

## Curriculum Vitae for Sue Holden

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### Key skills and areas of expertise

- Training and facilitation
- Qualitative and quantitative research
- Writing, analysis and editing
- Funding research and writing proposals
- Project management
- Participatory evaluation and M&E tools
- Mental health and wellbeing
- Gender and sexual health rights
- Support to asylum seekers and refugees
- Children and young people living with HIV

### Education

The Flinders University of South Australia Feb 93 - Feb 95

- Masters in Development Studies with High Distinction
- Awarded a scholarship under the Commonwealth Scholarship and Fellowship Plan

The University of Hull Oct 86 - July 89

- First Class BA Joint Honours Degree in Economics and Geography
- Awarded the Marchant Prize for Geography

### Employment

**Research Associate: Lancaster University** Feb – Aug 23

*The Bay: A Blueprint for Recovery* is a project using green social prescriptions and community events to support mental health and enhance the environment. As part of an evaluation of its work I was responsible for interviewing stakeholders, creating surveys and running focus groups, along with analysis of all data generated by the evaluation and by the project's own monitoring and evaluation processes.

**Consultant: Butterfly Conservation** Dec 21, on-going

I worked with conservation staff and volunteers to evaluate the impact of their Heritage Lottery funded work in Morecambe Bay, and then provided support to the Community Interest Company which emerged from that project. I have just finished writing and laying out a series of 11 leaflets for local landowners explaining how they can help rare butterflies and moths.

**Training Associate: Mental Health UK** Dec 20, on-going

I deliver training in mental health resilience with teachers and young people aged 14 to 18 using the *Bloom* curriculum. This involves orientating the teachers to the programme and co-delivering it with them in a series of seven sessions with students.

**Consultant: Global Link** Nov 19, on-going

I conducted two participatory evaluations of Global Link's work supporting asylum seekers and refugees in Lancaster (funded by the Big Lottery). I am now providing on-going monitoring evaluation support for the social impact they have through their next five year project.

**Consultant: TrueMark Ltd** Feb 17, on-going

I undertake editing for TrueMark's work with Savills concerning bids and tenders for eco-retrofit building projects.

**Consultant:** *Salamander Trust* April 17 – Feb 21

I provided occasional support to the Trust and its trainers' platform in Uganda, particularly concerning budgeting, seeking funding, monitoring and evaluation, and writing journal articles.

**Consultant:** *Lancaster University* Feb 19

I co-facilitated exploratory workshops with members of the Wellbeing Economy Alliance, the Green Economy Coalition and academics.

**Consultant:** *Dance4Life* Oct 17 – May 18

I undertook deep editing of the three part operations manual that Dance4Life was developing for its franchise partners. Key tasks were to lighten the tone, make the language accessible, reduce the length of the manual, and ensure that the contents were coherent and consistent.

**Consultant:** *Salamander Trust* Jan 13 to March 17

I was the Project Manager for the trust's project of developing, testing and publishing the *Stepping Stones with Children* training package. My role involved budgetary control, liaising with and reporting to donors and our publisher, contracting consultants. I also contributed to: writing and editing the training materials; devising the monitoring and evaluation system; and organising training workshops and evaluation activities.

**Consultant:** *STOP AIDS NOW!* Dec 15 to Sept 16

The task of revising the jointly published 'Planning and Support Tool' involved consulting stakeholders in different Dutch NGOs, getting feedback from users in Africa and Asia through group discussions and an online survey, a literature review, and then rewriting and updating the tool. I also produced an interactive spreadsheet version of the tool.

**Consultant:** *Dance4Life* April to Sept 15

I developed the manual '*Making It Happen! Training young people to advocate for their sexual and reproductive health and rights*' based on training activities which Dance4Life had developed.

**Consultant:** *STOP AIDS NOW!* Dec 12 to Jan 14

I created training tools for a project in Malawi which aims to improve the quality and uptake of integrated HIV and reproductive, maternal and neonatal health services. The tools are to be used in work with groups of women with HIV, advocates from among them, and with health workers and service managers.

**Consultant:** *Churches Trust of Cumbria* Jan 12 to April 13

I provided technical support to the Trust's sustainability assessment of over 400 churches, including piloting the research method and training staff in data analysis.

**Consultant:** *STOP AIDS NOW!* Jan 12 to April 12

Used data from two quantitative surveys across ten countries to create an accessible summary of the baseline research results for the project 'managing HIV in the workplace'.

**Consultant:** *SAfAIDS* Sept to Dec 11

Researched and wrote the booklet '*Know Much More About HIV*' as part of SAfAIDS' support to workplace responses to HIV. Rather than repeat the usual facts and ABC of HIV prevention, I set out 26 different ways in which individuals can reduce their risk of acquiring HIV, along with steps to take to create a supportive workplace.

