

Second Interim Report
Empowering and Equipping Female Leaders Project
Prepared by Collateral Repair Project
Submitted to Dining for Women



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1 Project Information

Organization Name: Collateral Repair Project
Program Title: Empowering and Equipping Female Leaders (EEFL)
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2 Background Information (project objectives, outcomes, and activities)

CRP is a registered 501(c)(3) tax-exempt, non-profit organization in the United States of America and is registered as an international organization with Jordan's Ministry of Social Development. We are located in Hashmi Shamali in East Amman, a low-income Jordanian host community that is heavily impacted by ongoing violence in Syria and Iraq. CRP has provided emergency and community services to refugees and members of the host community since 2006.

CRP seeks to restore dignity and community to displaced people while ensuring that basic food and housing needs are met. Our Emergency Assistance Program provides food vouchers, fuel, mattresses and other basic needs to refugees meeting our criteria for assistance. Our Family Resource and Community Center is a haven where women, girls, boys and men rebuild social ties and participate in educational, recreational, health and wellness programs.

We have close ties to the community we serve. This has enabled us to identify two needs in our community: (1) The need for improvement in the psychosocial wellness of the refugee population in Amman. (2) The need to empower women to be leaders not only in their own lives, but also in our community, according to our community-based model.

Hence, CRP designed the EEFL project which is a 3-phase 2-year project funded by Dining for Women and aiming to:

- increase healthy psychosocial and health and wellness behaviors among women
- increase women's leadership in their community and in our center
- institute women-led programming and a governing body that ensure that women's needs in our community are addressed

In February 2016, CRP started work on Phase 2 which will conclude in August 2016.

3 Overview of Project Phases and Activities

The project will be implemented in 3 phases over 24 months; each phase progressively greater than the last. CRP is currently implementing Phase 2 which extends over a period of 7 months, involves 75 participants, and includes 3 leadership trainings, weekly psychosocial and wellness activities, monthly nutrition and health seminars, and two field trips to women-led organizations in Amman.

Psychosocial and Wellness Sessions

Since we believe that mental health and psychosocial well being is the foundation for all aspects of a healthy community, and critical to supporting the development of leaders, the psychosocial and wellness programs will be ongoing throughout Phases 1, 2, and 3. The session’s part of Phase 2 started in February 2016.

Our staff regularly solicits feedback from participants concerning activities and project progress. Participants are exploring yoga, aerobics, acupressure, and dance as part of Phase 2. Acupressure has been a new introduction since a December training has taken place with trained acupressurists and acupuncturists from The United States. For three months, the women who underwent the training have been practicing their newly developed skills on a weekly basis and will be offering it to female community members come May.

The sessions in Table 3-1 have been completed thus far. It is important to note that female participants are uncomfortable being photographed during these sessions as most of them take off their hijabs during these all-women sessions.

**It should be noted that attendance was low during the winter months due to weather conditions. Since most of the women walk to our center, it is more difficult to get them out for hour long sessions during the cold and rain. Attendance picked back up at the end of April once spring arrived.

“I’m learning acupressure at CRP to help a very dear friend of mine with the anxiety and stress she’s going through. This workshop has such positive energy. I feel calm– it’s like magic. The teacher gives us an incredible warmth through her hands that’s just magical.”-Hadeel, Project Participant

Table 3-1 List of Psychosocial and Wellness Sessions, Phase 2

Date	Activity	Number of Attendees
February 15, 2016	Acupressure	16
February 17, 2016	Aerobics	13
February 22, 2016	Acupressure	12
February 24, 2016	Aerobics	15
February 29, 2016	Acupressure	10
March 2, 2016	Aerobics	19
March 3, 2016	Yoga	4
March 7, 2016	Yoga	4
March 7, 2016	Acupressure	8
March 8, 2016	Dance	20
March 9, 2016	Aerobics	5
March 14, 2016	Acupressure	9
March 16, 2016	Aerobics	15
March 21, 2016	Yoga	3
March 21, 2016	Acupressure	7
March 23, 2016	Aerobics	9
April 4, 2016	Acupressure	5
April 4, 2016	Yoga	9
April 6, 2016	Yoga	11
April 18, 2016	Yoga for Back pain	14

