



Cambodian Community of Practice

OF VOICE CAMBODIA LINKING & LEARNING





This publication is from the Voice Cambodia Linking and Learning Team of Live & Learn Cambodia.

Project Coordination Team

Makara Phan, Linking and Learning Project Manager

☎ (+855) 96 263 5917

✉ makara.phan@livelearn.org

Ms. Thaileak Nak, Linking and Learning Senior Project Officer

☎ (+855) 96 559 3578

✉ thaileak.nak@livelearn.org

Live & Learn Cambodia

Building 54, St.598, Boeung Kok II, Toul Kork, Phnom Penh

(+855) 89 300 307

cambodia.office@livelearn.org

www.livelearn.org

Design

Norah Lay, Communication Volunteer of Live & Learn Cambodia

✉ norahlay24@gmail.com

Text

Voice Cambodia Linking and Learning Team, Community of Practice

This booklet was published with the support of Voice and is available online.

CONTENTS

01

WHAT IS A COMMUNITY OF PRACTICE?

02

THE CCOP OF LINKING & LEARNING

03

CAMBODIAN COP MAPPING

- The Cambodian CoPs 16
- CCoP-Co-Initiative Ideas 26
- CCoP Outputs 27
- Summary of CCoP Journey (Illustration) 38
- Lessons Learned 40





What is a Community of Practice?



What is a Community of Practice?

A Community of Practice (CoP) is a group of people who share a concern or a passion for something. They do and learn how to do better as they work together regularly.

Domain:

Shared question or key issue



Practice:

Learning by Doing



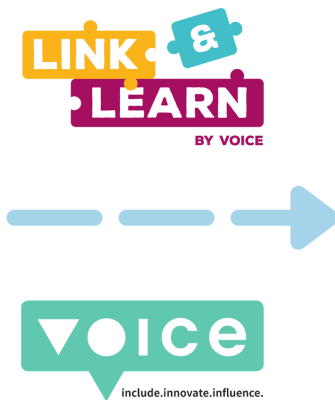
Community:

Members who work together



**Comm
of Pro**

CoPs are made up of a Domain, Practice & Community. They share a key issue, which they learn more about by collaborating as a community. The Linking and Learning team of Voice makes space for the CoPs to fully use their potential by supporting them with amplification and capacity strengthening workshop trainings. In these they connect through linking and learning amongst their peers.

