



Division for the Advancement of Women



***"Violence against women: Good practices in
combating and eliminating violence against women"***

Expert Group Meeting

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**Good practice in designing a community-based approach
to prevent domestic violence**

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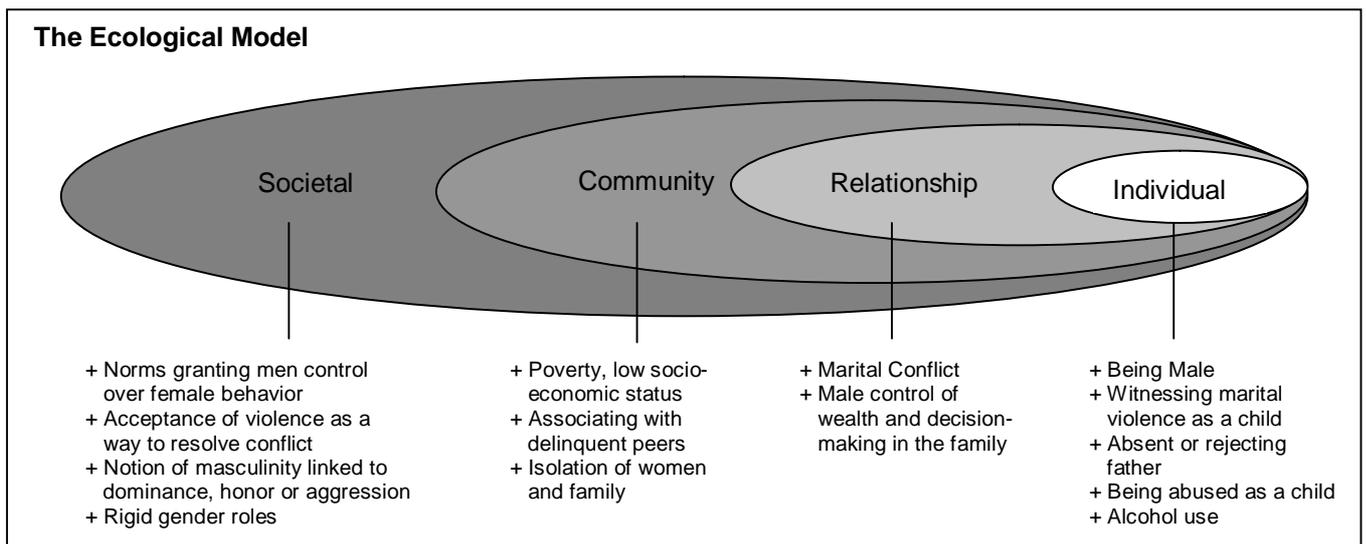
Multiple international policy statements encourage and mandate prevention strategies to combat violence against women.¹ Organizations throughout the world also recognize the importance of violence prevention and are reorienting many violence against women programs toward more preventive strategies. This growing intention and consensus in the field among activists and policy makers on the importance of using prevention strategies provides new impetus and inspiration to respond creatively to violence against women. The challenge now is turning policy and intention into sound and effective violence prevention strategies.

This paper discusses the rationale for developing primary prevention programs on violence against women. It also discusses a conceptual framework and approach designed by Raising Voices to mobilize communities to prevent domestic violence. A case example from the Center for Domestic Violence Prevention in Uganda illustrates the impact the approach is having in making families and communities safer for women there. The paper ends with lessons learned and recommendations.

Rationale

The majority of international policy statements on violence against women recognize that in order for violence against women to end, fundamental changes in long-held attitudes and beliefs about the value of women and the roles they are able to play need to change. The Declaration on the Elimination of all forms of Violence Against Women, for example, calls for states and civil society to “develop in a comprehensive way, preventive approaches and all those measures of a legal, political, administrative and cultural nature that promote the protection of women against any form of violence...” (DEVAW, 1993). This requires nothing short of wide-scale social change – an intimidating undertaking for any organization or state. Yet we recognize that this needs to be done if we are to affect real change in the lives of women in communities around the world. Thus, the challenge is to develop a *practical methodology* for creating homes and communities that are safe for women, where women’s human rights are respected, and there is social equity.

Before discussing the prevention of violence, it is helpful to begin with why violence against women happens. Understanding the dynamics of intimate partner violence particularly why and how it occurs, can help us better understand what is needed in order to prevent it. The Ecological Model provides a holistic analysis of the various factors at play that contribute to a person’s decision to use violence (Heise, 1998). The Ecological Model demonstrates that violent behavior grows out of a complex interplay of individual, relational, communal and societal dynamics. It asserts that violence does not occur as a result of one factor in one of the four spheres of influence, but is rather more complex with multiple factors within different spheres influencing a person’s attitudes, behavior and choices, as the figure below illustrates.



