

## **INGENAES Global Symposium and Learning Exchange Training Workshop for Peace Corps**

Held on January 26, 2017, at Protea Hotel in Lusaka, Zambia



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## Background

Peace Corps requested an additional training event from INGENAES to leverage the fact that Peace Corps staff from multiple international locations would be attending the Global Symposium, and could use the opportunity to learn practical skills and consolidate information gained in the Symposium. They also saw this as an opportunity to review Peace Corps training processes around gender and nutrition, and incorporate any new materials and ideas that would be relevant to Peace Corps work with volunteers. Conversations with Dr. Kathleen Colverson, INGENAES Associate Director, began in November 2016 around the workshop content and purpose with Peace Corps staff: Monique Widyono (gender specialist), Gordon Mengel (agriculture specialist) and Christen Brady (training specialist). The attached agenda was the final result of these conversations, and was used to guide the one-day workshop.

## Activities (facilitated by Kathleen Colverson)

Using materials adapted from the INGENAES facilitator’s manual “Integrating Gender and Nutrition into Agriculture Extension Systems” ([http://ingenaes.illinois.edu/wp-content/uploads/ING-Training-2016\\_04-Gender-and-Nutrition-Facilitators-Guide-v.2-Colverson-Henderson.pdf](http://ingenaes.illinois.edu/wp-content/uploads/ING-Training-2016_04-Gender-and-Nutrition-Facilitators-Guide-v.2-Colverson-Henderson.pdf)), Dr. Colverson facilitated a series of practical exercises that incorporate gender and nutrition into agriculture extension work. These exercises are particularly appropriate to staff who supervise and train Peace Corps volunteers, as they are simple, adaptable and immediately applicable to field situations. Dr. Colverson also made continual reference to INGENAES Activity and Fact sheets that are available for Peace Corps use on the INGENAES website (<http://ingenaes.illinois.edu/library/>).

The exercises used in the Peace Corps training included:

- a) What are “gender norms” and patterns? How do they influence your work?

After a brief discussion of gender terminology (see attached hand-out), staff participated in role plays of how gender norms play out in village settings, and what might be done to effectively address these issues. Using a “fish bowl” approach, staff learned from observing each other’s role-plays and summarized key lessons.

- b) Integrating Gender and Nutrition into Agricultural Value Chains

Staff divided into four agricultural value chains that are common in their regions and briefly listed all the steps in the value chain using colored cards. They then proceeded to do a basic gender analysis of the chain answering the questions of “Who does what in the chain? Who has access and control over those decisions?” After the chains were analyzed, the entire group did a “gallery walk” to observe, discuss and summarize how the chains had similar and different gender issues, and how those might be addressed in field settings.

- c) Who Gets What? Gendered Consumption Patterns and Strategies

In this exercise, Peace Corps staff divided into three typical “families” associated with the regions they work in. Each family was given a specific amount of local food to divide among family members in a traditional, rural family that volunteers might commonly work with. After dividing the food, each plate is labelled with the family member receiving the food. In the exercise, there is group discussion and consensus built around which members of the family

receive more and better quality food, and who has actual higher nutritional needs. At the end of the exercise, all participants do a “gallery walk” to review the amounts of food on the labelled plates and summarize how they might work with volunteers to address the issues around household food allocation.

## Session: Action planning for Peace Corps

Peace Corps Training Specialist Christen Brady, Agriculture Specialist Gordon Mengel, and Gender Specialist Monique Widyono facilitated a session focusing on Peace Corps post-specific action planning. The objectives were for participants to:

- a) Reflect on information and resources (tools as well as people and organizations) from the two and a half day summit;
- b) Identify at least one specific and “doable” action, activity, intervention, or tool that can be implemented as a way of strengthening integration of gender and nutrition into existing food security and agriculture activities; and,
- c) Use a template with eight guiding questions (see below) to outline specific, concrete steps that need to be taken in order for the “action” to be successfully implemented.

### Action planning template questions

1. What is the current situation or activity being implemented in the community that you want to focus on and strengthen?
2. What is the desired change or activity that will make the situation more gender or nutrition sensitive)?
3. How does that desired change or activity link to an outcome already outlined in my project’s framework?
4. How can I train PCVs on this topic so that they can bring awareness to community members so that this change takes place? (Be specific and think about old and new resources.)
5. Is the resource as currently available appropriate for our context? If not, how would it need to be adapted?
6. When can I train PCVs on how to use of this resource (i.e. the training module)? Think in terms of the 27-month training continuum.
7. What are other considerations with regard to training on the use of this module (e.g. co-facilitation, trainer’s comfort level with the topic, etc.)?
8. What other steps do I specifically need to take to make this training happen? (Think of your specific role at Peace Corps and who you would need to reach out to.)