Date	Activity	Number of Attendees
April 18, 2016	Yoga	15
April 19, 2016	Yoga	11
April 20, 2016	Yoga	8
April 20, 2016	Dance	8
April 25, 2016	Yoga	8
April 25, 2016	Yoga	10
April 26, 2016	Dance	12
April 26, 2016	Yoga	9

3.1 Nutrition and Health Seminars

Seven nutrition and health seminars are planned in Phase 2. Two have already been completed. April's session will be completed May 3rd due to multiple religious holidays occurring at the end of April. Their content is as follows, with sessions 4-7 being subject to change:

1. Session 1: Vaginitis
2. Session 2: How to Cope with Stress
3. Session 3: Heart Disease
4. Session 4: Health before, during, and after pregnancy
5. Session 5: Dental Hygiene
6. Session 6: Best skin care practices
7. Session 7: High Blood Pressure and Diabetes

*“The health sessions are so helpful and useful. I have serious stress issues from fleeing war in my home country and being new to Amman. It’s good to know that there are things I can do at home to make me feel better and that I’m not alone in the way I feel.
Shaza, project participant.”*

3.1.1 Implemented Activities

Sessions 1 and 2 have been successfully implemented. For dates and number of attendees, please refer to the table below.

Table 3-2 List of Nutrition and Health Sessions

Date	Activity	Number of Attendees	Remarks/Notes
March 1, 2016	Lecture on Vaginitis	18 women	Presentations were carried out by a female doctor. Following the presentation, participants had a 20 min Q&A session. Sessions were designed in this format to allow participants the chance to discuss their health concerns.
March 17, 2016	Lecture on How to Cope with Stress	22 women	Presentations were carried out by male doctor. Following presentations, participants had a 20 min Q&A session with the practitioner. Sessions were designed in this format to allow

			participants the chance to discuss their health concerns.
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Photo 3-1 Lecture on Vaginitis on March 1 , 2016



Photo 3-2 Lecture on How to Cope with Stress on March 17, 2016



3.2 Training Program

Phase 2 includes three leadership training sessions, each four days long. The leadership training covers 4 modules as described in section 3.3.2. As part of the program, female participants from Phase I underwent a training of trainers session (ToT) and are leading the trainings for new female beneficiaries under guidance of our consultant, Ms. Nuha Muhreiz.

3.2.1 Needs Assessment and Selection of Participants

Prior to each of the two completed training sessions, programs manager, Ms. Shaza Abdelhadi, met with potential beneficiaries. Two meetings were held to identify and select 25 women beneficiaries, introduce them to the project and related activities, highlight the importance of commitment to attendance if chosen, assess their needs, explore their views on leadership, and learn more about their backgrounds.

3.2.2 Design of Training Program

Prior to the onset of Phase 2 of the training, CRP worked closely with the trainer to determine the content of each of the 4 leadership training days, which were taken from Phase I and shortened to accommodate one per day. The four modules (days) were repeated in the first two training sessions and will be given in session number three. Each session was intended to reach 25 women for 75 direct beneficiaries in Phase 2.

The leadership training is comprised of 3 sessions, 4 days each, for a total of 12 training days. The content of each module (day) is as follows:

Module 1 (Day 1): Self-empowerment and Development of Personal Skills (critical thinking skill, negotiating and problem solving skills, and decision-making skill).

Module 2 (Day 2): Awareness of Our Rights (introduction to human rights, international laws, elimination of discrimination against women, and migrant women's rights).

Module 3 (Day 3): Challenges that Face Women (discrimination, gender based violence, and domestic violence).

Module 4 (Day 4): Community Participation (communication and networking for change, mechanisms to identify community issues and setting priorities, networking, leadership, and team-building).

*"I don't have any previous experience in human rights, but what I've learned has helped increase my experience and I now feel like a leader. I love this group and I love CRP."
Salma, project participant.*

3.2.3 Completed Sessions

The Leadership Training Program (Three sessions for Phase 2) is being successfully implemented. Training sessions are conducted at our community center. Sessions start at 9:30 am and end at 2:30 pm. Two sessions have been completed with the third and final session slated for May 2016.

