

## Together Women Rise 1 Year Interim Progress Report

**Organization:** Kids Play International

**Project Name:** Gender Equality and Women's Leadership in Cambodia

**Grant Start Date:** October 2020

**Grant Amount:** \$49,565

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### 1. Recap briefly what outcomes the project was designed to achieve.

Our main goal is to improve gender equity in rural Ang Chagn Chass through sport-based education programs that reduce negative gender stereotypes, improve the leadership skills of girls and women, and shift the community toward more gender equitable beliefs and behaviors.

**Let's Play Fair** (LPF) leverages sport and the Olympic values of Fair Play to break down gender norms and promote equality between boys and girls in Ang Chagn Chass, Cambodia. **Outcomes:** Deliver seven 6-8 week LPF seasons per year

- 10% average increase in gender equitable knowledge/attitudes of LPF participants in season pre/post surveys
- Greater demonstration of gender equitable behaviors of LPF participants vs. non LPF youth

**All Girls United** (AGU) serves as an extension of our LPF program and provides girls with additional safe space for leadership and skill-building as they delve deeper into key issues such as sexual and reproductive health, GBV, and negative gender stereotypes.

- **AGU Program Outcomes:** Deliver 12 AGU sessions per year
  - Each AGU girl attends at least 8 sessions per year
  - 50% of AGU girls actively leading at least one Community Day per year
  - 100% girls/women in our program receiving MHM products who need them
  - Improved School grades, attendance, and reduced dropout and repetition rates for KPI girls (compared to non-KPI girls in partner schools)
  - Improved school attendance as a result of receiving MHM products compared to before receiving MHM products (2017)
  - At least 10% increase in self-reported self-esteem/confidence/self-value
  - At least 10% increase in self-reported professional development skills
- **AGU Camp Outcomes:** Deliver one 3-day AGU camp in Year 1, and 2 AGU camps in year 2
  - At least 10% increase in self-reported self-esteem/confidence/self-value (AGU girls and additional girls)
  - At least 10% increase in self-reported professional development skills (AGU girls and additional girls)

**Play Fair Inclusion Facilitator Training and Workshops** aim to create more gender inclusive classrooms; improve the trust and relationships between adults and youth, parents and children; and promote our female facilitators as knowledgeable and capable leaders in the community.

- **Facilitator Training Outcomes:** Train all 7 female coaches and 15+ AGU girls as Fair Play workshop facilitators
  - At least 10% increase in self-reported self-esteem/confidence/self-value (female coaches/AGU girls)
  - At least 10% increase in self-reported professional development skills (female coaches/AGU girls)
- **Play Fair Workshop Outcomes:** Deliver 9 workshops to male coaches/players in LPF program, partner school teachers, parents of KPI participants, and adult/youth community members
  - Improved trust/relationships between teachers and students and youth/adults in the community (comparing pre to post-workshop)
  - More gender inclusive classrooms (comparing pre to post-workshop)

**2. Has funding changed for this project? For example, have you received unexpected funding from another source?**

The amount of funding for this project has not changed although one of the sources of funding has changed. Instead of support from the Samerian Foundation in 2021, we obtained funding from the U.S. Embassy in Phnom Penh and the International Olympic Committee. As expected, we have received funding from the Global Sport for Development Foundation as well as from individual donors.

**3. Is your organization or project situation different than presented in the approved proposal? For example, a new executive director, significant project staffing changes or NGO affiliation, loss of large funding, or other significant changes?**

The organizational situation is not different than presented in the approved proposal.

**4. Have the number of beneficiaries changed? To report this please refer to the original numbers in your grant proposal under Number of women and girls Directly Impacted and population Indirectly Impacted.**

Direct beneficiaries:

- Number of AGU Girls decreased from 40 to 32.
  - We have fewer KPI girls than anticipated turning 13 years old that would join the AGU program this next year.
  - Number of Non-KPI AGU Camp girls will be decreased from 105 to 60. Due to COVID-19 group size limitations, we do not anticipate being able to invite more than 20 non-KPI girls per camp.

