

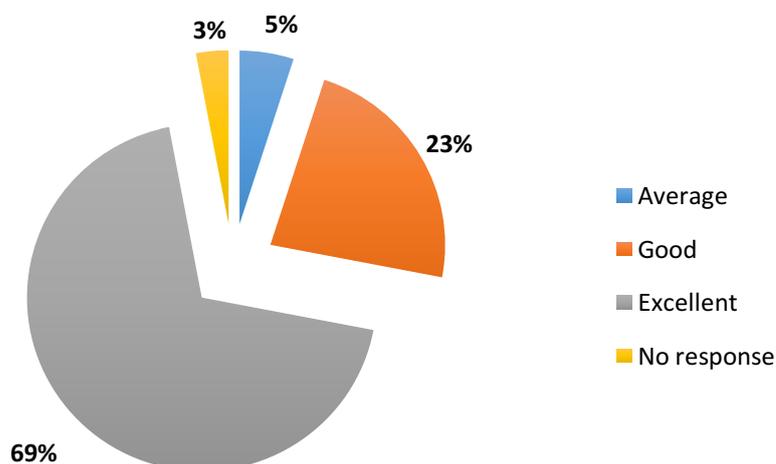
# HOMOPHOBIA & THE CHURCHES IN AFRICA

## A DIALOGUE



### EVALUATION

How do you assess the *overall value* of this convening in relation to the work that you are already doing?

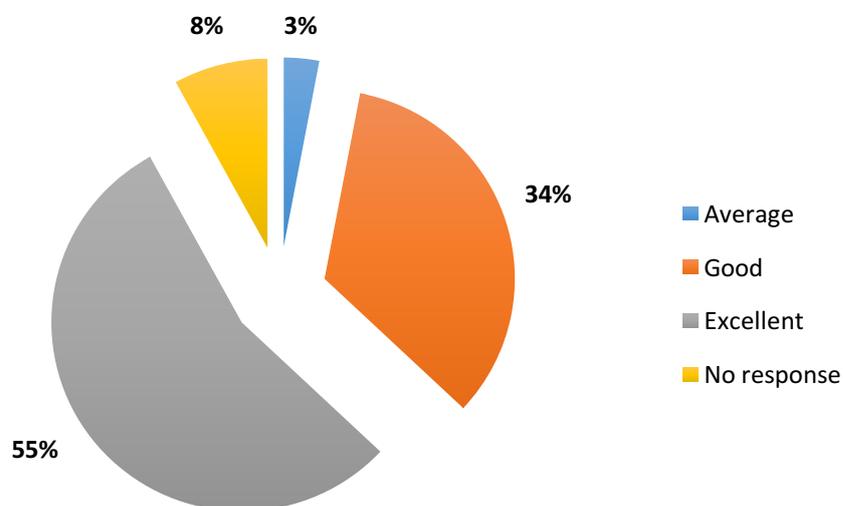


#### Comments

- This is critical because it has created a platform to share notes from the researchers since I deal with those who are more in the advocacy side. It's a platform that has allowed for the development of new synergies.
- The initiative on parents and families cannot be isolated from the fact that churches play a huge role in the development of their attitude towards SOGI issues.
- The work that has been/is being done is more valuable than what I am doing. It is more advanced as we are at the preliminary stages with our organization. It has raised the bar.
- The process went according to plan however there was not enough time for inter-action. We need time in commissions.
- This is a booster as I realized I am not alone.
- This is my first time participating in this kind of dialogue as church leader. The method used was for people with experience on the topic.
- The openness and honesty and expressions of vulnerability was quite telling. The presenters were also very good and informative.
- Very well prepared, well run and thoughtfully designed.

- The convening was very progressive.
- I'm not only dealing with this issue, therefore good.
- Relevant to the programme lines and to the advocacy with which we are involved.
- Such convening needs to be repeated, if not annually maybe every other year as follow up convenings.
- Useful in terms of bringing new perspective into on-going work and facilitating exchange/ re-working.
- It was good to engage with others and understand their contexts, challenges and plans.
- Tackled very sensitive but timely issues.
- Very helpful in understanding current moment of the struggle, key players, and challenges.
- This convening is absolutely valuable to the lives of clergy and LGBTI persons.
- I was particularly interested in the role of the church in engaging in violence against LGBTI persons and particularly as relates to violence against lesbians living in poverty.
- Provided a process and a programme that enabled substantial participation.
- The inputs were very rich. Clearly there is a lot of good work going on out there.
- Encourages me.
- It is encouraging me so much.
- Hoped to hear more about LGBTI disruptive practices and more radical approaches.
- Excellent space to network and meet with like-minded people. The exposure to other strategies employment by other partners will add a lot of value to my work.

