Welcome to the 11th edition of the BRIDGE Facilitator Bulletin! In this issue we cover some important changes to how BRIDGE is run as well as remind you about your responsibilities as a BRIDGE facilitator.

BRIDGE facilitators are the keystones to the credibility and quality of BRIDGE. Only through the work of dedicated and conscientious facilitators can BRIDGE continue to grow and maintain its integrity.

Unfortunately there have recently been some issues relating to facilitators not fulfilling their responsibilities or not following the BRIDGE rules. This affects the credibility of BRIDGE and undermines the hard work that everyone in the BRIDGE community is doing.

To address this, the BRIDGE Partners and the BRIDGE Office have made some changes to BRIDGE guidelines. In this newsletter you will find details about:

The BRIDGE Partner Meeting in Seoul

Two key decisions that came out of the BRIDGE Partner Meeting were:

1) The decision to unaccredit BRIDGE facilitators who are not fulfilling their responsibilities or who break the BRIDGE rules

2) The requirement for organisations who were not EMBs or one of the five BRIDGE Partners to request permission to run BRIDGE

Read more about this on Page 2.

Making Facilitators ‘Inactive’

To clean up the facilitator database and better reflect the activity of BRIDGE facilitators, all facilitators who completed their TtF more than three years ago but who have not gained their Workshop accreditation will now be made ‘Semi-accredited Inactive’.

Read more about this on Page 3

The BRIDGE Rules

The BRIDGE Partners want to communicate to all BRIDGE Facilitators a reminder of the BRIDGE Rules and their responsibilities.

Read more about this on Pages 4 & 5
BRIDGE Partner Meeting

The five BRIDGE Partners (UNEAD, International IDEA, the AEC, UNDP and IFES) met in Seoul, Korea last month for a BRIDGE Partner Committee Meeting. As many of the BRIDGE Partners were in Seoul for the GEO Conference, it was a good opportunity to get together and discuss some of the issues BRIDGE is facing.

The Partners had a short but productive meeting and some of the key decisions were:

Facilitator responsibilities and the BRIDGE rules

The Partners decided that action be taken against facilitators who do not follow BRIDGE rules such as proper reporting of activities or proper acknowledgement of the Partners. There have been occasions in the past year where rule-breaking has been an issue for the BRIDGE Office and the BRIDGE Partners.

The Partners decided that facilitators who do not follow BRIDGE rules will receive a warning. If after this warning the facilitator continues to transgress, their BRIDGE facilitation status will be removed, as will their access to the BRIDGE curriculum.

Please refresh your knowledge of the BRIDGE Rules on pages 4 & 5 to make sure that you are working within BRIDGE guidelines.

Who can run BRIDGE

As BRIDGE grows it becomes more difficult to ensure the BRIDGE rules are being adhered to and to maintain its integrity. To provide an extra level of quality assurance, the Partners decided that individuals and organisations who are not BRIDGE Partners or an EMB will now require approval from the Partners before running BRIDGE. Even if the facilitators involved are fully accredited BRIDGE facilitators, approval must be sought. The BRIDGE rules will be amended to reflect this.

The BRIDGE Office is working on systems to implement this change. For now, if you are not connected to a BRIDGE Partner or an EMB, please contact the BRIDGE Office if you are planning to conduct a BRIDGE program or workshop.

Fee-paying BRIDGE

This month in Canada there will be a BRIDGE workshop where participants are being charged a fee to attend. Until now, BRIDGE has always operated under a donor model where participant attendance is funded as part of the program.

This is the first instance of this in BRIDGE’s history, and while the Canadian workshop was given the OK to proceed by the BRIDGE Office and the BRIDGE Partners, the Partners were asked to consider their stance on this issue.

The Partners decided that the convention that BRIDGE workshops do NOT charge fees should continue. However, the team conducting the BRIDGE evaluation (see page 8) will be asked to review this issue and make a recommendation.
‘Inactive’ Facilitators

As you will know, BRIDGE has been active for more than 10 years. In that time some amazing things have been achieved, great facilitators accredited, and thousands of participants trained.

As BRIDGE has been around so long, there is a large proportion of semi-accredited facilitators dating back from the very early days of BRIDGE. Realistically, the majority of these will not complete their accreditation and may not be involved with BRIDGE at all any more.

To address this issue, the BRIDGE Office will now be making some facilitators ‘inactive’. This will apply to facilitators who completed their TtF more than three years ago and who remain semi-accredited.

The benefits of this include:

- BRIDGE records will more realistically reflect facilitators who are actively working or available in the field
- Implementers will be able to more easily identify active semi-accredited facilitators
- Acknowledgement that it may be difficult for people who have completed their TtF more than three years ago to recall their facilitator training

Facilitators affected by this change will have their accreditation category changed to ‘Semi-accredited Inactive’ on the database.

This does not mean that Semi-accredited Inactive facilitators cannot participate in BRIDGE. If the opportunity comes up to facilitate and perhaps become accredited as a Workshop Facilitator, a Semi-accredited Inactive facilitator can contact the BRIDGE Office to request that they be made active. They will need to provide evidence that they are involved in a current BRIDGE program and undertake to ensure they are well mentored and have access to relevant refresher training.

