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2020 Training Calendar

The following is the new schedule of trainings that Coalition for Peace in Africa (COPA) will conduct in 2020 for practitioners working in volatile and complex contexts in Africa and beyond. Due to the unfortunate situation brought about by COVID 19, courses that were scheduled for the period March-September 2020 were cancelled. All other remaining courses will be done online in the last quarter of the year and the trend will continue into 2021 until such a time when the COVID 19 situation is under control.

Take care and keep safe!!!

Trainings Schedule

Name of the Course	Training period	Training fee	Target Group
1. Peacebuilding & Conflict Transformation Course	30th March to 3rd April 2020 Nairobi **(Cancelled due to COVID 19)**	US$1300	Practitioners keen to develop their capacities in a range of peacebuilding & Conflict transformation themes

2. Monitoring, Evaluation, Reporting & and Learning in Peacebuilding Practice	15th to 19th June 2020, Nairobi, Kenya **(Cancelled due to COVID 19)**	US$1300	Practitioners wanting to gain skills and knowledge on how to measure impact of interventions as well as how to improve effectiveness in the way they do monitoring and reporting of projects
3. Practitioners in Conflict: Refreshing Skills & Creating Strategies for Change Course	2nd to 6th November 2020 **(Online Course)**	US$ 400	Practitioners working in the fields of Peacebuilding, Peace Keeping Operations, Development, Humanitarian Relief, Human Rights and Post War fragile contexts in Africa and beyond.
4. Training of Trainers in Peacebuilding & Conflict Transformation Course	30th November to 4th December **(Online Course)**	US$ 400	Practitioners who are engaged in the designing, facilitating and evaluation of training programmes/projects.
5. Gendering Human Security, Peacebuilding & Conflict Transformation Course	14th to 18th December 2020 **(Online Course)**	US$400	Practitioners from within the NGOs sector, civil society, government agencies & other institutions supporting or learning peace issues, gender mainstreaming, Convention on the Elimination of All forms of Discrimination Against Women (CEDAW), United Nations Security Council Resolution 1325 (UNSCR 1325) and Gender Based Violence (GBV) prevention in fragile environments.

1) Peacebuilding & Conflict Transformation Training, 30th March to 3rd April 2020, (Cancelled due to COVID 19)

This training is an introduction to the fundamental skills, tools, theories and processes required for conflict transformation and peacebuilding practice. The course aims at providing participants with a clear understanding of the dynamics of conflict, violence and peace while enabling them to acquire a range of practical skills related to handling post violent conflict situations. It is ideal for those wishing to work or are already working in post conflicts settings and/or wanting to include conflict sensitivity in their programming

The course content

- **Understanding Conflict:** This section is designed to help the participants gain a deeper understanding of the factors that cause conflict and violence with the aim of being able to identify appropriate strategies for intervening in conflict. Different analytical models are applied to: *Explore the nature and dynamics of conflict, Understand different levels and types of conflict and to Analyze conflicts and causes.*

- **Peacebuilding theories and practice:** This section gives an overview of peacebuilding theories, concepts and practice. The session gives participants' the opportunity to: *Identify context specific peacebuilding interventions, Work in teams to practice new theories and concepts, Apply these ideas and skills to cases that relate to their experiences and contexts*

- **Conflict Sensitivity in Peacebuilding:** This section looks at the strategies and methods that help peacebuilding and multi-mandated interveners to examine and take into account the unintended impacts of their interventions on the context of conflict and crisis. The participants explore: *Understanding conflict sensitivity, Application of conflict sensitivity in peacebuilding programs, Conflict analysis and Conflict sensitive approaches*

- **Skills for conflict transformation and peacebuilding:** In this section participants discuss the essential skills and knowledge needed for conflict transformation in interpersonal and group settings. Some of the skills include: *Negotiation and mediation, Working with stories to create change, Forgiveness and reconciliation*

- **Exploration of indigenous mechanisms in peacebuilding:** This section focuses on the practices of indigenous mechanism in peacebuilding and discerning its role in contemporary peacebuilding practice. Discussions are on: *Community mechanisms and peace processes, Indigenous dispute resolution mechanisms and Influence of indigenous mechanisms on external conflict interventions*

