# Membership Program Training Report

5th- 8th March 2020
Legacy Hotel and Suites,
Nakuru

## About Siasa Place

Siasa Place is a youth NGO established in 2015, that is centered on engaging young people; we recognize the importance of people's participation not just through electoral processes but in accountable governance as well. Our target reach is youth between the ages of 18 – 35 years. Our areas of interest are public participation, research (information solely focused on youth), youth centered policies and advocating for those very policies. Our vision is to influence people who normally shy away from politics and change their mindsets by highlighting the correlation between politics and day-to-day living.

Additionally, active citizenry participation, having an inclusive platform for people with the will to lead, educating on the functions of a leader and responsibilities of voters. Our mission is to inform and engage on how politics directly affects the society through relatable communications. Our current activities are in 10 counties, implemented through the support of grassroots mobilizers that we train on public participation and advocacy.

## Project Background

Leaders program started in 2018 and trained 10 leads representing 10 counties with the aim of promoting effective youth participation in politics and other decision-making processes within the counties. In 2020, the program trained 16 leads representing 11 counties.

The program utilizes different approaches including peer-to-peer training, community sensitization and engagement forums, information sharing, social media engagements and promoting partnerships where the leads are encouraged to work with others including local Community Based Organizations (CBOs), Non-Governmental Organizations (NGOs) and other stakeholders.

This is because despite youth constituting the majority population in Kenya at 75% (census 2019), they are still underrepresented and largely marginalized when it comes to politics and decision-making. They are not aware of the importance of their participation while the government has also failed to facilitate the process of creating awareness as provided for in the constitution.

As a result, their priorities are not taken into consideration during key development decision making processes like development of County Integrated Development plan (CIDP) and Annual Development plan (ADP). The effect is non-inclusive development coupled with corruption and mismanagement of public funds, mismatched priorities between the needs of the people within the counties and projects implemented by governments leading to lack of community ownership to the projects.

The program is implemented in 11 counties including; Kajiado (2), Muranga (2), Busia (2), Kericho (2), Homabay, Migori, Nairobi, Samburu, Kisumu (2), Kiambu and Kirinyaga and led by a total of 16 with Muranga, Kajiado, Kisumu and Busia having two members each because of local cultural dynamics which was making it difficult to work with one gender while the rest had one each.

## Introduction

The report is a compilation of a 3-day training held between 5th and 8th March 2020 at Legacy Hotel and Suites, Nakuru that brought together sixteen (16) participants drawn from 12 Counties (List annexed).

The meeting was to retrain, share and introduce the new members based on the experience acquired since 2018 and make a plan based on the recommendation for 2020 moving toward.

The training was informed by the recommendations made by leads based on their experience during the 2018 and our observation based on their reports and fields visits. The meeting covered seven critical topics annexed.

## Session 1: Introduction to Siasa Place and the Membership Concept by Nerima Wako - Ojiwa

Nerima started the session by asking the leads what they understood about Siasa Place. After their contribution, she proceeded to emphasize on the organization program approach and values, which focus on ensuring that youth understood and participated in decision-making processes in their counties.

Focusing on the program, she emphasized on the importance of leads understanding participation within the county, working on getting accurate information and influencing how policies are made and implemented within the counties.

On the organization values, she emphasized on the need for all the leads to prioritize promoting the five key values. They include:

1. Constitutionalism
2. Trust
3. Integrity
4. Innovation
5. Diversity
6. Patriotism

## Session 2: Value for Money & Reporting by Waithera Mwangi

Waithera started by clarifying that activity reporting included both program and financial reporting. In addition, failure to report on any makes reporting incomplete and cannot be justified.
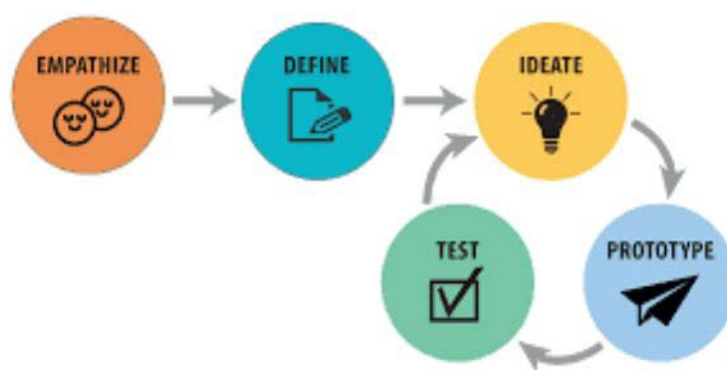
Noting that the objective approved and funded should be backed by both activity done and expenditure reports because asking for money and returning or having a program report without financial information was still incomplete.

