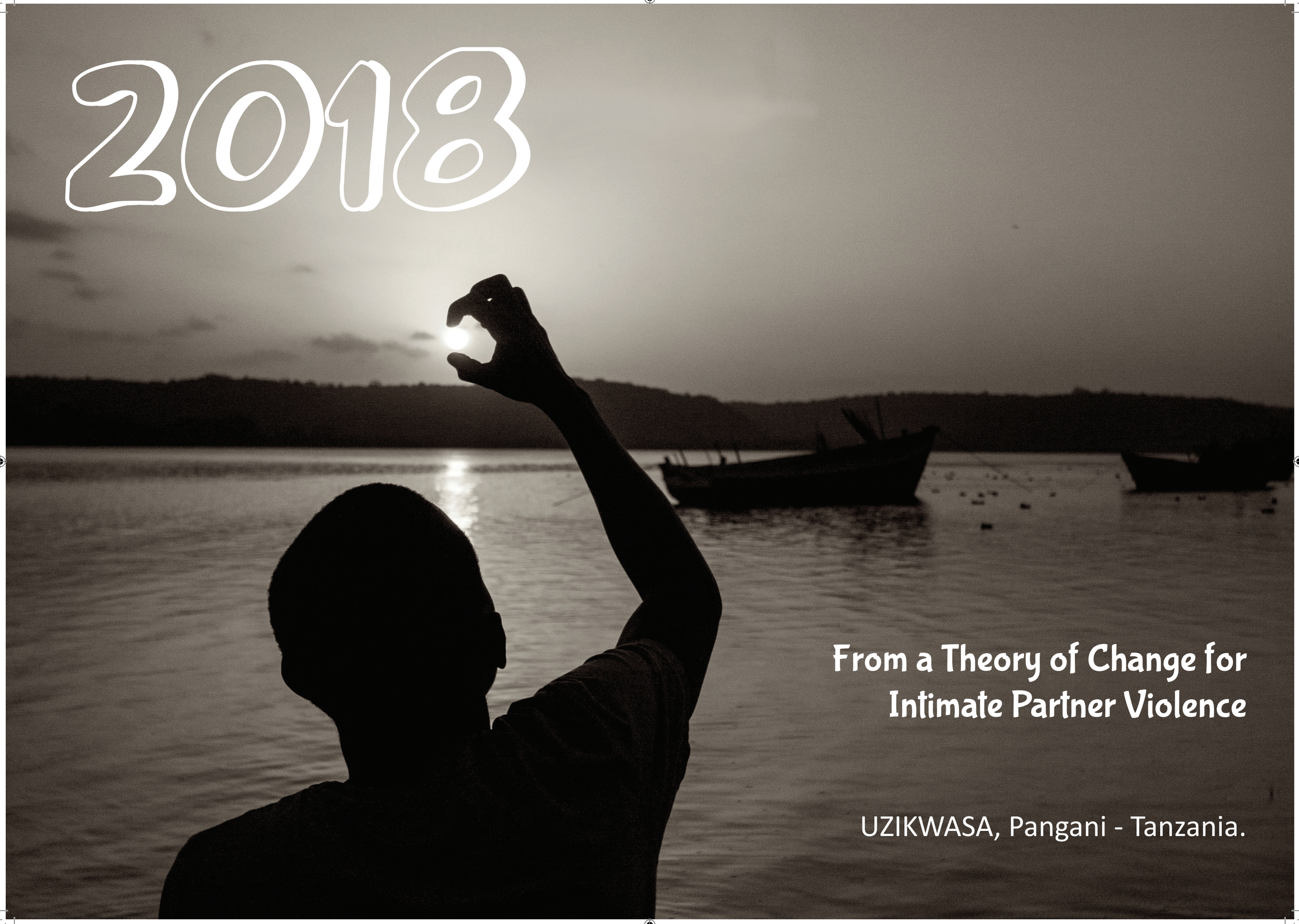
2018
From a Theory of Change for
Intimate Partner Violence
UZIKWASA, Pangani - Tanzania.

Facilitating Change – Starting with the Self

We believe that effective change can only be facilitated by people who share a culture of reflection at every step of their own path of growth and transformation. We all need to be both: an agent for change and responder to change by being role models for others.

2018

JANUARY

Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

1 - New Year

12 - Zanzibar Revolution

FEBRUARY

Mon	Tue	Wed	Thu	Fri	Sat	Sun
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