**Consultant:** *STOP AIDS NOW!* Dec 10 to May 11

Analysed data from SAN!'s gender development project, and used it to produce '*The Big Picture*'. It encapsulates lessons from their efforts to integrate HIV prevention with work for human

rights and gender equity, and contains tools I developed to help organisations respond to the bigger picture of HIV, rights and gender.

**Consultant:** *Rutgers Nisso WFP* Nov to Dec 10

Based on the organisation's consultations with young people I wrote the booklet '*A Different Way*' to inform young women about sexual orientations and their rights.

**Consultant:** *Miscellaneous NGOs, consortia, and donors* Oct 04 to Dec 10

Short-term work regarding mainstreaming HIV for NGOs (Diakonia Sweden, Norwegian People's Aid, Cordaid, Tearfund, Dance4Life, Danish Church Aid, Hivos, ICCO, CARE Denmark, Oxfam Novib, Oxfam GB in Uganda, STOP AIDS NOW! and Rutgers WPF), NGO consortia (Dóchas in Ireland, Aidsnet in Denmark, and the UK Consortium on AIDS and International Development), and bilateral donors (DANIDA and GTZ), delivering training on mainstreaming HIV in development work, along with and advising on mainstreaming strategies.

**Consultant:** *INTRAC* Jan to Nov 10

Evaluated INTRAC's HIV and the Workplace Learning Group using an on-line survey, interviews, observation of the group's workshop, and a workshop session to generate impact cascades from members.

**Consultant:** *Oxfam Uganda* Oct to Dec 09

Wrote the booklet '*Break Another Silence*' about human rights and marginalized sexualities, aimed at making Oxfam staff more aware of the issues and less discriminatory.

**Consultant:** *STOP AIDS NOW!* Aug 09 to Aug 10

As part of the expansion of a project supporting CSOs to manage HIV in the workplace, I reviewed the use of the pilot phase tools, and created a new guide, '*Managing HIV in the Workplace*' for civil society organisations.

**Consultant:** *Oxfam International* April to June 08

Researched and wrote the briefing paper '*Failing Women, Withholding Protection*', advocating that UNAIDS and others should invest in and promote female condoms.

**Consultant:** *Oxfam GB & Oxfam Novib* March to Sept 07

Assisted in the design and presentation of plans to expand the 'We Can Stop Violence Against Women' campaign.

**Consultant:** *STOP AIDS NOW!* Oct 06 to Dec 07

I worked with Ugandan organisations and their donors to improve their budgeting for HIV/AIDS workplace programmes.

**Consultant:** *Oxfam Novib* Mar 06 to Dec 07

Researched and wrote guidance for Programme Officers on how to stimulate, support and monitor their partners' efforts to mainstream HIV/AIDS in their work.

**Consultant:** *STOP AIDS NOW!* Oct 05 to Mar 06

Researched, negotiated and wrote the '*Good Donorship in a Time of AIDS*' guidelines, in which five Dutch NGOs commit themselves to supporting their partners to develop workplace policies for chronic illnesses, including access to treatment for AIDS.

**Consultant:** *World Health Organisation* Oct 05 to Dec 05

Devised and field-tested evaluation protocols to assess the effects of an orientation programme for health workers, using a mix of qualitative and quantitative methods.

**Consultant:** *UNAIDS* May 04 to Jan 05

Presented a paper at UNAIDS' session on mainstreaming at the 2004 International AIDS Conference, then co-wrote a UNAIDS strategy note on the topic.

**Consultant:** *Oxfam GB, ActionAid & Save the Children UK* Dec 03 to May 04

Wrote the book 'Mainstreaming HIV/AIDS in Development and Humanitarian Programmes', which sets out the rationale for, and challenges of, mainstreaming HIV and AIDS in a short and accessible format.

*Time off:* maternity leave July to Nov 03

**Consultant:** *Oxfam GB, ActionAid & Save the Children UK* July 00 to June 03

Researched and wrote the book, 'AIDS on the Agenda', about the challenge of mainstreaming HIV and AIDS in development and emergencies work, based on desk research and case studies from field programmes.

*Time off:* maternity leave June to Aug 01

**Consultant:** *World Health Organisation* Mar 00 to May 01

Devised evaluation tools for a training package concerning adolescent health.

**Consultant:** *DFID India* Aug to Sept 99

I acted as the Social Development Specialist in a team evaluating the DFID-funded Healthy Highways project.

**Research Associate:** *Lancaster University* Nov 98 to Dec 99

Conducted a public consultation and participatory review of two community projects which aimed to promote sustainable development.

**Project Coordinator:** *ActionAid-UK* Sept 97 to Oct 98

Managed the Stepping Stones project, developing the use of participatory approaches to sexual and reproductive health work.