We began by walking through a short example to illustrate the level of planning we hoped for. The example is shared on the next page. Each of the participants developed a personal action plan based on the above questions, and committed to the specific action steps outlined. Time was set aside for a gallery walk for participants to provide feedback on at least two other action plans.

The DC-based Food Security team committed to convening a community of practice for participants to continue sharing and supporting each other as they strengthen integration of gender and nutrition in agriculture programming. As a way to keep momentum moving forward and holding ourselves accountable, the team will reach out to participants in about three months to check in on progress on the action plan and any additional support that may be needed.

Based on evaluations, participants found the session to be a really useful way for them to translate the wealth of information shared during the summit into a doable action plan, and to identify the specific steps that they in their respective roles at Peace Corps need to take. Examples of some of the action plans are shared on last page in picture format. Highlights from the evaluations include:

- I feel very committed to the actions I have outlined.
- It's been a nice moment for PC as a whole to synthesize what was gained from the Symposium to tailor it into our context. Very helpful for programming after the workshop.
- It was very useful and applicable to my project. Good way to dissect the information.

### Example “Think Aloud” for Action Planning Activity

*Context: “Let’s imagine that I am a PTS working in Zambia on a PC health project. I want to incorporate what I have learned about nutrition and gender sensitive agriculture. I am going to begin by thinking about a current situation in PCVs’ communities that may not be very nutrition or gender sensitive. Then I am going to imagine what “action” would make that situation more nutrition or gender sensitive. And finally, I am going to think through, in detail, how I (as a PTS) would prepare PCVs, through training and resources, to work toward that change with members in their communities.”*

#### **Current situation/activity in the community:**

- All the soy is being sold and none is being saved for home consumption
- No joint decision-making is happening in the household

#### **Desired change/activity (that will make the situation more gender or nutrition sensitive):**

- Some soy will be saved for home consumption
- Joint decision making in the household will begin to occur

#### **How does that desired change or activity link to an outcome stated in my project’s framework?**

- Increased dietary diversity
- Perhaps an outcome related to gender/decision making

#### **How can I train PCVs on this topic so that they can bring awareness to community members so that this change takes place? (be specific and think about old and new resources)**

- Resource: Training module “Who Gets What”

#### **Consider the resources appropriateness:**

- Ask yourself (1) Does it need to be adapted? If so, how? (2) Will language be an issue? (3) Is it culturally appropriate for PCVs to use with community members?

- Need to think about how to adapt this to incorporate the importance of soy as a nutrient rich food for home consumption
- Need to translate the module into the local language
- Must be sure to build trust with the community members before facilitating this module

**When can I train PCVs on how to use of this resources (i.e. the training module)? Think in terms of the 27 month training continuum.**

- Can be done during PST or IST but must be done AFTER the following sessions: Nutrition 101 (basics) and Gender Dynamics in the Household
- Since the next intake of PCVs arrives in two weeks for PST, I will plan to begin with IST. This will give me time to prepare

**Other considerations with regard to training on the use of this module (e.g. co-facilitation, trainer's comfort level with the topic, etc.)?**

- I will co-facilitate this session with the PTS from the ag project

**What other steps do I need to take to make this training happen?**

- Talk to and get approval from my PM regarding the incorporation of this new session at IST
- Schedule a meeting to discuss idea with DPT (following meeting with PM)
- Look at COTE to see where this session could/should fit
- Study session and facilitate

## Participants for the INGENAES Peace Corps Day

Thursday January 26, 2017

<b>Country</b>	<b>First Name</b>	<b>Last Name</b>
<b>Benin</b>	Harriot	Aguiah
<b>Benin</b>	Tiburce	Koussemon
<b>Benin</b>	Marthe	Kpakpo
<b>West Africa</b>	Mark	Huelsenbeck
<b>Burkina Faso</b>	Habybat	Kone
<b>Burkina Faso</b>	André	OULE
<b>Ethiopia</b>	Nebiyu	Tadesse
<b>Ethiopia</b>	Asnake	Atakure
<b>Guatemala</b>	Alene	Seiler-Martinez
<b>Guinea</b>	N'Tossama	Diarra
<b>Guinea</b>	Kalifala	Fofana
<b>Senegal</b>	Abibou	Sane
<b>Tanzania</b>	Clement	Marandu
<b>The Gambia</b>	Saikou B.M.	Njai
<b>Togo</b>	Taylor	Pierce-McClerin
<b>Togo</b>	Paul	Sinandja
<b>Uganda</b>	Cotius	Tukashaba
<b>USA</b>	Christen	Brady
<b>USA</b>	Gordie	Mengel
<b>USA</b>	Monique	Widyono
<b>Zambia</b>	Obster	Tembo
<b>Zambia</b>	Fraser	Kaseya
<b>Zambia</b>	Donald	Phiri