorance	• motivation
➤ robbery	• understanding other
➤ tribalism	• reconciliation
	• respecting right of other
	• dignity and confidence

**Active listening: Concentric Circles**



The concentric circles exercise gave participants insights on the value of active listening and made them get to know each other better.

In the Concentric Circles, exercise, participants sit in two circles, one facing inside, one outside, so that everyone has somebody facing him or her. The facilitator asked them to tell the person opposite to them about an experience that had been important in their life, while the other person would listen only, without asking back/ commenting or saying anything else. After sharing this experience, they would move one chair to their right to face a new partner and so forth.

The participants mentioned that it was unfamiliar for them to be listened to in this way, and that they felt honored and empowered. Some said they were motivated to tell more after experiencing the concentrated listening of their partner. Others mentioned that listening only can be challenging because they wished to share some advice, put a question to know more, or share their own story about the same type of experience.

### Closing Day One

The first training day was ended with a closing exercise and prayers.

### Day Two program

Friday- 28th/8/2015

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| <ul style="list-style-type: none"> <li>❖ Welcoming and gathering</li> <li>❖ Recap of day one activities</li> <li>❖ Transforming Power introduction</li> <li>❖ Sharing experiences of Transforming Power (TP)</li> <li>❖ Blind walk exercise</li> </ul> | <ul style="list-style-type: none"> <li>❖ Life and lively</li> <li>❖ Secret spot exercise</li> <li>❖ Live and lively</li> <li>❖ Role play preparation</li> <li>❖ Evaluation day 2</li> <li>❖ Closing</li> </ul> |
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### Welcoming and gathering

Facilitator Suzan said a word of welcome to all the participants. This was at 9:00am in the morning. The opening prayer was done by two participants, a Muslim and Christian as a consideration for religious recognition.

In the gathering that followed, facilitator Suzan asked: What do you like so much in your life? For example, Suzan: I like a bag because I can take some of my vital and necessary things. One participant said that she liked and put on green cloth because it was a weekend, another said that he bought his mobile phone because it was important for him since it was strong enough to access internet everywhere to link up with friends. Again, his mobile was durable, and it was going to take four years if it reached April-2015. Someone else said that he liked one of his belts because his mother bought it for him, another that he liked his ring that his mother gave to him when he was a small boy in 1993, yet others said he liked a pair of his white shoes, his friend gave to him, and she liked a bible and she used to read her bible etc.

### Recap of day one activities

To initiate a recap of day one activities, facilitator Yanga put the question: What came to your mind when you went home after day one training?

**Participants’ responses**

- ❖ Knowledge is power which was got from the AVP training.
- ❖ Four pillars of Alternatives to Violence Project (AVP)
- ❖ Abdu said that he did not leave money for his family and he dropped for the training. He noticed that it was not good to do so.

**Introduction to Transforming Power (TP)**

Facilitator Felix said that he wanted to share a story with the participants.

Once upon a time, there was an older man who thought about always asking for money from people whom he could come across. He collected money for some time which he kept in an old box.

One day he was sitting on the box and going on with his begging for help.

It happened that one time, a small boy came and saw the old man sitting on his box. He came closer to him and asked why the old man was sitting there? After the beggar responded, the boy continued by asking the old man to allow him open the box for him. The old man later permitted the boy to check the box and the boy opened the box. When he opened the box, he found Gold, silver and iron in the box. The old man saw how many things he had in the box which he sat on for long without knowing what was inside. He took and sold them in the market. It is the end of the story about what I would like you to understand about transformation of power, said Facilitator Felix.

Participants shared their stories where they had experienced Transforming Power (TP) in their lives, using colored cards to show which element of TP they had been experiencing in their story.



**Blind Walk Exercise**



In the Blind Walk exercise, participants were divided into pairs. Among the two, one considered his/her self as a blind person by blindfolding his/her eyes. The other person had to take care of and lead that person through the room safely for a few minutes, without letting the blind person get harmed. Then the roles were reversed. In the evaluation, many said that they were feeling uncomfortable to move without seeing, and it was a challenge to trust the guide that s/he would take good care of him or her. In the leading role, many felt challenged by being responsible for the wellbeing of the other person. As was found in the harvesting round, Blind Walk is an exercise that shows us how we can build trust to each other and care for each other.