Source: *Population Reports: Ending Violence against Women*, Heise et al., 1999:8
 Figure 1: The Ecological Model

¹ Beijing Platform for Action, Banjul Charter, World Health Assembly Resolution 49.25, DEVAW, ICPD.

The work of preventing violence against women is daunting yet the Ecological Model can provide a useful framework for understanding the task of preventing violence. “Long-term success in the prevention of violence will increasingly depend on comprehensive approaches at all levels [of the Ecological Model]” (Krug et al., 2002:16). This is especially true for primary prevention approaches where the efforts focus on preventing the violence before it occurs. Primary prevention for violence against women involves creating a legal and policy environment that supports women’s rights, a culture in the community which promotes non-violence, relationships based on equity, and individuals who take a personal and public stand against abuse. Creating a culture supportive of women’s right to live free of violence requires long-term, sustained efforts in a community that address the root causes of violence against women. It means moving beyond programs that work with one sector (e.g., health, police, education, judiciary, etc) or one group (e.g., policy makers, battered women, youth, etc) because societal change requires building a critical mass of individuals and institutions who believe in and live these beliefs.

According to the World Health Organization, to date, there has been an emphasis on secondary and tertiary prevention or efforts that work after the violence has occurred, as well as an abundance of program working at the individual or relationship levels of the Ecological Model. These programs aim to influence individuals and their intimate relationships, but there remains “an imbalance in the focus of programs – community and societal strategies are under-emphasized compared with programs addressing individual and relationship factors” (WHO, 2002:28).

Furthermore, there are even fewer programs that address the multiple spheres (individual, relationship, community and societal) and factors at the same time. Yet because multiple spheres and factors are at play in determining likelihood of perpetrating and experiencing violence, programs must also be able to engage and support these different spheres.

Over the last five years, Raising Voices has worked to create programs that engage the various spheres in order to help organizations and communities build critical mass necessary to create a new climate in communities that is supportive of women’s right to live free of violence.

Mobilizing Communities to Prevent Domestic Violence: A Holistic Approach²

The community mobilization approach attempts to reach individuals, relationships, communities, and the larger society. It breaks down this large task of affecting wide scale social change down so that organizations can stay focused and effective. Key components of the approach are:

1. *Guiding principles* articulate the conceptual framework for the work.
2. *Process of Community Mobilization* describes the design and theoretical assumptions of the work.
3. *Implementation strategies* organize the myriad of activities suggested to ensure that all the spheres within the Ecological Model are reached.

Guiding Principles for Mobilizing Communities

1. Prevention

In order to affect long-term, sustainable change, organizations need to adopt a proactive rather than a reactive stance. A primary prevention approach assumes it is not enough to provide services to women experiencing violence nor to promote an end to violence without challenging communities to examine the assumptions that perpetuate it. Primary prevention involves addressing the root causes of violence against women by introducing a gender-based analysis of why domestic violence occurs. This means recognizing women’s low status, the imbalance of power, and rigid gender roles as the root causes of domestic violence.

2. Holistic

Preventing domestic violence requires commitment from and engagement of the whole community. Ad hoc efforts that engage isolated groups or implement sporadic activities have limited impact. Efforts to prevent domestic violence need to be relevant and recognize the multifaceted and interconnected relationships of community members and institutions. This means it is important for organizations to acknowledge the complex history, culture, and relationships that shape a community and individual’s lives within it. Efforts must creatively engage a cross section of community members,

² The approach is documented in a program tool: *Mobilizing Communities to Prevent Domestic Violence: A Resource Guide for Organizations in East and Southern Africa*, by Lori Michau and Dipak Naker, Raising Voices, 2003.

not just women or one sector (e.g., police or health care providers, etc.) in order to generate sufficient momentum for change. People live in community with others; thus, the whole community needs to be engaged for community wide change to occur.

3. A Process of Social Change

Changing community norms is a process, not a single event. Projects based on an understanding of how individuals naturally go through a process of change can be more effective than haphazard messages thrust into the community. Thus, efforts to try to influence social change must be approached systematically. Organizations that attempt this work can become skilled facilitators of individual and collective change by working with, guiding, facilitating, and supporting the community along a journey of change.