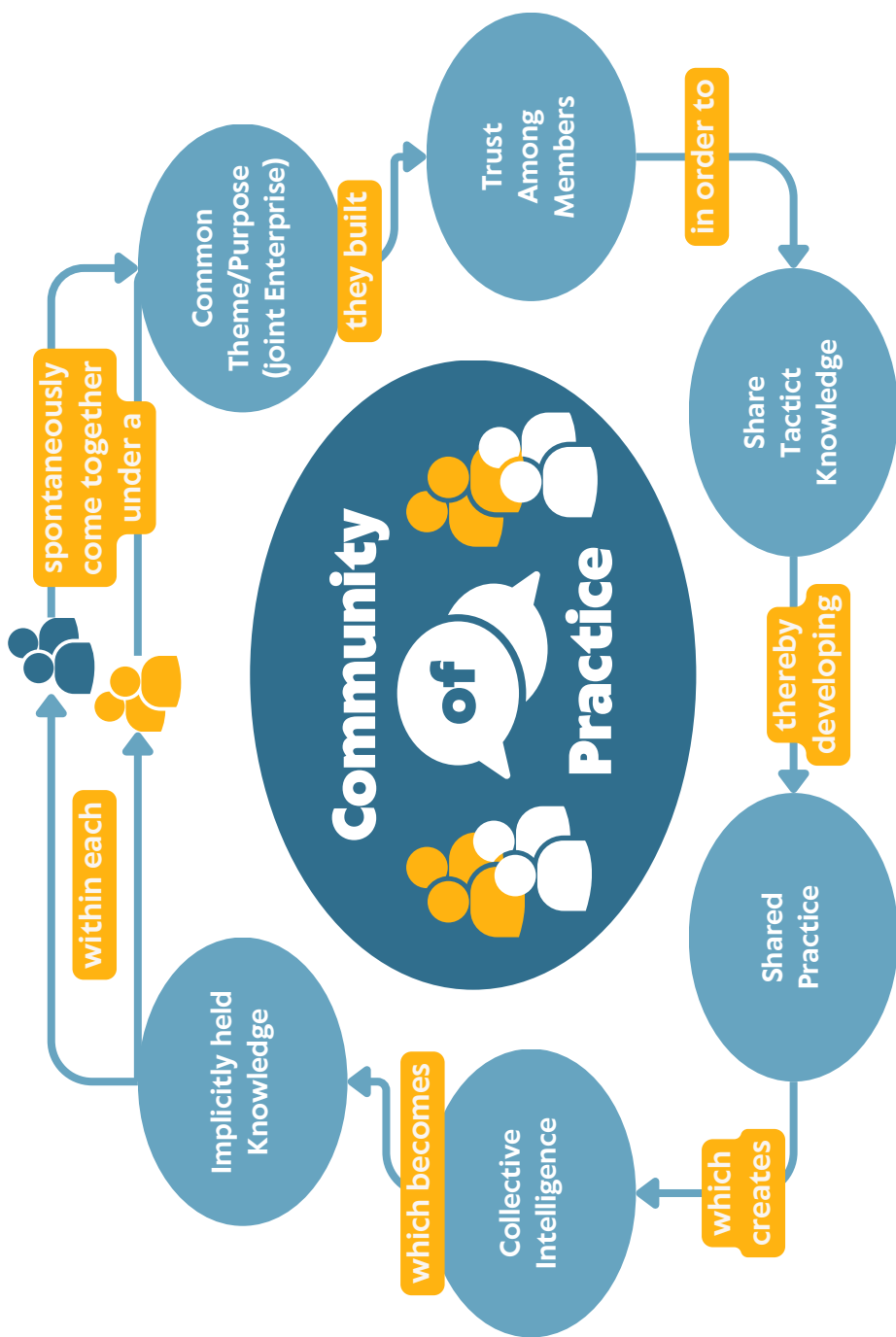


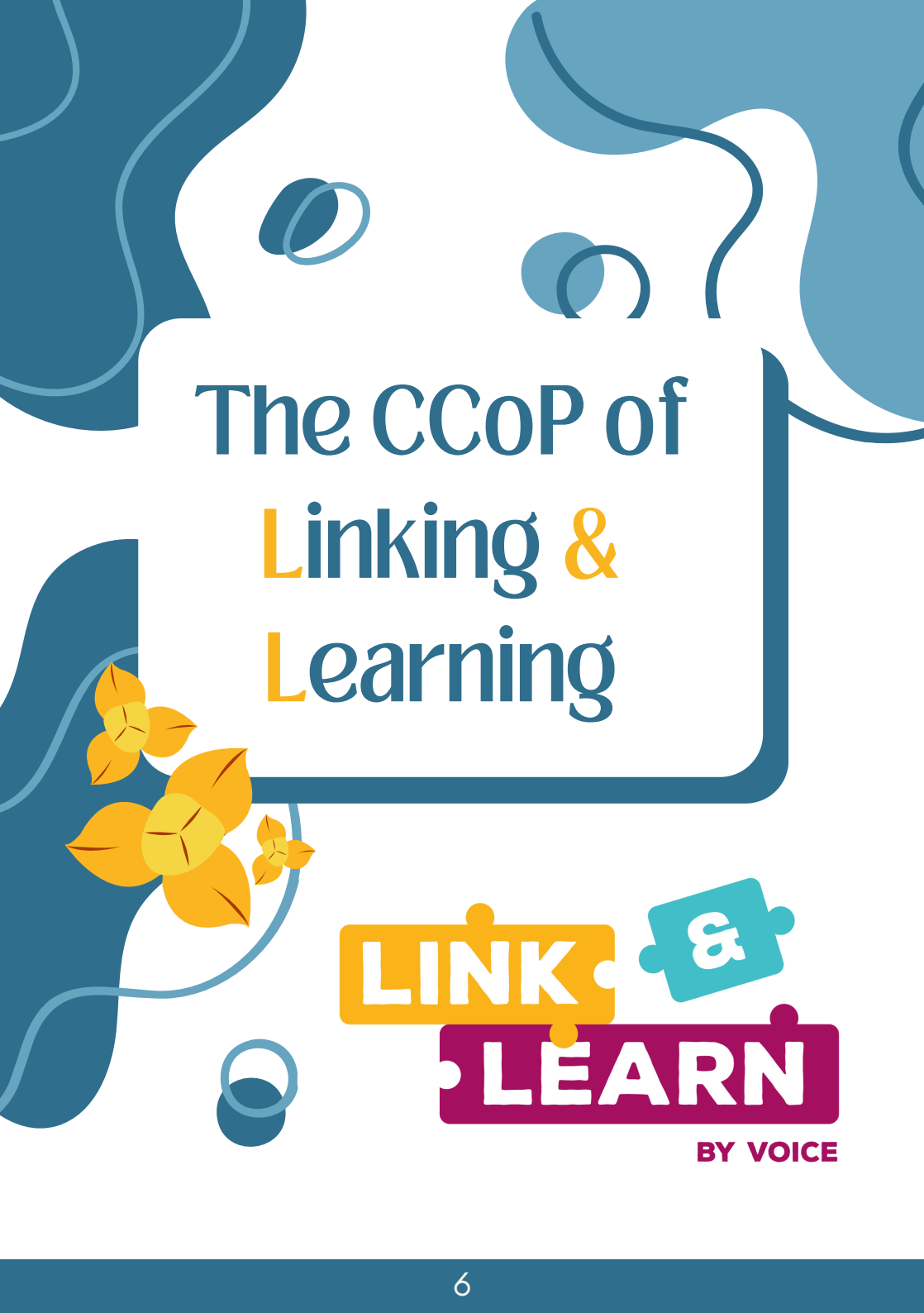
Other characteristics are building **trust** between the members, focusing on **improving** and **innovating** their practices, coming up with objectives and temporary **goals**, meaning that when the goal is achieved the CoP can disband. The room in which this happens can be in the physical or on online platforms.

