End Violence Leadership Development Programme
Apolitical & End Violence Lab

Appendix: Takeaways from Weekly Discussion Questions

Here are selected passages from fellow responses to the weekly discussion questions, sorted by country. See also the three real-time learning documents created for the End Violence Knowledge Platform here, here and here.

Discussion Question #1:

If you had to choose a package of three INSPIRE strategies that could most influence policy and practice in your country, what would they be?

A. Parent and caregiver support (76%)
B. Implementation and enforcement of laws (53%)
C. Education and life skills (41%)
D. Norms and values (35%)
E. Safe environments (35%)
F. Income and economic strengthening (35%)
G. Response and support services (24%)

Cambodia:

- **Enforcement is still limited** due to lack of resources in Cambodia (human resource with qualification/technical skills and financial resource).
- 1 in 2 Cambodian children experienced with physical and emotional violence, the **perpetrators are parents and teachers who they trust and live with**.
- Our ministry in Cambodia decided to develop the **positive parenting strategy** in 2017, and now it is being implemented in some target provinces.
- Due to the lack of sufficient employment opportunities available domestically in Cambodia and the significant wage, **most parents seek work outside the country** (primary destination to nearby county) and leave their children living with grand-parents, relatives, residential care facilities, and so on, which might cause the children to feel insecure.

Colombia:

- Colombia has loads of national laws and norms regarding preventing all types of violence against children and adolescents. However, while a number of laws and policies against violence are now in place, **implementation is still lagging behind**.
- For Canada you understand the safe environment as the community center. In Colombia this type of facility is not available everywhere. However, **we could use other types of facilities such as public libraries, parks and playground to make them safe,** as the places where children spend time considering lack of proper housing or daycare at their homes.

- I would launch an **income and economic strengthening strategy** in Colombia which it will include microfinance combined with training around gender norms aimed at families and women

Canada:

- Canada is an extremely multicultural country, so there is a need to deliver **culturally-appropriate programming** so that children and youth continue to voluntarily participate and spend time at the centres. These centres provide children and youth with these safe options, and as a result, help to reduce violence by reducing the number of children and youth who frequent the community violence "hotspots".

Philippines:

- Though we have several laws in the Philippines that look into the welfare and ensure the protection of children, the **enforcement is weak**.
- There are cases that some of the **Law Enforcement Agents are the "perpetrators of violence"**. Just like in a very recent case in the Philippines where the police officers allegedly sexually abused an alleged offender of curfew.
- In the Philippines, we have various Parenting Programs that look into and ensure the survival, development, protection and participation rights of children, there is still a need to enhance it further to be **more responsive and monitor its implementation**. There is really a need to promote, popularize and strengthen Positive Discipline.
- The current **conditional cash transfer program** in the Philippines focuses more on grants on education and health not on Strengthening the families income.

Uganda:

- The **negative norms** are the key drivers of child sexual abuse which is a big issue affecting almost 25% of adolescent girls in Uganda.

Discussion Question #2:

What is one obstacle you face in your work to end violence against children, and how might you overcome it?

A. Multi sectoral coordination and stakeholder engagement
B. Complications from Covid-19
C. Overcoming established systems
D. Not enough time to focus on core responsibilities
E. Lack of technical capacity of stakeholders
F. Culture of silence in reporting abuse
G. Lack of a national action plan

Cambodia:

- I am facing **how to coordinate with relevant institutions and development partners**. We all know child violence is a cross-cutting issue that we need to think and work together to protect the children, even though Cambodia had a VAC action plan 2017-2021 but coordination and cooperation is still limited because they focus on only their own action plan. This makes it difficult to advocate with the government to allocate the budget for implementation.

- I have experienced during the development process of this action plan, I noted that all stakeholders have **different levels of technical expertise in children issues**, especially the key sectoral line ministries who responsive for response to VAC such as health, justice, police, social affairs have limited capacity to provide services to prevent violence against children and also lack of financial support from the national budget to implement the action plan.

Colombia:

- One of the obstacles in my work is the articulation to carry out processes of intervention or prevention of violence, within the action plan it is necessary to contemplate all the actors involved in the problem and their level of responsibility, this can serve for or against (as the article mentions it is sometimes an ally and other times an obstacle) when acting in the territory, because **arriving "all together" allows to intervene in all foci, but it is a challenging and arduous task**.