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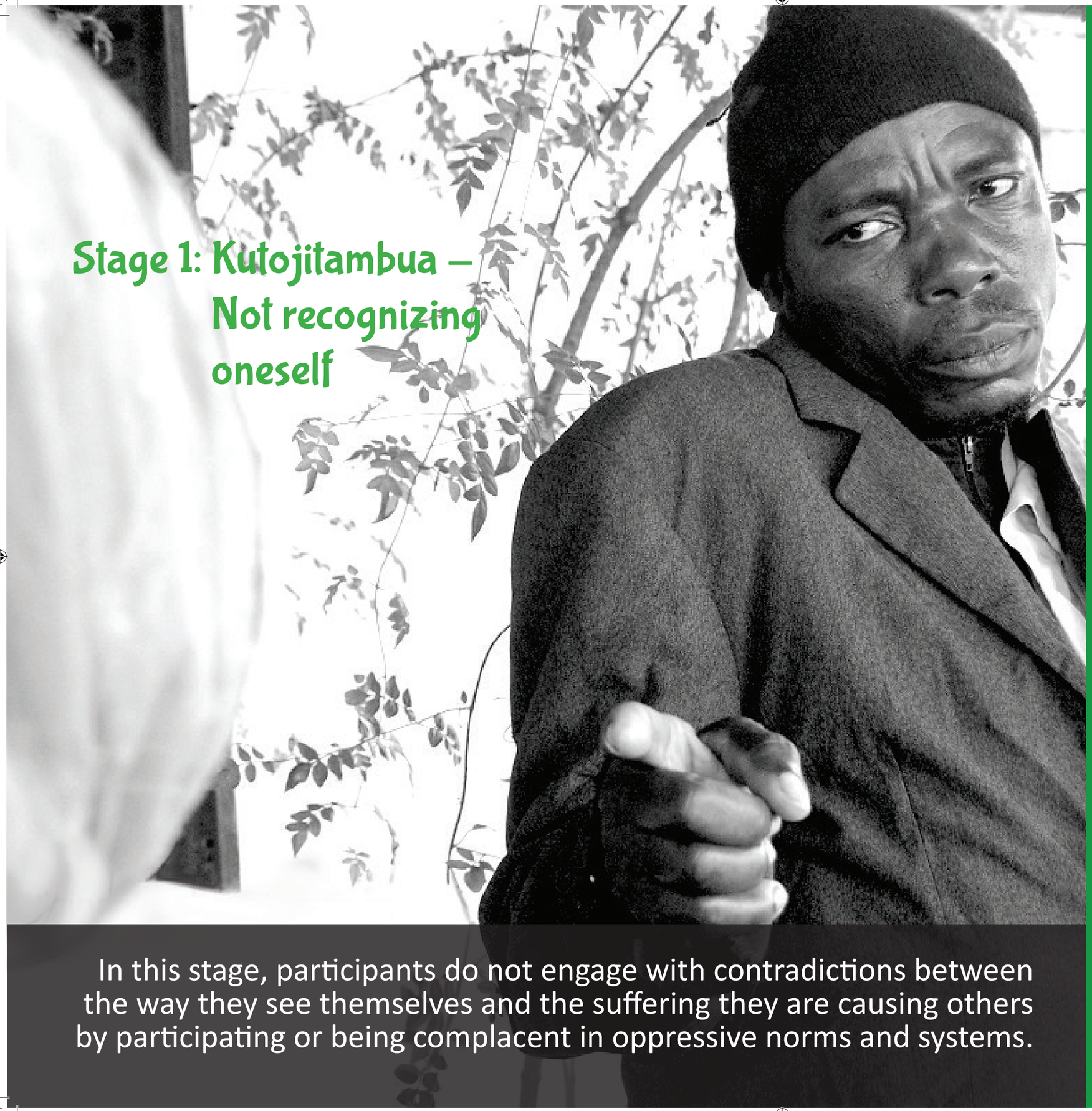

Stage 1: Kutojitambua – Not recognizing oneself

In this stage, participants do not engage with contradictions between the way they see themselves and the suffering they are causing others by participating or being complacent in oppressive norms and systems.

2018

MARCH

Mon	Tue	Wed	Thu	Fri	Sat	Sun
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

30 - Good Friday

APRIL

Mon	Tue	Wed	Thu	Fri	Sat	Sun
30						1
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

1 - Easter Sunday
2 - Easter Monday
7 - Karume Day
26 - Union Day

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Stage 2: Kumbe Ahaa!

The Kumbe stage is a complex process of surfacing consciousness, overcoming resistance and accepting responsibility. UZIKWASA facilitators guide the process of realization for people to find their own Kumbe so they can negotiate the contradiction they see in their own lives, accept their responsibility for their contribution to injustice and oppression before they can change.

2018

MAY

Mon	Tue	Wed	Thu	Fri	Sat	Sun
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

1 - May Day

JUNE

Mon	Tue	Wed	Thu	Fri	Sat	Sun
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

15 & 16- Eid el Fitr

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Stage 3: Halafu (And then)

The Halafu stage moves participants from the realization of Kumbe to a shared vision and plan for change , the doorstep of actual behavior change. Halafu is the process of consolidation and negotiation of individual realizations leading to a collective decision about taking practical steps of change.

2018

JULY

Mon	Tue	Wed	Thu	Fri	Sat	Sun
30	31					1
2	3	4	5	6	7	8
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23	24	25	26	27	28	29

7 - Sabasaba

AUGUST

Mon	Tue	Wed	Thu	Fri	Sat	Sun
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

8 - Nane Nane *22 - Eid el Hajj*

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Stage 4: Chukua Hatua (Taking Steps/ action for change)

This stage requires the participants to take steps on their own. It is only after the initial steps are taken that UZIKWASA can work with community members and leaders to ensure change is meaningful and lasting.

