

Capacity Building for Watershed Management Stakeholders in Trinidad and Tobago

Orientation workshop

*NIHERST/ NGC National Science Centre, Corner Old Piarco Road
& Churchill Roosevelt Highway, D`Abadie*

Wednesday 8th May, 2013



RBC Royal Bank

A project managed by the Caribbean Natural Resources Institute (CANARI)

Table of Contents

1	Introduction	1
2	Participants	1
3	Objectives.....	2
4	Method	2
4.1	Welcome and introductions	2
4.2	About the project.....	3
4.3	Capacity assessment	3
4.4	Understanding terms	3
4.5	Creating a workplan	3
4.6	Creating the storyboard for the video case study	3
4.7	Evaluation and close.....	4
5	Findings	4
5.1	Welcome and introductions	4
5.2	Capacity assessment	4
5.3	Understanding terms	6
5.4	Workplan	6
5.5	Storyboarding	6
5.6	Expectations and evaluation.....	6
6	Conclusion, lessons and recommendations.....	7
	Appendix 1	- 1 -
	Appendix 2	- 1 -
	Appendix 3	- 1 -
	Appendix 4	- 1 -
	Appendix 5	- 1 -
	Appendix 6	- 1 -
	Appendix 7	- 1 -
	Appendix 8	- 1 -



RBC Royal Bank

1 Introduction

Forest removal coupled with the current and expected impacts of climate change will compromise the availability and quality of freshwater, a critical resource in Trinidad and Tobago. Locally, there have been various initiatives to encourage water conservation and to protect and manage watersheds. These efforts have however, not been able to sufficiently nor sustainably reverse nor reduce the causative issues which compromise freshwater quantity and quality. There is a need therefore to improve the systems which are in place for watershed protection while simultaneously encouraging public awareness and participation in water conservation.



Photo 1.1 Participants discuss watershed concepts with resource person, William Trim (standing). Photo courtesy: Farzaana Baksh

CANARI has undertaken the *Capacity Building for Watershed Management Stakeholders in Trinidad and Tobago* project under its 'Forest and Livelihoods' thematic programme. The goal of this project is to improve the community-based management of watersheds in Trinidad and Tobago through building the capacity of community groups involved in watershed management, to share lessons learnt and best practices in watershed management among each other and to enhance their skills in communicating how their work contributes to clean, safe drinking water.

This project involves the execution of four different project activities which are to be informed by an assessment of project participants to evaluate the capacity of project participants in organisational and watershed management. The one-day national workshop provided project participants with the opportunity to discuss the results of the assessment, contribute to the development of a project work plan and develop a story board for documentation of lessons learnt and experiences on watershed management in Trinidad and Tobago.

2 Participants

11 groups attended the workshop. All the groups participated in the capacity assessment. Groups were geographically spread throughout Trinidad and Tobago. Three groups were from Tobago while the other eight groups originated from areas such as Piparo (central Trinidad) and Matura (north Trinidad). Two representatives from each group were invited to attend the workshop. Several groups sent only one representative including Nature Seekers and Fundamentals Cultural Group. All participants remained engaged in the discussions and were able to offer direction for the project.



RBC Royal Bank

The list of participants for the workshop is shown in Appendix 1.

3 Objectives

The workshop objectives were to:

- introduce the project;
- introduce community groups to one other;
- present and discuss the assessment of the capacity of the project participants;
- develop a work plan for the execution of the project;
- facilitate the development of a story board for the video documentary;
- facilitate sharing of experiences in watershed management by groups; and
- obtain feedback and a commitment of groups to take part in the project.



Photo 3.1 Participants and facilitators at the orientation workshop. *Photo courtesy: Farzaana Baksh*

4 Method

4.1 Welcome and introductions

The agenda for the workshop is shown in Appendix 2. The workshop began with a welcome and introduction. The project team (facilitators, consultant and resource persons) was introduced. Participants were asked to tell the plenary:

- their name;
- their organisation; and,
- their expectation that was written on a paper leaf and placed on an expectation tree that was drawn on flip chart paper.

In an icebreaker exercise, the first participant was asked to complete the sentence “I went into the forest and saw...” using the letter A. The next participant was asked to repeat the sentence including the "A" word and adding a "B" word. Each successive participant added another letter of the alphabet until all the participants had a turn. The donor, RBC Royal Bank also attended the opening session to



RBC Royal Bank

document the proceedings for a press release. The representatives were asked to introduce themselves.

4.2 About the project

A PowerPoint was shown to present the ground rules of the workshop, objectives, activities, duration and funding of the project. The presentation is shown in Appendix 3.