To make things clear, she urged all the leads to consistently document the process. That is even after having phone conversations to help track program development.
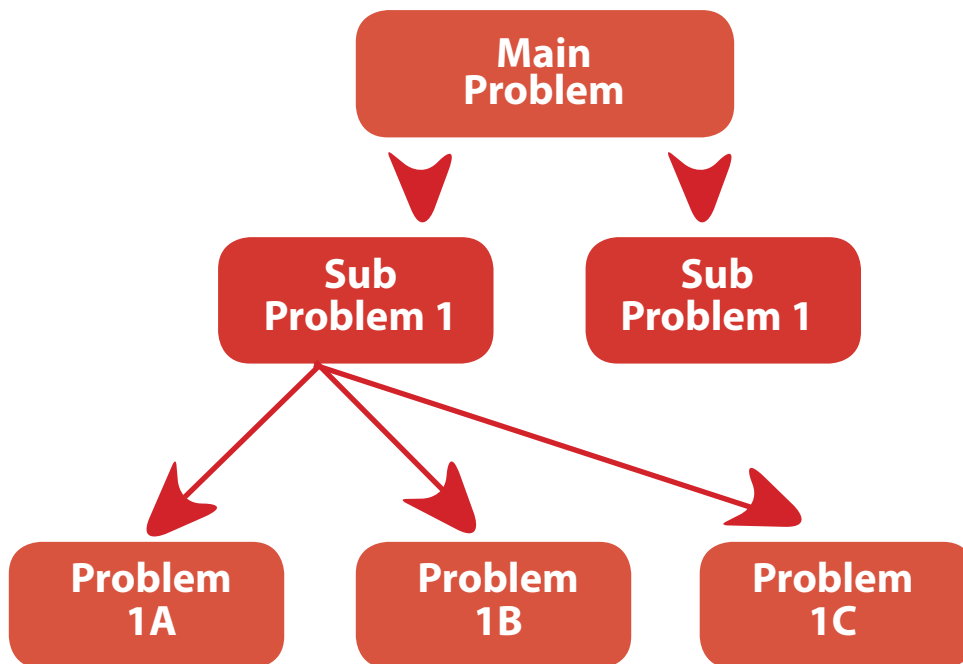
She also noted that some of the leads used cash sale receipts to justify spending which was not acceptable. She urged them to only use shops with proper documentation that meets the minimum required standards.

## Session 3: Design Thinking by Ernest Omollo

Mr. Omollo started by explaining that design thinking was aimed at helping leads understand a systematic process of thinking which empowers them to develop new, innovative solutions to the problem at hand. The process was enhancing their creativity in problem solving processes. He explained that design thinking was an elaborate process that goes through systematically as presented in the diagram on the left and problem identification process on the right.

# Problem (Analysis) Tree

```
                    ┌─────────────┐
                    │    Main     │
                    │   Problem   │
                    └─────────────┘
                      ↓         ↓
            ┌─────────────┐  ┌─────────────┐
            │     Sub     │  │     Sub     │
            │  Problem 1  │  │  Problem 1  │
            └─────────────┘  └─────────────┘
              ↓       ↓              ↓
   ┌──────────┐ ┌──────────┐ ┌──────────┐
   │ Problem  │ │ Problem  │ │ Problem  │
   │   1A     │ │   1B     │ │   1C     │
   └──────────┘ └──────────┘ └──────────┘
```

He noted that sometimes people struggle with presented problems, which is not the real problem. He urged the leads to religiously follow systematically if they wanted to deal with the problem sustainably.

He thereafter took the leads through a practical problem identification process where youth are highly indebted to borrowing was identified as the main problem and the leads were to follow a step by step process to identify the problem that if sorted, all the other problems shall have been solved.
Leads were assigned to work in three groups to identify the main problem. After the group work, he was able to take all the groups through the process

## Session 4: Experience sharing

After training the inaugural leads, they were assigned to organize public participation forums within their counties. In addition to reports that they had previously shared, they were expected to share their experience and challenges to help towards improving delivery.