To what extent has this dialogue enabled you to *learn* anything new or develop new perspectives?



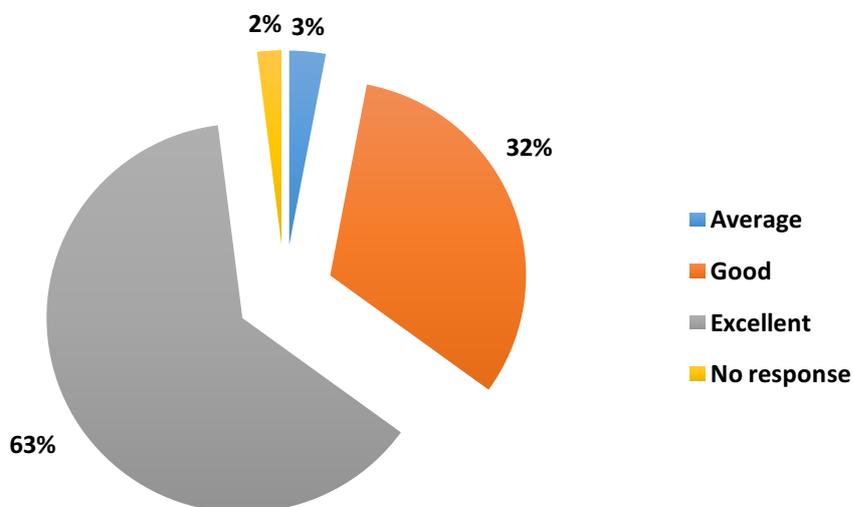
#### Comments:

- This dialogue has reinforced the importance of the lived experience and the stories of those who are on the margins.
- I have learnt that there are progressive church leaders despite my experience of being categorized as a demon.
- Learnt what the new African theologians are doing now, unlike in the past where these conferences brought views from outside. New insights, new theologians and birth of the New African Queer Theology right in this place.

- There were very good lessons that will enable me to take the process forward. One good lesson is empathy, care and support.
- I have learnt what is working and what is not working and encouraged to also value tradition and cultures.
- I have learnt to develop a proper language and a space that is safe for everyone in the church specifically LGBTI people.
- I understand better where LGBTI people are coming from.
- I have learnt strategies on how to engage faith leaders.
- The chance for deeper conversation in small groups helped me get to know others and assimilate new ideas.
- Gave me more ideas on how to engage religious leaders in our work.
- Many voices have been heard.
- I learnt from the discussion on advocacy strategies.
- A recognition of the diversity of issues, framing needed and the value of indigenous /local frames for engaging in theology.
- It has helped me to understand LGBTI people's daily struggles, things that need to change and how each and everyone can contribute to the cause in a personal capacity.
- The integrated nature of the dialogue raised very unique points for personal and communal engagement on LGBTI issues.
- As someone new to the space I learnt a lot about current gaps and opportunities and developed new relationships with activists.
- It helped me on my journey with my church. It gave me a new framework through which I can process my pain from the rejection I experience in the church.
- I learnt so much new especially from the clergy from other countries in terms of what they are doing and how they are engaging LGBTI persons.
- I have been more enlightened and given time to learn from other LGBTI networks.
- The diversity of participants created opportunities for a range of expected and unexpected connections and resources.
- The notion of queer theology is fascinating. I'm keen to learn more.
- I have just learnt more than I knew.
- Hopeful.
- The strategies for change still not fully clear.
- Looking forward to the coordinated responses that will follow this process.
- It was more an opportunity to re-evaluate and re-prioritize.
- Very useful learning about tools, language, and strategies.
- I was interested to learn about embodied resistance.
- Hearing various perspectives was enlivening and enlightening.
- The group discussions have helped skills and my own work.
- Gave me hope that we are in the right direction and to start up-scaling on work in this field.
- I learnt so many things that I never heard and never believed in.
- I learnt quite a lot and acknowledge everything that was said, my only worry is that the conference should have happened before the Easter holidays so we could have reached the masses during that Easter.
- It has showed the commitment with faith communities to mobilise. I realized that for the most part we are moderate. It will take a while still for people to move with more radical commitment to change.
- The challenge of recognition of the LGBTI people in our churches and acknowledging them.
- I have a better sense of needs on the ground.
- Clarified need for co-ordinating what already is happening and more collaborative strategies.
- All the topics on the agenda were helpful for me to take some learning to our organisation.