4.3 Capacity assessment

The capacity assessment of 15 groups involved in the NRWRP was completed as part of the project was presented and the findings discussed. The assessment will be used to guide the implementation of the project. The presentation is shown in Appendix 4.

4.4 Understanding terms

Participants were asked to work in four groups to use craft material to define the term 'watershed'. They were asked to put in the boundaries, resources, impacts, users and activities to deal with the impacts in their theoretical watersheds. At the end of the exercise, each told the group plenary its definition of watershed. The facilitators then discussed the meaning of 'watershed' and showed a slide with the definition. They also used PowerPoint to discuss the meanings of 'capacity' and 'stakeholder'. The presentation is shown in Appendix 5.



Photo 4.1 Participants discuss a point with a facilitator. *Photo courtesy: Farzaana Baksh*

4.5 Creating a workplan

A workplan of the next project activities was created. These included meetings on organisational management and networking. The time and location of those activities were also discussed.

4.6 Creating the storyboard for the video case study

One of the activities for the project is to create a video case study to document and share lessons learnt and best practices and, to highlight the experiences of these stakeholder groups in watershed protection. The facilitators explained that a storyboard was the method used to document the content of the video. Participants were divided into four groups as the previous exercise and asked to come up with scenes they would like to see in the video based on the following questions:

1. How did you get involved in watershed management? (Florescent green)¹
2. What do you do? (Orange)
3. What are the challenges? (Pink)
4. What do you want to do? (Blue)
5. Are you making a difference? (Yellow)
6. What have you learnt? (Regular light green)

After discussion within the groups, groups drew scenes for each of the questions on coloured sheets of paper provided. The groups then presented their sheets to the plenary. The sheets submitted for each question for all the groups were discussed and some sheets were selected by the plenary for inclusion in the story board. The scenes will be captured and edited over the next 12 months by the facilitators and the participants.

4.7 Evaluation and close

An evaluation form was distributed for the participants to complete (see Appendix 8). A slide with images of faces was shown and participants asked to say which depicted their feelings about the orientation workshop. The expectations were discussed and a group photo taken. The workshop was then closed.

5 Findings

5.1 Welcome and introductions

During the introduction sessions, the participants told the plenary about things that were happening in their watersheds. These included fires in Tobago and implementing alternative livelihood options in an area in south Trinidad.

Participants chose to highlight abstract components of the forest rather than listing flora and fauna. Participants listed sightings such as 'awareness', 'beauty' and a 'future.' The representative from RBC Royal Bank, Abby Brathwaite, Communications Officer - Business Communications, said that she was delighted to attend the opening and will be drafting a press release on the workshop. Ms. Brathwaite said that the RBC Royal Bank believed that water stewardship was an important aspect of life and the organisation was committed to bringing clean water to people globally. The photographer accompanying Ms. Brathwaite said that he had a personal interest in environment and photographs nature regularly.

5.2 Capacity assessment

15 groups participated in the survey that was conducted over the telephone and e-mail. Major findings from the capacity assessment included:

¹ Colours in brackets denote the coloured sheets of paper used for each of the questions.



RBC Royal Bank

- Less than half the groups had strategic plans
- Species selection is directed from outside the groups for 11 groups
- Although all the groups maintained some records, they all asked to build their capacity to monitor and evaluate their work.
- The major needs identified were in technical aspects of watershed management (e.g. soil conservation training) and funding.

The findings from the capacity assessment are shown in Appendix 4.

Although all the groups present indicated that they were comfortable with the information presented, several key discussion points arose.

- One of the expected outcomes of the National Reforestation and Watershed Rehabilitation Programme (NRWRP) was that the groups would build their skills in silviculture. The assessment revealed that the programme had contributed to building skills but 11 of the groups did not select trees to be planted in the watersheds. Some of the groups believed that they had added to their local knowledge on species selection for their particular watershed through participation in the programme; however, species selection was retained by the Reforestation Office despite their increased capacity. They believed that since they had intimate experience in their watersheds they should be involved in selection.
- Only five of the groups had undergone training in soil conservation which is a key skill in effective watershed management.
- In addition to the needs identified in the assessment, groups also asked for training to identify seedlings of local trees.
- The groups were asked about record keeping to track staff, plants used, where planted and other relevant information to their effective operation. Some were concerned about the number of records they were asked to keep; not many of the groups kept copies of the all reports submitted to the NRWRP. It was noted that record- keeping was a step to improve the functioning of

