

Dear Friends,

Please enjoy this episode of the Firelight Newsflash! We have received several useful and informative articles from you in the past weeks, some of which have been shared in this week's Newsflash! We have also been receiving lots of feedback and requests. Please forgive our delay in responding since we have entered our new grant cycle and our processing is in full swing. We love receiving feedback and will respond as soon as possible to your inquiries and comments.

There are a few calls for Applications and Nominations, please note that most of these have urgent deadlines. These opportunities have only just been passed along to the Newsflash! so we apologize for the short notice. We suggest that even if you miss deadlines, take note of the organizations and web addresses so that you can check back with them throughout the year for future opportunities.

Enjoy, and thanks for making such a positive impact on the world!

Sincerely,
The Firelight Team

--The Reproductive Rights of Adolescents: A Tool for Health and Empowerment

--Fund Raising Realities and Strategies: Lessons Learnt at the NGO Cafe

--The Way We Care: A Guide for Managers of Programs Serving Vulnerable Children and Youth, by Lucy Steinitz and other FHI staff.

--Responsibility for HIV Prevention: When to get tested - tips

--Call for Nominations: CNN, the US-based international television network is seeking nominations for its 2010 Heroes

--Call for Applications: Young Social Entrepreneurs invited to apply for 2010 YouthActionNet Global Fellowships

--Call for Nominations: Speaking Role at the Informal Interactive Hearings of the General Assembly with Non-governmental organizations, Civil society organizations and the Private sector

--Call for Applications: Women | Tools | Technology Challenge

--Article: Saving Time & Resources through OD Audit

--Article: MALAWI: Government proposes mandatory HIV test for pregnant women

--Article: Civil Society Groups Urge G8 To Follow Through With AIDS Funding Commitments

--Report: 5 Year Partnership between Tanzania Government and USA

--PhotoPhilanthropy Volunteer Photographers for our Grantee-Partners

The Reproductive Rights of Adolescents: A Tool for Health and Empowerment

This 2008 publication outlines the general framework of adolescents' reproductive and sexual rights. It focuses on sexuality education, access to confidential health care, child marriage and lack of educational opportunity, sexual violence, and female genital mutilation. The document presents the role of advocacy and lists the human rights standards that apply to adolescent reproductive rights, followed by a more detailed discussion of core issues and approaches that can help ensure that adolescents have the ability to make and act on informed reproductive decisions.

<http://www.comminit.com/en/node/295051>

Fund Raising Realities and Strategies: Lessons Learnt at the NGO Cafe

The NGO Cafe regularly receives requests for funds and assistance in finding donors, and funding sources. While the Cafe and GDRC itself does not have funds for disbursement for NGO activities, the queries received, and the responses sent, has enabled it to record a number of realities and strategies in NGO Fund Raising. This document shares some of the lessons learnt.

www.gdrc.org/ngo/funding/cafe-strategies.html

The Way We Care: A Guide for Managers of Programs Serving Vulnerable Children and Youth, by Lucy Steinitz and other FHI staff.

Now available in hard copy and CD and downloadable from FHI.org at http://www.fhi.org/en/HIVAIDS/pub/guide/res_The_Way_We_Care.htm Written in down-to-earth language, this 150-page manual aims to develop awareness, reinforce knowledge, and assist those designing, implementing, or managing programs for children and youth affected by poverty, HIV and AIDS, and other diseases.

The attractive and heavily illustrated book is divided into four sections: foundations, planning, implementation, and sustainability. It includes a basic primer on child development and introduces all areas of practice that program managers need to know. Novice and experienced managers will benefit from its practical information, step-by-step guidance, lists of recommended readings and toolkits, and clear explanations of key concepts derived from the latest research and from FHI's experience with programs for vulnerable children and youth worldwide.

Please send an email to CMershon@fhi.org if you would like to receive The Way We Care by mail, and indicate whether you prefer a hard copy or a CD that contains the pdf. (Please note that the pdf is also available by download.) If you need more than one copy, please indicate how many you need and a brief note that explains why.

Responsibility for HIV Prevention: When to get tested - tips

Simba Rupare

Source: www.healthdev.org

In today's age of life-threatening sexually transmitted infections, you have every right to know that your potential girlfriend has a clean bill of health before climbing into bed with her. You're also entitled to a little reassurance at other points in the relationship, when the need arises. Some will find the idea of asking such questions intimidating, which is understandable, as the recipients of such questions often find them offensive. Not to worry; asking is far less difficult than you realize, and a little sensitivity can go a long way. The following tips will help you determine when to get tested, and how to ask her to do the same.

