

How to Be **Inclusive**

Gender Equity and Youth Inclusion in Justice and Peacebuilding
Tips from the 2019 Summer Institute of Peacebuilding

PURSUE CHANGE

- **CONSIDER INTERSECTING IDENTITIES** such as age, gender, and other overlapping characteristics.
- **RECOGNIZE DIVERSITY WITHIN AGE AND GENDER GROUPS** and identify any who may feel excluded because of race, social status, ethnicity, class, etc.
- **MOBILIZE YOUTH AS CHANGE AGENTS;** orient staff to Positive Youth Development (PYD) principles.
- **EXPAND ACTIVE PARTICIPATION, SELF-REPRESENTATION, AND ADVOCACY** by marginalized groups; move beyond passive presence.
- **MODEL GENDER EQUITY/YOUTH INCLUSION WITHIN CRS** for greater credibility among partners/participants.

GET STARTED

- **INCORPORATE AN UNDERSTANDING OF INTERSECTING IDENTITIES** in analyses and project design.
- **INCREASE YOUTH/WOMEN PARTICIPATION IN ALL STAGES OF PROJECT CYCLE;** use PYD/gender-responsive approaches and input from target groups—even during design.
- **LEARN WHAT INTERESTS YOUNG PEOPLE AND HOW THEY ORGANIZE THEMSELVES;** meet them where they are.
- **ACCOMMODATE SCHEDULES, PREFERENCES, AND PRIORITIES** when seeking program input and participation.
- **CONDUCT GENDER-SPECIFIC PSYCHOSOCIAL AND TRAUMA ASSESSMENTS** before binding interventions.
- **BUILD ON FORMAL AND INFORMAL EXISTING STRUCTURES,** such as youth/women platforms and church committees/networks.
- **ENGAGE GOVERNMENT EARLY AND OFTEN** on relevant issues.

AIM HIGHER

- **EMPOWER PARTICIPANTS WITH INCREASED AGENCY AND CAPACITY TO PARTICIPATE IN PUBLIC DECISION-MAKING** so they can hold leaders accountable and engage resisters.
- **STRENGTHEN CAPACITY OF GOVERNMENT, CIVIL SOCIETY, AND PRIVATE SECTOR** to work with youth/women through dialogue and bridging activities.
- **FACILITATE NETWORK FORMATION, BUILD INFLUENCE, AND UPHOLD MEMBERS IN THEIR PURSUIT** of social change.
- **IMPROVE IMPLEMENTATION OF POLICIES/LAWS** that increase youth/women participation in governance.

EXPAND THE CIRCLE

- **GENERATE INTERGENERATIONAL DIALOGUE AND ACTION.**
- **DRAW ON ADULT MENTORS AND CHAMPIONS FOR YOUTH.**
- **AMPLIFY PEER-TO-PEER EDUCATION AND MOBILIZATION OPPORTUNITIES**, especially for young people.
- **IDENTIFY AND UTILIZE POSITIVE DEVIANT ROLE MODELS** who serve as good influences for other participants.
- **INCLUDE MEN, BOYS, POWER-HOLDERS, AND STRUCTURES** in gender-responsive programming.

ADAPT PROGRAMMING

- **PROMOTE MODELS OF PEACEFUL MASCULINITY.**
- **APPLY EVIDENCE-BASED, EXPERIENTIAL PSYCHO-SOCIAL APPROACHES TO ADDRESS TRAUMA**, using gender-specific groups as appropriate.
- **USE EXISTING CURRICULA** that address household/family conflict and peacebuilding.
- **DIVERSIFY PARTICIPATION IN EARLY WARNING SYSTEMS** to include men, women, and youth.
- **MOTIVATE MARGINALIZED MEN, WOMEN, AND YOUTH** to promote peaceful elections.

TAKE MONITORING, EVALUATION, ACCOUNTABILITY, AND LEARNING (MEAL) TO THE NEXT LEVEL

- **FOCUS MEAL ON OUTCOMES OF YOUTH INCLUSION/GENDER EQUITY**, including attitudinal and behavioral change.
- **SHIFT AWAY FROM EXTRACTIVE APPROACH** to data collection.
- **CUSTOMIZE FEEDBACK MECHANISMS** to ensure youth-centered, gender-responsive interventions.

ENSURE SUSTAINABILITY

- **STRENGTHEN FORMAL/INFORMAL LOCAL INSTITUTIONS/ORGANIZATIONS** for robust sustainability plans.
- **CREATE OPPORTUNITIES/ESTABLISH LINKAGES FOR MEN, WOMEN, AND YOUTH** to apply knowledge and skills.
- **CONNECT BOTTOM-UP YOUTH-INCLUSIVE/GENDER-RESPONSIVE PROGRAMMING TO TOP-DOWN POLICY REFORM INITIATIVES** to advance relevant Sustainable Development Goals or United Nations Security Council Resolutions.

DO NO HARM

- **PLAN FOR SECURITY AND PROTECTION**, including thorough analysis and support systems.
- **BE AWARE OF REGIME TYPE AND ITS IMPLICATIONS**; apply conflict sensitivity.
- **UNDERSTAND POWER DYNAMICS**, including propensity to co-opt youth/women organizations and “tick the box” reforms.
- **RECOGNIZE THAT EVEN WHEN WOMEN ARE VICTIMS, THEY CAN ALSO BE SURVIVORS AND INSTIGATORS.**