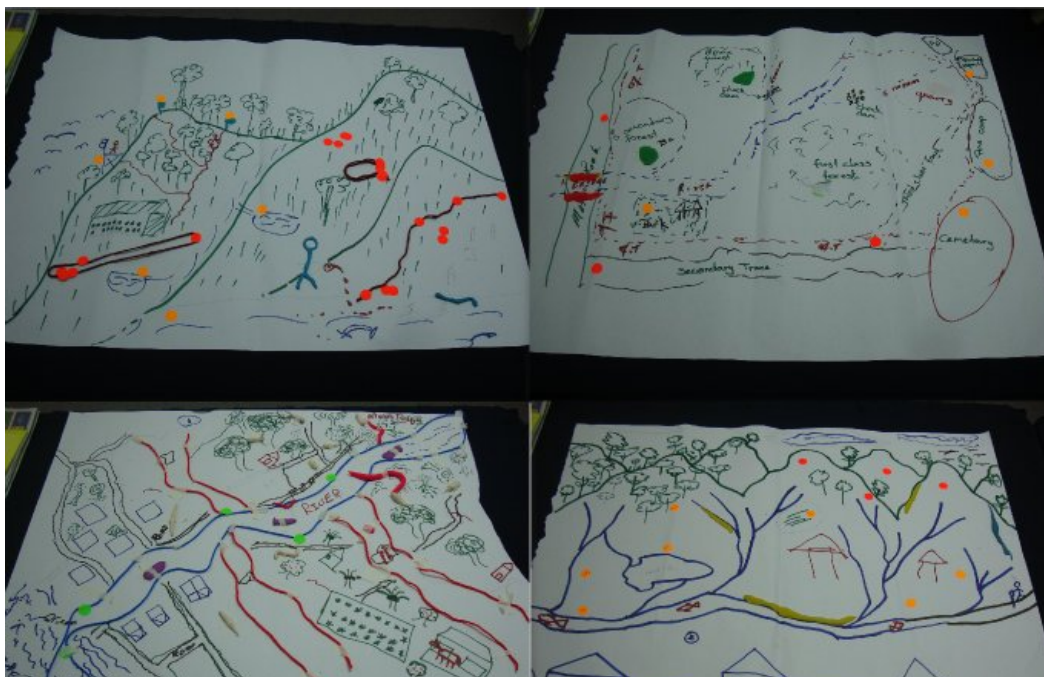


Photo 5.1 Watersheds created by the participants. Photo courtesy: Farzana Baksh



organisations as it provides an opportunity to assess progress.

5.3 Understanding terms

Building the theoretical watershed was a creative tool that helped the participants to fully understand the meaning of several terms associated with its management. The groups were able to identify the main elements in the concept of watershed management and depict the relationships and interactions among the components. The watersheds created are shown in the photographs following in Photo 5.1 and some of the analyses shown in Appendix 5.

Several definitions of 'watershed' were given by the facilitators and resource persons. Some are included in the slide presentation shown in Appendix 5. It was also noted that geography alone is not always used to define a watershed. The Department of Natural Resources and the Environment reported that the Water and Sewerage Authority's (WASA's) uses geographic boundaries for the designation of watersheds.

5.4 Workplan

Given the findings of the capacity assessment, the participants asked for training in organisational management, networking and proposal development as the first activities under the project. The newspaper articles looking at the importance of watershed management will begin to appear in June 2013. The workplan is shown in Appendix 6.

5.5 Storyboarding

The elements of the storyboard are shown in the photographs in Appendix 7. Storyboards one to five were completed during the session. It was decided that storyboard six would be completed near the end of the project.

5.6 Expectations and evaluation

At the start of the day participants were asked to share their expectations of the workshop in plenary. They either wanted to learn more about watershed management or to network with the groups that were present. Participants were able to learn about the various groups participating in the project during the introduction session and breaks; networking was achieved. The one-day national workshop focused on setting the direction for the project activities. There was no real learning of watershed management though aspects it was discussed while looking at the capacity assessment.

Participants indicated that they had fun in the workshop and were excited to continue with the project. The written evaluation revealed that all the participants enjoyed the workshop and liked that they were able to learn about watershed management from each other.



6 Conclusion, lessons and recommendations

The objectives of the workshop were achieved.

- Facilitators introduced the project by showing a PowerPoint presentation with the objectives, activities, duration and funding for the project.
- Participants introduced their community groups to each other during the introduction session and were also able to share information with each other during the breaks.
- The capacity assessment was presented and discussed and the participants were able to give greater insight into the findings.
- A workplan was developed for the execution of the project.
- A storyboard was developed for the video documentary chronicling the importance of watershed management to water security in Trinidad and Tobago.
- The workshop was able to facilitate sharing of experiences in watershed management among groups.
- Facilitators were able to obtain feedback and a commitment from groups to take part in the project.

The participants remained engaged throughout the workshop and were excited about the project.