- The engagement of the clergy and activist has taught me that there is hope for a level field.
- Many good, implementable ideas, some of which we will drive ourselves!
- Extended and enlarged my understanding of capacity building strategies.
- I did not learn many new things.
- I learnt of many organisations doing work in in this area who are allies.
- Re-appropriation of tools that were used to resist other injustice in both the church and society.
- It gave me new insight to the LGBTI community and how the church has made them feel.
- I learnt more about theology and got to hear more about the politics behind culture and religion.
- Though a lot needs to be done, I have learnt quite a lot. To mention one, being queer is not a curse.
- My perspective about LGBTI people is quite broadened to the extent that I would share with my friends who seem ignorant about this subject.
- The silence of religious leaders in positions of managerial authority was concerning.
- The openness was amazing.
- There has been new perspectives that has been presented. Need to further on concepts like hetero-patriarchy.
- I have not learnt new insights but it was affirming and supportive experience.
- All the inputs where there was research presented a lot of information that was new to me.
- This was very insightful into the state of the field in several African countries.

How do you rate the preparation of the *substantive content* for this convening?

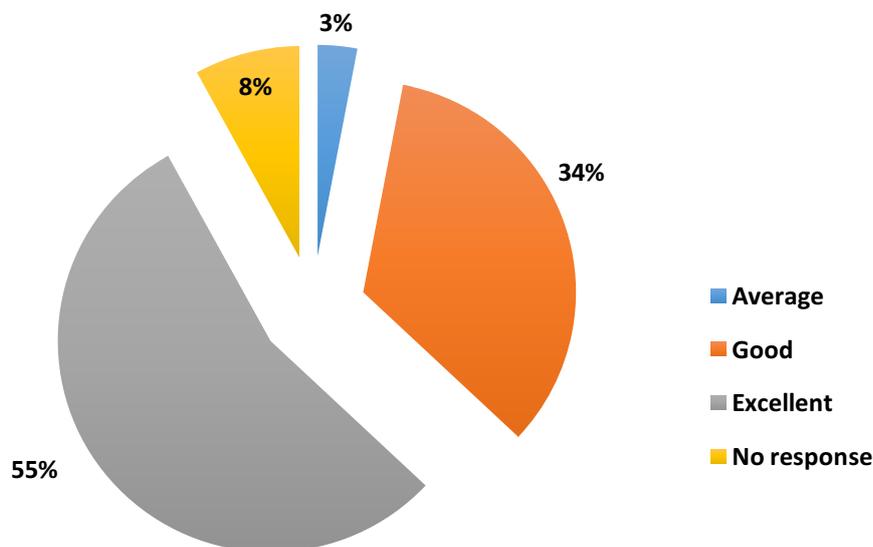


#### Comments:

- The organizers did very well to have experts set the tone and focus and the folders had important and well articulated materials accessible to ordinary persons.
- Content was good. However I feel more grounded strategies are needed in taking the work forward.
- It was well prepared – content and presentations
- The content was good, it enabled people to engage robustly.
- The whole process was well organized and it came at the right time. I got new plans and strategies.
- Good speakers.
- Every item was well researched and displayed the amount of preparation that went into this work.
- Very well laid out.