4. Repeated Exposure to Ideas

Community members need to be engaged with regular and mutually reinforcing messages from a variety of sources over a sustained period of time. This contributes to changing the climate in the community and building momentum for change. For example, in one week a man may hear a sermon about family unity in church, see a mural questioning domestic violence on his walk to work, hear a radio program about human rights, and be invited by a neighbor to join a men's group to discuss parenting skills. Repeated exposure to ideas from a variety of sources can significantly influence perception and reinforce practice.

5. Human Rights Framework

A rights-based approach to preventing domestic violence is empowering to women and the community. It uses the broader framework of human rights to create a legitimate channel for discussing women's needs and priorities and holds the community accountable for treating women as valuable and equal human beings. It challenges community members to examine and assess their value system and empowers them to make meaningful and sustainable change. Without this foundation, projects tend to appeal to the goodwill or benevolence of others to keep women safe.

6. Community Ownership

Effective projects aimed at changing harmful beliefs and practices in a community must engage and be led by members of that community. Organizations can play an important facilitative and supportive role, yet the change must occur in the hearts and minds of the community members themselves. Organizations can work closely with individuals, groups, and institutions to strengthen their capacity to be agents of change in their community. In this way, their activism will live long after specific projects end.

Process of Community Mobilization

As implied in the Ecological Model, behavior is a result of individual experiences, attitudes, and beliefs, which are deeply linked to the prevailing belief system in the community. Thus the attitudes and actions of neighbors, friends, co-workers, religious leaders, police, health care providers, etc. greatly influence an individual's behavior choices and collectively create the climate in the community.

Mobilizing communities to prevent domestic violence requires individuals to identify the problem of domestic violence, consider its importance, evaluate their own behavior, and then begin making changes in their lives. Although each individual is unique and will come to the issue of domestic violence differently, the process of how individuals change often follows a similar pattern. Raising Voices uses the Stages of Change Theory (Prochaska et al., 1992) of how individuals can change their behavior to develop long-term programs for community mobilization. While there are many different theories of how people change, we have found this one to be intuitive, simple, and generally cross-cultural.

Raising Voices adapted the Stages of Change Theory of individual behavior and scaled it up to the community level. We propose that a community also goes through a distinct process of change before any given value system is adopted. Therefore, if projects can recognize this process and operate in harmony with it, they are more likely to facilitate enduring change. The Stages of Change Theory is presented below with a parallel, actionable process scaled up for affecting wide scale social change.

Stages of Individual Change	Phases of Community Mobilization
<i>Stage 1: Pre-contemplation:</i> an individual is unaware of the issue/problem and its consequences for her/his life.	<i>Phase 1: Community Assessment:</i> a time to gather information on attitudes and beliefs about domestic violence and to start building relationships with community members and professional sectors.
<i>Stage 2: Contemplation:</i> an individual begins to wonder if the issue/problem relates to her/his life.	<i>Phase 2: Raising Awareness:</i> a time to increase awareness about domestic violence. Awareness can be raised on various aspects of domestic violence including why it happens and its negative consequences for women, men, families, and the community.
<i>Stage 3: Preparation for Action:</i> an individual gets more information and develops an intention to act.	<i>Phase 3: Building Networks:</i> a time for encouraging and supporting general community members and various professional sectors to begin considering action and changes that uphold women's right to safety. Community members can come together to strengthen individual and group efforts to prevent domestic violence.
<i>Stage 4: Action:</i> an individual begins to try new and different ways of thinking and behaving.	<i>Phase 4: Integrating Action:</i> a time to make actions against domestic violence part of everyday life in the community and within institutions' policies and practices.
<i>Stage 5: Maintenance:</i> an individual recognizes the benefits of the behavior change and maintains it.	<i>Phase 5: Consolidating Efforts:</i> a time to strengthen actions and activities for the prevention of domestic violence to ensure their sustainability, continued growth, and progress.

Figure 2: Stages of Individual Change and Phases of Community Mobilization (Michau and Naker, 2003)

We have found that breaking down the process of community mobilization into distinct steps helps organizations create longer-term programs and stay focused, thereby deliberately structuring their interventions within the community. This avoids the common pitfall of endless raising awareness activities and helps move individuals and the community through a structured process of change. It can also help avoid burnout and backlash because it helps organizations start where the community is and grounds the project in the community itself with clear milestones for each phase. For a conceptual overview of each phase see appendix 1.