Table 3-3 List of Completed Leadership Training Days Phase 2

Date	Activity	Number of Attendees	Remarks/Notes
February 9, 2016	Needs Assessment	28 women	28 potential female beneficiaries attended an information session on the Leadership Training
February 14, 2016	Leadership Training 1/ Day 1	24 women	These were the first training sessions led by our beneficiaries from Phase I. Our trainer, Ms. Nuha Muhreiz was sincerely impressed by their
February 21, 2016	Leadership Training 1 / Day 2	21 women	
February 28, 2016	Leadership Training 1/ Day 3	24 women	
March 6, 2016	Leadership Training 1/ Day 4	18 women	

Date	Activity	Number of Attendees	Remarks/Notes
			presentation skills, confidence, and growth from Phase I.
March 24, 2016	Needs Assessment	30 women	30 potential female beneficiaries attended an information session on Leadership Training
3 April 2016	Leadership Training 2/ Day 1	26 women	In April, we gave a chance for new trainers who participated in ToT to lead the sessions. These were seen as the weaker group, but after seeing the first session, their skills and confidence helped successfully lead the sessions with ease.
10 April 2016	Leadership Training 2/ Day 2	25 women	
17 April 2016	Leadership Training 2/ Day 3	25 women	
21 April 2016	Leadership Training 2/ Day 4	17 women	



Photo 3-3 LT 1/Day 1, February 14, 2016



Photo 3-4 LT 1/Day 2, February 21, 2016



Photo 3-5 LT 1/Day 3, February 28, 2016



Photo 3-6 LT 1/Day 4 March 6, 2016



Photo 3-7 LT 2/Day 1, April 3, 2016



Photo 3-8 LT 2/Day 2, April 10, 2016



Photo 3-9 LT 2/Day 3, April 17, 2016



Photo 3-10 LT 2/Day 4, April 21, 2016

3.3 Upcoming Activities

Phase 2 ends in August 2016. The following activities will take place from May-August 2016.

In May 2016:

- 2 nutrition and health session to be scheduled during the beginning and end of May. One will be for the third month, due to Easter holiday occurring at the end of April.
- 16 psychosocial sessions (four every week).
- Final Leadership Training Program (4 training days, 1 day per week for 4 weeks).

In June 2016:

- 1 nutrition and health session to be scheduled during the first week of June before Ramadan.
- 8 psychosocial sessions (four every week for two weeks. The remaining weeks will be ppd due to Ramadan).

In July 2016:

- 1 nutrition and health session to be scheduled at the end of July
- 16 psychosocial sessions (4 every week)
- 1 field trip to a woman-led organization

In August 2016:

- 1 nutrition and health session to be schedule at the of August
- 16 psychosocial sessions (4 every week)
- 1 field trip to a woman-led organization

4 Challenges to Project Implementation and Lessons Learnt

The EEFL Project has had an excellent second phase. Our staff regularly solicits feedback from participants concerning activities and project progress. Positive changes are becoming evident in our new female participants and our continuing beneficiaries:

- Attendance for Leadership Trainings was great and women expressed a strong desire to come to learn and socialize.
- We were able to reach out to more Syrian and Jordanian women. Jordanian women, especially, expressed a strong gratefulness to our project for teaching them about their new neighbors' situation as well as helping them gain new perspectives on leadership.
- Our trainer, Ms. Nuha Muhreiz, has gained a strong relationship with the female trainers from Phase I as well as new beneficiaries.
- Participants regularly express their enthusiasm about the project's trainings and offered activities, including the monthly wellness sessions and psychosocial activities.

So far, we have completed two sessions of the leadership training, held two nutrition and wellness sessions, and carried out twenty-eight psychosocial sessions. However, there were challenges to project implementation:

- Many participants have had difficulty in committing to the psychosocial wellness activities during the winter months due to the weather. Amman is cold and rainy during the winter months, which this year lasted from December into early April. As the women walk to our center from many areas in the neighborhood, if the weather is extremely cold or rainy, they will not come for a short hour long session.
- At the beginning of the leadership training, we had women drop out to join another organization's training where they were all provided a stipend. We talked to this local organization and explained to them the nature of our project and asked them that if they were going to pay their beneficiaries to change the time of their training as ours was set in our spring schedule.
- We had difficulty finding a suitable yoga teacher in the beginning of Phase 2 who was trained in stress and relaxation yoga. While we did eventually find one, women had already started aerobics and acupressure and were more willing to continue with this class and were less likely to start yoga late. However, we are starting a new "CRP Yoga Fellowship" with trained teachers from the area which will begin in May.