Specific Activities must be of common interest and are linked to the community's purpose such as:

- Solving problems
- The innovation of practices
- Sharing and building knowledge
- Looking for experience under the motto of learning by doing
- Identification and use of potential (in the group and outside, other relevant stakeholders)
- Identifying and coordinating synergies
- Developing and facilitating reflections and discussions
- If applicable, visits can be part of the CoP agenda
- Knowledge mapping and gap identification

EXPLORE TEST REFLECT
EXPLORE TEST REFLECT
EXPLORE TEST REFLECT





The CCoP of Linking & Learning



BY VOICE

Introduction of CCoP

Community of Practice groups were formed and requested € 50.000 under Linking and Learning according with the memo of EURO 50K . This fund is to support joint grantee partner follow-up activities, born from their participation in Voice linking and learning processes and events. To realize and build upon ideas and actions that emerged from their interaction. Therefore, it must always be a request from at least two or more grantees. This is a beautiful opportunity to respond to the request of grantee partners and rightsholder groups to take an issue of joint concern further, to learn together, and to deepen their knowledge on a certain topic or other. Activities could be about inclusion, collaboration, joint learning, or innovations in empowerment, influencing or amplification.





*Voice Team,
Voice/Oxfam*

*Linking and Learning Facilitator
Team, by Live & Learn Cambodia*

Live and Learn Cambodia (LLC) takes a role in facilitating this practice with support from its CoP members. That specifically means taking on issues of mutual concern further, to learn together, and deepen our knowledge on a particular topic or others among CoPs. Moreover, it includes driving deeper inclusion, collaboration, joint learning, or innovations in empowerment, influencing, or amplification.



There is a committee that assess and approve the CoP's proposals and budgets. During consultation workshops and online assessments the committee supported all the CoPs and help move the CoP's work in Cambodia.

Budget Management by Linking and Learning, Live & Learn Cambodia's Policy:

Option 1: Request for project expenses made by the Linking and Learning Facilitator team by following the Live & Learn Cambodia (LLC) policy.

Option 2: Request for project expenses made by CoP representative, including request of advance and clearance. If the CoP chooses option 2, the CoP will need to sign an MoU and other requirements for the financial management.

Please refer to the template of the documents (Project proposal and budget)



Inspired by the “Linking Toward Inclusive Community of Practice” event, in which more than 17 grantees-partners and rights holders joined, we revisited the idea of how we can do better together in addressing issues that marginalized communities are facing.



In practice that means mapping the CoPs according to the five rights holder groups we identified. In the spirit of Linking and Learning we can not ignore the intersectionality within these groups which is why we come together to share our knowledge within and across the communities.



Annual Linking and Learning Reflection in Siem Reap. From March 21st to 23rd, 2023, 15 grantee partners and rightsholder groups gathered for the annual linking & learning event organized by Live & Learn Cambodia. The event aimed to enhance collaboration and engagement among all partners to boost the initiative proposal for the grant of EUR 50K. The three-day event featured various interactive activities, including a Community of Practice discussion to speed up the process and encourage grantees to initiate ideas quickly. The five CoP groups – Indigenous People, Women facing exploitation, abuse, violence, People with disabilities, Youth and elderly people, and LGBTIQ+ – actively participated in team discussions to exchange individual project implementation practices and explore innovative, creative, and inclusive solutions. L&L also encouraged grantees to reflect on their existing groups and how they could be improved in terms of working and group structure. The platform served its purpose well, helping activate and promote dialogue among the five CoP groups to initiate ideas or develop joint proposals for the grant of EUR 50K.





The Linking and Learning Team of Live and Learn Cambodia has conducted many capacity-strengthening sessions with grantee partners to support their project implementation and journey as an organization. With additional resource support to implement linking and learning activities among grantee partners, CoPs became more alive and allowed grantee partners to develop and pitch new, collaborative ideas. This is a beautiful opportunity to respond to the request of grantee partners and rightsholder groups to take on collective issues, learn together, and deepen their knowledge on specific topics.