Strategies and Activities

Within each of the five phases described above, five strategies for organizing and conducting activities are used: developing and using creative and appropriate *learning materials*, *strengthening capacity* of a wide range of community members, engaging the mainstream *media* and organizing *community events*, *advocacy*, and fostering *local activism*. These strategies are designed to help organizations reach a wide variety of people in each of the spheres of influence of the Ecological Model. Each strategy engages different groups in the community and thus builds momentum, increases community ownership, and improves the sustainability of positive change. The community is conceptualized broadly to include religious leaders, health care providers, general community members, shopkeepers, women's groups, other NGOs, governmental and community leaders, police officers, local court officials, etc., allowing for a multi-faceted response.

For each strategy there are a variety of diverse and participatory activity ideas designed to maximize the impact of the project. The nature and the level of the activity suggested corresponds to the phases

of community mobilization. The activities are designed to help organizations reach a critical mass of individuals and groups within the community to build momentum for change.

While all the activities are meant to be adapted and contextualized, ideally the sequence of the five phases of community mobilization, use of diverse strategies, and outreach to various groups should be maintained. These are the practical expressions of the six guiding principles upon which community mobilization to prevent domestic violence is based.

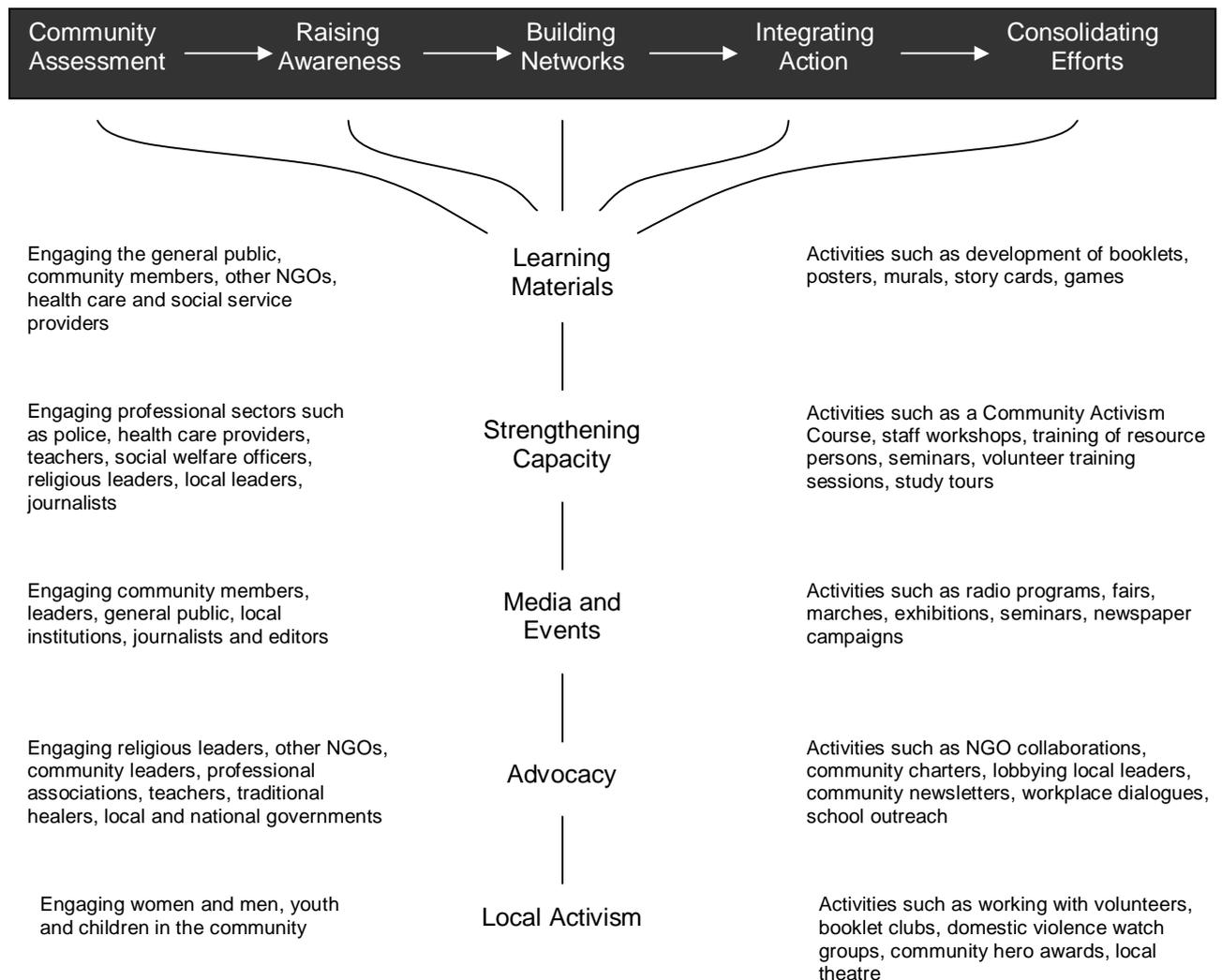


Figure 3: Five Phases, Five Strategies for Community Mobilization (Michau and Naker, 2003)