- Normally, there are one or two agencies that are responsible for children's wellbeing, but when promoting comprehensive strategies and approaches to VAC, **you need to engage other types of actors that normally do not see its own relevance to the topic**. To overcome this kind of obstacle, the eight communication tips we learned make a lot of sense. As mentioned before, I normally focus on sharing key data and some qualitative stories, in order to get their interest, then I explain how a simple fact or action could transform a family or child's reality.

- One of the obstacles I face when working towards ending violence against children, is the fact that **Colombia does not yet have a national plan for this**.

Canada:

- One obstacle that I face in my work to end violence against children is that it is an issue that is **shared between jurisdictions in Canada**. Provinces and territories are responsible for child welfare and for providing ongoing delivery of health and social services. It is challenging from a federal perspective as the federal government must always be mindful to focus on issues that fall under our jurisdiction.

- One of the greatest obstacles to overcome is the **role of the state in perpetuating systems that are colonial and harm children**. It is an obstacle that I try to overcome by educating my colleagues about the effects colonialism has had and continues to have on Indigenous children and Canada and why I advocate that allocating resources alone will not end violence; Canada needs to also work to undo its colonial approaches and to enable self-determination and self-government to end violence against Indigenous children, youth and families.

Philippines:

- How to make sure that everyone in the workplace is not contributing to the further delays of the process considering that mostly people are working from home. And that personnel (govt or private) would take upon themselves the initiative to act with urgency especially on services due to the children, despite the difficulties. This can be overcome I think on strict implementation of performance rating or other measures that could monitor employees output.

- The obstacle that deters us in the achievement of our goal to end VAC is the **culture of learned helplessness** coinciding with the culture of silence. This is brought about by the policies failing to be concretized in the grassroots. If the community cannot be concretized and can't understand the mechanism they will not report the abuse.

- One obstacle I face in my work to end VAC is the **absence or the dysfunctional mechanism/child protection structure** at the local government level.

Discussion Question #3:

What is one new way of working that you would like to see (in your team or government) after the pandemic?

Overall, fellows would like to see:

A. A culture of trust, agility and flexibility
B. Fewer meetings and more strategic use of in-person interactions
C. A more technologically-advanced workplace
D. A more happy and confident team
E. More control given to indigenous communities
F. More co-creation

Cambodia:

- After the pandemic, Government or Organizations will have fostered a culture of agility and flexibility that helps people feel psychologically safe and speak up and importantly we need to be honest and transparent about what's making the difference within those governments or organizations. Staff engagement to respond to crisis through capacity building and equipment new skills including ICT and social media and ensure that the needed services are reached to children, vulnerable people and marginalized groups.

Colombia:

- In 4 years I would like to see a team that is happy and confident in their abilities.

- In my organization, and most public offices where I have worked, meetings are the rule. During this time, I have seen that most of those meetings could be either email or a WhatsApp message. This situation saves time, allows public servants to focus on producing more outputs or even questioning the way we do our jobs.

- A new way of working I would like to see in my organization after the pandemic, is co-creation. This new reality has made it necessary to design together solutions to complex problems, in fields such as health, poverty, employment and violence against children. In my organization, this reality has brought new dynamics, as more discussions and less emails and letters, and also the collective design of outcomes in relatively short periods. I believe that it is truly important to continue this way of working after the pandemic, since I am convinced that it is a way and also an opportunity to find more effective, creative and agile solutions to the challenging problems we must deal with.

Canada:

- I would like to see the Government of Canada continue to give more control to Indigenous partners over the funding they receive. During the Pandemic, Indigenous communities had to provide receipts for how they were using federal funds to support their members but the specific items could vary, and we saw rates investments in areas that we would not have anticipated such as community security officers, food security and mental health.

- One new way of working that I would like to see after the pandemic would be increased adaptability and flexibility. Before the pandemic, it was rare for public servants to be able to work from home and there was a very difficult process in place that was required in order to apply. Many people felt that they weren't allowed because of lack of trust that they would still complete their work while at home. I think that more employees will feel a stronger sense of trust and reliability if

they are still allowed to work from home after the pandemic. I would also like to continue to route packages electronically after the pandemic in order to reduce paper waste and having to keep track of physical dockets in the office.