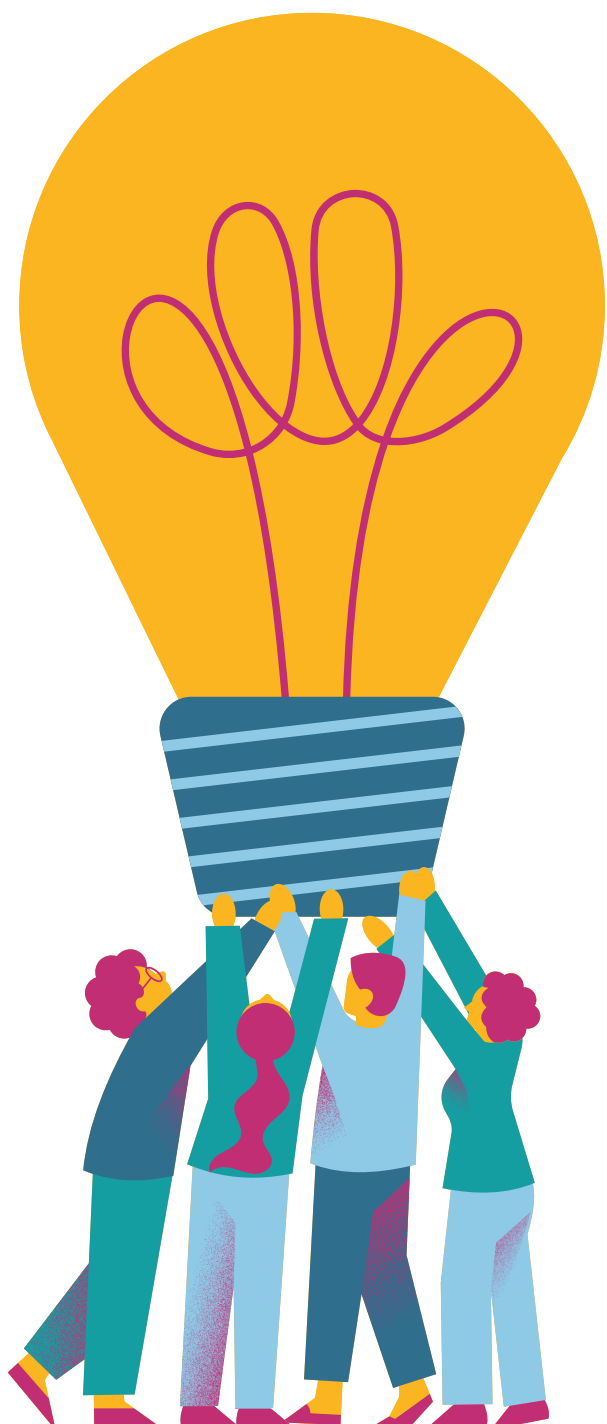
Through the project cycle management training, CoP women have devised an initiative to explore real CoP work in Cambodia to prototype the first CoP work in 2023.



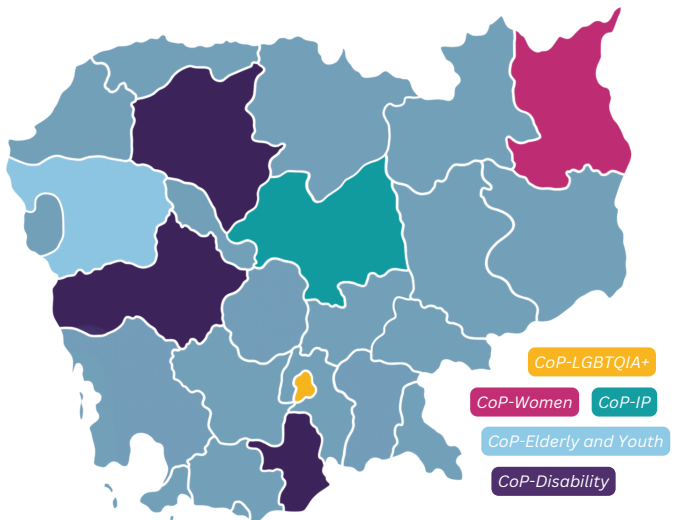
To help the CoPs develop their project ideas, the Linking and Learning Team provided two consultation workshops to help them develop project proposals and connect with relevant stakeholders who are working around inclusion and amplifying the voices of the marginalized. The first consultation workshop was held from the 8th to the 10th of November, 2023. The aim was to convey knowledge about project proposals, define vital activities, and develop budget plans. Engaging with relevant stakeholders was also essential for CoP to explore the opportunities and ideas around the CoP's work.



The second consultation workshop was held for three days (13-15 December 2023). The consultation followed the previous one to support the 3 CoP groups with 10 members to complete their CoP project proposal and budget plan. The workshop covered two main aspects. The policies and procedures on the financial management of the CoP proposed projects and the practical work on developing the project proposal, budget plan, and draft agenda of each primary activity.



Cambodian CoP Mapping



CoP-LGBTQIA+ People

Project ideas - Unfolding LGBTQ+ journey: *embracing diversity, equality, and inclusion*

The public's awareness of the challenges faced by LGBT couples and individuals is lacking. This project aims to bridge this gap by capturing heartwarming documentary videos that celebrates the power of love, acceptance, and the power of love to overcome even the toughest obstacles. The stories follow a beautiful LGBTI couple as they navigate life together, facing the challenges and triumphs of being true to oneself and the power of love from their families. The project will feature resilience, courage, and unwavering commitment to each other, leaving audiences moved and inspired. The project is a bold step towards creating a society that embraces diversity, inclusion, and equality by documenting the real-life experience of LGBTQ+ couples, celebrating Month of Love (February) by documenting families and their LGBTQ+ children through acceptance stories, and raising awareness about the LGBTQ situation and rights to the public. It also highlights the challenges faced by LGBTQ couples, especially in Cambodia, where there is no legal marriage for LGBTQ couples.