Other new categories

**Deceased:** The BRIDGE Office will also create a facilitator category of ‘Deceased’ to ensure that those of the BRIDGE community who we have lost do not continue to appear in searches, but their contribution to BRIDGE is not forgotten.

**Not accredited TtF:** On occasion at a TtF, a participant is not accredited as a Semi-accredited facilitator as they may not have been assessed as competent against the TtF criteria or they may not have wished to pursue BRIDGE accreditation. In this case, to recognise that they did complete the TtF, a new category of ‘Not accredited TtF’ will be created.
Rule 2: Only accredited facilitators can deliver BRIDGE

**BRIDGE workshops must be conducted by accredited facilitators. The BRIDGE facilitation process has been designed to ensure that facilitators have an adequate understanding of the BRIDGE content and methodologies. This is to ensure quality of outcomes and consistency of approach in the delivery of BRIDGE training.**

Accreditation is not to be taken lightly—if you are accredited as a Semi-accredited, Workshop, Accrediting or Expert facilitator, this means that there are certain expectations about your conduct, competence and responsibilities. We recommend that facilitators do not seek accreditation at a different category until they are aware of what their responsibilities will be under the new category and **are confident that they are competent and willing to take on the new role**. Competent and confident facilitators are vital to the integrity of BRIDGE.

Also, we rely on a fantastic team of Accrediting and Expert facilitators to mentor, assess and accredit facilitators for BRIDGE. We’d like to remind you that **accreditations are not official until they have been processed by the BRIDGE Office**, so it’s important that Accrediting and Expert Facilitators fill in the online accreditation forms as soon as they can. We cannot accredit anybody without the Accrediting or Expert Facilitator’s submission.
Rule 3: Acknowledge the BRIDGE Partners

BRIDGE must acknowledge the BRIDGE partners. Part of the strength and credibility of BRIDGE comes from the partnership, therefore it is important to give due recognition.

BRIDGE is an amazing product, the result of much work and goodwill by the five BRIDGE Partners. The curriculum is provided at no cost to implementers and the spirit of BRIDGE is very much one of support, collegiality and generosity.

In return, anyone running BRIDGE is asked to adhere to these six simple rules and to properly acknowledge where BRIDGE has come from. This may be as simple as ensuring that all BRIDGE Partner logos are included on your BRIDGE material or making sure that a short background to BRIDGE is provided to all stakeholders.

Rule 4: Respect BRIDGE’s copyright

Copyright of the BRIDGE materials must be respected. In this context, it must be emphasised that the translation of materials does not change the underlying intellectual property rights.

While BRIDGE is offered at no cost, we would like to remind facilitators that the copyright of BRIDGE must be respected. Please do not reproduce BRIDGE without acknowledgement and please recognise that translations of the curriculum are still the intellectual property of the BRIDGE Partners.

Rule 5: Coordinating translations with the BRIDGE Office

BRIDGE partners may arrange translation of BRIDGE materials in consultation with the BRIDGE Office. Other individuals and organisations must obtain permission from the BRIDGE Office before undertaking translations.

If you are planning to translate BRIDGE curriculum it is important that you first fill in the request to translate forms on the website and wait for approval from the BRIDGE Office to proceed. Once translations are complete you must send these to the BRIDGE Office for upload to the website.

Please keep the BRIDGE Office informed about translations, it helps us to maintain consistency and avoid duplication of work. It also respects the copyright of the underlying content.

Rule 6: Send information to the BRIDGE Office

BRIDGE facilitators and implementers must provide additional activities and resources, translations, evaluations and program reports to the BRIDGE website, via the BRIDGE Office. This ensures that lessons are learnt, and that the curriculum is improved on an ongoing basis.

BRIDGE is only as strong as the information the BRIDGE Office receives. Please ensure you send your articles and reports, any evaluations, and anything that you think will add to the curriculum and improve it.
Profil—Ibrahima Diallo

Comment vous appelez-vous? Je m’appelle Ibrahima Sona Diallo alias Ibro « l’africain le plus célèbre de Sunlodge » pour les Bridgiens.

Vous travaillez pour quelle organisation? Présentement, je travaille pour la Fondation Internationale pour les Systèmes Electoraux (IFES Guinée) en qualité de Coordonnateur des Formations.

Quelle est votre nationalité? Je suis Guinéen de Conakry

Quelle catégorie de facilitation avez-vous et quelle est votre date d’accreditation? Je suis Facilitateur d’Atelier depuis juin 2012 à Accra au Ghana suite à la facilitation de l’atelier modulaire sur Genre et Elections organisé par l’International IDEA en collaboration avec l’Union Africaine.

Détaillez votre expérience et/ou formation électorale.

