



# REPRODUCTIVE HEALTH INNOVATION EXCHANGE

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## Club Courage for Midwives: Building Resiliency through Peer Support

Innovation presented by: Jhpiego and ThinkPlace

<b>Problem statement</b>		
Midwives around the world face stress, trauma, and even violence. We sought to increase peer-to-peer sharing and support to improve midwifery resilience and quality of life.		
<b>Circle of Care stage</b>		
<b>Before:</b> Creates Enabling Environment Sets Supportive Norms	<b>During:</b> Builds Trust Improves Provider Behavior	<b>After:</b> Reinforces Linkages Supports Behavioral Maintenance
<b>Audience(s)</b>		
Healthcare workers or managers, program implementers, program designers, program evaluators		
<b>Country of implementation or design</b>		
Mali		
<b>Outcome(s) of interest</b>		
We hope to encourage an openness to sharing stressful experiences, increase peer support, and improve self-care practices among midwives. We theorize that midwives who feel supported will be better able to provide respectful and empathetic, quality care to the patients.		
<b>The innovation</b>		
Club Courage consists of a card deck with four categories (care for self; care for patients; care for family; and care for colleagues). Each category includes relevant topics (e.g., moments of pride; self-compassion). Each topic card includes discussion questions along with evidence-based advice for support followed by affirmations. Club Courage can be used in various ways, but we recommend implementation in small groups of eight to 12 peer midwives. The development of this innovation was informed by design research conducted by ThinkPlace in partnership with Jhpiego.		



### **Why you should consider adapting and scaling this innovation**

After pilot testing with 290 midwives in Mali in June 2022, Club Courage resonated deeply. “I am so satisfied, I understood that in the world there are people who take care of midwives.” They expressed that having a space to talk about difficult parts of their job was “de-stressing” and “problem-solving.” “We are stressed ... when the midwife's phone rings, I'm always afraid ... . This kit will reduce our stress so we can advise each other ... and help each other to fix things after shift.” Midwives commented that work-related trauma may develop into depression if midwives lack resources for emotional support, so the idea of having a resource to help was very welcomed. As the saying goes, “one cannot pour from an empty cup”: if caregivers’ own emotional, physical, and intellectual needs are not met; they cannot be expected to continue providing tireless quality, respectful care. Club Courage is innovative because it’s for midwives, by midwives.

### **Resources needed to adapt or scale this innovation**

Club Courage can be implemented with minimal resource requirements for maximum impact. The main resource requirements are related to contextualizing and printing of the prompt cards; costs associated with selection and orientation of midwives and the salary/level-of-effort of two individuals to coordinate the intervention. Once selected midwives are oriented on the use of prompt cards, they will voluntarily take the lead in organizing and take turns facilitating the meetings. Implementers should take least three months for the planning phase, time that will be used to adapt the cards to local context, site selection, identification of midwives, and the design and ethical approval of the evaluation tools. The intervention should run for six months, with one meeting per month, before implementers conduct the final evaluation.

### **Implementation recommendations**

- Building buy-in was key. To do so, we worked closely with the Malian Department of Health, the local health centers, and the leadership of the health centers.
- We hosted a “facilitators’ orientation” to help introduce the lead midwives to the concept, answer questions, and practice with the cards.
- The biggest challenge is translation, as the local Malian language is spoken, not written. We’re looking into layering an audio-based component. Furthermore, we are working to continue to validate the concept, as we only have early results. If you are interested in also working on this with us, please reach out.

### **Have more questions? Contact the following people**

- Anne Hyre ([Anne.Hyre@jhpiego.org](mailto:Anne.Hyre@jhpiego.org))

### **Relevant links**

<https://hcdformnh.jhpiego.org>