Co-creations Initiatives:

- Celebrate Month of Love online campaign by capturing Family acceptance
- Document 3 LGBTIQ Love stories videos, and
- Physical video screening to celebrating IDAHOT's Day

Members:

- Love is Diversity (LiD)
- Women Peace Makers (WPM)



PRIDE!



◆ CoP-Women

Project Ideas - Women's Voice towards Inclusive:

The intersectionality rightsholder group in communities often lacks access to ID-Poor cards and health equity fund cards, hindering their ability to access information, education, and social activities. They also face trauma from domestic violence and abuse, which can be emotional, physical, or economic. The community lacks access to sign language and social support for deaf individuals. Phase II of the project, linked to Phase I of CoP Women, aims to promote sign language in remote areas like Rattanakiri province, increase the capacity of five rightsholder groups with knowledge related to sign language, empower them to raise their voice through campaigns, and eliminate identity stigma and discrimination by gaining support from authorities to access public services. The project aims to address these issues and promote a more inclusive society for all.

EQUAL
Rights ♀



Co-creation Activities:

Phase I

- Community Solidarity for women-empowerment
- Learning and Linking Events on Freedom, Equality, and Freedom from Discrimination

Phase II

- Advocate and promote sign language with five rightsholder groups in the Community in Rattanakiri province
- Organize amplify campaign for celebrate the International Women's Day

Members:

- ARV User Association (AUA)
- Women Peace Maker (WPM)
- Lakhon Komnit Organization (LKO)
- Women with Disability, Leadership, Advocacy and Network (WWD-LAN)
- Khmer NGO for Education (KHEN)
- Conservative Indigenous Language organization (CIPL),
- Sign Language for All



សមាគមអ្នកប្រើប្រាស់ឆ្នាំងពន្លឺ
ARV Users Association

CoP-Disability Identity Card

Project Ideas - Researching disability identity card (DIC)

The Disability Identification Card (DIC) is a vital tool for Persons with Disabilities (PwDs) to improve their quality of life and represent the government's recognition of their disabilities. It also aids in estimating the number of PWDs and adapting policies accordingly. However, many individuals face challenges accessing the ID card, including lack of knowledge, complexities in the application process, and lack of guidance. The reasons for these difficulties vary depending on the province of residence. To address these issues, a comprehensive study involving various stakeholders is proposed. The study will involve the LGBTQ community, seniors, minorities, and women, and will be conducted by a CoP. The findings will be shared with the grantee and rightsholder, as part of a linking and learning event in Kompot province. By identifying the exact causes of these difficulties, practical solutions can be developed to improve the quality of life for a significant portion of the population.



Co-creation Activities:

- Online Workshop with Partners to Elaborate on the Inquiry and Coordinate Data Collection
- Develop a Questionnaire for Adults with Disabilities or Their Parents about Disability Card Access
- Training Partners to Spread the Questionnaire and Organize Interviews
- Conducting 300 Interviews with Individuals with Disabilities and 84 with Local Authorities (Individual or Group)
- Data Collection and Analysis
- Conduct a Workshop to Analyze and Adjust the Preliminary Report, and Find Solutions to Better Disability Card Access
- Write a Final Report with Conclusions and Recommendations to the Government and Local Authorities (Dissemination Workshop in a Big Group)
- Dissemination Meeting with Local Authorities and Government, Relevant Stakeholders

Members:

- Women with Disability, Leadership, Advocacy and Network (WWD-LAN)
- Khmer NGO for Education (KHEN)
- Representative Self-Help Disabilities Organization Batheay (RSDOB)
- Rabbit School Organization (RSO)
- Disability Development Services Program (DDSP)

CoP-Art & Mental Health and Sign Language for All

Project Ideas - Paint Your Emotion:

Hearing impairment individuals struggle with mental health due to difficulties in expressing and relaxing their emotions, leading to a loss of dreams, courage, and social participation. Sign Language and Arts and Mental Health aims to provide workshops to help deaf individuals learn new ways to express emotions, relax, and manage stress, promoting better mental health. Deaf people can learn to draw, practice, and understand that drawing is an easy way to express emotions and relieve stress. This can help them feel like sharing or spreading out, even if they can't tell anyone.

Activities

- Paint Your Emotion workshop

Members:

- Art & Mental Health (AMH)
- Sign Language for All

AMH



CoP - Elderly & People with disability

Project Ideas- “Amplify the Voice of Community through Theatre” “MOTHER”

The elderly and individuals living with a disability often face barriers in participating in various activities due to illness, disabilities, and lack of understanding of the law. They also struggle with limited access to social services, especially for those with disabilities living in severe poverty. They lack information about social assistance and protection programs and lack publicity and inclusive facilities. To address these issues, CoP of people with disabilities and older people used community theater to voice their concerns. Community theater aims to bring the stories of vulnerable people's vulnerabilities to the public audience, allowing stakeholders to hear and respond to their issues.

