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.