

INPUT

**RESTLESS
DEVELOPMENT**
POWERED BY YOUNG PEOPLE



WE LEAD ANNUAL BRIEF

January – December 2022

For the full detailed report
[click here.](#)

Consortium Partners:



Leadership Development.

1.1.1 TRAINING AND (LINKING AND LEARNING) WORKSHOPS FOR COMMUNITY OF ACTION FACILITATORS (COAFs) REALIZED, COACHING AND SUPPORT STRUCTURES IN PLACE.

Community of Action Facilitators' leadership development. We implemented an accompaniment plan for CoAFs which included 1:1 calls, global and regional calls, induction into inclusive facilitation, and a Leadership Bootcamp in Uganda. We conducted 40 virtual 1:1 calls with nine CoAFs, and organized three regional and three global calls resulting in increased leadership skills, confidence, coordination, and assertiveness when working with partners and stakeholders.

The Leadership Bootcamp. At the Leadership Bootcamp, the CoAFs used the safe space as a linking and learning space to connect, collaborate, and explore leadership approaches together. They shared different leadership approaches that are influenced by feminist principles, and discussed how leadership development can be strengthened within the Community of Action. Key results included:

1. 80% increase in knowledge levels regarding essential leadership skills like transformative leadership, value-based leadership, feminist leadership and 360 leadership.
2. 70% increase in skills such as conflict resolution, effective communication, and how to use social media to campaign and advocate for change.

This enhanced personal and professional growth among the COAFs demonstrated through better team collaboration, increased productivity, and better problem-solving skills.



Jimena (L) - Senior Coordinator from Restless Development and Rahinatou (R) - Community of Action Facilitator for Niger during a leadership boot camp in Uganda.

1.3.1 YOUNG WOMEN RIGHTSHOLDERS FEEL EMPOWERED AND SUPPORTED TO FULFILL LEADERSHIP ROLES.

Rightsholders voice in the Governance of the consortium.

We Lead 7 Meaningful Youth Engagement Principles. We supported the rightsholders in the steering committee to lead the co-creation of the meaningful youth engagement principles. These Principles were developed by the We Lead consortium with rightsholders from the nine We Lead countries. They define how the We Lead consortium meaningfully engage rightsholders in the We Lead Programme at all levels.



Meaningful Youth Engagement Scorecard. We supported the rightsholders in the steering committee to develop and roll out the Meaningful Youth Engagement scorecard. The scorecard is being used to measure how we are working with youth and rightsholders within the program. Data collection was completed with 85% response rate. Rightsholders are being supported to consolidate the findings to be discussed with the CoAs, GCT and SC – to co-create solutions to the identified gaps, and learnings.



Coaching and mentorship. We paired the rightsholders with directors in the Steering Committee for ongoing mentorship, aimed at building their governance and leadership skills. The mentorship program and Restless Development’s accompaniment resulted in strengthened leadership skills gained by the rightsholders.



Movement-building across the 9 Countries.

1.6.1 YOUTH CSOS HAVE GREATER CAPACITY TO LEAD CHANGE AND ADVOCATE ON BEHALF OF YOUTH AND COMMUNITIES.

Capacity Strengthening for the Communities of Action (CoA).

Youth Led Research Training (YLR)

We conducted eight (8) training sessions on the Youth Led Research methodology, reaching 171 participants from eight COAs; including 13 from Jordan, 15 from Guatemala, 16 from Honduras, 29 from Niger, 26 from Nigeria, 12 from Mozambique, 29 from Kenya and 31 from Uganda. Key highlights on training outcomes include; Niger participants showed a 90% increase in confidence and skills using the methodology, with a 65% increase in knowledge on practical data collection tools. Nigeria showed an increase in participants knowledgeable enough to teach others from 7 to 21, while Jordan showed an increase in participants’ knowledge from 32% to 42.9%, with 47.6% feeling confident enough to transfer skills to others in their organization.