**Secret spot exercise**

In small groups, participants were asked to stand in a circle, to hold each others hands, identify each of them individually and secretly on spot in the room where they would like to move. After a start signal they were assigned to go and reach their 'secret spot', but at the same time not to let loose of each others hands. This exercise provides an experience of working in a team and deciding in a way that makes it possible that diverging interests of all are considered in the decision that the team makes.



### Role play preparation

The main aim of the role plays is to support the participants in discovering new, nonviolent ways to handle violence or conflict. To prepare a role play, participants were split up in groups of four or five/ six. The members of each group are shared a conflict situation which they personally been involved in. They then chose one of these conflict situations and identified a situation of confrontation that could be used for a role-play. After the person who had been involved in the situation chosen gave more details about it, the group can choose a director (at best the person who has shared the conflict situation), and a spokesperson who would introduce to the plenary the characters and how they felt in the real situation, what was the scene of the situation, and what had happened before that contributed to the confrontation.

### Day three program Saturday 29<sup>th</sup> /08/2015

#### Agenda items

- ❖ Welcome and gathering
- ❖ Recap on day three
- ❖ Role play
- ❖ Role play Alternatives and feedback
- ❖ Open questions
- ❖ Way forward
- ❖ Affirmation posters
- ❖ Evaluation of the basic workshop
- ❖ Speech from two participants Representatives (Male and Females)
- ❖ Certification
- ❖ Closing remarks by ONAD Representative.

#### Recap on day three

The Recap was started by facilitator Yanga asking: What did you do with what you learnt for the last two days?Facilitator Yanga went ahead, giving the following example that the participants could follow:He said that a bus conductor was pulling rope with a passenger. He advised the bus conductor to cool down since quarreling in the public would low him. Finally, as he talked calmly, the bus conduct understood him and left the chaos.Facilitator Felix added that after going home yesterday on the second day of the training, his in-laws at home said that they wanted to seek for permission so as to use some of his items at home. According to Felix, he replied, no problem. This to Felix, showed respect amidst them by asking first and the way of getting permission was in a humble way.More so, he came across one of his relatives who had a sick person in the house. As a family head, the man had a very rough voice when talking to his family members. He (Felix) advised the man to lower down his voice in case of some mistakes that the rest of the people in the house could make. When one of his girls



in the family arrived home from unknown where about (a place that Felix did not name), the man did not talk to avoid any further violent conflict by using a rough voice.

### **Participants' response**

One participant said that after going home on the second day of the training, he found two soldiers quarreling at the top of their voices. These soldiers were fighting over a piece of land. He intervened by asking these two people to calm down and he also suggested that let them have time to sit down and discuss the matter if they wanted to get real and lasting solution to the problem. Later on, in the evening, he got a phone call from one of the worrying people, saying that if there was no intervention by Him, he was going to kill his colleague. According to him, he replied no do not do anything like this, instead wait for the forthcoming Saturday to sit together and discuss on the matter. A female participant said that someone wanted to commit suicide because of his wife. What she did was to call the man and asked him "if you killed yourself then what about the children?" She continued to state that life is not all about the wife. She decided with other neighbors to make sure that Military Police were called so as to help the man who had a gun and was ready to do anything in terms of killing himself. The man claimed that his wife was given money, she could not do anything good with it, and she wanted freedom to do anything, even bad things like rooming around without any good or beneficial reason. This is what was making me to kill myself, said the man. Finally, he was put under police custody. The third participant, when he went home, he found three women were pulling rope on what they called SANDUK (contributing money and giving to the group members, one person at a time. One person per a specific time) .He invited all of them to say the problem. He dialogued with them so that instead of fighting or quarrelling, they would rearrange as to who should be first, second and the third to receive the money. He talked to them that it was just matter of patience and waiting to receive the same amount of money. Many participants more shared how they had been using their insights from the workshop. Another on said that, when he reached home after one workshop day, he found that the family was in problem. The house wife of the family did not cook the food well. It was accidentally that the sauce got burned. Some of the in-laws, particularly women at home were embarrassing her for failing to cook good food. There resulted a quarrel amidst them. He told the family members to be calm and think before they can do anything which will not be good. Thereafter, he asked them as who did not make a mistake in his or her life? All of them confessed that each of them made a mistake or mistakes. Lastly, they concluded that everyone can make a mistake. The situation became under control and each one of them said sorry to other.

