

REPORT FOR 20/11/2008

John Mahama and Camila Giugliani

Morning Session

Excursion to Sanargaon, the old capital of Bangladesh

Afternoon Session

The afternoon session was facilitated by Laura. She made a brief presentation on “Working Across Difference”. In her presentation, she identified some issues of difference that we need to consider in our work.

One important thing to think about, if we want to be open about changing our behaviour, is: “if you always do what you have always done, then you will always get what you have always got”.

In changing attitudes and behaviour, there are two levels of change: personal and organizational.

Participants were then divided to undertake group work. Firstly, in pairs, we told our partners stories about the first time we remembered being excluded and when we felt included. We then gathered in larger groups to share our stories. Each one told a story about his/her partner to the group. Finally, in these groups, we discussed “what can PHM do to improve inclusion of under-represented and marginalized groups in its activities?”



After the discussion, each group reported to the whole group:

Error! Group 1 (by Caroline)

PHM should provide more opportunities for people to work together

Provide information about cost of program activities earlier

Have hard copies of presentations ready

Include different methods of learning eg role plays

Organise feedback and recap sessions, evaluations – at the beginning, middle and at the end

Structure of PHM should be on the website

Identify marginalized and excluded groups and include them in the programmes

Make provisions for the inclusion of G

Group 2 (by Nazmoon)

Be careful with language, speed of speech, level of knowledge, religion, to avoid feelings of marginalisation

PHM can provide platform to share learnings, provide more information from different countries

Tools to access the information should be provided

Group 3 (by John)

PHM should promote a conscious effort to actively get minority groups involved in activities. For instance 50% of the participants in IPHU should be women and all religions should be represented.

PHM can support minority groups publicly.

Group 5 (by Ameer)

PHM should include more marginalized people in its circles.

Rural practices and cultural practices etc

Sensitivity to disability groups, dialects, tribal groups etc as has been done by PHM India

Promote land rights

Group 6 (by Camila)

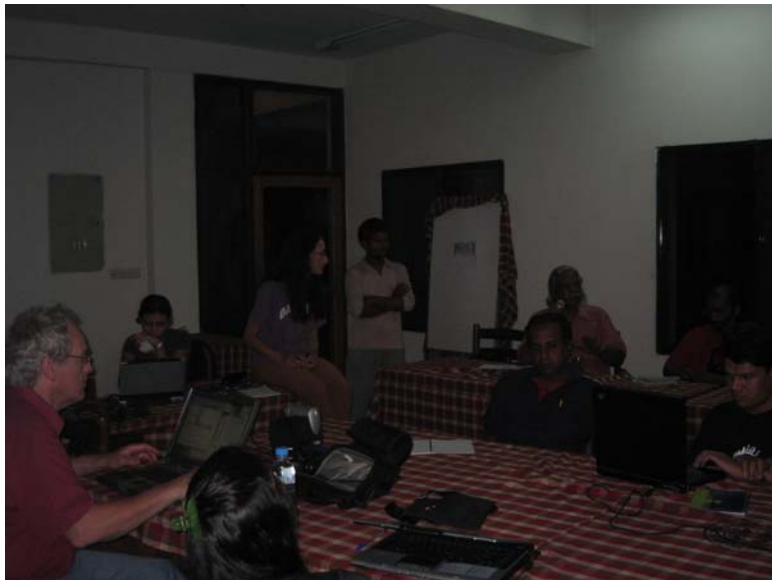
PHM should always promote integration with the people in every project. Everyone involved with a project should be encouraged to have close contact with the people participating in it, and to promote a participatory process.

Global PHM should move temporarily to countries that are “not important”.

Feedback from Laura

Rotation of PHM Secretariat already in place: India, Bangladesh, Egypt

Gender representation in the PHM steering council is still not satisfactory if gender equality is aimed: only 6 out of 25 members are women



PHM continuously tries to include marginalized and under-represented groups, but it may not be enough. This should be a growing effort.

Evening Session

For those who were interested, David gave some tips about website and other computer-related issues. We looked at the PHM website (how to edit), facebook (how to join and participate in discussion boards), and the IPHU blogspot (iphualumni.blogspot.com)