



The Eight Key Steps to Organizing the Home-Based Care Alliance

Developed by GROOTS Kenya in partnership with GROOTS International and with key inputs from UCOBAC

1. Mapping and Mobilization

The first step in organizing a home-based care Alliance is for a core group of grassroots home-based caregivers who understand the HBC Alliance initiative, to map out their communities and to identify every other home-based caregiver in their village, neighborhood or parish. Start in one location, in your own community. Map every caregiver in that place first, before you move on to the next. You may be surprised to find out how many caregivers there are in your own community!

Start with your own group, and then spread out and identify other caregivers you know in the community. Talk to the people you care for, and ask if they have other caregivers and identify them. Go to hospitals, clinics, service delivery organizations, and NGOs who train caregivers – find out who are the caregivers they work with and include them in your mapping.

It is not difficult for a staff person from an NGO, or a researcher to go to a community and undertake a mapping or research process. But it is vital from this very first step that grassroots caregivers lead and own this process. Without ensuring this, the Alliance will never get off of the ground.

As you undertake the mapping, you will find it is important to define **criteria**: Who is it that you are considering to be a home-based caregiver? Who are you trying to mobilize to join the Alliance?

Key Activities

- Community feedback and dissemination meeting convened by key grassroots leaders on Home-Based Care Alliance objectives and purpose
- Mobilization of representatives to form a task force at the lowest level to carry out the mapping

- Training of task force on HBC Alliance objectives
- Development of criteria of selecting caregivers and setting geographical boundaries
- Development of a tool, based on the criteria, to be used during the mobilization of caregivers
- Mobilization of caregivers from the lowest level gradually to higher levels
- Caregivers assessment through site visits, peer exchanges and meeting to ensure that caregivers being identified are actually working as caregivers

2. Orientation Dialogues

As you begin to identify caregivers in your community, it is important to bring them together in orientation dialogues so that they understand the vision, values and objectives of the Home-Based Care Alliance. By orienting the caregivers who are being mobilized, new leadership will be developed who can assist in the on-going mapping process.

Key Activities

- Mobilization of identified caregivers
- Orienting caregivers to the values and objectives of the HBC Alliance through meetings and workshops

3. Data collection (documentation of caregivers and their work)

As caregivers are mapped, mobilized and oriented, and as they begin to understand and agree what the Alliance is, leaders can begin to document the members. Leaders should develop simple forms that the caregivers can fill in to register individual caregivers who will join the Alliance. The forms should include name, contact information, should indicate which community the caregiver is in, and how many people that caregiver is taking care of.

Key Activities

- Registration of caregivers/development of data bank of caregivers. A tool is used at this stage that should capture bio-data and contact information

4. Developing leadership structures

Caregivers have generally chosen to delay developing formal leadership structures until caregivers have been mobilized, oriented and agreed to form an Alliance. Those who are leading the process can instead become an interim leadership team, who can coordinate and guide the mapping, orientation and data collection processes.

In order to build ownership, it is important for the leadership and committees to really be chosen by and from the new members of the Alliance, and not to be dominated by members of the organization who are initiating the Alliance.

Key Activities

- The Alliance committee leaders are elected and committees formed that take leadership in further organizing and taking forward agreed actions
- The committee meets regularly

5. Formalizing and Concretizing the HBC Alliance

At this point most groups decide to go to the appropriate government office or Ministry to submit a certificate for registration. As the Alliance becomes more active and begins to monitor and hold accountable local government, it is important for the groups to have legal status.

Key Activities

- Formal registration of the Alliance using the appropriate legal mechanisms
- Engagement with stakeholders

6. Strengthening the Alliance

Strengthening the Alliance is a continuous process. In other countries, this has been successfully done through on-going peer learning, through building networks of leaders who can be in contact with each other, and by leaders from more advanced regions to mentor those who are growing.

Key Activities

- Capacity assessment to identify gaps, needs and priorities
- Capacity development of members (including peer exchanges)
- Collective or individual IGAs to improve the livelihoods and resource and asset base of members and their communities (through socio-economic empowerment)
- Continuous monitoring and evaluation of the Alliance by members
- Regular meetings of committee members and Alliance members

7. Forward looking action planning for advocacy

The major purpose of the Home-Based Care Alliance is advocacy. Through regular meetings and dialogues the major concerns of your Alliance will emerge, and you can work together to plan what you will ask for, who you will lobby, and how the

advocacy will take place. The Local to Local Dialogue is one grassroots-driven advocacy methodology.

Key Activities

- Issue-based research and survey (scientific and/or action research)
- Media and information campaigns
- Local to Local Dialogues
- Participating in national, regional and international meetings to lobby and advocate

8. Replication

Grassroots women learn best by seeing and doing and conversing with their peers, not just from reading books or training. It has worked very well to transfer the Home-Based Care Alliance model through peer learning.

Key Activities

- Replicating the Alliance in other areas through peer exchange

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