Livestock Systems Innovation Lab - ENHANCE project

Training of Trainers virtual workshop report

 “Engaging Men in Supporting Maternal and Child Consumption of

Milk and other Animal Source Foods in Rwanda”

March 8-10, 2021

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Facilitator

Background:

The project, “Engaging Men in Supporting Maternal and Child Consumption of Milk and other Animal Source Foods in Rwanda”, was created to develop, implement, and evaluate an intervention to engage men in maternal and child nutrition, especially milk and animal source food consumption. The project is linked to the nutrition component of the USAID Livestock Systems Innovation Lab Reach grant, which targets women with young children in households that have received a cow through the Government of Rwanda’s One Cow per Poor Family (Girinka) program. The materials presented here are designed to increase awareness, and provide tools and approaches to community health and extension workers on increasing men and boys’ involvement in household nutrition.

Purpose of Workshop:

The materials for this workshop were created to train extension staff with the Three Stones International (TSI) organization and the National Child Development Agency (NCDA) based in Kigali, Rwanda on how to more actively engage men and boys in household nutrition. The ultimate goal of the workshop is to provide sufficient resources for the staff from both organizations to improve household nutrition through increased and equitable involvement of all family members.

Workshop Objectives:

1. Understand the importance of integrating gender and nutrition into your project
2. Identify key points in the dairy value chain in Rwanda to integrate gender and nutrition
3. Examine the basics of nutrition and family nutrient requirements
4. Determine the most nutritious foodstuffs for a family
5. Explore the gendered barriers to improving household nutrition

1. Identify recommended approaches to engaging men in household nutrition
2. Understand program strategies for engaging men in household nutrition
3. Develop a Personal Action Plan for engaging men and women in household nutrition

Workshop Agenda and Training Materials:

The workshop has been designed for both a virtual and in-person format. Agendas for each type of workshop are provided in **Annex 1.** The training materials consist of a facilitator’s guide (draft), and a powerpoint slide deck to accompany the guide. Steps are clearly outlined for facilitators *in italics* for each session of the workshop. The Facilitator’s Guide and powerpoint will be sent separately from this report and will be posted on the LSIL Gender and Youth webpage. Each day of the workshop was recorded for sharing with other staff. **See Annex 2**.

Pre and Post Assessment Results:

Prior to the workshop beginning, each participant was provided with a pre-assessment form to determine their knowledge of the topic related to nutrition and integrating men and boys into household nutrition. Following the workshop, all participants were provided a post-assessment form to determine the amount of knowledge gained in the three day workshop. Copies of the Pre and Post Assessments are found in **Annex 3**. Results of the pre and post assessments are found in **Annex 4**.

An example of a Personal Development Plan (Day 2 Homework) is shown in **Annex 5**.

Workshop Attendees:

A total of nine attendees participated in the virtual workshop. Six of the participants were from Three Stones International (TSI) (<https://www.threestonesinternational.com/>); one from the International Livestock Research Institute (ILRI); and two from the National Child Development Agency of Rwanda (NCDA).

Attendees included:

Dr. Emily Ouma, PI for the project, ILRI; e.ouma@cgiar.org

Mary-Ann Schreiner, Program Manager, TSI; maryann.schreiner@threestonesinternational.com

Jesse Routte, CEO, TSI; jesse.routte@threestonesinternational.com

Grace Heizer, TSI Intern

Jean Claude Gasangwa, Field Staff, TSI; gasangwajeanclaude@gmail.com

Alcade Rugamba, Field Staff, TSI; rugalcade@gmail.com

Alice Mugeni, Field Staff, TSI; mugalson07@gmail.com

Solange Umwali, Milk Specialist, NCDA; solange.umwali@ecd.gov.rw

Adeline Uftinema, Food and Nutrition Specialist, NCDA; adeline.ufitinema@ecd.gov.rw

**ANNEX 1:**

In-person workshop agenda

**“Engaging Men in Supporting Maternal and Child Consumption**

**of Milk and other Animal Source Foods in Rwanda”**

Workshop Agenda

In-person workshop for Trainers

Location

Dates

DAY ONE:

1. 8:30 – 9:00 Welcome, Introductions, Logistics, Icebreaker, Pre-Assessment (30 minutes)
2. 9:00 – 9:30 Background of Project – Why gender and nutrition? (powerpoint – 30 minutes)
3. 9:30 –10:30 Interactive exercise – Dairy value chain, gender and nutrition in Rwanda