Another female participant shared: She had problem with her husband, and for long time she had never had any communication with her husband since 2011 till the time she was invited for AVP basic workshop, she has four years and two months by the year-2015, not connected with the husband, she always rejects his calls or friend request on facebook. She told everyone in the family not to give her number to her husband. After she attended training on day one and two, she received his friend request on face book and she accepted. She said that if he asked for the number she would give him and that AVP training has restored what was lost between her and her husband.

### **Role Plays**

Facilitator Felix gave instructions for the role plays:

- ❖ You should make three groups.
- ❖ Each group was to be alone to prepare the role play.
- ❖ You have to share on any conflict situation that occurred to you or you witnessed. You can share three or four situations.
- ❖ You can bring indifferent names for the role play actors which are not real names of the participants in the group.
- ❖ Participants were given one hour to prepare themselves for their role play that they would later show in plenary.
- ❖ The actors should at maximum be five

### **Role play Group one**



**A photo showing role play one**

One man was pumping water and two women arrived. The women complained that the man they got at the borehole fetching water was a professor and why fetch water? The professor left and two more men arrived and accused the women of gossiping. They kicked off the water containers of the women.

Kuku, one of the men said that he wanted to fetch water to hurry for job. Keji accused the man of saying that she was short. She insulted the man that he was just Dumo i.e drunkard.

Poni complained that she was not respected in the area and yet she was the chief's wife.

Rof: He said that Poni liked gossiping with other women at the borehole.

Lukesaid that he was annoyed.This is because he just wanted to fetch water for himself. However,there were a lot of problems with the women at the borehole.

### **Comments**

The facilitator Felix asked Rof as to why he behaved so rough.

Rof: He replied that the women were arrogant and made him to behave so.

Facilitator Felix: Mona, do you behave just the way Keji (actor) behaved?

Mona: No.

Facilitator Felix: What advice would you, Mona, give to Keji?

(Mona): Let Keji be peaceful to co- exist with others.

Facilitator Felix: Do you behave like Kuku,Max?

Max: He replied yes, sometimes.

Facilitator Felix: What advice would you, Max give to kuku?

Max: Stop making yourself so high, follow order, stop violence which you did by kicking water containersand wake up early to prepare yourself in time.

Mona: Let Kuku respect women because they have a lot of things to do at home.

Facilitator Felix: Doyou, Leylhave that kind of life like Keji?

Leyla: Replied yes, before and later on, she had left. Ever since she never wanted a man to be ahead of her in anything. She advised Keji to have respect and goon with relationship.

Jeremiah said that Poni was so harsh in her approach. Therefore, good approach should be used by Poni.

Max: Poni should stop making a lot of chaos at public places.

Josephine: She made an observation that women in the village stayed so far and having moments of meeting together would be good time for them to share,however,it is good to discuss good things.

More so, she witnessed that Luke stayed away while others hadproblems. He was not a person of nonviolence because he was not intervening to address the matter.

Lastly but not the least, Facilitator Felix told the actors that their names were changed from the nick names (names of the person they played in the role play) to the real names.

Finally, Facilitator Felix asked the audience to clap their hands for group one.

### Role play Group two



**A photo showing roles play two**

A man arrived his home and greeted his second wife. He said that he was happy with the wife because of her simple, caring, smiling and hardworking way of life. The wife accused him of being a hard man, not giving money to her and yet he used to call for food. The man said that the wife was so good. If she died, they were going to be buried together.

The man left for the family of the first wife. The woman told the man to sit down and have something. She gave some water to the man but he refused the water, claiming that the cup was dirty.

This same woman who was said to be dirty gave some money to him. Later on, he offered that money to his concubine, the second wife to be.

### Role play Group three



**A photo showing role play three**

The man (Koriyom) came home and called for the wife, Ajiba. She responded, yes my husband. The man asked her as to why she was not responding loudly. The friend of the family (Longongo) dropped home and whispered that he wanted to marry Koriyom's wife who was beautiful and his former girl friend. The family head, Koriyom, called the wife to bring water. She said that her good man who was to marry her came. She checked on herself first to ensure smartness before taking the water.

Koriyom asked the wife to bring food. The house wife of Kariyom brought the water and gave the husband to wash; then she washed the visitor's hands. There resulted quarrel between Koriyom and his wife. He accused the wife of having some love affairs with his friend, Longongo.