En 2010 je fus recruté par la Fondation Internationale pour les Systèmes Electoraux (IFES) comme Coordonnateur des formations pour les élections présidentielles de la même année. En collaboration avec le Département Formation de la Commission Electorale Nationale Indépendante (CENI) nous avons organisé la formation de tous les acteurs du processus électoral. Au deuxième tour de l’élection présidentielle nous avons organisé avec succès la formation de plus de 50 000 Agents de Bureaux de Vote. A partir d’octobre 2011 en ma qualité de Responsable de la Communication du Projet Faisons Ensemble/USAID partenaire de la CENI j’ai contribué à l’élaboration et à la mise en œuvre du plan de communication de la CENI.

Ensuite, pour les élections législatives de 2013, pendant que j’étais sous contrat avec RTI dans le Projet Faisons Ensemble, un programme de l’USAID qui vise à améliorer la gouvernance démocratique en Guinée à travers un programme multisectoriel ; IFES m’a sollicité pour coordonner la formation de plus de 60 000 Agents de Bureaux de Vote sur financement de l’Union Européenne, du PNUD et du Fond de Consolidation de la Paix.
Detaillez votre expérience de facilitation du programme BRIDGE.


Ce fut lors de la facilitation de l’atelier modulaire sur Genre et Elections organisé en juin 2012 à Accra au Ghana par l’International IDEA que j’ai obtenu mon accréditation comme Facilitateur d’Atelier BRIDGE. En décembre de la même année, j’ai facilité un atelier sur le même module pour des journalistes guinéens à la Maison de la Presse lors d’un atelier organisé par le Projet Faisons Ensemble sur financement de l’USAID Guinée.

Quel element de votre experience en tant que facilitateur du programme BRIDGE preferez-vous?

Ce que je préfère en tant que facilitateur c’est la possibilité que j’ai en utilisant la méthode et les techniques de BRIDGE de mètre ensemble des hauts cadres de l’administration électorale avec leurs agents, des jeunes et des vieux, des homes et des femmes et travailler avec eux sans gêne et dans une ambiance sans frontière. Pas de chefs, pas de subalternes, pas de vieux, pas de jeunes. Tout le monde fait les mêmes exercices et chacun donne le meilleur de lui-même dans les échanges.

Quels sont vos defis en tant que facilitateur du programme BRIDGE?

Mon défi est de pouvoir gravir tous les échelons du programme BRIDGE et être un expert électoral pour servir mon pays, l’Afrique et le monde entier.

Quels conseils donneriez-vous aux nouveaux facilitateurs BRIDGE?

Aux nouveaux facilitateurs BRIDGE je conseille la confiance en soi, la créativité, l’apprentissage, le courage, le dévouement dans le travail, la flexibilité et le développement de l’écoute active.

De gauche à droite Mdaka, Fatim, Ibou, Ibro et Antonia – Accra juin 2012
BRIDGE Evaluation

A global evaluation into the impact of BRIDGE has just commenced. The evaluation team are consultants Robin Ludwig and Edward McMahon.

The evaluation seeks to assess the conceptualisation, objectives, implementation and impact of BRIDGE so far. The evaluators will review BRIDGE documentation and history and consult with BRIDGE stakeholders around the world. The evaluation will assist in the evolution and improvement of BRIDGE.

The BRIDGE Office will be providing Robin and Edward with documents, materials and other information as required for the evaluation. The evaluators will also contact facilitators, participants and implementers as part of their work.

You may be contacted by the evaluators. The BRIDGE Partners and BRIDGE Office would appreciate your assistance, cooperation and honesty in providing the evaluators with any information or data about your experience in BRIDGE.

Where possible, the BRIDGE Office will email individual facilitators to let them know that the evaluators will be in contact.

For further information about the BRIDGE evaluation, please contact the BRIDGE Office.

Facilitator Accreditations

As always, some great facilitation work is being done all over the world and BRIDGE facilitators are progressing in their accreditations. Congratulations to the following facilitators!

Workshop
Sidi Diawara, Mali
Abdou Moussa, Niger
Tumisang Mmpe, Botswana
Hermia Damons, South Africa
Masego K Ndlovu, Botswana
Thuleka Kholisa, South Africa
Dogbe Adjoa M, Togo
Kabissa Issoyotou, Togo
Einas Ahmed, Sudan
Ramona Canaan, Egypt
Marwa Othman, Egypt
Gamal Barakat Barakat, Egypt
Hamida Kibwana, Botswana
Aye Yu Thwe, Myanmar
Meredith Applegate, USA
Lurdes Maria Santos, Sao Tome et Principe
Mariam Rita Fawole, Sao Tome et Principe
Hernane Viegas Santiago, Sao Tome et Principe

Accrediting
Zage Filipovski, Macedonia

Helio Nazare, Sao Tome et Principe
Artemisa Franco, Mozambique
Miguel Ganga, Angola
Adalgisa Fernandes, Cape Verde
Mustafa Mahmood, Iraq
Teresa Hevia, Mexico
Jose Guadalupe Hernandez, Mexico
Isabel Otero, Colombia
Ada Fishta, Albania
Mireille Ndayra, Lebanon
Ahmed A. Wahed, Egypt
Ketevan Maisuradze, Georgia
Giorgi Ezugbaia, Georgia
Fegus Lipenga, Malawi
Sam Jones, United Kingdom
Atem Oben Henry Ekpeni, Cameroon