Impact Assessment

It is challenging to assess the impact of a program that is far-reaching and engages a variety of different individuals and institutions, especially in a resource limited context. Furthermore it is difficult to link cause and effect in a complex environment like a community, particularly around subtle motivations that influence behavior. At the same time, it is critical that programs aim to learn about the impact and implications of their efforts. Raising Voices designed and conducted a qualitative impact assessment with the Center for Domestic Violence Prevention (CEDOVIP) in Kampala, Uganda who has been using the above approach to implement a community mobilization project since 2000.

The domestic violence prevention program is implemented in Kawempe Division, a low-income area North of Kampala with a population of approximately 325,000, the majority of whom live on less than one US dollar per day. CEDOVIP follows the phases of community mobilization and uses the five strategies to reach a broad cross section of the community with an aim to generate momentum for change in the community and to create critical mass necessary to support violence free relationships.

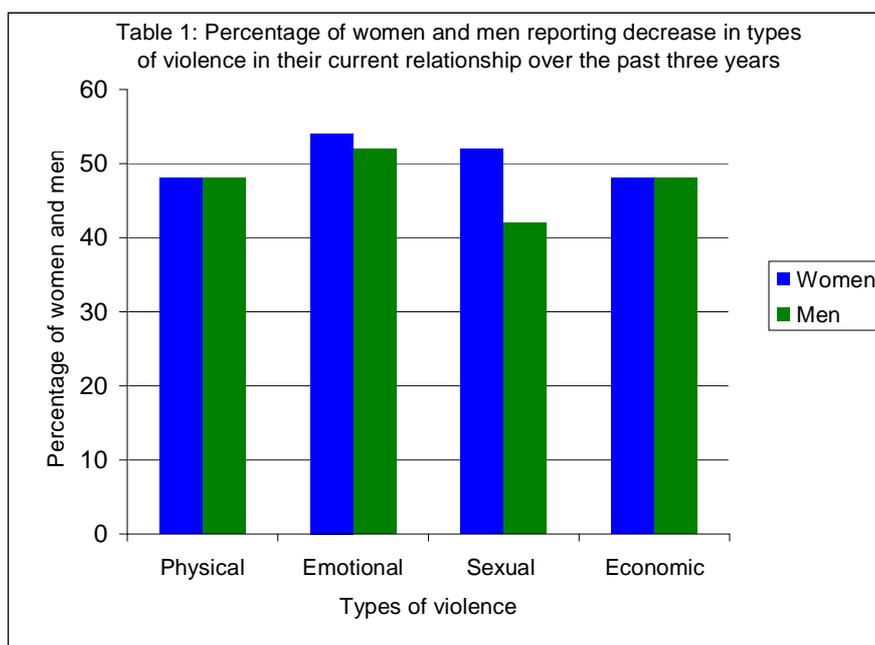
As the figure below shows, their programs and activities aim to reach all spheres within the Ecological Model.

CEDOVIP activities across the Ecological Model Spheres of Influence

Societal	Community	Relationship	Individual
<ul style="list-style-type: none"> • Newspaper Columns • Radio Programs • Legislative Reform • National Campaigns • Local ordinances and bylaws • Improving health service and law enforcement policy 	<ul style="list-style-type: none"> • Communication Materials • Community Drama • Sporting Events • Fairs/marches • Beauty and Barber Shops • Local Councils • Improving law enforcement and health services 	<ul style="list-style-type: none"> • Booklet Clubs • Counseling and Mediation • Couples Seminars • Door-to-Door Visits • Ssenga (traditional aunties) Outreach 	<ul style="list-style-type: none"> • Counseling • School Outreach • Peer-to-Peer Groups • Community Action Fund • Volunteer and Counselor Training

The Impact Assessment involved in-depth interviews, focus group discussions and questionnaires with 180 married women and men ages 20 – 66 living in Kawempe Division. Qualitative in design, the study attempted to learn about perceived changes in experiences of domestic violence within their current relationship and to examine any changes within the spheres of influence for women and men: individual, relationship, community.³ Researchers were trained and WHO's *Ethical and Safety Guidelines for Research on Domestic Violence against Women* (2001) were used to guide the study design and implementation.