Indirect beneficiaries:

- The number of Play Fair Community Day (PFCD) youth participants reached is still 500, but we have reached this number through a different means because of COVID-19 group size restrictions. We transitioned our PFCD's into monthly food distributions for KPI families and a select number of at-risk families from our partner schools. We made this shift because of the government regulated COVID-19 restrictions. The Ministry of Education allowed us to organize monthly food distributions where we have taken the time to educate our families on accurate COVID-19 information, conduct mental and physical wellbeing check in's and conduct focus group discussions, questionnaires and surveys to determine the impact of the food support provided and the programming KPI has implemented. Our Players and families have been encouraged to share the information they have gained with the greater community to debunk myths and hopefully limit the transmission of the COVID-19 virus.

**5. What challenges are you facing as you move forward with this project? How are you approaching these challenges?**

**COVID-19:** The Cambodian government shut down schools and issued strict stay-at-home orders from December 10, 2020 to January 11, 2021 and again from March 22 - Oct 28th, 2021. Due to this restriction we:

- Created a virtual Let's Play Fair curriculum for our players. We had heard from many of our Players that their families were not able to buy internet credit that their kids could use to complete their required school work, putting our Players at risk of falling behind in school and potentially dropping out. To address this problem and also have it benefit our program, we decided to create a virtual curriculum that would encourage KPI Players to participate both in our KPI program and complete their required school work.

The virtual curriculum consisted of having Coaches create fun yet educational interactive videos around one of our Play Fair Skills and a topic; such as mental health or COVID-19 prevention measures. Our Coaches then got together and filmed videos demonstrating basic sport/ exercise activities that Players would complete, along with how the sport connected with the lesson and explaining the homework that Players would complete. Coaches would then call their assigned group of KPI Players to complete check in's and make sure players understood the virtual curriculum video. Once the video was sent to the Players via a messaging app, they would complete the exercise activity following their coach on the video

and send a video back with their completed homework. For example: Players performed a jumping jack competition to raise their heart rate and then performed stretches and yoga poses where they had to put their hands on the ground or table in front of them. Coaches then described how by touching these surfaces, their hands were now dirty, and they needed to practice proper handwashing. Players practiced handwashing to limit the spread of COVID-19. For homework, players sent back a video describing the number of times they wash their hands in a day and how they can be more effective doing it going forward. Players also recorded how many jumping jacks they could do before they got tired and out of breath. Players were required to share back their homework within 2 days in order to receive their next internet credit.

- KPI Coaches conducted Mental Health Check-ins with our KPI players. This provided the presence of positive adult role models in the players' lives during the challenging and uncertain times. Coaches also shared stress relieving techniques for our youth to practice in their day to day lives.

**Group size limitations:** Since October 2020, we have had a reduced number of people who were allowed to attend our PFCD's (regularly 100 youth and adults per PFCD pre-pandemic). Due to this restriction, we:

- Adapted our PFCDs to address the needs of our community during the difficult and uncertain times of COVID-19 through rice distributions, COVID education sessions, parent education sessions around our Play Fair Skills and gender equity, as well as mental health check-ins.

#### 6. Have you revised your original objectives since the project began? If so, why? What are your new objectives?

We have not changed our original objectives, but we have moved our AGU camps and Play Fair Workshops to year 2 due to COVID-19 group size and stay at home restrictions we have encountered.

#### 7. What progress have you made toward achieving your objectives? Please address each stated objective.

**Let's Play Fair (LPF)** mixed-gender sport program for 110 youth ages 7-18:

- **Delivered four, 6-8 week seasons out of the proposed seven seasons.** Cambodia was under strict stay at home orders for 6 weeks of 2021 which limited the number of LPF seasons we were able to hold.
  - Play Fair Skill (**PFS**) Opportunity and Volleyball
  - KPI Culture and Flag Football
  - PFS Respect and Baseball
  - Virtual Curriculum on PFS Respect and COVID-19 / Mental Health
- In baseline questionnaires with KPI youth aged 13-18 measuring gender equitable knowledge/behaviors:
  - **94% of returning players agreed with statements showing respect and support for females** compared to only 47% of new players.
  - **87% of returning players agreed with statements around the ability to adopt gender equitable behaviors** such as, *only men can work outside the home or only women should cook dinner*, compared to only 41% of new players.
- In COVID-19 Mental Health Check-ins and a pre/post survey given before and after the Virtual Season:
  - At the post survey **92% of players agreed that they felt supported by their KPI Coach**
  - In the pre-survey, 24% of students stated that they did not know a healthy strategy to reduce stress. At the end-line, only one player did not know a healthy strategy. Specifically, there was a **21% increase in knowledge about stress-management strategies** for younger players.
  - **84% of KPI Players agreed** that the Virtual curriculum helped them stay more physically active.