- Wonderful – but time wasn't so pleasing.
- Great content but would have helped to have time for concrete plans to be taken forward.
- Its knowledge base was well researched.
- Some small group facilitators seemed unprepared or lacking direction. Would've liked more in-depth report back from listeners to draw out takeaways, emerging themes.
- It gave space for themes to emerge organically.
- I think the meeting was particularly well thought through.
- The dialogue was held in an appropriate venue and involve theology and science.
- The final programme was very good but it was not clear how each of the partners contributed to the process of programme formation.
- Presenters clearly took time to prepare.
- Good balance between academic and activist components.
- Well-informed, well articulated, substantial.
- Loved the combination . . . academic, video, etc
- The substantive content should have been shared beforehand. Varied and simply communicated texts work well.
- I can note that much thought has been involved in this conference.
- Excellent input from academics and practical theologians and activists helping us hear all sides.
- Nice to see that everybody has prepared to go forward.
- I would like to see another conference coming soon so we can give feedback from the churches or any progress made.
- It has been a great process. It has been a dialogue in the right sense of the word – talking and listening.
- Panels were spot on and participants well informed.
- Everything was planned well as well as lectures were well prepared.
- Papers, also people present and panels with themes relevant in see judge action flow.
- The content was relevant and timely.
- On point, understandable and well prepared. Provoking a possible way.
- Preparation was good. The presentation could have been done by power point.
- Excellent. It was well prepared from the setting to the message to the speakers.
- Highly informing to an extent that there is more I can still take and go share with the masses.
- Time was not enough.
- Well done to the team! The church needs more of such convening.
- It was very good. I'm proud and happy to say it exceeded my expectations.
- Everything was well organized from the hotel, conference and meals . Thank you.
- Process was powerfully conceived. Content rigorous and substantial. Much was done to forge solidarity.
- Important work done but it would had been good to receive it before the meeting for preparation purposes.
- Gerald West's input was particularly helpful, along with Charlene van der Walt and Kapya Kaona.
- The clarity and time taken was evidence of proper preparation.

## How did you experience the *process* used for our dialogue?

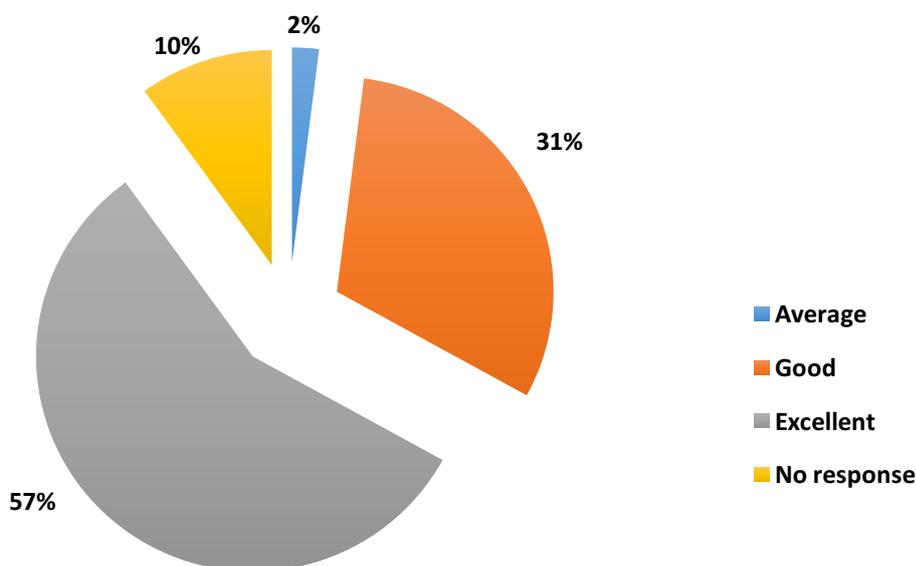


### Comments:

- The see-judge-act process is an excellent tool. However there were too many sessions in two days that meant some group discussions were rushed.
- It was highly inter-active .
- It was interactive, free space, open space, energetic and highly engaging.
- Dialogue sessions were very enriching. New strategic themes came up all the time.
- Church leaders are open. At least we can share our different understanding.
- Let everyone speak and allow everyone to present their point of view.
- The small groups and plenary were well organized.
- The facilitators were awesome as they were aware of how to handle the convening.
- We all had enough chances to be heard.
- Great inputs and adequate discussions.
- Interactive dialogue that encourages active listening and learning.
- Allowed for open and deep discussion.
- It was an open space to listen , disseminate information and challenge without fear of judgment. A vast amount of information from people who hail from all walks of life.
- This needs to be boosted with more religious leaders to boost critical, constructive engagement.
- The small groups report backs not that useful to further the discussion. Perhaps have more than one voice on status report session.
- Wish we could have a bit more discussion time.
- The structure of the agenda gave great recognition to the different technical requirements.
- The method used in education.
- It was interactive and inclusive facilitation was excellent.
- Very interactive with plenty of space to share thoughts.
- Small group facilitation may have been chosen more carefully.
- The programme was packed very little time to process information.
- Very creative ways of engaging the participants.
- Too little time in groups, some facilitators not good at helping everyone to participate.