The impact assessment found that the community mobilization project significantly contributed to individual, relationship and community change, which resulted in a decrease in levels of physical, emotional, sexual and economic violence against women in the home. While there was some reluctance to change among women and men as well as some backlash against the ideas, study participants reported a general trend toward more acceptance of women's right to live free of violence. Table 1 shows the decrease in the types of domestic violence addressed in the project as reported by women and men and is followed by key aspects of the spheres of influence (Raising Voices and CEDOVIP, 2003).



Physical Violence

- Forty eight percent of both women and men reported a decreased level of physical violence in their current relationship.
- Eight percent of women reported an increase in violence against them and a further 16 percent experienced no change in the levels of violence.
- Some men explained how they were using physical violence as a deliberate technique to maintain power over their wives while other men reported additional tactics to avoid physical violence such as marrying another woman or punishment to their wives through increased economic violence.

³ Societal was not explored due to lack of capacity to conduct the assessment with communities outside Kawempe Division.

Emotional Violence

- Fifty four percent of women and 52 percent of men said that the talk of human rights decreased emotional violence in their relationship. This primarily signified a reduction in verbal abuse and isolation.
- Ten percent of women said that emotional violence had increased and double that number of men said they increased emotional violence in their relationship. Some men commented that they feared the possible consequences of being physically violent to their partner, they used this less tangible and more subtle form of emotional violence was used as an alternative.

Sexual Violence

- Levels of sexual violence decreased with 52 percent of women reporting less sexual violence and 42 percent of men also reporting a reduction of sexual violence in their relationship. The disparity in numbers may reflect a general trend of male under-reporting sexual violence due to the differences in perception about the validity of women's right to deny sexual advances of their husbands.
- Twelve percent of women said that sexual violence increased as opposed to only 6 percent of men reporting an increase.
- Men reported that they were less afraid to perpetrate this type of violence because it was still seen as a private matter and they didn't feel there would be public consequences.
- With some men there did seem to be a genuine confusion and uncertainty as to how to negotiate sex with their partners without using force or coercion.

Economic Violence

- Forty eight percent of women and men reported a decrease in economic violence in their relationship.
- The most discussed area of change was in men 'allowing' their partner to work outside the home. Interestingly, while this meant increased freedom and independence for women, they came to find it also brought a different form of economic violence. Once women were working, many men then chose to stop sharing in the financial upkeep of the family increasing the burden on women. Many men described this behavior as 'paying back' the woman as she had wanted to be the 'man' in the family so he let her.

Overview of changes reported at the various levels in the CEDOVIP impact assessment

Individual Change

- Ninety six percent of women and 84 percent of men had knowledge about human rights.
- Seventy percent of women and 58 percent of men said that knowing about human rights increased their self-esteem

Relationship Change

- Seventy six percent of women said they were more assertive after hearing about their human rights.
- Seventy eight percent of men said they felt more accountable in their relationships after hearing about human rights.
- Men's accountability stemmed more from external than internal sources in that they more often discussed formal systems or community structures to which they felt accountable.
- Forty six percent of women and 58 percent of men said they feel better about their partner after learning about rights. Positive feelings about partners stemmed primarily from their partner's recognition and respect of their rights.
- A further indicator of positive change within a relationship was the degree of communication between partners about human rights and domestic violence. Where there was increased communication, both partners were likely to report increased positive regard for their partner. Fifty four percent of women and 70 percent of men reported having talked to their partner about human rights and domestic violence.
- External events such as radio programs, newspaper articles, posters and community activities increased opportunities and facilitated discussions between partners.
- Common barriers to communication were men's fear of rights, insecurity, a feeling of powerlessness and women's fear of increased violence.
- Contrary to popular beliefs that suggest that women will become unruly, rebellious 'man-haters', the talk of rights seemed to make women more aware of their husband's rights and

humanity and thus they felt more obligation to respect these rights, even in cases where their partner was violating their own human rights.

- Some men reported more violence toward their wives, the desire to leave, or to get another wife – one who 'behaved'. In Kawempe, men were much more likely to express a desire to leave relationships than women.