(small groups – 60 minutes)

1. 10:30- 10:45 *BREAK*
2. 10:45- 11:15 Results of qualitative surveys in project sites (powerpoint – 30 minutes)
3. 11:15-12:00 Interactive exercise – Implications of survey results from a gendered perspective (small groups, plenary summary – 45 minutes)
4. 12:00 -1:00 *LUNCH*
5. 1:00 – 1:30 Basics of Nutrition – What is it? Who needs it most? (powerpoint – 30 minutes)
6. 1:30 – 2:30 Interactive exercise – What should go on the plate? (small groups – 60 minutes)
7. 2:30 – 2:45 *BREAK*
8. 2:45 – 3:15 What are the gendered barriers to improving household nutrition?

(powerpoint – 30 minutes)

1. 3:15- 4:30 Case Study – GIRINKA project example – focus on engaging men

(small groups – 60 minutes)

1. 4:30 – 5:00 End of Day One – Summary

DAY TWO:

1. 8:30- 9:00 Welcome Back! Summary of Day One – interactive exercise
2. 9:00- 9:30 Recommended approaches to engaging men in household nutrition

(powerpoint – 30 minutes)

1. 9:30-10:30 Role Play – Engaging the whole family in household nutrition- Who eats what?

(small groups, fishbowl – 60 minutes)

1. 10:30-10:45 *BREAK*
2. 10:45-12:00 Case Study – Developing a program strategy for engaging men in household nutrition (small groups, plenary summary – 60 minutes)
3. 12:00-1:00 *LUNCH*
4. 1:00 – 3:00 Developing a Personal Action Plan for engaging men and women in household nutrition (individual, plenary presentations – 120 minutes)
5. 3:00 – 3:15 *BREAK*
6. 3:15- 4:00 Workshop summary, Post – Assessment, Jump drive distribution

Virtual Workshop Agenda

Day One:

1. 7:30-7:45 Welcome, Introductions, Logistics, Pre-Assessment
2. 7:45-8:00 Background of Project – Why gender and nutrition? What are Sex and Gender? (powerpoint)
3. 8:00- 8:30 Results of qualitative surveys in project sites (powerpoint)
4. 8:30-8:45 BREAK
5. 8:45-9:30 Interactive exercise – Role Play - Implications of survey results (small groups, plenary summary) – Community Health Worker, Gender Roles and Nutrition
6. 9:30- 9:45 Basics of Nutrition – What is it? Who needs it most? (powerpoint)
7. 9:45-10:15 Interactive exercise – What should go on the plate? (small groups, plenary

 summary)

1. 10:15-10:30 Review Homework: Case Study – GIRINKA project example

 Milk consumption or Milk sales?

Day Two:

1. 7:30- 8:00 Welcome Back! Summary of Day One Homework
2. 8:00 -8:15 What are the gendered barriers to improving household nutrition? (powerpoint)
3. 8:15-8:45 Recommended approaches to engaging men in household nutrition

 (powerpoint)

1. 8:45- 9:00 BREAK
2. 9:00- 9:45 Role Play – Engaging the whole family in household nutrition- Who eats what? (small groups, fishbowl)
3. 9:45- 10:15 Developing a program strategy for engaging men in household nutrition (small groups, plenary summary)
4. 10:15-10:30 Homework: Developing a Personal Action Plan for engaging men and women in household nutrition (individual work, plenary presentations Day Three)

Day Three:

1. 7:30-8:30 Welcome Back! Summary of Day Two Homework and presentations
2. 8:30-9:00 Facilitating workshops with men and women around nutrition

 (powerpoint and interactive exercise)

1. 9:00-9:15 BREAK
2. 9:15-10:30 Workshop summary, Post – Assessment, Next Steps

**ANNEX 2:**

Recordings:

*Day 1 training:*

[https://youtu.be/9JBcF\_lgfps](https://urldefense.proofpoint.com/v2/url?u=https-3A__youtu.be_9JBcF-5Flgfps&d=DwMFaQ&c=sJ6xIWYx-zLMB3EPkvcnVg&r=oaY2fNtZLtsgZUvnAeWm2YnYGWr4HE4Ce93K6bDM2XY&m=jqniVFR9pXBKtUcFY4zRMCBuzotpfjf8rx8WcYEZwCM&s=L5dqHYFzwUMcWxfbMcqaSvcZXElqlarrmssp2rdeJzM&e=)