2019 selected comments on the course

1. *I gained more knowledge than I had expected. It was a good experience, learning from different backgrounds.*
2. *My greatest learning was the cultural and direct violence including the hidden roles women play in conflicts and the transformative actions that need to be undertaken in order to resolve.*
3. *The training gave me knowledge and understanding of areas that I did not know before*
4. *Each and every session was a learning point for me. I liked the discussions held and examples shared, these connected the theory to the practical*

2) Monitoring, Evaluation, Reporting & Learning (MERL) in Peacebuilding Practice, 15th to 19th June 2020, Nairobi, Kenya (Cancelled due to COVID 19)

Monitoring, Evaluation, Reporting and Learning (MERL) is an integral part of every intervention. When systematically done, MERL makes it easy to articulate a project's theory of change and determine if desired results are being achieved. It also enables programme staff to easily draw lessons from what is working and recommend appropriate measures in areas that are not doing well.

This course aims at introducing participants to MERL from a peacebuilding perspective, Enhance participants understanding of the various contextual tools of analysis applied in MERL, Expand participants' knowledge of the different MERL tools used in the peacebuilding practice, Build participants understanding of a project's Theory of Change and Enhance participants' skills in developing a learning agenda for their projects.

The training content

- **Introduction to monitoring and evaluation for conflict prevention and peacebuilding:** In this session, participants are introduced to MERL from the peacebuilding practice including an understanding of the different criteria that is used to assess the effectiveness of a peacebuilding project.

- **Contextual analysis tools:** This session introduces participants to the different contextual analysis tools used in MEL.

- **Developing effective monitoring tools for conflict prevention and peacebuilding:** In this section, participants are taken through various monitoring and evaluation tools and the processes of developing an MEL plan for their specific projects. The session further focus on creating a common understanding of what an MERL plan is, what it is used for, who is involved in its designing, the most appropriate time for its designing and who it is used on

- **Developing a Theory of Change:** the session focuses on understanding what a Theory of Change is, how it is developed, its relationship to the Project Cycle and who really should be involved in its designing. This session enables participants broaden their knowledge of the project cycle and the logical linkages from one stage to the other. The session examines how proposed project activities lead to the desired social change. At the end of the session, participants are able to identify and expound on the various theories of change that inform their projects.

- **Evaluation and developing a learning agenda**: The session takes participants through the concept of evaluation and its importance and applicability in projects, the different types of evaluation and audiences are also discussed including how to develop an evaluation schedule for a project. At the end of the session, participants are able to develop an evaluation schedule for their projects and to identify some learning agenda questions for their projects.

2019 Selected Comments on the Course

1. *The practical's were key in deepening our understanding*
2. *I have a better understanding of how to develop a theory of change for our projects*
3. *Good combination between theory and practice and space for questions and discussions*

3). Practitioners in Conflict: Refreshing Skills & Creating Strategies for Change; 2nd to 6th November 2020, (Online Course)

This training is a joint undertaking between Coalition For Peace in Africa (COPA) and Peace Direct (PD). It has been designed as a stimulating refresher for practitioners who are dealing regularly with the effects of conflict and violence. Among other things, the course will respond to the main challenges and questions faced by practitioners in the course of their everyday work. It will also explore building resilience especially during this time of COVID-19 and the different coping strategies including taking peacebuilding work online.

Target groups

These will be practitioners working in the fields of Peacebuilding, Peace Keeping Operations, Development, Humanitarian Relief, Human Rights and Post War Recovery in fragile contexts in Africa and beyond. The course will be nested on experiences from the African context.

What the Course will do

1. It will provide participants with the opportunity to broaden and enrich their current methods of analysis
2. It will provide an opportunity to understand conflict sensitivity more deeply.
3. It will enhance participants Capacity to learn continuously from their work, and to effectively monitor and assess impact
4. It will provide a range of ways of taking care of ourselves as practitioners, and increasing resilience including taking our peacebuilding work online during this COVID 19 period

Some of the questions that the course will address include:

1. **Conflict Analysis:** How do we conduct real time conflict analysis so that the results are useful in informing programming?, How do we use some of the tools of analysis to determine where our programming strengths as organizations lies?, How can some of the tools of analysis legitimize our work at the community level and among our partners?
2. **Conflict Sensitivity programming;** What are the various Conflict Sensitive approaches to programming?, which approaches work best for our programming? How do we design our programmes with a conflict sensitive lens?, What is the

corelation between the 'Do No Harm' Principle and other Conflict sensitive approaches? Are these Approaches relevant in expanding our programmes?