Lessons learnt and recommendations included:

- Conducting the capacity assessment helped the facilitators and participants to understand gaps in the watershed management. This facilitates tailoring the project activities to address some of these gaps.
- Facilitating an interactive session on key terms and concept in the first meeting of project participants contributes to building an agreed understanding of project activities and expected outcomes of the project.
- Including project participants in planning the activities increases project ownership and buy-in.

Appendix 1

Participants list

No. of persons	Name	Organisation	Address	Telephone Number	Email Address
1	Constance Lalman	La Fillette Village Council	Cor. Paria Main Road & Cemetery Street, La Fillette	368 0219	
2	Georgiana Boodoo	La Fillette Village Council	Cor. Paria Main Road & Cemetery Street, La Fillette	356 1587/726 8093	
3	Carl Fitzjames	Brasso Seco Tourism Comm. Group	Brasso Seco, Paria	669 6054 493 4358	carlfitzjames@hotmail.com
4	Alicia Madoo	Brasso Seco Tourism Comm. Group	Brasso Seco Paria	713 7380 332 4620	
5	Kenrick Skeete	Royal Maintenance	224 Mootoo Street, Marabella	313 4111 340 1842	
6	Savitri Sankar	Royal Maintenance	224 Mootoo Street,	313 4111	



RBC Royal Bank

No. of persons	Name	Organisation	Address	Telephone Number	Email Address
			Marabella	391 7278	
7	Kemba Jaramogi	Fondes Amandes Reforestation Project	Fondes Amandes Hill, St. Ann's	471 2051 750 1716	facrp2@gmail.com
8	Cowin Collett	Fondes Amandes Reforestation Project	Fondes Amandes Hill, St. Ann's	328 4298	
9	Anthony Cordner	Fundamentals Cultural Group	Speyside Housing Scheme	354 6238	
10	Lyndon Glasgow	Anse Fromager	P.O. 133, Scarborough		meave54@hotmail.com
11	Jay Ann Joseph	Anse Fromager	P.O. 133, Scarborough	324 4054	ansefromagercamp@gmail.com
12	Winston Arnold	Mitagual Unified Community Development	Petit Bourg, San Juan	395-8527	arston_GJ@yahoo.com
13	Brandon Francis	Mitagual Unified Community Development		329 6998	brandonfrancis30@yahoo.com
14	Christo Adonis	Santa Rosa Carib Community	No 19 Calvary Hill, Arima	367 8121	cristo_adonis@hotmail.com



RBC Royal Bank

No. of persons	Name	Organisation	Address	Telephone Number	Email Address
15	Natasha Shepherd Valentine	Santa Rosa Carib Community	Arima	398 4233	
16	Richard Smith	Sundew	LP33, Guatapajaro Road Caratal	725 0253	smithrlc@yahoo.com
17	Bernice Copeland	Sundew	L.P. # 121 Main Road, Cumuto	482 6712	bernicecopeland@hotmail.com
18	Suzan Lakhan	Nature Seekers Inc.	10¼ mp Toco Main Road Matura	868 398 3038	suzanlakhan@natureseekers.org
19	Delmond Edwards	Argyle Village Environmental Protection Group	Argyle	868 359 5040	delmondedwards@live.com
20	William Trim	DNRE	Scarborough	868 326 4364/363 1283	trim20031@gmail.com



RBC Royal Bank

Appendix 2

Agenda

Capacity building for watershed management stakeholders in Trinidad and Tobago

NIHERST/ NGC National Science Centre, Corner Old Piarco Road & Churchill Roosevelt
Highway, D`Abadie

Wednesday 8th May, 2012

OBJECTIVES

The **workshop objectives** are to:

- introduce the project;
- introduce community groups to one other;
- present and discuss the assessment of the capacity of the project participants;
- develop a work plan for the execution of the project;
- facilitate the development of a story board for the video documentary;
- facilitate sharing of experiences in watershed management by groups; and
- obtain feedback and a commitment of groups to take part in the project.

DRAFT AGENDA

8:30 – 9:00	Registration	
9:00 – 10.00	Welcome, introductions and expectations	Keisha Sandy
	Objectives and overview of the workshop	Neila Bobb- Prescott
	Overview of the project	
	Establishing ground rules	



RBC Royal Bank

	Report of results of capacity assessment	Neila Bobb- Prescott
10:00 – 10:30	Break	
10:30 – 12:30	Development of project work plan	Neila Bobb- Prescott Keisha Sandy
12:30 – 1:30	Lunch	
1:30 – 3:00	Development of a story board for the video documentary	Raynaldo Phillips, Keisha Sandy
3:00 – 3:30	Selection of themes for newspaper articles	Neila Bobb- Prescott
3:30 – 4:00	Wrap up and close.	Neila Bobb- Prescott



RBC Royal Bank

Appendix 3

About the project (presentation)



