

**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 May 2015, CRP started work on Phase 1 which will conclude in December 2015.

## **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 1 which extends over a period of 7 months, involves 25 participants, and includes psychosocial and wellness activities, nutrition and health seminars, and leadership and training of trainers support. Phases 2 and 3 do not include the training of trainers

program; however, both involve learning field trips to women-led organizations, an activity not included in Phase 1.

### 3.1 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. Sessions part of Phase 1 started on May 3, 2015.

Our staff regularly solicits feedback from participants concerning activities and project progress. Participants explored yoga and relaxation in the first 4 months of the project. However, they expressed their desire to have a little more variety in their weekly activities and were keen to do expressive dance and trauma release therapy twice a week. In order to maintain project momentum and women's enthusiasm for participation, we found a suitable Dance instructor, requested reallocation of funds from Dining for Women, and have recently introduced a joint Dance and trauma release exercise class.

*"These sessions are our only outlet; this program is our only outlet. This is the only activity that I do for me". Bassima Aziz, project participant.*

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.

**Table 3-1 List of Psychosocial and Wellness Sessions**

Date	Activity	Number of Attendees
3 May 2015	Trauma Release Exercise	15
5 May 2015	Trauma Release Exercise	21
10 May 2015	Trauma Release Exercise	23
12 May 2015	Trauma Release Exercise	19
17 May 2015	Yoga	22
19 May 2015	Yoga	24
26 May 2015	Yoga	20
31 May 2015	Yoga	16
8 June 2015	Yoga	21
9 June 2015	Yoga	16
15 June 2015	Yoga	15
3 August 2015	Yoga	14 *
4 August 2015	Yoga	14 *
10 August 2015	Yoga	10 *
17 August 2015	Yoga	12 *
18 August 2015	Yoga	18
24 August 2015	Yoga	11**
25 August 2015	Yoga	11 **
31 August 2015	Yoga	22
1 September 2015	Yoga	15
2 September 2015	Yoga	16
7 September 2015	Yoga	20
12 September 2015	Dance / Trauma Release Exercise	20

Date	Activity	Number of Attendees
16 September 2015	Dance / Trauma Release Exercise	17
30 September 2015	Dance / Trauma Release Exercise	13
3 October 2015	Dance / Trauma Release Exercise	18
7 October 2015	Dance / Trauma Release Exercise	12 ***
10 October 2015	Dance / Trauma Release Exercise	15 ***
14 October 2015	Dance / Trauma Release Exercise	16 ***
17 October 2015	Dance / Trauma Release Exercise	19 ***
21 October 2015	Dance / Trauma Release Exercise	11 ***
24 October 2015	Dance / Trauma Release Exercise	14 ***

\* No activities took place during the month of Ramadan (July 2015). However, following Ramadan, several women dropped out of the program for personal reasons. The program manager met with new women who had shown interest in the project.

\*\* Participants indicated that they were losing interest in yoga classes. The program manager met with them and they expressed interest in dance and TRE classes

\*\*\*Schools had started and many participants found it too demanding to cope with the intense schedule of the project.

## 3.2 Nutrition and Health Seminars

Seven nutrition and health seminars were planned in Phase 1. In consultation with two doctors, the following content was identified for the seminars:

1. Session 1: Family Planning , Contraception, and Sexual Violence
2. Session 2: Prenatal, During Pregnancy, and Postnatal care
  - A. Prenatal Care: Healthy life style, needed supplements, and what to avoid
  - B. During Pregnancy: what to expect when you are pregnant, preparing for birth for the birth, basic skills for caring for your baby, doctor visitations, high risk pregnancies.
  - C. Postnatal Care: Getting rest, eating right, what to avoid, vaginal care.
3. Session 3: Dental Hygiene
4. Session 4: Women's Top Health Concerns (heart disease, breast cancer, osteoporosis, depression, and autoimmune diseases), Symptoms that should not be avoided, self-examination.
5. Session 5: Menopause, Peri-menopause, and Treatment
6. Session 6: Healthy Eating (best quality with minimal budget)
7. Session 7: Depression, Anxiety, and Stress

*"It is such a holistic project, but my favorite are the nutrition and health seminars. So many of my questions and concerns have been answered. The first step to staying healthy is knowing what you're up against I wish we have a session every two weeks and not once a month ".  
Shayma Adel, project participant.*