NEW RELATIONSHIP

Unless you've been tested during the last 24 hours, or have been abstinent since your last check-up, it's a good idea to suggest mutual STI testing when starting a brand new relationship. This will ensure she doesn't feel like you're accusing her of being diseased, and will put the focus on mutual health -- as opposed to only safeguarding your own. Tell her you think it might be a good idea if you both drop into your local clinic for some peace of mind. If she recoils in horror at the idea of visiting the clinic together, that's fine; testing for women is more involved and many prefer using their own gynaecologist. Either option is fine, as long as she chooses one of them.

TESTING TIP

If she flat-out rejects the idea, this could mean she's afraid of learning the answer, which suggests she's no stranger to risky behaviour. This doesn't mean she's infected, but it does mean you'd be wise to use protection until she's proven otherwise.

TRYING TO GET PREGNANT

If fatherhood is on the agenda, both you and your woman should be tested for STDs before you start trying -- even if you were both tested at the start of your relationship. Why? Because most sexually transmitted infections have a window of time during which they can slip beneath the radar. In other words, one of you could still be infected, despite your test results having said otherwise. It's

important to note that your results are just as important as hers; you could be carrying an infection she hasn't yet acquired, but could acquire during pregnancy. This is highly significant, because diseases like syphilis and hepatitis B (blood-borne infections that can be asymptomatic for decades) can be passed from mother to foetus, sometimes resulting in premature delivery or stillbirth.

TESTING TIP

If she hasn't already suggested this one herself, approach it from the angle of responsibility. Tell her you know it's unlikely either of you has anything to pass on to your future child, but you want to ensure the baby's health at all costs. Your woman will find the suggestion admirable and endearing.

SHE'S CHEATED/YOU'VE CHEATED

If either you or your partner has cheated, it's time to get tested. This goes for whether or not the cheater went the whole nine yards. When it comes to oral sex, women can pick up Chlamydia and gonorrhoea during fellatio -- and they can pass it to someone else the same way. You should also be tested if either of you cheated "safely." Bacterial STIs, like the aforementioned Chlamydia and gonorrhoea, don't require intercourse for transmission; heavy petting is all it takes. The same goes for incurable diseases like herpes, the gift that keeps on giving. Cheating is like opening a box of rotten chocolates; you never know what you're going to get, but whatever it is, it won't be pleasant.

TESTING TIP

If she's just confessed to cheating, you should ask her to get tested immediately. This is especially important if you're going to stay together and work through the infidelity. Waiting a few weeks, or months, to broach the question will only re-open the wound, which could undo any emotional healing that's already taken place.

ONE OF YOU NOTICES PHYSICAL CHANGES

As we mentioned earlier, most sexually transmitted infections have a window of time during which they can go undetected. If an STI goes unnoticed in the early stages, the symptoms could mistakenly be dismissed as benign when they finally present themselves. For example, if your woman develops an unusual genital ulcer five months into your relationship, it's more than reasonable to expect her to get tested again. After all, illnesses of that nature are particularly difficult to detect. The same goes for you; if she notices a significant change in the smell or colour of your semen, you shouldn't be offended if she brings it to your attention and asks you to get tested. Follow-up testing is in both of your best interests. Tell her you've noticed some changes in her body and ask her how she's feeling. Tell her you're worried about her, and you think she should visit her gynaecologist to rule out infection.

TESTING TIP

Don't come out and mention STIs right away; mention the symptoms and give her a chance to draw her own conclusions. If she doesn't connect the dots, tell her you think it would be a good idea if you both had some follow-up testing done. This will sound more like genuine concern and less like an accusation.

BETTER SAFE THAN SORRY

While few people relish the idea of asking a partner to get tested, it's a pleasant alternative to coming down with a sexually transmitted infection. If you approach the situation from the angle of mutual responsibility, most women will agree to get tested without taking offense. After all, she'll feel better knowing that you're free of infection, too. Let your woman know that your concern is genuine and she'll view your suggestions as the epitome of responsibility -- and women just love a responsible man.

Tips received by Firelight via [Kubatana.net] Turn up the volume: News from Kubatana - 23 March, 2010 Publication
More information at www.healthdev.org

CNN, the US-based international television network is seeking nominations for its 2010 Heroes

CNN Heroes competition, which is held annually to recognize individuals who have made contributions and inspired others. CNN Heroes is for individuals who have made accomplishments in their areas of work and left others inspired. The winner of this competition will receive a grant award of \$100,000 and each of the ten finalists will receive \$25,000 each.