RBC Royal Bank

Appendix 4

Capacity assessment (presentation)



RBC Royal Bank

Appendix 5

Understanding terms (presentation and findings)



RBC Royal Bank

	Group 1	Group 2	Group 3	Group 4
Boundaries	Main Ridge with main river, tributaries Ocean Agriculture plots Housing	Main road Secondary trace Cemetery and private land Alpine forest River	End of the roadway Three mountain peaks	Hillside Stream
Resources	Water Food Animals Trees	River with 2 tributaries	Lumber Animals Tree Medicinal plants Fish Clean air Clean water	Crabs Crayfish Clean water Lumber Wildlife
Impacts	<i>Positive impacts</i> Food Tours Agriculture <i>Negative impacts</i> Quarrying Pollution from upstream activities- sewer, gardening with chemicals	Quarry Roads Burning (forest fires) Erosion Illegal charcoal burning hunting Tours Identification of species	Slash and burn agriculture Flooding Soil erosion	Chemicals to catch crayfish and crab that kill them Fires Squatting Illegal hunting and burning
Activities to deal with impacts	Replanting trees Fire traces Check dams	Fire traces Check dams Hiring the charcoal burners	Education Check dams Rehabilitation of the forests	Nursery Regularise some of the areas to minimise squatting



RBC Royal Bank

	Group 1	Group 2	Group 3	Group 4
	Education	into NRWRP programme Working with government to reduce burning Regular patrols and education Signage	Fire traces	Education and awareness
Stakeholders (groups and interests)	NGOs	Hunters Hikers Loggers Tour guides Charcoal burners	Hikers Farmers Eco tourism Hunters Bird watchers WASA EMA Forest managers	Hikers Fishers Swimmers Hunters
Definition	Ecosystem Representing community Human activities	Forest, Area protected for environment to remain in place		Area where there are trees, rivers, streams and rivers



RBC Royal Bank

Appendix 6

Workplan

Activity	When?	Where?
Organisational management (How to manage the organisations?)	Wednesday 12 th June 2013	Nature Seekers, Matura
Networking	Wednesday 26 th June 2013	NIHERST/NGC National Science Centre
Proposal development	July	Santa Rosa First People Community

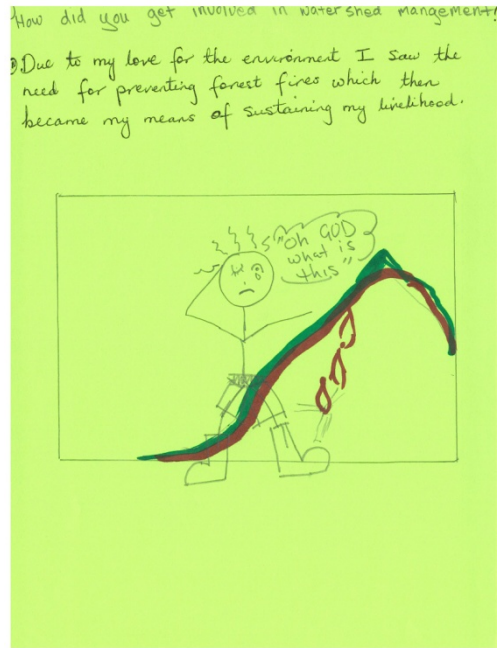
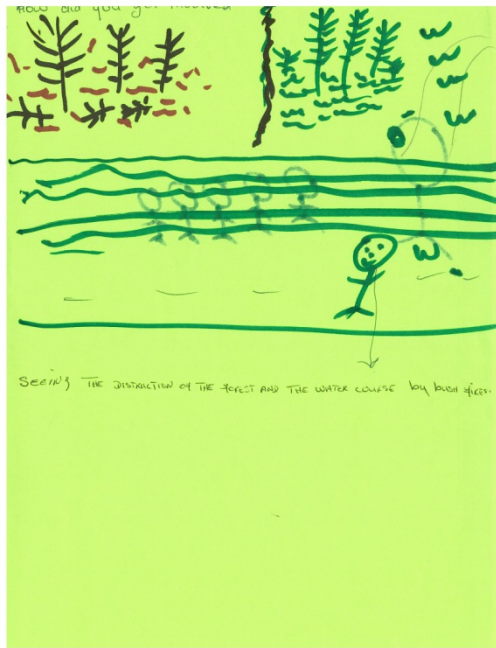