*Day 2 training:*

[https://youtu.be/SSEoiijClgc](https://urldefense.proofpoint.com/v2/url?u=https-3A__youtu.be_SSEoiijClgc&d=DwMFaQ&c=sJ6xIWYx-zLMB3EPkvcnVg&r=oaY2fNtZLtsgZUvnAeWm2YnYGWr4HE4Ce93K6bDM2XY&m=_okDPu0MGrOglWIahrBhIp227yiIh9PUbOQA1Q-3Ky4&s=bOdy-wlljbhRb0SrJ3TzppEtAnAi8zgKrMbFUxjvCmI&e=)

*Day 3 training:*

 [https://youtu.be/Rp3Xo2OW6fw](https://urldefense.proofpoint.com/v2/url?u=https-3A__youtu.be_Rp3Xo2OW6fw&d=DwMFaQ&c=sJ6xIWYx-zLMB3EPkvcnVg&r=oaY2fNtZLtsgZUvnAeWm2YnYGWr4HE4Ce93K6bDM2XY&m=1VhVTyV6cZ-ShWvLwvORPR5DEP_yGqpok_JdXsPClqw&s=HtbZqh1DweAQevv_ojyzSGY6_7vUIPjB51UyGI_1MHE&e=)

**ANNEX 3:**

Pre and Post Assessment Forms:

“Engaging Men in Supporting Maternal and Child Consumption

of Milk and other Animal Source Foods in Rwanda”

Pre-Workshop Assessment

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Rate your **ability to complete** the following activities using the following scale:

**3**=To A Great Extent **2**=Somewhat **1**=Very Little **0**=Not At All

**\_\_\_\_\_ Explain** why examining the roles and responsibilities of men and women within the dairy value chain is important for agricultural extension workers.

**\_\_\_\_\_ Discuss** ways to integrate gender into household nutrition and improve overall family nutrition.

\_\_\_\_\_ **Demonstrate** interactive techniques to include men and boys more actively in household nutrition.

**\_\_\_\_\_ Create** a more inclusive dairy value chain focusing on gender and nutrition issues.

\_\_\_\_\_ **Create** a personal action plan that integrates gender and nutrition approaches into your work.

**\_\_\_\_\_ Develop** and **facilitate** gender and nutrition trainings in the field.

The **main reason** I am attending this workshop is: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

“Engaging Men in Supporting Maternal and Child Consumption

of Milk and other Animal Source Foods in Rwanda”

Post -Workshop Assessment

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Rate your **ability to complete** the following activities using the following scale:

**3**=To A Great Extent **2**=Somewhat **1**=Very Little **0**=Not At All

**\_\_\_\_\_ Explain** why examining the roles and responsibilities of men and women within the dairy value chain is important for agricultural extension workers.

**\_\_\_\_\_ Discuss** ways to integrate gender into household nutrition and improve overall family nutrition.

\_\_\_\_\_ **Demonstrate** interactive techniques to include men and boys more actively in household nutrition.

**\_\_\_\_\_ Create** a more inclusive dairy value chain focusing on gender and nutrition issues.

\_\_\_\_\_ **Create** a personal action plan that integrates gender and nutrition approaches into your work.

**\_\_\_\_\_ Develop** and **facilitate** gender and nutrition trainings in the field.

The **best parts** of this workshop were:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The **major benefit to my organization** because of participating in this workshop is:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

A **key insight** or **new learning** I gained from participating in this workshop, and will apply in my work is:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Two or three things to **make this workshop better** in the future would be:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**THANK YOU!**

**ANNEX 4:**

Pre and Post Assessment Results:

ENHANCE TOT WORKSHOP – PRE AND POST TEST RESULTS

|  |  |  |  |
| --- | --- | --- | --- |
| **Name and Question** | **Pre-Test** | **Post-Test** | **Change** |
| Participant 1 |  |  |  |
| 1 | 2 | 3 | +1 |
| 2 | 2 | 2 | 0 |
| 3 | 3 | 3 | 0 |
| 4 | 3 | 3 | 0 |
| 5 | 3 | 3 | 0 |
| 6 | 2 | 3 | +1 |
| 7 | 2 | 3 | +1 |
| Participant 2 |  |  |  |
| 1 | 2 | 2 | 0 |
| 2 | 2 | 3 | +1 |
| 3 | 2 | 3 | +1 |
| 4 | 2 | 3 | +1 |
| 5 | 2 | 2 | 0 |
| 6 | 2 | 3 | +1 |
| 7 | 2 | 2 | 0 |
| Participant 3 |  |  |  |
| 1 | 3 | 3 | 0 |
| 2 | 2 | 3 | +1 |
| 3 | 3 | 3 | 0 |
| 4 | 3 | 3 | 0 |
| 5 | 2 | 3 | +1 |
| 6 | 2 | 3 | +1 |
| 7 | 2 | 3 | +1 |
| Participant 4 |  |  |  |
| 1 | 2 | 3 | +1 |
| 2 | 2 | 2 | 0 |
| 3 | 3 | 3 | 0 |
| 4 | 3 | 3 | 0 |
| 5 | 2 | 3 | +1 |
| 6 | 2 | 3 | +1 |
| 7 | 2 | 3 | +1 |
| Participant 5 |  |  |  |
| 1 | 2 | 3 | +1 |
| 2 | 2 | 2 | 0 |
| 3 | 3 | 3 | 0 |
| 4 | 3 | 3 | 0 |
| 5 | 2 | 3 | +1 |
| 6 | 2 | 3 | +1 |
| 7 | 2 | 3 | +1 |
| Participant 6 |  |  |  |
| 1 | 2 | 3 | +1 |
| 2 | 0 | 2 | +2 |
| 3 | 2 | 3 | +1 |
| 4 | 1 | 2 | +1 |
| 5 | 2 | 3 | +1 |
| 6 | 2 | 3 | +1 |
| 7 | 1 | 3 | +2 |
| Participant 7 |  |  |  |
| 1 | 2 | 2 | 0 |
| 2 | 2 | 3 | +1 |
| 3 | 3 | 3 | 0 |
| 4 | 3 | 3 | 0 |
| 5 | 2 | 3 | +1 |
| 6 | 2 | 3 | +1 |
| 7 | 2 | 3 | +1 |

**ANNEX 5:**

**ACTION PLAN OF ENGAGING MEN IN HOUSEHOLD NUTRITION**

**Three Stones International**

Consider additional activities:

* Creating savings and lending groups
* Messages delivered through different venues: umuganda, parent’s evenings, community dialogues
* Training women/ wives how to deliver messages to their husband’s

Who to engage/ target audience

* Consider university students
* Include boys and men; girls and women
* Communities

Facilitation

* Encouraging participants to take notes, promotes active learning

|  |  |  |  |
| --- | --- | --- | --- |
|  | Action Item | Time to complete the action | What is needed to complete it |
| 1 | Design and test materials with key messages and imagesPotential materials:* Wallets/ cards for wallets with nutritional messages that are designed with small images and messages
* Placard board- signboard or jacket with costume to attract men (market places)
* Community scoreboard
 | 1 months period | * Collaborating with NCDA and the Ministry of Health especially the Nutrition department and informing them about the plan.
* Message and image approvals (Rwanda Compass)
* Budget
* Implementation plan for distribution
* Joint monitoring plan: IP, NCDA, JADF, DPEM
 |
| 2 | Deliver key messages through different media such as:Text messages through phonesTheatre/ road show * Utilizing arts to deliver messages
* Potential university students
* Role play

Video * Video as a good strategy for showing visual presentation, this will be used in the trainings, will help participants to practice what they have seen by their eyes.
 | 6-8 months period | * Working with telecommunication companies to help sending weekly messages to men
* look for sponsors to provide that support of cost payment
* Sending weekly nutritional messages to men
* Identify male champions in communities to deliver messages/ videos
 |
| 3 | Audio-recorded megaphone or radio messages* Audio will be used in community gathering and/ or on radio in order to reach a larger audience, specifically to men.
 | 6-8 months period | * To discuss with local leaders about the objectives of the plan.
* Request for permission to place megaphones in common places
* To look for sponsors to provide those megaphones.
* Placing audio-recorded megaphones with nutritional messages in common places.
 |
| 4 | Monthly training sessions/ monitoring supervision visits* Facilitative strategic objectives
* Develop collaboration
* Elicit feedback mechanisms on what’s working/ what’s not working
* Community of practice
 | 3 months period | * Informing the local authorities about training objectives and working with community health workers to provide weekly supervision sessions.
* Provide training to men
 |