Community Change

- Both women and men said that their extended families, friends and neighbors influenced their beliefs and behaviors about violence and rights. Women sought support and mediation from extended family members and depended on the intervention of neighbors during violent episodes in their homes.
- Men also sought advice from friends and family and were more likely to feel accountable to them than their wives. Men feared being publicly shamed by having their problems exposed to local councils or other community leaders and this played an important role in reducing violence in relationships.
- Women and men also remarked that they noticed a change in the levels of violence within the community. Many said they heard less screaming in the night and they saw less quarreling between couples.
- Men felt decreased tolerance of violence and this affected their behavior as they felt they had to be more careful within their relationships. This is linked to a shift in institutions or community structures that are perceived to be more woman-friendly. The local councils, secretaries for women, NGOs, and police were cited as advocates for women's rights and violence prevention. This bolstered women's resolve and made them feel more powerful in their relationships and, for men, it made them feel more accountable.
- Both women and men discussed the importance of having regular human rights messages and activities in the community. They said that the reinforcement from many different sources provided ample opportunity to think about and discuss human rights. They believed this contributed to changing community norms.

Challenges

The Impact Assessment allowed us to learn in more depth what effect the project is having on individuals, relationships, and the broader community in Kawempe Division. It also brought to light the various challenges that organizations have when doing primary prevention work. Some of the challenges for CEDOVIP, which are common to other NGOs working with the approach as well, include:

- a) Difficulty in sustaining longer-term funding. The approach requires sustained engagement with the community yet donors, for the most part, are interested in quicker and more measurable or quantifiable results.
- b) Lack of knowledge and skill in operations research. Programs are struggling with how and what to measure when doing longer-term social change programs. Organizations usually do not have the funds or capacity to conduct prevalence studies and to track over time any decrease in violence.
- c) Strong emphasis from donors on legal reform and advocacy. The current donor trend in the region is toward legal reform and advocacy work. There is much less funding for community-based bottom up efforts for violence prevention.
- d) Lack of standard indicators that monitor strengths and weaknesses of approaches, as well as success and shortcomings of programs.
- e) Limited documentation of existing community-based violence prevention programs. This problem is two-fold: organizations are not very skilled at or have not prioritized program documentation and what is documented is not shared widely through avenues that reach NGOs working on the ground.

Lessons Learned from Community-based VAW Prevention

Policy

Community mobilization is a complex yet possible undertaking. Activists must recognize that comprehensive solutions need to be sought if meaningful impact is to occur. Breaking down the process into more manageable steps allows for more systematic and thoughtful implementation.

Programs must move beyond raising awareness and help individuals and communities make practical change. Many programs begin and end with raising awareness, yet we know that putting messages into the community or at individuals is not enough to change behavior. It is essential to help individuals and communities move through a process of change.

Team up with other organizations. Many organizations do not have the capacity to implement multifaceted programs and the result can be many uncoordinated efforts working with specific 'target' groups. If NGOs can collaborate with sister agencies that have different strengths and capacities, more holistic programming can be implemented.

Mobilization efforts must be rooted in the experiences of and lead by community members. NGOs can play an important coordinating and facilitative role in community mobilization, yet the effort itself must be owned and ultimately sustained by community members. Activist NGOs can consider playing a catalytic role of inspiring and supporting others to take action.

Aim for a comprehensive response. Avoid narrow approaches of working only with one or two stakeholder groups (e.g., women or health care workers, etc). Connect with the bigger picture of what needs to happen to prevent violence against women in the community and then plan for the long term.

Programmatic

Primary prevention is crucial for long-term change. Addressing the root causes of violence against women is the essence of primary prevention. In order to affect social change, it is important that programs begin to systematically address deeply held beliefs and attitudes that underpin violence against women.

Make it personal. Working on violence prevention requires cutting to the core of what individuals and communities fundamentally believe about women and men. Prevention work must encourage personal reflection and action. The women and men involved need to be supported to make changes in their personal and professional lives.

Reach out to a cross section of community members. Community mobilization requires involvement and action on the part of a wide range of community members – women and men, elders and youth, professionals and non-professionals. Effective programs attempt to engage all these groups through various strategies.

Involving men is critical. Violence against women cannot be prevented without the active and direct involvement of men. Lack of support from men can increase women's vulnerability to violence and create a backlash against the work.

Construct a benefits-based approach. Promote the benefits of preventing violence against women instead of relying on fear of the law or negative sanctions. Convince stakeholders of the advantages of violence-free homes and communities.

Promoting equitable relationships is the core of prevention. Ultimately the work of violence prevention is to influence the nature of relationships between women and men, the models of masculinity and femininity acceptable in the community, and increasing women's status in the community. At a programmatic level, this means that underlying issues such as gender, inequity, status, communication, etc, need to be explored before violence is addressed directly.

Present violence against women as a community problem, not a women's problem. Constructing the problem of violence against women as a community issue avoids marginalizing the issue as women's. It also places responsibility squarely on the community, not only women, to take action.