Youth Led Accountability Training (YLA)

Four training sessions were conducted for 30 rightsholders in Guatemala and Honduras, with all participants learning something new. Eight out of 15 in Guatemala reported increased knowledge to transfer YLA skills to their CoA and organizations. The Guatemala COA utilized the YLA wheel to plan their annual advocacy efforts effectively, while others included the methodology in their 2023 plans.

Meaningful Youth Engagement (MYE)


Ninety-eight CoA members attended four training workshops on MYE principles, with 29 in Niger, 26 in Nigeria, 12 in Mozambique, and 31 in Uganda. In Niger, 59% of participants felt confident to transfer skills on MYE, compared to 0% in the pre-test. In Uganda, 28% of participants could transfer skills, compared to 0% in the pre-test, and 48% knew enough about MYE. In Mozambique, 55% knew enough about MYE and 30% could transfer skills to their CoA and organizations, compared to 0% in the pre-test.”These outcomes showed that such training sessions enhanced the capacity of CoA members to engage in meaningful youth participation in decision-making processes, which have ultimately contributed to the effectiveness and sustainability of youth-led advocacy initiatives.

Virtual Global Leadership Labs

102 youth CSOs participated in three virtual global **leadership labs** facilitated by the Youth Collective, covering topics such as effective resource mobilization, creating successful adult-youth partnerships, and advocacy strategies for education. The labs provided a safe, inclusive space for young rightsholders to share their skills and ideas, as well as to discuss intersectional issues. CSOs gained practical tools to mobilize for resources and successfully navigate partnerships, and also helped shape ideas on lobbying for better education and sexual rights education.

Physical Leadership Labs

Two physical leadership labs were conducted in Guatemala and Honduras, with 15 youth civil society organizations attending each. In the MENA region, a physical leadership lab was held with 14 CoA organizations from Lebanon and Jordan. Discussions were held on SRH-R and women with disabilities, myth-busting intersectionality around periods, and sexual violence against migrant domestic workers in Lebanon. The labs resulted in a strengthened network of diverse COAs championing sexual rights in the MENA region and provided young rightsholders with opportunities for connection, learning, and activism.



A group of COA members during a Youth-Led Accountability training in Honduras.

Youth Voices.

2.1.1 RIGHTS HOLDERS HAVE TOOLS AND STRATEGIES TO IMPLEMENT ACTIVITIES TO INFLUENCE PUBLIC OPINION ON SRH-R

Actioning youth-led research.

- We supported rightsholders in Lebanon, Guatemala, Mozambique, Uganda and Nigeria to lead research on [“Sexual health and rights advocacy in the face of Covid-19”](#). Key findings were launched virtually, attracting seventy-five participants from nine program countries. The 4 COAs in Nigeria, Uganda, Mozambique and Kenya developed action plans in response to the research findings.
- In Honduras, the rights-holders integrated the youth-led research methodology in their work and took the lead in conducting research on SRH-R violations in their country and they are currently in the process of finalizing their report to be launched in the first quarter of 2023. The report will serve as a crucial tool in the COA’s advocacy efforts, enabling them to effectively influence policy decisions and programming on Sexual Reproductive Health and Rights (SRHR) in Honduras.

Amplifying rightsholder voices.

- Rightsholder voices during key international days: We supported the CoAFs to conduct an Instagram live chat on International Women’s day, to share and reflect on their leadership journeys as young leaders advancing SRH-R and working to end gender-based violence. The Instagram live reached 202 people with key tools and strategies the COAFs are using to advocate for their Sexual Reproductive Health and Rights and push for elimination of gender-based violence. We also united LBTQI+ voices from our CoAs and around the world during Pride Month through sharing their experiences, successes and challenges in [this global podcast](#).



Dennis – Research and Learning Manager delivering the Youth-Led Research training in Nigeria.

Rightsholder voices in global advocacy spaces.