**All Girls United (AGU)** program for 27 girls ages 13-18/ 7 Female Coaches:

- **Delivered 9 monthly sessions out of the proposed 12 sessions on the following topics:** AGU Orientation; Opportunity/Female Leadership; Culture; Menstrual Hygiene Management (MHM); Sexual Reproductive Health; International Women's Day; Gender Norms, Self Esteem and a 1-week computer skills course for senior girls.
- **MHM products:**

- 15 new AGU girls received reusable pad kits in January 2021.
- 100% of KPI girls/coaches have received and are using these kits.
- **KPI girls had 26% improvement in school attendance from 2018-19** (after receiving pads).
- **Academic performance:**
  - **100% of AGU girls advanced to the next grade in December 2020.**
  - KPI girls increased their GPA by **7.5%** from 2018-19.
  - Two KPI/AGU alumni received 4-year University scholarships.
- **Professional Development Skills, Self-esteem and Confidence:**
  - A Professional Development self-assessment showed that girls feel they are currently excelling in: *Punctuality, Having Good Attendance, and Communicating Verbally.*
  - *Computer Skills Training Sessions for KPI alumni and soon-to-be KPI graduates:*
    - *“I improved in my class almost immediately. I was able to get my work done on time and understand tasks more clearly. It has also helped me in my job.” -Ah Kouerm, Female, 18 yrs old*

#### **Play Fair (PF) Facilitator Training:**

- **Delivered a 2-day facilitator training on the Play Fair Respect Workshop** to 7 female coaches, which will allow the trained coaches to be able to deliver this workshop with KPI youth, AGU girls, parents, and partner school teachers.
  - Trained coaches showed a **60% increase** in their own confidence as a facilitator, leader, and in their communication skills.
  - **20% of coaches** feel more prepared to facilitate the Respect Module of the PF Workshop.
  - **Over 90% agree or strongly agree** that they now have more skills and knowledge to create stronger relationships with their players using the respect skills.
  - Coach Tien (F), explains that this training on Respect helped her reflect on what others think about her and how respect is present in her life. Tien states that, ***“I believe that I can do what I want to do. I am confident in myself and my ability to apply the respect skills with KPI players, teachers, and parents.”***

#### **Play Fair (PF) Workshops:**

- Four of the trained female coaches facilitated one Play Fair Respect Workshop out of the proposed 9 workshops throughout the life of the grant, to all the other KPI coaches (three female and six male coaches.)
  - Baseline data was collected from future PF Workshop participants, including Focus Group Discussions with KPI parents and questionnaires with partner school headmasters.
    - **Parents shared noticeable changes in their children’s’ confidence in school and leadership (and contributions) at home since joining KPI.**
    - ***KPI Father of Pi Hong (M, 8yrs): “My child has changed a lot. Before he used to be so shy and never talked to any other kids, but I’ve noticed he has new energy, happiness and confidence since joining KPI.”***
  - **Over 50% of partner school headmasters stated that a gender equity training would be beneficial professional development for teachers.**

#### **8. Do you anticipate any difficulties in completing your project in the timeframe outlined in your proposal?**

We do not anticipate any difficulties at this time, though the timing of some of our activities have shifted because of the COVID-19 group size restrictions. Therefore, we have outlined below some of the adjustments that will be made in **Year 2** of the project in order to complete the activities noted in our proposal:

- We will deliver all of our 3 proposed AGU camps, the first camp to be delivered in December 2021 and the other 2 tentatively in the months of April and July.
- We will complete the 8 additional PF Workshops; most of which were already planned for in 2021 but postponed due to COVID lockdowns. Coaches were trained and the cohorts for the workshops were already selected. We will need to hold a refresher training, re-confirm cohorts and organize the place of delivery.