2018

SEPTEMBER

Mon	Tue	Wed	Thu	Fri	Sat	Sun
					1	2
3	4	5	6	7	8	9
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER

Mon	Tue	Wed	Thu	Fri	Sat	Sun
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29	30	31				

14 - Nyerere Day

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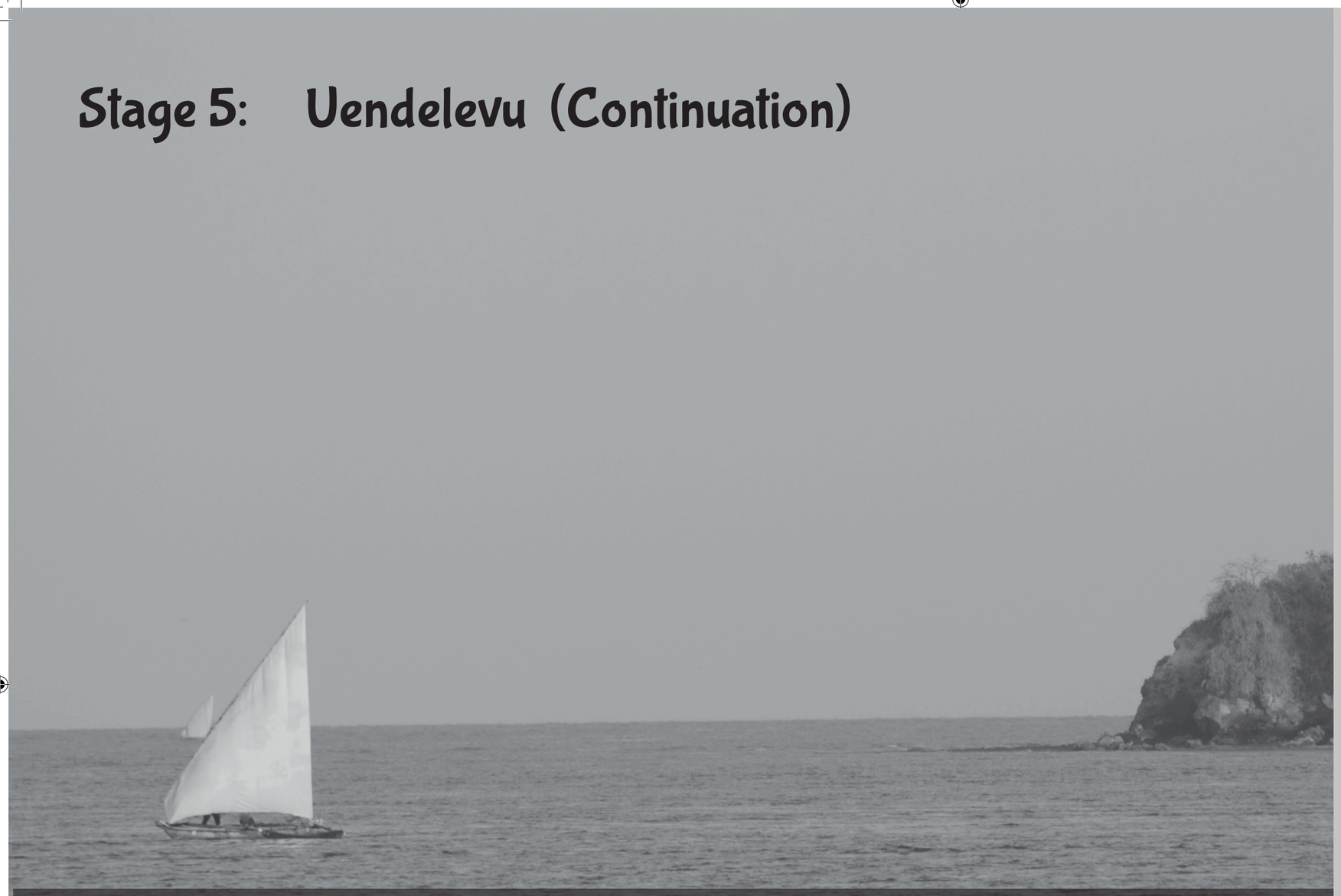
Stage 5: Uendelevu (Continuation)



Continuous engagement at multiple levels serves to identify and close gaps that emerges as new cognitive frameworks are realized in transformed attitudes, behaviors and systems. UZIKWASA maintains its engagement with communities beyond the initial stages of change. Within systems of justice and among communities, new behaviors become habitual, reflection is institutionalized and growth learning and progress toward gender justice constitute new social norms.
New challenges and emerging questions inform the next stage of our conscious practice to transformation.

2018

NOVEMBER

Mon	Tue	Wed	Thu	Fri	Sat	Sun
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

21 - Maulid

DECEMBER

Mon	Tue	Wed	Thu	Fri	Sat	Sun
31					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

9 - Independence (Mainland) *25 - Christmas*
26 - Boxing Day

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