### 3.2.1 Implemented Activities

Sessions 1 through 4 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
27 May 2015	Lecture on Family Planning, Contraception, and Sexual Violence	17	Presentations were carried out by female and male practitioners. Following presentations, participants had a 20 min Q&A session with female practitioner. Sessions were designed in this format to allow participants the chance to discuss their health concerns with a female practitioner
15 June 2015	Lecture on Prenatal, During Pregnancy, and Postnatal care	17	Presentations were carried out by female and male practitioners. Following presentations, participants had a 20 min Q&A session with female practitioner. Sessions were designed in this format to allow participants the chance to discuss their health concerns with a female practitioner.
26 July 2015	Lecture on Dental Hygiene	19	Participants were very interested in the topic covered and asked if a similar session can be given to their children and other family members.
30 September 2015	Lecture on Women's Top Health Threats and risks	17	Participants indicated that they feel more comfortable and empowered now that they know what conditions pose the biggest threat to women's health.



**Photo 3-1 Lecture on Family Planning on May 27, 2015**



**Photo 3-2 Lecture on Family Planning on May 27, 2015**



**Photo 3-3 Lecture on Prenatal, During Pregnancy, and Postnatal care on June 15, 2015**



**Photo 3-4 Lecture on Prenatal, During Pregnancy, and Postnatal care on June 15, 2015**



Photo 3-5 Dental Hygiene Lecture on July 26, 2015



Photo 3-6 Dental Hygiene Lecture on July 26, 2015



Photo 3-7 Lecture on Top Women's Health Concerns on September 30, 2015

Photo 3-8 Lecture on Top Women's Health Concerns on September 30, 2015

### 3.3 Training Program

Phase 1 includes a leadership training and training of trainers programs. The leadership training covers 4 modules as described in section 3.3.2. As part of the leadership training program, participants have undergone 16 training days. Following the conclusion of the leadership training program, the 25 participants will receive a 4 day training on facilitations and training.

#### 3.3.1 Needs Assessment and Selection of Participants

Prior to the design of the Training Program, the lead trainer, Ms. Nuha Muhreiz, and the project 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.

*"Knowledge is power. I feel empowered; I know my rights; I share my thoughts; and my friends welcome my input. On the outside, I am still the same; but deep inside I feel different, I feel strong".  
Nevine Mohannad,  
project participant.*

their needs, explore their views on





**Photo 3-9 Introductory Meeting with Potential Beneficiaries**



**Photo 3-10 Introductory Meeting with Potential Beneficiaries**

### **3.3.2 Design of Training Program**

Prior to the onset of the training, CRP worked closely with trainer to determine the content of each of the 4 leadership training modules and the Training of Trainers.

The leadership training is comprised of 4 modules totaling 16 training days. The content of each module is as follows:

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

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

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

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

The training of trainers will span 4 days and will cover the following topics:

**Day 1:** Methods and Skills in Facilitation and Training.

**Day 2:** Principles of Adult Learning (methods of effective training).

**Day 3:** Creating a Positive Learning Environment and Handling Difficult Members.

**Day 4:** Learning by Doing (Practical application by trainees on some of the topics that have been tackled during the leadership training).

### 3.3.3 Completed Modules

The Leadership Training Program (Modules 1 through 4) has been successfully implemented. Training sessions were conducted at our community center. Sessions start at 9:30 am and ends 2:30 pm.