Philippines:

- I would like to think that our government, particularly our organization, have fostered a **CULTURE OF TRUST, AGILITY and FLEXIBILITY** where most of the employees/staff are more engaged; able to deliver quality outputs amidst the limitations and maximizing the technology including the various social media platforms... We are able to level-up or "digitized" the "traditional" approach or programs and services but still ensuring efficient and effective implementation.

- The one new way of working that I would like to see my government to be working on is to **"sustain the new"**. The past months proved that we can do transactions and facilitate things even without physical presence. The management was able to find innovative ways to maintain its full operational capacity given the limited workforce and resources. Transactions are paperless, faceless and fast. After the pandemic I want us to sustain the gains our organization had and to improve the system in terms of security and transparency. Hardware upgrades and reskilling and retooling is essential today and onwards.

- I would like to see my agency continue implementing the best practices learned in the online **process from coordination to delivery of services**. I see how we can now be able to work in a paperless transaction, and how efficient could have been if such is already part of the policy or practice. And I agree with everyone, investing in Information Technology (IT) developments is the way to advance and move forward.

Uganda:

- I have personally witnessed some traditional way of doing things changing in my institution where the chief executive directs that if it is an urgent issue concerning children in the field, we don't have to wait for his approval. I believe, if organisations can adapt to this new normal, then we can be able to see change in the public sector. At the workplace, we have maintained a 30% capacity with the rest of staff operating from home. However, my observation is that as a country, **we have not prepared adequately as far as access to IT services is concerned**.

Discussion Question #4:

In your opinion — and understanding that there may be multiple — what is your country's most marginalised community? What is the most important action needed to address this inequity?

Cambodia:

- In my opinion, the most marginalised community in my country (Cambodia) is ethnic community especially related to child marriages. The most important action needed to address this issue: designed policies and action plans to prevent and respond to children married through awareness raising and enforcement of law implementation. Engaging ethnic people in development of action plans and policies. Ethics groups are not accessed to basic Services such as psychosocial, health and education and inaccessible to information related to human rights, women rights and child rights.

Colombia:

- From my perspective, in Colombia, the most marginalized groups are ethnic groups. Normally they

live in rural areas where poverty is high, violence keeps going, and where the provision of social services and social policy from the state is difficult to access. The most important action is to make visible ethnic groups´ structural inequity. Then, it is important to promote and facilitate participation to effectively design policies or to analyze the potential impact of policies, from the members of those communities.

- Colombia has been working hard to create public policies aimed at **reducing the gap between ethnic groups and society in general**. For example, it is almost mandatory to create public policies that take into account different perspectives such as: gender perspective, differential perspective, human rights perspective, among others. However, we need to improve on how to put these into practice.

Canada:

- There are many marginalized groups in Canada. I would suggest that **Indigenous peoples with intersecting identities such as living in remote areas, gender**, or living in marginalized urban areas, and/or with disabilities are the most marginalized in Canada. In terms of what is the most important action to address the inequity, I would suggest that it's recognizing these inequities are not random and acknowledging that they are structural, so policymakers can uncover the obstacles and barriers that result from the inequities, and commit to address them.

- In my opinion, Canada's most marginalised community are the **First Nations, Inuit and Métis communities. Colonization, racism and the Indian Residential School system** have had devastating effects on Indigenous Peoples in Canada, and laid the foundation for intergenerational cycles of violence. Indigenous Peoples, including those living in northern, rural and remote areas, face multiple and intersecting forms of discrimination, are disproportionately affected by violence, and have access to fewer supports and services. I think the most important action needed to address this inequity would be to support Indigenous-led programming and research. Projects reaching First Nations, Inuit or Métis populations should be led by Indigenous organizations, and these organizations should retain ownership and control over data and research produced.

Philippines:

- I agree with Pipe the same here in the Philippines that **most ethnic groups are being excluded** due to the distance of their area from where the main activities are but most importantly due to the fact that policy makers lack the understanding of what these communities truly need. In most cases policies are top-down, and donor driven. Action most needed is an in depth analysis and active engagement with the communities so the members of the community can participate in every phase of the program. From assessment of needs, formulation of policies and strategies taking notice that these people have a different way of doing things. Activities should be in harmony and with respect to their indigenous knowledge, culture and traditions.