Activities:

- Training on the rights of people with disability and elderly
- 18 days of story script installation and rehearsal training
- Big Performance day “Mother” and reflection

Members:

- WWD-LAN/KHEN
- Help Age Cambodia (HAC)
- OPA/HAC
- LKO

**HelpAge
Cambodia**

age helps



អង្គការល្ខោនគំនិត
LAKHON KOMNIT
organization



CoP-Indigenous People

Project Ideas - Amplifying the voice of the Kui indigenous community through an Opera theatrical performance “Yike”

CoP IP has a co-initiative on amplifying the IP identity, especially on language through theatrical performances and multimedia. The project aims to promote and enhance the Kui people's indigenous language identity through theatrical performances, especially the Kui language. Performing arts is an innovative and creative approach to reflect the importance of language in community communication and encourage the next generation of Kuy youth to learn, understand, and speak the Kuy language in the community with louder and prouder. This is exciting as they will work with IP youth on stories and reflection on their crucial learning. This project is jointly implemented by IP grantee partners

Co-creation initiative activities:

- Script story installation
- 4 x 2 days training to core actor IP youth
- Exhibition, and performance on “Chheutéal's Shad”

Members:

- Organization for the Promote of Kui Non-Governmental Organization (OPKC)
- Phum Asia



CCoP-Co-Initiative Ideas

Project ideas in 2023

CoP-Woman Phase I: "Women's Voice towards Inclusive"

Project ideas in 2024

CoP-IP: Amplifying the voice of the Kui indigenous community through an Opera theatrical performance

CoP-OPA & PwD: Community theatrical performance of people with disabilities (PwD) and elderly.

CoP-Women phase II: Advocating and promoting sign language, running a campaign to celebrate International Women's Day in the community.

CoP- LGBTIQ+: Unfolding LGBTIQ+ journey: embracing diversity, equality, and inclusion

CoP-Art & Mental Health and Sign Language for All: "Paint Your Emotion" for deaf and people living with hearing impairments.

CoP- Disability Identity Card: Researching disability identity card (DIC).

CCoP Outputs

“Women’s Voice towards Inclusive”

“Community Solidarity for Women Empowerment”

29th October 2023, Rattanakiri Province

This was the first CoP-Women workshop that was conducted by the AVR Users Association (AUA), Women Peace Maker (WPM), Lakhon Komnit Organization (LKO), Conserve Indigenous Peoples Languages Organization (CIPL) and Women with Disabilities Leadership and Advocacy Network (WWD-LAN). The workshop aimed to create a safe space for rights holder groups, reduce stigma and discrimination against them and collaborate to address common concerns of the rights holders. Representatives from each rights holder group voiced their experiences and made everyone present aware of each other’s humanity. Participants left the training with the courage to raise their voice in unity to advocate for their rights.



Video:
*“Women’s Voice
toward Inclusive”*

“

***Call us by our name -
not by our disability!***

And to my peers: raise your voice!

”

*Sopheha, women with disability and representative of
CoP-Women*

“Linking and Learning Event for Freedom, Equality, and Freedom from Discrimination”

11th - 12th December 2023, Rattanakiri Province

Following the success of the first activity the CoP-Women team conducted their second workshop with the aim to put an end to discrimination through joining hands with various stakeholders. The main objective of the event was to provide the opportunity for the five rightsholder groups to meet and connect closely with diverse stakeholders by sharing their respective stories and challenges. After taking part in CoP-Women events twice, participants came to the realization that they are not alone on this path. They feel seen, heard and empowered. All of them requested the team to host more events like this since they are eager to participate and contribute in the effort to eradicate identity-based discrimination.

“

After my pregnancy I went to a hospital in Kampong Chhnang and felt down when I found out that I have HIV. I was discriminated against by my relatives and family. My son also killed himself because of the discrimination. I urge everyone to not discriminate people living with HIV anymore.

”

Person living with HIV who shared their story at the workshop



Article:
*“Linking and Learning
Event for Freedom,
Equality, and Freedom
from Discrimination”*



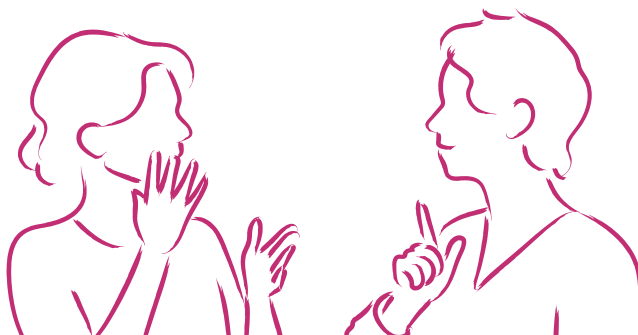
“Advocate and promote sign language with five rightsholder groups in the community”

25th - 26th February 2024, Rattanakiri Province

In this workshop the CoP-Women introduced their new member: Cambodian sign language. The purpose of this very engaging meeting was to spread more awareness about the deaf community and their sign language. Promoting sign language in the community, especially in remote areas like Rattanakiri province, where no institution or NGO has a deaf development program is very important to the CoP-Women. The days were filled with informative presentations about inclusive language, facts about sign language and deaf people and/or people with hearing impairments. Deaf people shared their own experiences and were involved in teaching basic sign language to the participants. The lessons on sign language were very engaging and playful and left everyone excited to learn more. Overall, the workshop was a valuable experience for everyone involved, and the participants left with a newfound sense of empowerment and hope for a more inclusive future.