**Table 3-3 List of Completed Leadership Training Days**

Date	Activity	Number of Attendees	Remarks/Notes
18 April 2015	Needs Assessment	27	Reasons for meeting: 1)introduction to project, 2)selection of women , 3) assessment of needs
26 April 2015	Needs Assessment	10	
1 June 2015	Leadership Training/ Module 1	22	Participants showed great interest in topics covered in module 1 particularly the problem-solving and decision-making sections.
2 June 2015	Leadership Training/ Module 1	22	
7 June 2015	Leadership Training/ Module 1	20	
14 June 2015	Leadership Training/ Module 1	21	
2 August 2015	Leadership Training/ Module 2	18	No activities took place during the month of Ramadan (July 2015). However, following Ramadan, several women dropped out of the program for personal reasons. The program manager met with new women who had shown interest in the project.
9 August 2015	Leadership Training/ Module 2	15	
16 August 2015	Leadership Training/ Module 2	19	
30 August 2015	Leadership Training/ Module 2	22	
14 September 2015	Leadership Training/ Module 3	14	Several women had interviews with UNHCR and others were called to receive assistance during September.
15 September 2015	Leadership Training/ Module 3	21	
28 September 2015	Leadership Training/ Module 3	19	
29 September 2015	Leadership Training/ Module 3	17	
4 October 2015	Leadership Training/ Module 4	18	Attendance fell because schools started. Some participants, who had kept their infants with their siblings, were no longer able to do. Others had to be home when their children came from school.
5 October 2015	Leadership Training/ Module 4	15	
11 October 2015	Leadership Training/ Module 4	16	
12 October 2015	Leadership Training/ Module 4	16	



Photo 3-11 Module 1 of Leadership Training/Day 1



Photo 3-12 Module 1 of Leadership Training/ Day 2



Photo 3-13 Module 1 of Leadership Training/ Day 3



Photo 3-14 Module 1 of Leadership Training/ Day 4



Photo 3-15 Module 2 of Leadership Training/ Day 1



Photo 3-16 Module 2 of Leadership Training/ Day 2



Photo 3-17 Module 2 of Leadership Training/ Day 3



Photo 3-18 Module 2 of Leadership Training/ Day 4



Photo 3-19 Module 3 of Leadership Training/ Day 1



Photo 3-20 Module 3 of Leadership Training/ Day 2



Photo 3-21 Module 3 of Leadership Training/ Day 3



Photo 3-22 Module 3 of Leadership Training/ Day 4



Photo 3-23 Module 4 of Leadership Training/ Day 1



Photo 3-24 Module 4 of Leadership Training/ Day 2



Photo 3-25 Module 4 of Leadership Training/ Day  
3



Photo 3-26 Module 4 of Leadership Training/ Day 4

### 3.4 Upcoming Activities

Phase 1 ends in December 2015. The following activities will take place in November and December 2015.

#### In November 2015:

- 1 nutrition and health session to be scheduled during the last week of November.
- 8 psychosocial sessions (two every week).
- Training of Trainers Program (4 training days, 1 day per week for 4 weeks).

#### In December 2015:

- 1 nutrition and health session to be scheduled during the last week of November.
- 8 psychosocial sessions (two every week).
- Completion of Leadership Training and Training of Trainers Manual.

- Preparation for Phase 2.

## **4 Challenges to Project Implementation and Lessons Learnt**

The EEFL Project has had an excellent start. Our staff regularly solicits feedback from participants concerning activities and project progress. Positive changes are becoming evident in our women participants:

- Participants who seemed initially shy and timid are more confident and outspoken.
- Participants seem more open when sharing and discussing sensitive topics like the way they perceive themselves, abortion, and discrimination they face as refugees.
- Participants have become close and forged friendships.
- Participants regularly express their enthusiasm about the project's trainings and offered activities.

So far, we have completed all modules of the leadership training, held 4 nutrition and wellness sessions, and carried out 32 psychosocial sessions. However, there were challenges to project implementation:

- Many participants have had difficulty in committing to the intensive schedule of the project although the demanding nature of the project was thoroughly discussed during introductory meetings and commitment to attendance was the most determining factor in the selection of participants. Nonetheless, participants still regard the schedule as demanding and at times are finding it difficult to balance the demands of their personal lives and the project. Staff is welcoming participants' children at our center during trainings and consulting regularly with women on most suitable times for activities. Commitment to attendance will not be an issue in Phases 2 and 3 since the training sessions are less intensive and demanding.
- Several women dropped out of Phase 1 due to resettlement. Many of our participants are refugees awaiting resettlement. 3 women had to drop out of the project as their families were resettled to other countries. New participants were recruited and have since joined the project. This is the nature of the community we serve; many of the families at our center are awaiting resettlement.
- Participants lost interest in yoga and relaxation classes. They expressed their desire to have a little more variety in their weekly activities and were keen to do expressive dance and trauma release therapy twice a week. CRP recruited a Dance instructor and since participants have expressed their satisfaction with the new class format. Phases 2 and 3 will involve more variety and upbeat classes to meet the expectations of participants.