They were expected to share the issues they were dealing with and challenges. The issues identified included
- Government not providing information
- Fear of the name Siasa Place
- Some of the leads never understood Siasa Place and therefore could not present what they were to do well making it difficult to convince the youth within the counties
- Local bureaucracy  made it difficult to work with some stakeholders

The challenges identified included the following:

- Poor communication from Siasa Place. Sometimes leads were expected to organize a meeting within one day
- Lack of standard guidelines, that can be used to share with other partners like government to understand what Siasa Place is doing
- Some counties were vast to be covered with the money allocated.
- Sometimes the county officials wanted to meet Siasa Place staff to visit the county.

To address some of the problems identified, the team collectively agreed to have one officer designated to deal with member lead and a predetermined schedule developed where leads were to share their request at a specific time, conduct the activity and report based on the schedule.
The meeting also agreed to focus on one sub-county before moving to others within the county. The resources were also improved from Kshs 5000 to Kshs 12000.

Siasa Place was to organize field visits based on need and priority. However, the leads were urged to constantly consult with the office

## Stakeholder mapping and community mobilization by Ken Ogembo

Ken started by clarifying that stakeholders were all the people/organizations affected by an issue whether positively (they benefit from the issue) or negatively (they are hurt by the issue).

Using an example of a government health facility without drugs, staff mishandling patients and poor management. The community has lost hope with the facility because otherwise they do not know what to do. The process of organizing that kind of community to understand that health is a right, consulting with relevant people affected to take action is community mobilization.

Using a practical example of the health facility, the meeting collectively went through the process of identifying stakeholders based on how they were perceived and graded the level of communication.

He also noted that sometimes communities might have lived with a problem to the extent that they do not have hope that it can ever be solved. He recommended the following steps:

- Generate a communication plan, which helps the community to understand the problem as a problem that requires solution and not a common problem.
- Identify stakeholders based on what they need to know. That should be informed by how they are affected whether positively or negatively
- Work with a team. Doing community work alone makes people think that it is beneficial to you and they may ask to be paid.

While discussing, the meeting observed the following:

- Need to understand local dynamics including following procedures when it is working to your advantage and use alternatives if the procedures are not yielding the desired result.
- Always be on the right side of the law. That is to say only advocate for what is legal
- Be factual. Lack of information may lead to mistrust.

## Session 6: Reporting and Documentation by Ken

He started by mentioning that reports are meant to achieve a certain objective. He emphasized that clarity was key in any report otherwise the report cannot be used.

For the purpose of activity report, he took leads through a simple tool simplified into 5WH as explained:

1.  **What:** Name the activity. For instance a public participation forum or a follow up meeting
2.  **Why:** Explain why it was necessary to hold the meeting and what you expected to achieve
3.  **Where:** The county, sub-county, ward and venue like a church, chiefs camp
4.  **When:** The date/year and month
5.  **Who:** Acknowledge the people who attended as either groups, experts or government officials
6.  How: Explain what happened without concluding and if possible write exactly what happened.

## Way Forward

Moving forward, the meeting resolved on the following:

1.  Siasa Place to designate an officer to be responsible for the program. All the communication must be on writing
2.  The program to have predetermined schedule presented in the matrix

| PERIOD | ACTIVITY |
| --- | --- |
| Week One | Agenda sharing and budget to Program Lead |
| Week Two | Review of agenda and budget and feedback given |
| Week Three | Activity (Within the 3rd week of every month) |
| Week Four | Reporting and Accounting |

## Annex1: Participants list

| No. | NAME | COUNTY |
| --- | --- | --- |
| 1 | Aden Abdi | Nairobi |
| 2 | Christine Namaindi | Busia |
| 3 | Fred Ekasiba | Busia |
| 4 | Keter Brian | Kericho |
| 5 | Sheila Bore | Kericho |
| 6 | Isaac Murimi | Kiambu |
| 7 | Felix Lekurchalan | Samburu |
| 8 | Rachael Resiato | Kajiado |
| 9 | Raphael Nyonke | Kajiado |

| No. | NAME | COUNTY |
|---|---|---|
| 10 | Mwaniki Joseph | Muranga |
| 11 | Njuguna Samwel | Muranga |
| 12 | Ouma Anslemn | Migori |
| 13 | Wilson Kihanda | Kirinyaga |
| 14 | Rolance Songa | Homa Bay |
| 15 | Steve Wonder | Kisumu |
| 16 | Faith Akinyi | Kisumu |

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