3. ***Programming for results in Peacebuilding***; Given the fragility of some of the operating contexts which makes it hard to get the desired results, the course will address such questions as; How do we design for results?, What is the emerging evidence that PB in fragile contexts has results? How do we determine impact in our PB projects?

4. ***Resilience;*** Because of the kind of environment peacebuilders operate IN, many unknowingly suffer from burnout and emptiness. This session will address how individuals and teams can practice self- care and increase their emotional resilience to stressful situation and also how they can still implement their peacebuilding work online.

Learning Methodologies

This year, this training will be online. The online learning infrastructure will be accessible and easy to use by all participants. As far as possible it will still make use of the full range of participatory adult learning models including inquiry, analysis and reflection from participants' knowledge. Participants will engage in individual and online group tasks, and case study analysis. Everything will be focused on finding practical pathways and responses to real problems through an inspiring and hopeful process. All those who will successfully complete the course will be issued with a virtual certificate via email.

2019 Selected Participants' comments on the course

1. *The case studies that were shared were real and practical*
2. *I have learned how to use the ABC and PIN triangles in real conflict situations and in programming*
3. *I will translate into French some of the tools from the workbook and will share the same with my colleagues*
4. *This is a good training, it has been an eye opener in many ways and I will use the knowledge I have gained to support other organizations in my consultancy work*

4) Training of Trainers in Peacebuilding & Conflict Transformation Course, 30th November to 4th December 2020, (Online Course)

This training is ideal for practitioners who are engaged in the designing, facilitating and evaluation of training programmes/projects. The training is divided into two main parts with Part One focusing on building participants competencies in Understanding Conflict, Conflict Management and Peacebuilding Strategies while Part Two is wholly dedicated to the enhancement of participants' competencies as trainers.

The training objectives

1. To build capacities of participants to design trainings
2. To enhance participants abilities to conduct analysis of

    their beneficiaries/organization's operating contexts so that this can inform their trainings content
3. To enhance up skills of participants to conduct actual training presentations/facilitation
4. To increase participants capacities to evaluate their training programmes

The training content

- Understanding conflict
- Conflict Management
- Peacebuilding strategies
- Adult learning
- Understanding capacity needs of organizations and beneficiaries
- Exploring the roles of a facilitator/trainer
- Designing a training curriculum
- Facilitation skills and techniques
- Practical exercises on designing and facilitating trainings
- Evaluating a training programme

Learning Methodologies

This year, this training will be online. The online learning infrastructure will be accessible and easy to use by all participants. As far as possible it will still make use of the full range of participatory adult learning models including individual tasks, group tasks, case studies and simulations amongst others. Participants will be required to fully contribute from their knowledge and reflections in peace, development, human rights, gender rights and humanitarian work, amongst other fields.

All those who will successfully complete the course will be issued with a virtual certificate via email.

2019 Selected Participants comments

1. *Consider taking this training to South Sudan at some point*
2. *The new knowledge I got in this workshop will enable me to change the way I do trainings*
3. *I will advocate the training to our partners who did not attend the course*
4. *I will henceforth improve on the way I plan and facilitate my trainings*

5) Gendering Human Security, Peacebuilding & Conflict Transformation Course, 14th to 18th December 2020, (Online Course)

The training is ideal for practitioners from within the NGOs sector, civil society, government agencies and other institutions supporting or learning peace issues, gender mainstreaming, Convention on the Elimination of All forms of Discrimination Against Women (CEDAW), United Nations Security Council Resolution 1325 (UNSCR 1325) and Gender Based Violence (GBV) prevention in fragile environments.

Course content

- **Understanding violence against women:** Among the issues the training looks at is the escalation of violence against women in situations of violent conflicts. In this session, conflict transformation activities are identified and planned to reduce the impact of all forms of violence against women in the participants' contexts.