Although the areas or fields of their contributions have not been specified, CNN offers the following

information for nominators to help them make the nominations:

- “Think about what makes your hero special. Ask yourself: What makes my nominee unique? What specific accomplishment has he or she achieved that is truly remarkable? What

impact has their work had on others? We encourage you to watch videos of previous CNN Heroes to familiarize yourself with the achievements of the inspiring individuals we honor as “everyday people changing the world.”

- Take a look at our nomination form. We suggest you review the information requested about yourself, your nominee and their work before filling out your submission.

- Tell us about your hero! Take your time and write from the heart.

Remember: What you share — in your own words — is the most important factor in advancing a nomination for further

consideration. You can enter your answers to the essay questions directly on the form, or write them first in a word-processing document and “cut-and-paste”

them into each answer field. Please note that the information you provide will be used in accordance with our privacy policy.”

This competition is open to only individuals (13 or more than 13 years of age) and their accomplishments should have occurred on or after 26 November 2009. There is also a “Young Wonder” category in this award where nominees who are 25 years old or less than that. Organizations or groups are not eligible. Also, individuals from voided countries cannot be nominated or can be awarded here. The list of voided countries and others is given at the below link.

Self-nominations are not accepted. To submit nominations, the online form at the CNN website has to be filled and submitted. The selection process will include judges who will narrow the submissions in the first round. Following this, there will be an independent panel of Blue Ribbon judges to select 10 potential finalists and in the final round there will be an online viewer vote which will finally decide “the Winner.”

The deadline to submit nominations is 1 August 2010.

More information here: www.fundsforngos.org/cnnher

Young Social Entrepreneurs invited to apply for 2010 YouthActionNet Global Fellowships

Each year, YouthActionNet selects twenty young social entrepreneurs to participate in its Global Fellowship Program. The year-long fellowship program includes a seven-day leadership retreat, year-long skills-building programs and resources in leadership and organization management, and networking opportunities. The program is open to all young people between the ages of 18 and 29. Applicants must be the founder or co-founder of an existing organization, or a project within an organization, with a demonstrated one-year track record of leading societal change.

Deadline: April 9th.

More here: www.youthactionnet.org/index.php?fuse=apply.

Call for Nominations: Speaking Role at the Informal Interactive Hearings of the General Assembly with Non-governmental organizations, Civil society organizations and the Private sector

2010 will be a critical year in determining which development pathways our world will pursue. In 2000, UN Member States agreed to the Millennium Declaration and committed themselves to achieving the Millennium Development Goals

(MDGs) by 2015. On 20-22 September 2010, the General Assembly will hold, in New York, a High-level Plenary Meeting, also referred to as the "MDG Summit"...As a part of the process leading to the Summit, the General Assembly will also convene interactive informal hearings with representatives of NGOs, civil society and the private sector from 14-15 June.

Deadline for nominations: April 16, 2010.

esango.un.org/irene/index.html?page=static&content=process§ion=15

Call for Submissions: Women | Tools | Technology Challenge

Ashoka's Changemakers and ExxonMobil's Women's Economic Opportunity Initiative, in partnership with the International Center for Research on Women, have launched Women | Tools | Technology: Building Opportunities & Economic Power, a groundbreaking challenge that will identify transformative solutions for promoting women's economic advancement through technology.

Deadline for submissions: April 14, 2010.

www.changemakers.com/en-us/technologywomen

MALAWI: Government proposes mandatory HIV test for pregnant women
Mother-to-child transmission of HIV accounts for 30 percent of all new infections in Malawi. Every year, an estimated 30,000 babies are born HIV positive.
BLANTYRE, 24 December 2007 (PlusNews) - Malawi's government is planning to table a controversial bill in Parliament which would require pregnant women to undergo HIV testing. The move is aimed at reducing mother-to-child transmission of HIV, but opponents of the proposed bill argue it would violate women's rights. Malawi's current policy is to routinely test the approximately 500,000 pregnant women who attend antenatal clinics annually, unless they specifically ask not to be. However, according to Dr Mary Shawa, principal secretary for nutrition and HIV/AIDS, by October 2007 only about 162,000 pregnant mothers had been tested for HIV; 13 percent of them were positive. Without intervention, the risk of an HIV-positive pregnant woman passing on the virus to her baby is between 30 percent and 35 percent, according to health specialists. Miriam Chipimo, reproductive health and HIV/AIDS manager for UNICEF Malawi, told IRIN/PlusNews that only slightly more than half of the 19,120 pregnant women who tested positive for HIV in Malawi in 2006 received preventative treatment. Malawi recently switched from a single dose nevirapine regimen to the more effective and WHO-recommended triple combination of antiretroviral therapy drugs to prevent mother-to-child HIV transmission, however Chipimo noted that only 28 percent of the 544 clinics that provide maternal services in Malawi were offering PMTCT (prevention of mother-to-child) services by September this year. The government hopes to roll out the programme to all