RBC Royal Bank

Appendix 7

Storyboard for the video case study

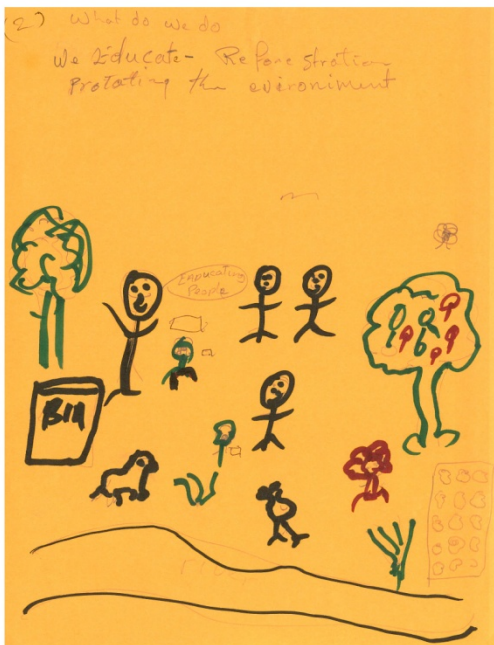
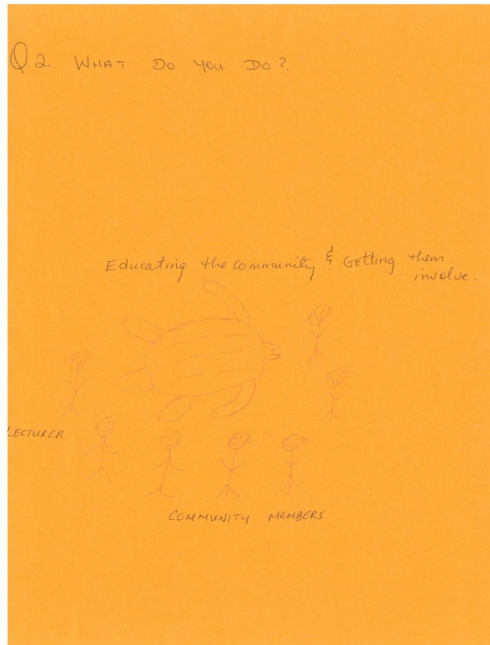
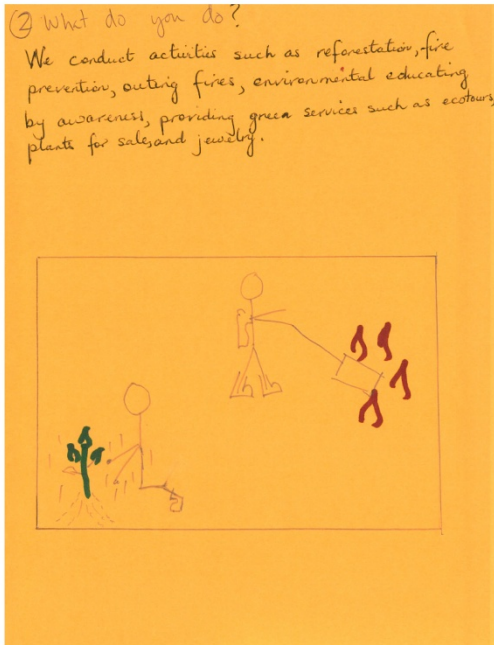
Storyboard 1: How did you get involved in watershed management?





RBC Royal Bank

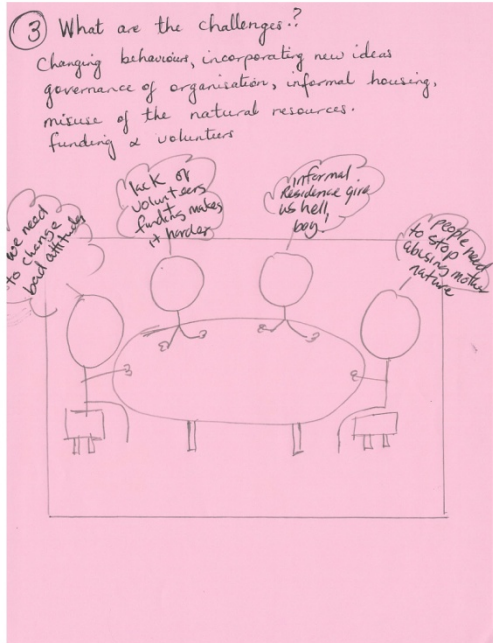
Storyboard 2: What do you do?