Ensure meaningful action. Leaders and community members often adopt the rhetoric of women's rights, however, prevention efforts must help translate the rhetoric into real change at a personal and institutional level. This includes developing policies, protocols and mandates that operationalize good intention.

Recognize the importance of local leaders. Formal and non-formal leadership structures in the community carry great influence and power. The support and action of these leaders can greatly facilitate positive change.

Accept that social change is an organic process that does not always go according to plan. Organizations committed to working on violence prevention need to guide the program but to also recognize that it cannot be completely controlled. Be prepared for the messiness of program implementation.

Recommendations

Increase access to technical assistance and funding for operations research. Many promising efforts have not been rigorously evaluated and therefore, their effectiveness remains unknown. NGOs often lack the skills and funding to establish solid monitoring and documentation systems that are crucial for effective evaluation.

Indicators and program standards need to be established for longer-term, social change violence prevention approaches. This would allow for more effective analysis of program approaches and increase cross-cultural replicability. NGOs are currently struggling to meaningfully assess their program effectiveness. New measurement tools need to be developed.

Increasing funds available for violence prevention efforts. NGOs working to prevent violence require longer-term sustained funding. This would enable them to truly invest in a community and allow for a more comprehensive response.

Better documentation of programs and forums to share it. While promising efforts of violence prevention are underway, many are not documented and shared. There are few forums within the region and internationally to share strategies and talk about the particulars of program planning.

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Community Mobilization to Prevent Domestic Violence: A Phased-in Approach

Phase	Objectives	Focus	Approach	Key Discussion Points
Community Assessment	<ul style="list-style-type: none"> Learn common perceptions and practices about DV in the community. Develop relationships and start building trust with community member and leaders. Strengthen capacity of staff to begin working on DV. 	Collecting information Understanding community Building relationships	Listening, Learning, Preparing NGO identifies key stakeholders, begins establishing presence in community.	<ul style="list-style-type: none"> Do you think something should be done about domestic violence? What types of domestic violence against women happen in your community? Who experiences violence in families most?
Raising Awareness	<ul style="list-style-type: none"> Encourage public dialogue on DV, question it's legitimacy. Begin talking about DV in the community – why it happens, its causes and negative consequences. Create materials and facilitate activities that stimulate personal reflection. 	Introducing a gender-based analysis of DV Questioning legitimacy of practices and attitudes that violate women's right to safety Breaking the silence around DV	Engaging, Convincing, Inspiring NGO takes lead, initiates dialogue in community and strengthens capacity of stakeholders.	<ul style="list-style-type: none"> Domestic violence hurts all of us, not just women. Domestic violence is a public, not private issue that needs attention. Women experience many forms of violence – they violate her human rights. Everyone has a right to live free of violence.
Building Networks	<ul style="list-style-type: none"> Help prepare community members to take action, personally and publicly against DV. Encourage and support different groups/sectors to come together to prevent DV. Emphasize benefits of non-violence and discuss alternatives to violence. 	Creating Supportive networks Practical suggestions for change Building sense of possibility and solidarity among community members and stakeholders	Uniting, Encouraging, Suggesting NGO provides support, supervision and coordination to key stakeholders.	<ul style="list-style-type: none"> We all have a responsibility to prevent DV. No one can provoke or 'make' another person to be violent. Change is a process and is not easy, but it is possible. Everyone benefits from non-violent relationships.
Integrating Action	<ul style="list-style-type: none"> Inspire and support individuals and groups to take action to prevent DV. Support practical change in community and with other stakeholders. Highlight actions of individuals and groups who have made change. 	Encouraging community members and stakeholders to make change Supporting actions and efforts that create positive environment for women Encouraging and supporting action	Recognizing, Supporting, Celebrating NGO encourages independence, stakeholders increasingly in the lead.	<ul style="list-style-type: none"> Taking action requires courage and resolve. Instead of violence, try alternative ways of solving problems and communicating in relationships. What are you doing to prevent DV?
Consolidating Efforts	<ul style="list-style-type: none"> Assist chosen sectors to build on and sustain structural changes that prevent DV and promote rights. Develop strategies to maintain community's capacity to prevent DV on a long-term basis. Assist community members to sustain mechanisms that advocate for women's priorities and non-violence. 	Institutionalizing change Formalizing local response mechanisms for change and support at community level	Strategizing, Sustaining, Solidifying NGO assists stakeholders in creating policies and practices they can and will sustain independently.	<ul style="list-style-type: none"> Change requires regular reinforcement for it to become normalized. Change can become regular practice if practical measures are put in place. Ending DV has practical long-term gains for everyone.