**Consultant:** *ActionAid-UK* June to Aug 97

Undertook research into new funding sources for ActionAid's HIV and advocacy work.

*Time-off* cycling in New Zealand and Japan. Jan to May 97

**Consultant:** *Oxfam GB* Nov to Dec 96

Conducted field research in Kenya as part of a wider evaluation of Oxfam's Arid Lands Information Network.

**Research Associate:** *Lancaster University* Oct 95 to Nov 96

Responsible for research and monitoring of a government-sponsored project aimed at promoting sustainable lifestyles through community-based environmental activities.

**Consultant:** *Strategies for Hope* June 95 to April 96

Undertook a participatory evaluation in Zambia and Tanzania to assess the impact of the Strategies for Hope project. Facilitated a stakeholders' workshop to review the evaluation's findings and a logframe planning workshop to act on them.

*Time-off* cycle touring from Kathmandu to Delhi. Mar to May 95

**Researcher:** *ActionAid-Uganda* May to July 94

Engaged in research to assess staff members' attitudes towards HIV, and their understanding of AIDS as a development issue. Wrote up the findings as an interactive workbook.

**Programme Officer:** ActionAid-Uganda

July to Dec 92

Coordinated the process of selecting and establishing a new programme area on the border with Zaire (now DRC).

**Programme Funding Officer:** ActionAid-UK

Sept 89 to June 92

Held joint responsibility for securing and monitoring all funding to ActionAid from official sources including the EC, ODA (now DFID) and UN agencies.

### **Key publications and reports** (mostly available at [www.sueholden.org.uk](http://www.sueholden.org.uk))

Holden S and A Yuille (2023): *Evaluation of The Bay: A Blueprint for Recovery*, July 2023

Holden S (2022): *Evaluation of Butterfly Conservation's Morecambe Bay Woodlands Project*, September 2022

Holden S (2022): *Refugee Matters: Preparing for Life and Living in the UK*, Final external evaluation covering Years 1 to 5, from June 2017 to May 2022, July 2022

Holden S, VLZ Gordon-Dseagu, G Gordon et al (2018): Building resilience to adverse childhood experiences: An assessment of the effects of the Stepping Stones with Children training programme on Tanzanian children affected by HIV and their caregivers, *Health Education Journal*, DOI: 10.1177/0017896918787217

Riziki J F and S Holden (2016) '*Stepping Stones with Children: Counselling Guide*', Practical Action Publishing, Rugby UK.

Gordon G with N Chiziza, S Holden, F Kilonzo, P Kiwira, W Manyama, E McAdam, and A Welbourn (2016): '*Stepping Stones with Children: A transformative training for children affected by HIV and their caregivers*', Practical Action Publishing, Rugby UK, DOI: 10.3362/9781780448930.

Holden S and J Reinders (2016): '*Evidence and Rights-based Planning and Support Tool for Empowering Approaches to SRHR Education with Young People*, Rutgers and STOP AIDS NOW!, Amsterdam

Holden S with S van Esch (2015): '*Making It Happen! Training young people to advocate for their sexual and reproductive health and rights*', dance4life, Amsterdam

Holden S (2012): '*Know Much More About HIV: Staying Positive and Healthy in the Workplace*', SAfAIDS, Pretoria

Holden S & J Bushee (2011): '*The Big Picture: A Guide for Implementing HIV Prevention that Empowers Women and Girls*', STOP AIDS NOW!, Amsterdam

Holden S (2011): '*A Different Way: Young Women, Their Sexual Orientations and Their Sexual Rights*', Rutgers WPF, Utrecht

Oxfam (2010): '*Break Another Silence: Understanding Sexual Minorities and Taking Action for Sexual Rights in Africa*', Oxfam, The Hague

Holden S (2010): '*Managing HIV in the Workplace: A Guide for CSOs*', STOP AIDS NOW!, Amsterdam

UNAIDS (unattributed to me) (no date): '*Support to Mainstreaming AIDS in Development*', UNAIDS Secretariat Strategy Note and Action Framework, 2004-2005, UNAIDS, Geneva

Holden S (2004): '*Mainstreaming HIV/AIDS in Development and Humanitarian Programmes*', Oxfam Skills and Practice Series, Oxfam GB Publications, Oxford

Holden S (2003): '*AIDS on the Agenda: Adapting Development and Humanitarian Programmes to Meet the Challenge of HIV/AIDS*', Oxfam GB Publications, in association with Save the Children UK and ActionAid, Oxford

## Other

I play saxophone in a three piece band, and also sing acapella with three other women, putting our own (amusing) words to well-known songs. I'm also the volunteer coordinator of a City of Sanctuary project which has repaired and recycled over 500 bikes and loaned them to asylum seekers and refugees. I run and cycle to keep fit, and love to walk and run in the mountains.

## References

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