- In our context, other than the various ethnic groups, one of the most marginalized communities are the **Persons with Disability**. Though there are laws, policies and other issuances in place, the effective and efficient implementation is still wanting. Women and children with disabilities are all the more marginalized. For instance, deaf women and/or children who are victim-survivors of violence have difficulty being heard in court because of the lack of court sign language interpreters. Especially during this pandemic, the more that persons with disability had difficulty accessing various programs and services given the mobility limitations and other restrictions because of the enforcement of community quarantine. We have yet to see a barrier-free society —- ensuring disability-inclusive policies, programs and services is slowly being done but a lot is still to be done.

- In my line of work, the most marginalized sector we have encountered and assisted is the **indigenous people such as "Lumad."** Many of them have been displaced by violent clashes and poverty in their native communities and are most vulnerable to be deceived, trafficked, and abused. Based on the experience of our frontliners and service providers, there is really a need to understand where they are coming from to better assist and provide them with the most needed services. As the article suggested, I would agree that the most needed action is to adopt an analytical process to assess how these diverse groups were affected by certain issues, such as this pandemic.

Uganda:

- In Uganda, the most marginalized community are **bushmen, also known as the batwa**. In my opinion such people require bringing services closer to their communities. This will increase their access to such services. For instance in the fight to address malaria in the country, the Ministry of health ensures that the Batwa receive nets even in their communities. Equally there has been a lot of sensitizing for them to attend school. In some areas government has constructed schools for such people to access basic education

Discussion Question #5:

Have rates of violence against women and children increased, decreased or stayed the same since Covid-19 began? How is your country monitoring this problem and collecting evidence?

Colombia:

- Violence against women **increased** during the lockdown, but still, we are trying to figure out the new and most efficient mechanism to gather data. A nice example is a strategy developed by Bogotá where women victims can ask for help or report in grocery stores. In terms of violence against children, the number of cases has increased according to the **Forensic Medicine Institute**, especially in terms of sexual violence. However, those are the cases that are reported, but a lot of them remain in private spheres and are not identified, considering that the lockdown increased the time spent with the perpetrators and diminishes the possibility of interaction of other adults with victims to identify and report cases. For both cases, underreport remains the main challenge.

- I agree with my Colombian colleagues on the marginalisation of ethnics groups in our country. I also would like to highlight that people living in **rural areas** are amongst the more marginalised population groups. There are approximately 11.000.000 people living in rural areas in Colombia, which represent approximately 22% of the total population. Most of this population live in conditions of poverty and exclusion, and an important proportion of them is also affected by violence caused by illegal armed groups and drug traffickers. In spite of the efforts made by the government, to improve their living conditions, we need to strengthen and to guarantee inclusive policies providing effective solutions for them, in fields such as education, health, social services, housing, infrastructure, income opportunities and access to ICT, among others.

- We are monitoring violence against children and adolescents in Colombia, through two types of data: medical opinions ordered by the justice system in suspected cases of violence, and administrative processes to protect children and adolescents who have been victims of violence. When we compare the period corresponding to the pandemic for covid-19 with the same period in 2019, both series of data show a decrease. **In the case of medical opinions**, there is a **decrease of 55% approximately** (until July 14). Likewise, data regarding administrative processes show a **decrease of 22%** (until August 31).

Canada:

- According to Statistics Canada, **one in 10 women reported to be very or extremely concerned** about the possibility of violence in the home during the pandemic. **14%** of women aged 15 to 24 said they had contacted or used a victims' service for a reason related to crime since the start of the pandemic, more than any other age group of women or men. In addition, women's shelters and crisis lines received an increased number of visits and calls during the pandemic. Child abuse reporting lines reported a decreased number of calls, which was alarming since children who were staying home face increased exposure to intimate partner violence, along with co-occurring child abuse, sibling violence, and other adversities. This increased risk of violence is due to a number of factors, including the closures of schools, childcare centres, playgrounds, and cultural, religious, and recreation centers that have limited the role of key adults who are able to support children. Canada is monitoring these issues and collecting evidence through Statistics Canada surveys, as well as data from non-governmental organizations.

Philippines:

- With my observation it **increased** because there are more people staying in their places they might have experienced other conditions that they might have changed behaviors and conflicts might experience... with that some are **not reported** that is the reason it is not documented and uncounted.