- We will hold 3-4 smaller refresher training sessions for the PF Workshops instead of **one** in depth session. We have found holding multiple smaller review sessions to be more productive in ensuring that our female Coaches and AGU girls are not only sufficiently prepared to facilitate the workshop but also have space to debrief and discuss how to improve facilitation after each PF Workshop session has been delivered.
- We will decrease the number of AGU sessions to 8 in Year 2 as we are prioritizing the delivery of our AGU camps in year 2.

**9. Any message you would like us to convey to our membership and donors about the impact our grant is having on those being served and/or your organization and its mission.**

**Virtual Curriculum:**

**Pep Sal (M, 15)** shared how he did the virtual Curriculum exercises with his father. He stated, *"I went to exercise with my dad when he came home after work from the city. He agrees that exercise relieves stress and makes us happier. I was happy to see him laugh a lot."*

**Pong Brasna (F, 18)** shared, *"I really enjoyed learning about deep breathing and meditation and how they can help reduce my stress and make my days better. This season I learned to love myself more and stress less, set time aside to exercise which makes me happier, and how to set specific goals for my future."*

**In COVID-19 Mental Health Check-ins and our Virtual Season pre/post survey we learned:**

- At the post survey **92% of players agreed that they felt supported by their KPI Coach**
- In the pre-survey, **24% of students stated that they did not know a healthy strategy to reduce stress.** At the end-line, only one player did not know a healthy strategy. Specifically, there was a **21% increase in knowledge about stress-management** strategies for younger players.
- **84% of KPI Players agreed** that the Virtual curriculum helped them stay more physically active and reduced stress.

**All Girls United and LPF Program Impact:**

- **KPI girls had 26% improvement in school attendance from 2018-19** (after receiving pads).
- KPI girls increased their GPA by **7.5%** from 2018-19.
- **Two KPI/AGU alumni** received 4-year University scholarships.
- **94% of returning players agreed with statements showing respect and support for females** compared to only 47% of new players.
- **87% of returning players agreed with statements around the ability to adopt gender equitable behaviors** such as, *only men can work outside the home or only women should cook dinner*, compared to only 41% of new players.

Kids Play International								
Gender Equality & Women's Leadership in Cambodia								
24-month Program Budget								
				Year 1 Budget		Year 1 (10/1/20-9/30/21) Actual		
Item	Description	Quantity	Unit cost	Total Cost (USD)	DFW Request	DFW Request	Notes	
<b>Program Costs</b>								
LPF Program Delivery	In Country delivery by 15 Coaches: (7f, 8m) of LPF activities with 120 youth participants 4x/week, throughout the entire year.	24 months	\$600/month	\$7,200	\$5,400	\$6,068	Additional expenses were incurred related to Virtual Programming and mental health check in with players	
AGU Program Delivery	In Country -7 Female coaches deliver community based AGU activities with female participants throughout the year. Twelve 120-minute sessions delivered annually. camp: 24 hours per 3-day camp, stipends for 7 female Coaches, guest speakers and workshops. Year 1 - 12mos x \$200 + \$2000 (1 Camp) = \$4400, Year 2 12mos x \$200 + \$4000 (2 Camps) = \$6400	24 months, 3 camps	\$200/month \$2000/camp	\$4,400	\$4,400	\$2,516	Additional expenses were incurred related to Virtual Programming and mental health check in with players. Year 1 AGU camp will be held December 2021	
Master Coach	In Country. Managing the day-to-day KPI Program activities; such as coach schedules, attendance, tracking of equipment, and organization of LPF Community events, liaison to partner schools, translation/interpretation, assists with parent meetings/home visits and overall Team relationship building activities.	24 months	\$100/month	\$1,200	\$900	\$981		
Advanced Training Play Fair Inclusion Workshop: Female team	In Country. Gender equity training for 7 female LPF Coaches & up to 30 AGU Girls (Facilitator, materials, venue, food, supplies, transportation)	2, 3-day workshops	\$4000/workshop	\$4,000	\$4,000	\$3,222	Workshop was scaled down because of covid restrictions. Funding was reallocated to LPF and AGU virtual programming. 4 refresher trainings will occur in year 2	