RBC Royal Bank

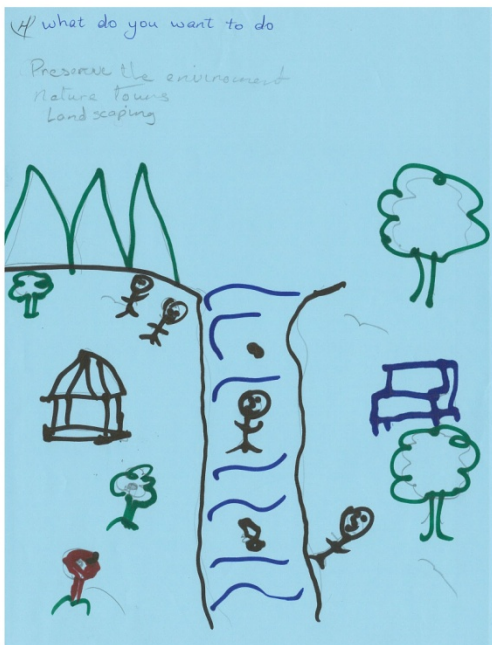
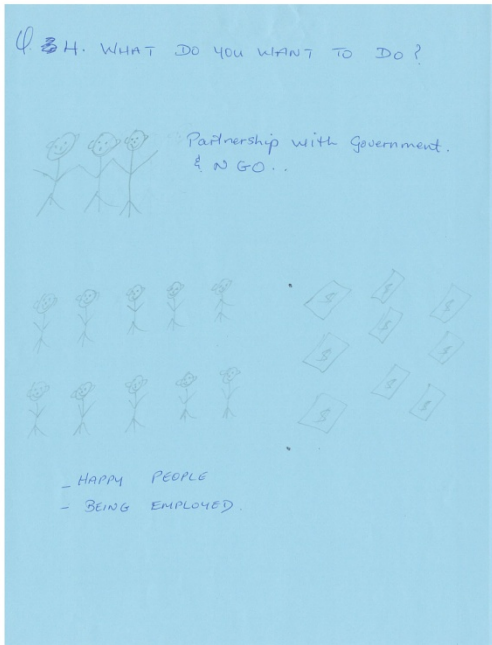
Storyboard 3: What are the challenges?





RBC Royal Bank

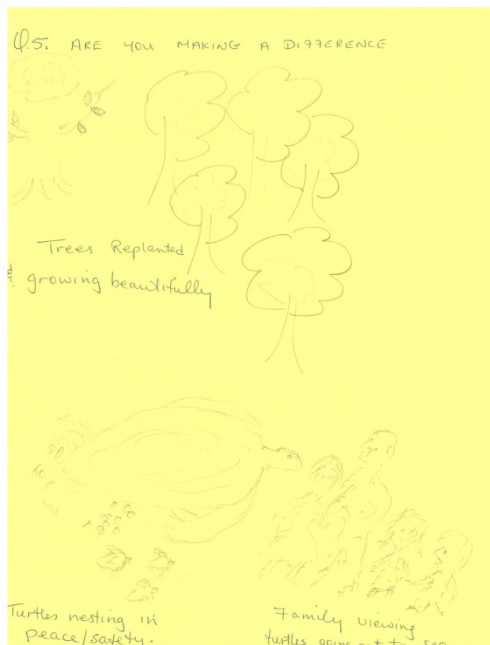
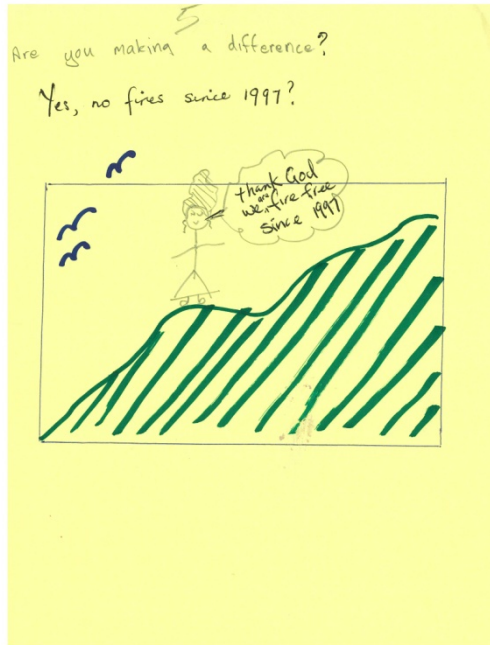
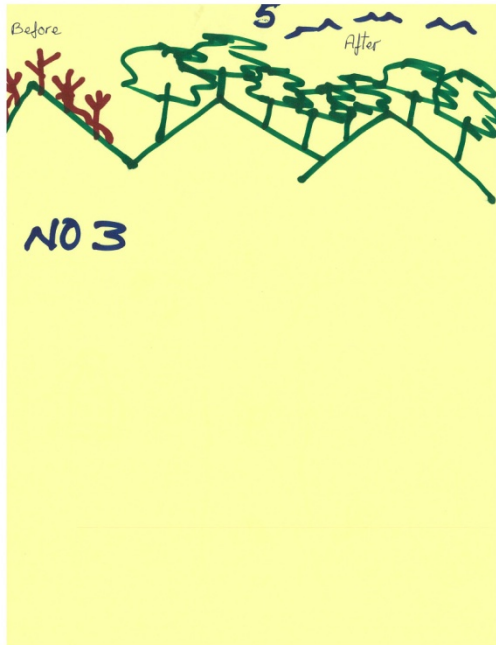
Storyboard 4: What do you want to do?