- Case of violence against children have **escalated** during the COVID19 pandemic per monitoring of the Philippine National Police-Office of the Cyber Crime, the Women and Child Protection Division, the Council for the Welfare of Children and the Department of Social Welfare; however, these are under reported given the mobility limitation/travel restrictions imposed by the government particularly the local government units. To respond to this URGENT AND ALARMING CONCERN, the concerned government agencies in strong collaboration with NGO/CSO partners established Hotlines and maximized the various social media platforms for easier and faster REPORTING and RESPONSE to cases of violence/abuse. The inter-agency councils like the Inter-Agency Council Against Child Pornography and the Inter-Agency Coucil Against Trafficking developed social media cards as part of intensifying advocacy efforts on the reporting of VAC particularly Online Sexual Abuse and Exploitation of Children. Other efforts like the conduct of a series of Webinar on Case Management of Cases of VAC, VAW and OSAEC was done to somehow capacitate service providers in managing cases of abuse during this pandemic.

- In the Philippines, we have received **a report of alarming increase in online sexual exploitation of children (OSEC) during the first month of lockdown**. In response to that, our Office us coordinating body of all Anti-Trafficking efforts immediately called for a coordination meeting with relevant concerned agencies, private sector like Facebook and other stakeholders to validate the report. In the meeting, we have validated from the Office of the cybercrime (OOC) that from April 1-14, there were **already 41,000 NCMEC referrals received by the OOC which represents an almost 100% increase of referrals** as compared to the period prior to lockdown. Facebook also validated the report and observed a spike in reports/referrals from Law Enforcement Agencies since the start of the lockdown. Prior to the lockdown, they get usually 2-3 reports per month but during the lockdown they get 2-3 reports per week. This is one way we collect data aside from maintaining a database on trafficking in persons cases filed and pending before the Philippine Courts.

Uganda:

- In Uganda, violence against women and girls has **increased** alot during this period of COVID pandemic. As a country in order to monitor what is on the ground, we have GBV and child helpline. Cases are reported on this helpline and follow up is done by the different service providers. This is happening because the country has taken a multisectoral approach on VAW and VAC. Unfortunately, the level of reporting is still low because of the negative norms and practices. Government structures equally link affected families to other services such as economic empowerment programs as a means of ensuring that women and children are not abused.

Discussion Question #6:

Do you think all areas of violence against children are equally focused on in your country's schools, or do some receive more focus (e.g., bullying vs. gender-based violence vs. corporal punishment, etc.)? Do you feel there is enough attention given to gender-based violence in and near schools?

Colombia:

- In my personal opinion, in Colombia, violence related to physical punishment has been the most visible type of VAC, however, **strong regulation is just starting to be discussed**. Then, bullying has acquired some importance in the national debate, especially from the academic perspective. Gender-Based Violence is the type of VAC that has received less attention. In terms of violence in or at schools, in Colombia schools are supposed to be protective environments and places where boys and girls must be safe. Then, there are some existent tools to prevent and protect children against violence. An example is the coexistence committees (one for each school) and the municipal co-existence school, that are supposed to deal and process specific situations articulating other state or judiciary services. strengthening this mechanism could improve prevention and protection measures.

- Physical violence within schools is prohibited. However, this physical violence is socially accepted when it occurs within the families. **Colombia is currently developing a law to prohibit physical violence as a form of discipline and correction of girls, boys and adolescents**. On the other hand, despite the fact that gender violence is very accentuated inside and outside the schools, it does not receive considerable attention given that there are up until now prejudices against education on gender categories, education for sexuality and coexistence. However, the Ministry of Education has plans and ambitious projects in place to efficiently carry out this type of education, sincerely hoping to progressively reduce violence. These ambitious projects have typically had their difficulties, especially due to the explicit rejection of parents who prefer a traditional education.

- I think that there is not enough attention given to gender-based violence in schools and education environments in Colombia. This situation may be explained to an important extent, because of strong prejudices and also fear to talk about gender and diversity issues. **These are sensitive topics for an important proportion of the the Colombian society, and, in particular, for conservative and religious communities**. Additionally, most of Colombian educators are not well prepared to address this issue. This is a challenge since their role is key, not only for teaching children and adolescents about gender-based violence and for preventing it in schools, but also for promoting broader processes to transform norms and values in the country.