Play Fair Inclusion Workshop Delivery	In Country. AGU coaches and female players deliver PF Inclusion workshops to local community, parents, Coaches, players and teachers in partner schools. Year 1- Deliver 3 sessions and Year 2 Deliver 6 sessions	9 workshop sessions	\$400/workshop	\$1,200	\$900	\$774	Workshop delivery was scaled down due to covid restrictions. Funding was reallocated to LPF and AGU virtual programming. We will complete all remaining workshops in year 2
Monitoring and Evaluation	In Country. M&E efforts include field support for Coaches, collection of accurate and timely M&E forms on a weekly basis, annual evaluation research, data analysis and internal feedback.	24 months	\$100/month	\$1,200	\$1,200	\$1,150	
<b>Subtotal Program Costs</b>				<b>\$19,200</b>	<b>\$16,800</b>	<b>\$14,711</b>	
<b>Supplies</b>							
Office / printing / supplies	In Country. Office space, printing and photocopying of M&E and curriculum materials, pens/paper, etc.	24 months	\$125/month	\$1,500	\$1,125	\$1,152	
Communication	Cell phones and internet for in country staff	24 months	\$35/month	\$420	\$420	\$386	
<b>Subtotal Supplies</b>				<b>\$1,920</b>	<b>\$1,545</b>	<b>\$1,538</b>	
<b>Women's Leadership</b>							
Cambodia Based LPF Program Coordinator	In-country Program management of Let's Play Fair program, direct oversight of all coaches and their weekly coaches training, responsible for season curriculum design, professional development sessions and M&E of all LPF program activities.	24 months	\$1200/month	\$14,400	\$1,440	\$1,440	
Cambodia Based AGU Program Coordinator	In-country Program management of All Girls United program, direct oversight of all female coaches, responsible for AGU session design and training, M&E, and school partnership.	24 months	\$1500/month	\$18,000	\$5,400	\$5,400	
<b>Subtotal Women's Leadership</b>				<b>\$32,400</b>	<b>\$6,840</b>	<b>\$6,840</b>	
<b>Total</b>				<b>\$53,520</b>	<b>\$25,185</b>	<b>\$23,089</b>	

**Program Infographics:**

**Together Women Rise**  
**KIDS PLAY IMPACT**  
KIDS PLAY INTERNATIONAL

### Let's Play Fair Programming

In baseline questionnaires- with Kids Play youth aged 13-18- measuring gender equitable knowledge and behaviors we found:

**94%** of KPI players agreed with statements of adopting gender equitable behaviors **compared to only 41%** of non-KPI players.

**Gender Equitable Behavior Statements:**

1. "I have friends of the opposite gender."
2. "Only women can cook dinner."
3. "Only men should work outside the home."

**87%** KPI players agreed with statements that show respect and support for females **compared to only 47%** of non-KPI players. Including that girls are as capable and good at sport as boys.

**“ Deep Breathing** has taught me how to deal with my stress. It slows my heart rate down and helps me think more clearly before I act.” **Yorm Tha, F, age 17**

Through our Mental Health check-ins and our Virtual Season pre/post survey, the data showed us:

**92%** of players agreed that they felt supported by their KPI Coach

**84%** of KPI Players agreed that the Virtual season curriculum helped them stay more Physically Active, resulting in lower levels of stress.

*Fair Play in Every Way*

**All Girls United**  
KIDS PLAY INTERNATIONAL

**AGU GIRLS** **NON AGU GIRLS**

Metric	AGU GIRLS	NON AGU GIRLS
SELF CONFIDENCE	~85%	~75%
UNDERSTANDING OF GBV	~85%	~65%
SELF ADVOCACY	~85%	~75%
GENDER EQUITABLE ATTITUDES	~85%	~75%

In a baseline survey, Kids Play girls demonstrated higher levels of self confidence, understanding of Gender Based Violence (GBV), self advocacy and more positive gender equitable attitudes than their female classmates.

### Academic Improvement for AGU Girls

**7.5%** ↑ Improvement in GPA

**100%** Pass rate onto the next grade

**26%** ↑ Improvement in school attendance

### Community Impact

What Kids Play has Provided:

- 7000+ lbs of Rice
- 800+ Bars of Soap
- 60+ hours of COVID-19 Prevention Education

Number of Families Reached:

- 175+ families
- 1000+ people