*Video of learning
results*



“Organize amplify campaign for celebrate the International Women’s Day ”

5th February 2024, Rattanakiri Province

The event highlights the diversity of five communities and highlights the challenges faced by each group. Local authorities play a crucial role in supporting and maintaining the system. Around 89 participants, including women living with HIV, LGBT, elderly, and disabled people, participated in the campaign. The event was attended by representatives from the National AIDS Authority, Ratanakkiri Provincial Hall, Department of Women's Affairs, Department of Health, Ratanakkiri Provincial Department of Social Affairs, and target groups such as HIV, disabled, elderly, LGBT, indigenous people, and less young students. The program was held at Banlung City Kindergarten and participants were encouraged to match up with passers-by on the street.



Video of CoP Journey

“Amplifying the Kui Indigenous identity through theatrical performance and multimedia”

January - March 2024, Kompong Thom

The performance on March 8, 2024, was a landmark event in this project, drawing over a thousand participants from the Kui and other communities. This event showcased the results of the intensive training program, where indigenous youth performed a Khmer Opera in their native Kui language. The stories performed were rooted in the Kui community's heritage, reflecting their traditions and current societal challenges. Playing traditional games further enriched the experience of participants, making it an educational and celebratory event. Reflecting on the project's journey it's evident that the challenges of tight timelines and rigorous training schedules were met with unprecedented community support and dedication. This event was a vivid illustration of the power of the arts in promoting cultural identity and community solidarity, marking a significant step forward in the ongoing efforts to preserve the cultural heritage of the Kui people.



*Video of CoP project
journey and full
performance*



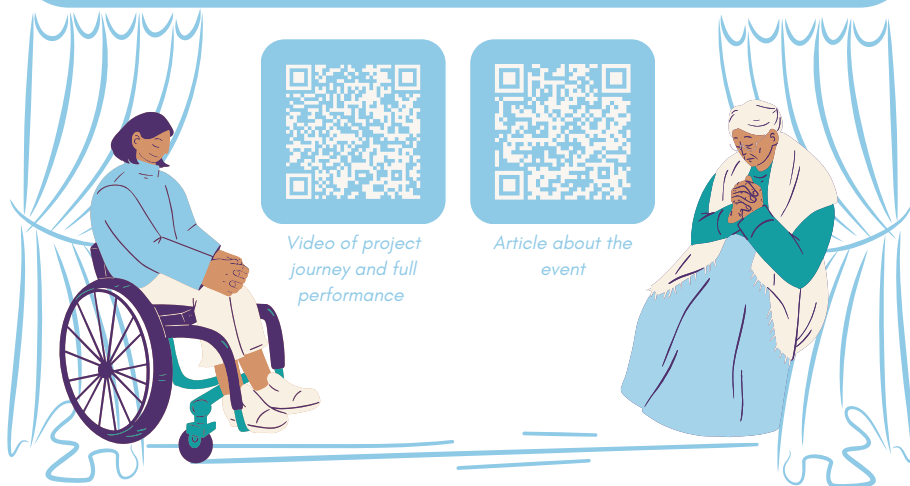
*Amplifying posters for
the performance*



“Amplify the Voice of Community through Theatre” ***“MOTHER”***

1st - 2nd of March 2024, Battambang

At 2pm, the event forum theater to amplify the voices of the community started. 15 performers consisting of elderly people, women who suffered from domestic violence and people with disabilities, did their best to convey the struggles of their life and people like them. In the audience were local authorities, stakeholders and many more who felt empowered after witnessing the performances. Listening to these stories with empathy and care encouraged everyone to find solutions to more effectively access appropriate public services for them. All in all, the first CoP-PwD & Elderly (WWD-LAN, LKO, OPA, HAC) event found success in raising awareness about the challenges and appropriated needs of people with disabilities and elderly people through a theatrical performance based on real stories.



“Unfolding LGBTQ+ Journey: Embracing Diversity, Equality, and Inclusion!”

February - May 2024, Phnom Penh

To celebrate IDAHOT this year LiD in collaboration with Women Peace Makers organized a film screening event. The program contained a touching storytelling of a lesbian woman and three videos of LGBTQIA+ couples. The videos documented a relationships between a woman and a trans-man and all of them had a different story to tell. In between the video screening the audience got to enjoy two live lip-syncing performances by two individuals of the LGBTQIA+ community. After each video screening participants shared their thoughts and appreciation for the program. The evening ended with an engaging Kahoot quizz and a lucky-draw game with 10 lucky winners.