- I just would have wanted to hear more voices of clergy allies.
- Time allocation were insufficient.
- Perhaps the moderators/facilitators could've been more constructive in the small group discussions, otherwise very good.
- Dynamic engagement made for energetic atmosphere.
- See-judge-act model very helpful in the space for thinking and inspiration for action.
- Excellent content.
- It opened our eyes and minds to spread good news.
- I was very impressed about the level of dialogue and I learnt quite a lot.
- Many views were heard.
- Everything was arranged well and this dialogue helped me to learn a lot about LGBTI people in our churches
- I liked that all the sessions were so interactive.
- See-judge-act flow input, small group, panel feedback time allocated needed more.
- It was a safe space and posture. It assisted in engaging all the issues.
- The use of small group discussion allowed everyone to participate in a certain way.
- Dialogue is good but slow! What are alternatives ways to push for reform faster?
- It was an open place to reflect and contribute with the knowledge you have about homophobia.
- Safe space to laugh at and express your feelings. Inputs were taken seriously.
- Average! Some voices seemed to matter more than others.
- Good to have allowed issues by people with expertise but still allow ordinary voices to immediately be heard. Group work was timely and focused. Time was hindering though.
- Equipment used and was clear enough panel that rotates always keeps people awake.
- It was nice to know new people.
- It was good that there was a space for small group conversation but the time was limited.
- For a person like me it was really good and accommodating. There is also need to use different languages to accommodate other cultures.
- The process was also good.
- Everyone could engage with one another. It was quite interesting!
- Excellent.
- Too little time.
- The build-up was not completely clear to me but it did follow through into some practical strategizing.
- It was new to me but it was very engaging because it was valued.
- Activists were very open and church leaders being silent.