clinics by the end of 2008. Shawa said that a law requiring pregnant women to test for HIV would only be put in place after consulting with all stakeholders on the issue. The government has already surveyed Malawians from throughout the country to determine their views on mandatory testing. According to Shawa, many respondents were opposed to the idea, but she could not provide details. "The bill will be discussed at cabinet level and then we will be telling the nation everything about the findings," she said. Izeduwa Derex-Briggs, HIV/AIDS specialist with the United Nations Population Fund (UNFPA), said if the law was passed, it would infringe on the rights of Malawian women. "Such a law would be discriminatory. Why should it target women and not men?" she said. Seodi White, national coordinator for Women and Law in Southern Africa (Wilsa), a group that advocates for women's rights and empowerment, said the proposed bill was unfortunate and retrogressive as it implied women were to blame for transmitting the disease. "The bill is stigmatising women and Malawi cannot afford to pass such a bill into a law," White said. Aaron Sangala, Malawi's deputy minister of women and child development, said that government would debate the human rights issues surrounding HIV testing when the bill was tabled in parliament early in 2008. Article here: www.plusnews.org/Report.aspx?ReportId=88635

Saving Time & Resources through OD Audits (Volume 44 of the Capacity Consultancy Group Private Limited Newsletters)

As the global village becomes an actuality, the impact of Organization Development (OD) change practice has been profound. As the new paradigms emerge, the shifts and transformations are stunning. Organisations feel the call for new ways of doing business. Hierarchies are flattening, risk taking is desirable and flexibility is essential. Now a process for enabling agile organizations to engage all their human capability and technical resources is required.

I think we all agree that the past decade is not one which we may need to live once more. The lessons and experiences are critical but not a repeat of the events. Coming out of such a situation require business to rethink on leadership, rethink on marketing, rethink on human resources, rethink on service delivery, rethink on new markets and rethink on organization configuration.

Companies have a tendency of being reactive to organizational challenges. Most think that the best way to save is cutting costs. Sadly, the areas that suffer are training, service delivery and growth of the company. We need to re-look at this anomaly. In my assessment I found out that the benefits of investing in training, good systems and processes far outweigh the comfort of saving money.

What benefit is it for a company to suffer and loss market share, through bad customer care service, poor systems and processes, low staff morale and lack of business models. The popular cutting costs style by some companies does not add value to the company cause. In many times it achieves the opposite. There

is an adage that goes by “Spend wisely so that you get more”. If you do not spend or invest you do not grow. I mean spending on well planned activities that add value to the company. The problem is that companies want quick fix solutions which address symptoms. Instead they must get to the bottom of the issue and address the root cause. This is why Organisation Development (OD) Audits are crucial.

I am happy that Organisation Development (OD) is gaining favor as decision makers are realizing that a balance must be struck between the drivers of change and the people involved in it and affected by it. These new approaches are based on certain fundamental foundational roots of the field in combination with emerging principles to ensure that OD increasingly be recognized as viable and important to help management and staff in organizations to facilitate, anticipate and manage change.

We need to learn new skills and develop new abilities, to respond to these changes in our lives, our careers, and our organizations. We must deal with these constructively, using change for our competitive advantage and as opportunities for personal and organizational growth.

The advantages of carrying OD Audits are many, and for the sake of time I shall confine myself to key fundamental considerations that will assist you to understand my case.

OD uses a holistic approach that covers the company structure, strategy and culture. It is not a quick fix solution, but one that looks at the whole organization. The key premise of organizational development is that organizations are social systems, with an organizational culture, which influences the way people work. It emphasizes on planned change based on research to increase motivation, remove obstacles, and make change easier.

Organizational development helps companies and organizations to empower leaders and individual employees. It creates a culture of continuous improvement and alignment around shared goals, making change easier and faster, and putting the minds of all employees to work.

It enhances the quality and speed of decisions and leaders more control over results, by giving employees more control over how they do their jobs.

Key benefits of organizational development include increases in profits, innovation, customer satisfaction, product and service quality, cost effectiveness, organizational flexibility, personal feelings of effectiveness, job, work, and life satisfaction, and more detailed goals of organizational development.

OD improves communication laterally and vertically, and all relevant facts and feelings are shared. People can learn from experience. Decisions are made by people with the most relevant, direct knowledge. The reward system reinforces organizational health.