Amplifying posters



Video screening



Video campaign



Researching disability identity card (DIC)

January - May 2024

The DIC is predominantly known by individuals identifying as having a disability. However, knowledge remains limited regarding the utility of this card and the means of obtaining it. Therefore, only a minority of the respondents owe a DIC.

Geographical area and type of disability have a significant impact on access to the DIC.

People with disabilities who registered mentioned very few difficulties in the registration process. However, some improvements can be implemented.

Local authorities are fulfilling their role in providing information and registration. Nevertheless, the methods used could benefit from diversification to promote greater awareness among people with disabilities.

Schools are largely unaware of the existence of the DIC. However, they could play a key role in the dissemination of information and follow-up for people with disabilities.

NGOs play a significant role in educating and assisting people with disabilities in registering for the Disability Identification Card (DIC). Better coordination with schools and local authorities would facilitate the registration of individuals.

Paint Your Emotion

May 26 2024, Phnom Penh

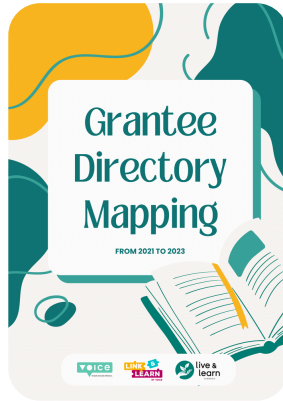
The workshop started by everyone getting to know each other to allow everyone to feel safe, connected, and comfortable. During the workshop, the participants learn about the art of painting, how to draw, and how to practice drawing by understanding the basics of holding a pencil and brush for painting and drawing, using colors, and mixing colors. Understand the relationship between painting and emotion, and practice drawing by learning to connect emotions with colors and images and express that emotion with coloring using colors that are meaningful in line with the emotions you want to express.

At the end of the workshop, the participants can connect their feelings to art and put their emotions into their paintings by using different colors to express their emotions on the paper.

We believe that deaf people obtain another tool to put their minds or emotions that cannot be expressed in words into painting or drawing. That will eventually help them to feel relieved and hopeful.




*Learn more
about the grantee
partners:*



(QR-Code at the end)

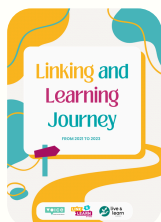




The **MORE**
you **REFLECT**
the **MORE**
you **LEARN**

Summer CCoP J

Learn more about
the contents of
these events:



(QR-Code at the end)

Project Cycle Management and CoP & CoS Consultation

**Annual Linking &
Learning workshop
Siem Riep 2023**
CoP Reflection

*Walk-Talk to CoP Step
One*



Linking Toward Inclusive CoP

*Exploring a way to
establish CoP*



Fundraising and Resource Mobilization

*Walk-the-Talk to CoP
Step Two*

Summary of Journey

**Five (5) CoP
established and
awarded**

**CoP & CoS
Consultation
Workshop**

*Reflecting &
Exploring with
Exitement*

**Intersectionality
Approaches in
CCoP**

*Storytelling
Raising awareness
ARTvocacy
Community theatre
Study and research based
Opera theatre in Kui language (Yike)
Amplification and documentation
Trajectory linking and learning RHG
Build ownership for joint idea and
Synergy among CoPs*

Reflection

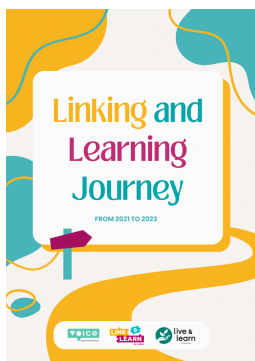
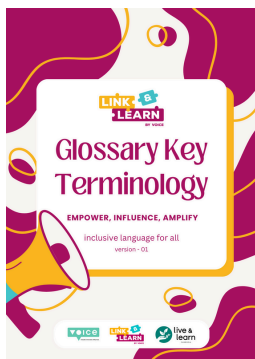
*Refecting,
Exploring,
Testing*

Lessons Learned



LACK OF Support
Recourses **CCOP**
Administration
Operation Cost **emerge**
NEW IDEAS Visibility
Documentation
Ownership of **CO-CREATION**
Facilitation
Compromising
Building Relationships
COLLABORATION
with **Stakeholders**
Amplification
TAX Regulation
Lessons Learned
CCOP TEAM SPIRIT
IN ACTION Adaptability
Flexibility
Intersectionality
EMPOWERING
Creativity
Timing
Schedule
SAFE-SPACE Expand
National **COMMUNITY** Create
Department local authorities

Check out our other Publications!



The Cambodian Communities of Practices are integral to the Linking and Learning program. This is a joint grantee partner follow-up activity born from their participation in Voice linking and learning processes and events. To realize and build upon ideas and actions that emerged from their interaction. Therefore, it must always be a request from at least two or more grantees. This is a beautiful opportunity to respond to the request of grantee partners and rightsholder groups to take an issue of joint concern further, to learn together, and to deepen their knowledge on a certain topic or other. Activities could be about inclusion, collaboration, joint learning, or innovations in empowerment, influencing, or amplification.



*Check out the
online version!*