Canada:

- It is challenging to say which areas of violence against children are focused on in Canada's schools because **the education system falls under provincial and territorial jurisdiction**. Each provincial and territorial government determines the curriculum for the schools, and the curriculum can change every few years as the result of an election and if a new party comes into power. Thus, the political party is able to change what is taught in schools in order to align with their political views and priorities. This creates an inconsistent and incoherent curriculum that drastically varies by region. I think there could always be more attention given to gender-based violence in and near schools because the research and context is always evolving and the curriculum must adapt and change as well.

Philippines:

- In the **Philippines**, the Department of Education has its CHILD PROTECTION POLICY in place, hence, all areas of violence against children are equally focused on... To further strengthen this, **POSITIVE DISCIPLINE IN EVERYDAY PARENTING AND TEACHING** is being popularized/ intensified to ensure the protection and welfare of Filipino children.. Moreover, the Council for the Welfare of Children, which is an oversight agency that looks into and ensure the promotion and upholding of the rights of children, continuously monitors (and upgrade its monitoring system) to make sure that every Filipino children live and grows healthy and strong; protected; develops his/ her full potential and participates actively in all the affairs of the community and society.

- In the Philippines, I think the Department of Education (DepED) is working to address all forms of violence against children and putting serious attention to every issue involving our children. However, I am not in a position to accurately answer the question on whether all VACs are equally focused or some receive more focus since I am not familiar with all the existing programs being implemented by DepEd. All I know is that they have been responding to emergent trends and concerns. **For instance DepEd has embarked in a massive awareness campaign on online safety even before the lockdown.** First, they have created a cyber-safety lesson plan. Which aims to teach and equip children in life skills particularly on personal safety, privacy in general, and online integrity. Another is that they conducted a **nationwide training of trainers on cyber safety protection that trains teachers on hire to cascade information on online safety**.

- In the Philippines I believe that the Department of Education's Child Protection Policy is designed in such a way that there's an equal focus on all aspects of violence. **The mismatch occurs most often in the media specifically that the bullying law is basically new than other laws.** In this week's reading material I agree that violence occurring in school is most often under reported and research/studies are few which is crucial for us the policy makers. Peer to peer violence in school is sometimes overlooked and treated as a normal occurrence and part of growing up. Not focusing on the dynamics of inter generational cycle of abuse pattern interplaying. My experience working as a community organizer shows that school plays a significant part in the assessment of possible abuse if the teachers are trained in recognizing the signs and symptoms of an abused child, as well as by noticing altered behavioral patterns. If those encounters by the teachers can be documented and studied it will be helpful in understanding the dynamics of abuse among Filipino children.

Uganda:

- In Uganda there are efforts to address the different forms of violence with specific emphasis on sexual, physical and emotional violence. The biggest challenge we have is **low reporting especially of sexual violence due to negative norms and practices**.

Discussion Question #7:

If you could recommend one resource (article, book, video, etc.) to every policymaker working on violence against children globally, what would it be?

1. The book I would recommend to decision makers is: **"INSPIRE Handbook: Action for Implementing the Seven Strategies for Ending violence against children"**. This book has strategies to eradicate the violence faced by boys and girls. I highly recommend them to everyone.

2. I think you can also utilize this page for resources: **WePROTECT Global Strategic Response**

3. I would recommend the articles about **Cure Violence in Chicago and its adaptation in San Pedro Sula**, which I consider are key when approaching to work in safe environments strategies

4. Colombia uses a **National Information System for Gender Based Violence – SAVAGE**. According to SIVIGE´s reports, violence against children and women has decreased compared to the equivalent period in the prior year.

5. **What works to prevent violence against women and girls?** Evidence review of the effectiveness of response mechanisms in preventing violence against women and girls

6. **Protecting children from violence and maltreatment: A qualitative comparative analysis assessing the implementation of U.N. CRC Article 19**

7. I strongly recommend **"Top reads on violence prevention", published by Apolitical and End Violence**. This compendium presents effective interventions to prevent violence against children in different countries. This is a useful resource for people responsible of designing and implementing strategies to prevent violence against children, since it identifies good practices and innovative approaches, paying special attention to the links between violence against children and violence against women.