- We supported 30+ Rightsholders to participate in three global conferences; The CSW 66, virtual conference, where we led a virtual parallel event attracting 70+ participants from youth civil society, donors, and We Lead COAs. This was in collaboration with the UK and German Government, Youth Speakers from the We Lead Program and our Global Youth Power Campaign. [“More Action, Less BlahBlahBlah: Young Feminist Aspirations for COP & Climate Justice”](#).
- We participated in two physical conferences, the International AIDs Conference in Montreal, Canada and the International Family Planning Conference (ICFP) in Thailand. We connected 30+ Rightsholders to speaking opportunities, and they used the platforms to lobby for increased access to their Sexual Reproductive Health and Rights, access to HIV treatment and ending AIDS. Restless Development and Hivos were in the Youth Pavilion, Communications and Advocacy working groups, platforms they leveraged on to connect Rightsholders to speaking spaces.
- We also supported the Rightsholders with media and communications opportunities. Rouba Kiprianos, for instance, one of the Rightsholders who championed youth-led research in Lebanon, appeared on the Canada Radio channel sharing the key findings and recommendations from their research.
- We developed a podcast on Spotify and YouTube, with Rightsholders sharing their experiences at the [AIDS conference in Canada](#) and during the International Conference on Family Planning (ICFP) conference in Thailand.

“ I am no longer who I was when I joined the We Lead Project as a COAF. I have gained so many leadership skills and have more confidence now to lead the Mozambique COA. The 1:1 call with Restless Development helped to make me think about my leadership goals and how to be the best leader for my COA. ”

*- Aldovanda Theodosio Djive,
Mozambique COA Facilitator*

“ My 1:1s helped me appreciate my efforts and made me feel part of a team that cares about me as an individual and as an employee. Verbalizing and writing my work and challenges point by point was very cathartic as it reduced heavy negative emotions down to a few words that characterized a challenge that is definitely going to be resolved. The process made mountains feel like simple hills. ”

- Nour Nahhas, Lebanon CoA Facilitator

“ I really would like the Community of Action in Guatemala to remember me in a positive way, I will apply assertive communication in my role as a leader for this to happen. ”

- COA Facilitator, Guatemala

“ I have become more confident in my work as a young leader. I have been able to share my fears, experience and also learn best practices in communication and problem solving. ”

- Fisayo Sarah, Nigeria COA Facilitator

“ I learnt how I can effectively prepare to engage in decision making processes. I also managed to appreciate my strengths and take pride in the work I do as a young leader. This has influenced the power with which I engage different groups of stakeholders. Through the mentorship by Restless Development, I was introduced to other youth leadership spaces such as the Youth Collective leadership lab where I shared my ideas and knowledge widely with other rightsholders. ”

- Ruth Awori, Rightsholder in the Steering Committee

Learnings.

Our experiences in the AIDs conference and ICFP have provided us with valuable insights on how to better plan and coordinate our engagement in these spaces. We have learnt the complexity involved when trying to get visas for rightsholders and the need to do the recruitments on time, so we leave no one behind. This year we will recruit all rights holders for all the different conferences at the beginning of the year, and support them through participation in high level advocacy spaces. We need a strong monitoring and learning agenda, clearly defined ahead of the engagement, and to track policy outcomes after our engagement.

Ensuring the safety of rightsholders is a top priority and requires a well-designed safety plan. We connect with the Safety and Security focal point in each country to mitigate any potential security incidents.

The Leadership Boot Camp serves as a safe space for CoAFs to share their successes, challenges, and learn from one another. A platform for exchange and collaboration is essential for the continued growth and development of the CoAFs.

The involvement of host organizations to lead the coordination of logistics in each country has led to better responses and more efficient ways of working when delivering activities. It is also cost effective to have HO's making payments within their countries due to the slow turnover of international payments.



Kenya COA members during a Youth-Led Research event in Nairobi.