- **Linking Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Human Security and Peacebuilding:** This session helps participants identify relevant provisions in selected CEDAW articles which they can advance towards the prevention of sexual violence against women in situations of conflict.

- **Gendering Conflict transformation around UNSCRs:** the participants look at what these resolutions are, their various provisions, relation to women in conflict areas, and how to incorporate them in ongoing peacebuilding and reconstruction work within the participants' contexts.

- **Human security paradigm and its relevance to women violence prevention:** This session identifies and emphasizes the considerations for human security as an integrated approach to conflict transformation and peacebuilding.

- **Gender Mainstreaming in peacebuilding:** The session explores the various strategies that programmes/organizations can put in place to ensure effective participation and contribution of women in the processes.

Learning Methodologies

This year, this training will be online. The online learning infrastructure will be accessible and easy to use by all participants. As far as possible it will still make use of the full range of participatory adult learning models including individual tasks, group tasks, case studies and simulations amongst others. Participants will be required to fully contribute from their knowledge and reflections in peace, development, human rights, gender rights and humanitarian work, amongst other fields.

All those who will successfully complete the course will be issued with a virtual certificate via email.

2019 Selected Participants Comments

1. *I have a different perspective of security; achieving high levels of human security is the key to conflict transformation*
2. *I will always take into consideration the five principals of human security in all our programming*
3. *I appreciate the organizational aspects of the course from the registration, the obtaining of visas, the airport pick-up and the reception at the Convent International hotel. It was all very well planned.*
4. *I will now conduct a proper gender and conflict analysis from a human security perspective*

Selected Partners in the 2019 Trainings

1. Himilo Organization-Somalia
2. United Nations Mission in South Sudan
3. United Nations Multidimensional Integrated Stabilization Mission in the Central Africa

    Republic-MINUSCA
4. GIZ Civil Peace Service-Kenya, Rwanda, South Sudan, Central Africa Republic, Democratic Republic of Congo and Ethiopia
5. Envision Zimbabwe Women Trust
6. Haki Yetu Organization-Kenya

7. Dorcas Aid International-Ethiopia

8. UNDP-South Sudan, Tanzania, Sudan and Mali

9. ZOA International-Sudan, South Sudan and Liberia

10. Social-Life & Agricultural Development Organization-Somalia

11. Catholic Diocese of Torit-South Sudan

12. Centre National d'Appui au Développement et à la Participation Populaire" (CENADEP)DRC

13. Finn Church Aid-Somalia and South Sudan

14. Cordaid-South Sudan

15. University of Khartoum

16. UN Women-Ethiopia, Sudan and Tanzania

17. Equal Opportunities Commission-Uganda

18. War Child Canada-Uganda

19. Saferworld-Somalia

20. Ejo Youth-Rwanda

21. SOS Sahel-Sudan & Somalia

22. Interpeace-Somalia & Great Lakes Programmes

23. Ministry of Youths and Sports-Liberia

24. UNFPA Burundi

25. Kituo Cha Sheria-Kenya

26. Rural Women Peace Link-Kenya

27. Awareness Against Human Trafficking-Kenya

28. Refugee Consortium-Kenya

29. Vision Jeunesse Nouvelle-Rwanda

30. American Friends Service Committee-Somalia Programme

31. Turning the Tide /Alternatives to Violence Programme-Kenya Trust

Information on COPA

The Coalition for Peace in Africa (COPA) is a network of peace builders in Africa formed in 1995 when a group of concerned Africans met in Kenya to exchange their insights and experiences on the prevention of the escalation of violent conflicts in Africa. They were convinced that they needed to offer continual practical support to people and organizations on the ground faced with volatile and potentially violent conflict

situations. They also recognised conflict as a major contributor to Africa's deplorable state of poverty and underdevelopment.

The practitioners who came together found that there were no appropriate support networks in Africa for them to access and work together. Initial membership of the network came from different parts of Africa mainly alumni of Responding to Conflict (RTC) *Working with Conflict Course* offered once or twice a year in England. Later on, membership expanded to include other individuals and organizations interested in peace and security all over Africa.

Currently COPA is a registered in Kenya and has close relationship with regional and local organizations and practitioners in Africa.

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