### Conclusions of the role plays by Facilitator Yanga



Can I help you, the woman (Ajiba) said - yes if you only support me. Yanga said it is fine. You are not now, called by your nick name (Ajiba), but your real name (Rosa).

He also went to Koriyom and Longongo who were told that there were back to their real names after performing the role-play. Koriyom became Kevin and Longongo was Luke.

### Comments about the role plays

Facilitator Yanga: Do you have this kind of life situation?

Rosa said no, but this is happening in the society.

Facilitator Yanga: What advice do you give to such a wife?

Rosa: Let Ajiba trust the man and respect herself.

Facilitator Yanga: Do you have this kind of life situation?

Kevin: No, he replied.

Facilitator Yanga: What advice could you give to such a person?

**Kevin:** Koriyom should take time to watch out and act accordingly.

**Hilda:** A person should study the scenario first before judging the wife first.

Samuel: Koriyom should give himself some times to handle family issues than being so much committed outside with office work.

Facilitator Yanga: What advice would you (the rest of the participants) say to the wife?

Josephine: Her advice to the second wife is to avoid giving money to the husband.

Mona: Poni should study the husband if he loved her or not before giving money to him and later he gave out to the co wife.

Walter: He said that Poni did well before and later she handled her issues alone. Let her discuss the problem with trusted friends or other relatives.

Amie: She said that Poni was lazy and could not handle the husband to avoid going out to other women.

Leyla: She advised Selua not to separate a husband from the other wife. Let her make the man love them all.

Samuel: He said that Longongo did not do well by giving money to other ladies and yet he was also given by some women.

He gave advice to Longongo that he should avoid problems with his wife(s) and stop confusing other people's wives.

Kira: Maybe Longongo did not get the love he was looking for. However, let him settle down with his wife or wives.

Fatih: Longongo was not a good friend. He admired his friend's wife. He advised him to have one wife and manage her well.

Josephine: Longongo was violent, by taking some one's wife. Let him look for a wife from somewhere, ladies not married woman.

Andreas: Longongo had no order at his home. He should be independent and make his own decisions.

Samuel: He said that when Poni gave money to the husband, she was showing true love.

Leyla: If you are married stop going back to former boy friends. This advice was to go to the Ajiba. This is because the man who disorganized her would not marry her after the husband chased her away from his home.

Josephine: Ajiba had no kid with her husband. If she had a kid with another person without marriage, this could bring a problem with her husband.

Eve: Ajiba, keep your smartness for your family, not for outside people to pick interest in you.

Kevin: There was a man known for women in Khartoum. He had no room for sleeping, but dangerous with women. This kind of life should be stopped by Koriyom.

James: Koryiom did not find out clearly as to whether the wife was having a business with the man or not. Immediately, he reached an extent of fighting. This was not correct action to do.

#### **Facilitator's inputs**

Facilitator Suzan: Longongo should help to correct the wife if she did wrong like the bad food cooked

#### **Open questions**

There were no open questions written by the participants.

#### **Way Forward**

For the 'way forward', the facilitators' team explained that those who have participated in a basic workshop would be invited to come for an 'advanced' workshop of the Alternatives to Violence Project, where the program would be a lot more shaped by participants who would select a focus topic for the Advanced Workshop in a consensus exercise on day 1. After attending a minimum of two Advanced Workshop, someone could be invited to join an AVP Facilitators' training and, from then on, be part of a facilitators' team for basic workshops, first as a 'learning facilitator' and later as one of the team members.

#### **Affirmation Posters**



A photo showing affirmation posters exercise

Participants were given a paper to stick on their back, and a pen each. To encourage and empower their fellow participants, everyone would write something positive, something they liked about him / her, on the paper of everyone else's back. Only later, after everyone was finished, were they allowed to take the papers off their backs and to read them out loud.

## Evaluation of the basic workshop

In the evaluation gathering, participants could say what they liked and did not like about the AVP Basic Workshop and what they would like the team to improve next time. For their comments and recommendations, please see the executive summary above.

## Closing session

In the closing session, certificates were handed over. The certification was done in such a way that each participant would have the affirmation poster and certificate of participation of his or her fellow colleague, and then called the name of the person. After receiving the certificate, the very participant also called the next person to come forward for his or her certificate as well.

In the closing session, speeches were made by participants' representatives and the facilitators' representative. The final closing speech was delivered by an ONAD representative, and the workshop was closed with a 'big hug' including all present.



A photo showing closing of three days workshop with Big Hug