

CPMHF and Volunteer Learner/ Researcher Agreement

November, 2018

Volunteer Learners/Researchers are welcomed. We believe you are visiting us because of who we are. We also believe you come not only to sincerely contribute your knowledge and skills but also to learn and further your education and career.

There are certain points that would be helpful for the Volunteer Learners/Researchers and CPMHF to agree on. The Volunteer learners/Researchers will respect:

1. That they come from privileged positions in terms of wealth and Western education.
2. Be conscious of your values and beliefs, history and the impact of colonization and Western assisted nationalism and conflicts though these may not appear to be obvious.
3. Be cautious about getting involved in regional, community or CPMHF organizational politics. Be aware of community suspicions about white people in general and expectations of free gifts because of past precedents set by tourists and visitors to Kenya. At the same time, be aware of being bullied or manipulated because of your gender, guilt of colonialism, slavery and seeing poverty around you. It may also be because of your dependency and lack of local knowledge.
4. Discuss with the Director and curator what you hope to achieve. Allow him/her to help you plan your programme on daily basis considering your progress, difficulties, security, community wishes and your engagement style.
5. Share what you learn in Talking Circles. It is recommended that you do one Talking Circle with the community to speak about yourself, your family, your community, country and why you are visiting us. Then one more Talking Circle in the middle of your term about how far you have come to achieving your goals and what you have learned. Last Talking Circle will be at the end of the term about what you learned from the community, what problems you faced and how CPMHF can help volunteer learners in future. Consider sharing your photographs, written and recorded material for the museum archives in the making.
6. Be respectful of cultural differences and community etiquettes such as behaviour in the presence of elders, how to address persons according to age groups, and how/what

questions you ask; about recording and photographing. Dress modestly. Ask for the curator's help on these issues.

7. Kindness such as gifting should be discussed beforehand with the Director and the museum curator. Consult with the Director and the curator beforehand about gifting to individuals or the community (e.g. for interviews, research on material culture, oral traditions, local culture and history) and payment for services such as for an interpreter, research assistant, guide, fares for taxi and matatu rides, purchasing at local stores etc, so you are not overcharged. We encourage honesty, respect and integrity on both sides. The same with your good intentions of providing monetary help such as donations of equipment, sponsorships or starting a community project (e.g. for the environment, education, craft, health). Think carefully about the sustainability of the project before raising hopes in the community. There may be legal issues involved from the local regional government office.
8. There is no charge for your visiting, researching and learning from the community, but a donation is expected. 70% of the donation will go towards your upkeep and assistance provided to you by the museum. 20% will be towards the museum's endowment fund. 10% will be for general endowment fund for CPMHF.
9. You will be required to pay for your accommodation and other extra needs such as warm water, meals and washing of clothes for which the museum will need to engage additional services.
10. We shall try our best to make sure you are safe, happy, comfortable and that you achieve your goals. That we create a long lasting friendship with your community at home and our community in the Kenyan village. CPMHF has grown from a people to people connection. We encourage you visiting other peace museums in the region (Kenya, Uganda and S Sudan). We offer community to community friendships and invite your community at home to visit us following your footsteps.

I,(*full name in capitals*), agree to be a volunteer with *CPMHF* and commit to the following:

1. To support *CPMHF* fulfil its (*write in your service here*) goals
2. To spend my volunteering time helping to enhance the quality of the museum displays, staff education, curatorial skills, storage, accounts and other related tasks to the best of my ability
3. To adhere to the communal expectation of me
4. To provide two referees

This agreement is binding in honour only, is not intended to be legally binding contract between us and may be cancelled at any time at the discretion of either party. Neither of us intends any employment relationship to be created either now or at any time in the future. I understand that I am a volunteer learner who has come on my own free will and will provide for all my transport, emergency and health needs.

I have read the history and the Constitution of *CPMHF* and I am aware of it's potential, achievements and shortcoming. I will support the objectives that *CPMHF* aims to achieve in principle and show by practice.

..... **Date and place**

Volunteer/Researcher name and signature

..... **Date and place**

Director *CPMHF*

..... **Date and place**

Curator