Conflict is treated and resolved constructively where it is used for innovation, not suppressed or allowed to interfere with productivity.

Processes and structures are based on present needs rather than past needs or fads, so they are efficient and help people.

People are rewarded for success but not punished for failure of innovation or creativity so innovation is high.

Customer needs are always known and thought about by employees and leaders

To be successful in the current rapidly-changing world, we need to maximize the productivity of all of our resources physical, financial, information and human. This can only be achieved by carrying out OD Audits. I hope as a company or organization you will start to see this process with different lenses. The best thing to do now is to look at yourself and engage in a forward looking process of adjustment and embrace OD.

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(Shared with Firelight via: MACOBAO)

Civil Society Groups Urge G8 To Follow Through With AIDS Funding Commitments

Thursday, March 25, 2010

"Civil society organisations from around the world on Wednesday made a coordinated appeal to the Canadian government to help pressure the Group of Eight (G8) into fulfilling its aid commitments in the fight against AIDS," which are predicted to be over \$20 billion short of commitments pledged by the G8 during the Gleneagles summit in 2005, the Mail & Guardian reports.

As Canada prepares for the upcoming G8 and G20 summits in June, the World AIDS Campaign, "a global coalition of civil society groups," hopes the country can "use its influence as host nation to 'set the agenda' and reinvigorate commitments" by the G8, according to the newspaper. The group also appealed for G8 countries to replenish the Global Fund to Fight AIDS, Tuberculosis and Malaria, the Mail & Guardian notes.

In addition to making funding commitments, the World AIDS Campaign "is calling for the G8 to agree to a concrete, time-bound plan to achieve universal access to HIV and AIDS prevention, treatment, care and support," the newspaper writes.

"Most governments, after 1995, did not come up with concrete interventions. What we want to see is an approach that is more practical" and holds both donor and recipient countries accountable, Daniel Molokele, Africa programme officer for the World AIDS Campaign, said. "Molokele said the organisation is not as concerned with the funding shortfall as it is with the lack of planning around the use and disbursement of funds for the AIDS struggle or a review mechanism by which to gauge the impact of those funds," according to the newspaper (Parker, 3/24).

"Unions and civil society throughout the world must join forces in delivering a decisive message to the Canadian presidency about the need for universal access to core HIV services," Alan Leather, chair of the Global Unions AIDS Programme (GUAP), said in a press release on the World AIDS Campaign Web site. The universal access appeal "is timed to precede a meeting of Foreign Ministers of the G20 countries in Ottawa, Canada on March 29-30, 2010, and a meeting of Development Ministers In Halifax, Canada April 26-28, 2010," the release notes (3/18).

The Kaiser Daily Global Health Policy Report is published by the Kaiser Family Foundation. © 2010 Henry J. Kaiser Family Foundation. All rights reserved.

Article here: globalhealth.kff.org/Daily-Reports/2010/March/25/GH-032510-G8.aspx

Five-Year Partnership Framework in Support of the Tanzanian National Response to HIV and AIDS, 2009-2013 between The Government of the United Republic of Tanzania and the Government of the United States of America (March 2010)

Document here: www.pepfar.gov/frameworks/tanzania/index.htm

Uganda: Report on the African Committee session

This report is an unofficial summary of the dialogue between the delegation from the government of Uganda and members of the African Committee of Experts on the Rights and Welfare of the Child during the review of Uganda's initial report to the Committee.

<http://www.crin.org/resources/infoDetail.asp?ID=22314&flag=report>

Need for a photographer?

Firelight recently linked up with an organization called PhotoPhilanthropy (<http://www.photophilanthropy.org>) and as a result, international volunteer photographers have contacted us about offering their services to our grantee-partners. If you would like to host a photographer to help portray the power and impact of your work for children and families, let us know and we can introduce you to people who are interested. Firelight cannot provide any funding for this endeavor but these volunteers' services might be of use for promotional materials for your organization or other endeavors to raise awareness about children's rights and grassroots development. Email your program officer if you are interested in learning more about this opportunity.

www.photophilanthropy.org

As part of the Firelight Foundation's Capacity Building Program, Firelight provides "Newsflashes" to share relevant resources and information with our active grantee-partners via weekly emails and via post on a monthly basis. We hope that by facilitating access to information for grassroots, community-focused organizations, programming for children and families, as well as organizational development, is enhanced. Past editions of the Firelight Newsflash can be found on our website: <http://www.firelightfoundation.org/newsflash.php>.

We welcome your comments, feedback and ideas for upcoming Newsflashes at newsletter@firelightfoundation.org.