RBC Royal Bank

Storyboard 5: Are you making a difference?





Appendix 8

Evaluation form



Capacity building for watershed management stakeholders in Trinidad and Tobago

NIHERST/ NGC National Science Centre,

Corner Old Piarco Road & Churchill Roosevelt Highway, D`Abadie

Wednesday 8th May, 2012

Workshop evaluation form

1. Did you find the meeting useful in learning about improving how your organization operates?

Yes 17

No

Please explain:

- By bringing everyone on board working together as a team
- This meeting to me was very useful. I learnt things that can benefit my organisation in its daily runnings
- Because I enjoy this organization
- I learnt about watershed management stakeholders
- Each community or organization has different challenges that we all can learn from
- In building capacity of forest/watershed management
- Yes, because this exercise is very timely for us. We are going into new forest and watershed management. The info is quite useful
- Networking. Sharing information



RBC Royal Bank

- By learning
- Help NGO and CBO to work as a team
- Yes I learnt how other people think and do things
- By getting useful information to take back to my organisation
- Sharing what I learnt

2. What is the most important thing that you learned / understood / felt from this meeting?

- Within myself it gives me a great understanding
- Having knowledge and experiences
- That working with/partnering with the other groups we can work together can achieve goal
- I learnt about the watershed management
- Development of the story board for the video documentary
- Partnering and or networking is very important for us to take care of our natural environment
- Everything was important
- Watershed management
- That you can actually learn from others experiences. It takes involvement from everyone to make a difference and accomplish the task
- What some of the other groups are doing
- What is the definition of a watershed. The honesty of the presenters
- Understanding
- In this meeting I learned about the watershed and understand that it takes more than on hands to get the job done
- To help capacity building and networking
- Almost everyone want the same thing and have the same problems
- The most important thing I learnt from the meet is what is a watershed
- I finally understand what watershed means

3. What did you like about this workshop?

- I get the joy and feeling that make me glad
- Everything
- The interaction and meeting the other group members
- Everything
- I like everything about this workshop because it is about learning different things and carrying it back to you NGO group and extension your village
- The information shared and the linkages and similarity between organizations
- How it was structured
- Very interactive
- Very interactive and clear, precise and informative



RBC Royal Bank

- Activities to get information from participants
- The democracy
- We had lots of fun
- The workshop the group work good together and everyone was friendly
- This workshop help to educate me in the way forward
- It was fun and you could understand what is going on
- The interaction among the groups
- I felt comfortable with the host of this program

4. What did you dislike about this workshop?

- Everything was good
- Nil
- Nothing I can think off
- Nothing
- Nothing
- No
- Tea station should have been outside
- Lunch was late
- I liked this workshop
- Nothing
- Nothing
- I enjoyed everything

5. Which sessions did you find particularly useful:

- All
- Development of story board
- Sitting and speaking with other people
- I find the development story and documentary useful with the things we learnt
- The newspaper series
- All
- Development of video story
- All of the sessions was quite useful
- 'Story board' makes us aware that we need to capture/document more of our own work
- Development of a story board
- Everything
- Everything
- All
- I find all the sessions was useful
- Development of a story board for the video



RBC Royal Bank

- Evaluation, wrap up, selection of themes for newspaper articles

6. How could the workshop have been improved?

- By keeping more meeting very often
- Well not that I can think of
- No need to improve
- More time
- More time
- Can't think about anything just yet
- Bigger space
- More movement; too long sitting
- No way
- Give more time to explain
- Inviting more groups

7. How would you rate the following areas of the workshop structure and delivery? Please tick one for each area.

	Very Good	Good	Fair	Poor
Clarity of objectives	11	6		
Content	10	5		
Materials	8	7	1	
Facilitation	10	5		
Practical sessions	9	6		
Relevance to your needs	8	7		

Any additional comments on the above:

- Yes, very good
- Keep up the good work with communities
- No



RBC Royal Bank

- Good way forward for us as a collective group
- Each participant needed a note book
- No
- No



RBC Royal Bank

8. Do you or your organisation have any additional training needs (that you have not identified already)?

- We need training so that we can be stronger
- Will inform in future
- Yes
- Tree identification, land assessment, watershed management. nursery production, estate management
- No
- No

Any other comments:

- I wish more people of my organisation can take part to benefit as I am doing
- Well Done
- No

Thank you!