## How did you experience the logistical arrangements for this convening?

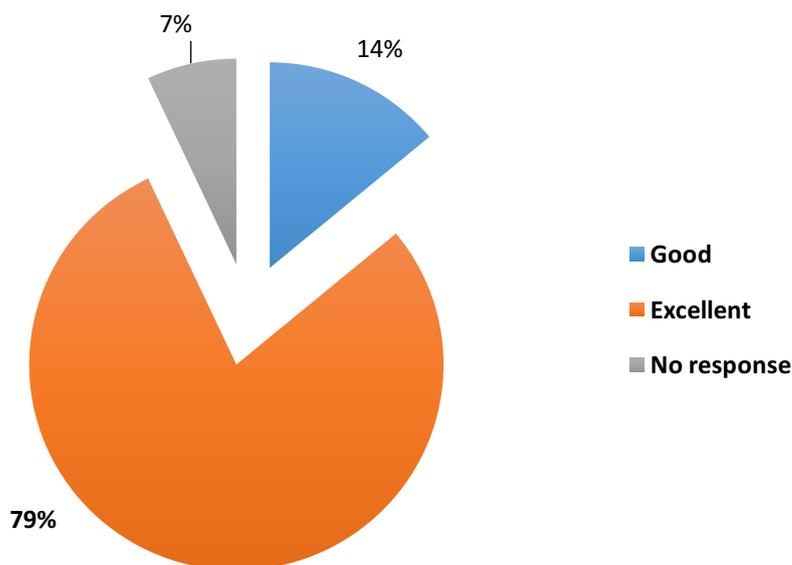


### Comments:

- Never had any problems the logistics were professionally handled.
- Awesome, except for the first day food at the hotel and conference.
- Did not have a problem with the logistics.
- I don't have problem with arrangements . I was taken care-off very well. Food was good!
- We have been catered for.
- Transport, food, accommodation were first class.
- Well done really smooth.
- Everything perfect – kudos to Jo-Anne and team.
- Not bad though not aware of all the logistical arrangements.
- It ran smoothly, so it seems.
- I liked musical interludes!
- Venue was a bit restrictive.
- The process was smooth. I was however placed in a smokers section at the road lodge and would have appreciated this being mentioned before hand otherwise positive experience generally.
- Hotel, meals, transport all excellent.
- Thank you so much! Excellent.
- I made most of my own travel arrangements but struggled. Transportation was fine but maybe consider a hotel closer to other amenities next time.
- Well organized and highly coordinated.
- Very efficient and well planned.
- See-judge-act very productive.
- Food , tea was excellent.
- An excellent use of multimedia in the main conference hall.
- Very good and excellent for convening message to all our brother and sisters.
- Everything was on point.
- What an amazing smoothly run process and phenomenal volunteers.
- Clear concise communication. Only problem: the distance between airport and venue.

- I learnt a lot things concerning logistical arrangements.
- Thanks for all involved.
- Very professional.
- Brilliant!
- Team was very friendly. Communication was of a good standard. Respect was noted. If you need help you were supported.
- Logistics were good. It could help. It is the responsibility of participants to get confirmation on travel and accommodation.
- Very organized.
- Would have been better not to travel so long between the airport and the venue. Accommodation was fair.
- Ushers were way on point but the food was terrible.
- I wish that the church leaders would have given a statement or a kind of agreement. This can be done in future though.
- Very good with no disappointments though things took longer than expected.
- The logistics was good besides the food.
- Brilliant job, well done to all involved.
- Except for a few glitches, it was very well organized and slick.
- Almost everything was taken care off. The venue and the accommodation was adequate and excellent.
- The hotel and food were too basic.

## How did your experience the attitude and quality of work of our organizing team?



### Comments:

- They did a good job.
- The team is awesome. Very helpful. Always smiling and there to answer questions.
- They did very well, always there when you needed them, friendly and very helpful.
- You have a wonderful team of volunteers. There was always someone to attend to any issues or request.
- Very hard working and committed.
- Everything was under control.
- A lot of effort was put into this work and I couldn't have asked for more.
- Great organizing team.
- Wonderful spirit!
- Very amazing team. The volunteers and cameraman were great.
- Sometimes a bit bossy.
- Very professional and well coordinated.
- Organizing team were very professional.
- Everyone was professional and helpful.
- The team was excellent, cheerful and willing to help. Calm and collected even when we could see things not going according to plan. Well done.
- Very friendly and supportive
- Team extremely well organized, warm, responsive. Thanks especially to Jo-Anne and all the wonderful volunteers. Would attend again if held next year.
- Love your team. So friendly and competent, so helpful and lovely!
- Personal communication was excellent.
- From reception to seminar and interview, all was well prepared.
- The team was constantly supportive, welcoming and friendly. Excellent team.
- Organizing team was very helpful and approachable. Loved the music between sessions.
- Friendly, helpful and efficient.
- Well done, well organized, helpful and friendly.
- Outstanding, helpful, committed and friendly.

- The ushers and helpers were amazing at being hospitable and keeping time.
- They are for keeps.
- Working with different people of Africa. May God bless you and your hard work.
- Everything was excellent.
- Good, positive and helpful team.
- The team is lovely, they help with whatever you ask them, they show respect, love and encouragement.
- Great work all!
- Thanks to all involved.
- They were very helpful and professional. Thank you.
- Very friendly and supportive always willing to help.
- Best team ever!
- Team are well experienced and well organized. Very good in attending to the matter at hand.
- The organizing was good.
- Bad! Getting registered was a hustle. I did not get the documents or material that other were getting!
- Thank you.
- It was outstanding.
- Always available and timely to serve and meet needs.
- Super on point.
- Great and thanks.
- Thank you for the work well done!
- It has taught us things we were ignorant about before.
- The organizing team was amazing and helpful.
- It was all excellent. Keep it up!
- Wonderful team. Thanks. This is ground breaking.
- Fabulous, friendly, efficient and competent. Big thank you!
- Thank you for excellent organizing and a dedicated friendly and helpful team.
- Everyone from the chief executive to the steward was there for us. There was no point at which I felt lost with no one to guide.
- Very professional.