8. In the context of the COVID-19 pandemic, I would also recommend the **UN Policy Brief: The Impact of COVID-19 on Children**.

Discussion Question #8:

What is your big goal over the next 6 months?

Cambodia:

- My goal in 6 months is support the Ministry of social affairs, youth and rehabilitation (MoSVY) to **disseminate INSPIRE seven strategies** to end violence against children to government and non government partners at national and sub-national level linkage with VAC action plan.

Colombia:

- My big goal over the next 6 months is to be **implementing a National Action Plan to End Violence against Children and Adolescents** in my country, involving most of the ministries and government agencies, and also with the support of civil society, private sector and international cooperation. This plan may be based on evidence, and have well defined indicators and a strong monitoring and evaluation scheme. This National Action Plan will be the framework for 33 regional plans to end violence against children, aligned with INSPIRE strategies.

- My goal for the next 6 months is to support the implementation of the National Action Plan to End Violence against Children and Adolescents in Colombia. This involves working closely with the ICBF and other government institutions, also, working with different NGOs and other stakeholders. This plan must be running before 31st of December of 2021. I hope we will receive help and support from the Global Pact and its team.

- My goal during the next 6 months is to **include VAC theory and good practices into the violence prevention strategy for Palmira which is about to start its implementation phase**. Even though the strategy focuses on youth, considering prevention strategies sin early childhood and violence against women is the key complement to make the municipality strategy more comprehensive. The idea is to identify other local programs and projects in this issue and include them in the strategy. Also, to identify other national initiatives to articulate into our local scenario.

Canada:

- My big goal for the next 6 months is to **contribute to the development of the Government of Canada's National Action Plan to End Gender-Based Violence**. This coordinated National Action Plan will build off of It's Time: Canada's Strategy to Prevent and Address Gender-Based Violence and will include input and perspectives from all provinces and territories. I will work to include lessons learned from the End Violence Leaderships Development Programme and from my colleagues. Thank you!

Philippines:

- My big goal for the next 6 months is to come up with an **accurate evidence-based result of the status implementation of the national strategic action plan** against trafficking in persons with a list of recommendations that would influence others and my principals to prioritize and work on for the last year of the implementation of the said strat plan.

- **Develop or enhance existing policies and programs** (ensuring it is Inclusive) based on Evidence using as one of the references the INSPIRE strategies;

- **Share (through Technical Sharing Session) the learning and insights gained from this Leadership Development Programme**; hence, it will somehow serve as technical inputs to our sectoral program focal persons particularly those handling Children and Youth Welfare Program;

- Participate in various planned activities of concerned government agencies and non-governmental organization along the achievement of the goals of the Phiippine Plan of Action to End VAC particularly for **Key Result Area 1 - Strengthening Parenting Programs where our agency is the Lead**

- Actively participate in the review and enhancement of the National Response Plan of the **INTER-AGENCY COUNCILS** on Trafficking, OSAEC and VAWC.

- To sit down with various policy makers and stakeholders in the Philippines to enhance the child protection framework and **revisit the National Action Plan incorporating interventions for the new normal**

- **Popularize the INSPIRE 7 strategies** among all actors in the protection of children to have a uniform and effective intervention in fighting violence against children. I will focus my initiatives to the 3 top strategies I initially submitted during the first week which I believe that our country's efforts must focus on which are:

A. Income and Economic Strengthening

B. Implementation and enforcement of laws

C. Response and support service

- My goal in 6 months is to review the provincial Action Plan on prevention of Early Child Marriage and advocate for the **scaling up of this action plan to another province**.

- It would really help also that my classmates here should have an open communication for the next 6 months so that we can inspire and get strength from each other in fighting VAC.

Uganda:

- My big goal in the next 6 month is **to implement the recommendations of the safe to learn diagnostic study** conducted in Uganda in 2019, the guidelines for prevention and management of teenage pregnancy which were recently approved by the Minister of Education and embark on the process of reviewing the National strategic plan for eliminating violence against children in Uganda. My plate is too full and I will be happy to receive guidance on these processes.

- My goal for the next 6 month is to pass on what I have gained from others during this 12 weeks and **to put into action the different concepts and ideas shared by members especially those aimed at creating a multi-sectoral approach** to addressing all forms of violence against Children.