

## *Preventing and Addressing Violent Extremism Through Community Resilience*

# Module 3: Inclusivity Checklist

Inclusivity, or a whole-of-society approach, in conflict transformation refers to the idea that sustainable and just peace can only be achieved by bringing together the aspirations, interests, and needs of all concerned individuals, groups, and segments of society, regardless of age, gender, ethnicity, religion, ability, socio-economic status, or sexual orientation. Inclusivity within P/CVE efforts are essential for effective and sustainable change.

Below is a checklist of recommendations for advancing inclusivity within your community-level P/CVE efforts.

### Designing an Inclusive P/CVE Community Initiative

When designing your community P/CVE initiative, key the following in mind:

- **Commit to gender parity within your P/CVE community leadership and implementation team, partnerships, and within the activities that you conduct.** Have diverse representation from all segments of the community and give equal speaking time to all genders and ages. Examine and mitigate your own assumptions and bias when strengthening partnerships and building trust.
- **Once you have your leadership team, develop a clearly articulated vision for your community initiative** and specify why being inclusive will benefit the initiative and the partners and communities it works with. Ensure to address how you will make decisions within your leadership team.
- **Reflect upon the analysis needed for the implementation of your activities.** Ask yourself, who are the key actors (i.e. individuals, organizations, institutions) at the community level in the conflict? What is the gender balance among them? What other identity markers (e.g. wealth, age, class) characterize them? Who holds influence over the key actors? What are described as the key issues, root causes and drivers of the conflict? How do the root causes of the conflict affect different genders and what are the different gender roles within the conflict? Does your analysis cover different levels of barriers and needs – individual, household, community, local, regional, international?
- **In building your analysis, ensure to use sources of information beyond ‘traditional’ sources,** such as reports by women, disability, and minority-led and focused organizations or perform consultations with experts in these areas in your local context.
- **Make sure to disaggregate your information by gender, age, ethnic origin, religious affiliation, sexual orientation, ability and other relevant identity markers.** Indicate where disaggregated data is not available.
- **Utilize a participatory approach within your initiative.** Design engagements with different individuals and sectors of your community to enable equal and meaningful involvement of your community members, including community-based dialogues, with local government officials, faith actors and institutions, local law enforcement or security forces, members of civil society, such as women, youth and marginalized communities, community elders, members of the security sector, and the media, among others.
- **Engage community members through accessible and usable learning environments.** Different modalities can include: in-person workshops, surveys, or training; webinars; online courses; conference sessions; communities of practice; and training of trainers. Be conscious of different learning types and accommodate them, including: PowerPoint presentations for visual learners; recordings for auditory learners; and hands-on activities for tactile learners.

## Designing and Implementing Community Dialogues

In holding dialogue sessions with community members, to review existing P/CVE policies, programs, or National Action Plans and to discuss the opportunities and challenges for working together to address violent extremism at the community level, keep the following in mind:

- **Consider the logistics of your community meetings and activities**, including the time and locations to be more inclusive of all proposed participants. Women may be more at risk to travel at certain points of the day or night or may have childcare needs and people with disabilities may need additional support and accommodation. Offer travel stipends to ensure equal participation for those traveling from rural communities or long distances.
- **Design the consultation room in a format that allows for presentations in plenary, as well as group work around tables**. Do not use a ‘conference’ set up where people sit in rows facing forward. It is important to create a conducive atmosphere for discussion and sharing.
- **Make sure there are safe spaces for break-out discussions**. It is beneficial to have a dedicated space for reflection or for participants to go to if they need a break from the discussion. Minimize distress or risks for participants within your community dialogue session. If re-traumatization occurs, ensure there are support mechanisms, such as counseling services, to which participants can be referred or offered. Put “duty of care” for the participants at the heart of what you do and make sure there are clear ethical and accountability standards in place. These should be shared and understood by the facilitator of the discussion and participants.
- **Ensure accessibility needs are met, including physical and language needs**. Make sure the building and rooms are wheelchair accessible. Interpretation, including sign language, should be provided and workshop materials should be translated into all relevant languages. Also consider those who may have literacy issues.
- **Set ground rules for respectful interactions and be aware of cultural sensitivities**. Be careful not to create friction in the community or put your participants at risk. Preemptively acknowledge differences of opinion and experience and affirm it is okay. Be aware of people’s perspective of outsiders. Take the time to be genuine, engage sincerely, and communicate to locals that what they are saying is important.
- **Be aware of group power dynamics**. Give space for others to lean in and have their voices heard. Consider the dynamics of the facilitator and the makeup of the broader consultation group. Women or minority groups may only feel comfortable speaking amongst each other and with a female and/or local facilitator. Integrate marginalized communities, such as people with disabilities, within the broader consultation groups, to ensure you are not reinforcing perceptions of inferiority.
- **Within your community meetings, develop joint approaches to P/CVE**, which recognize drivers of violent extremism, previous iterations of P/CVE initiatives, and operational limitations. Ensure to ask: What opportunities do women, youth, and marginalized communities have to engage in P/CVE independently, and with local government officials or faith actors, based on current P/CVE policies and programs? Are there specific channels of work these groups are focused on? What communication channels already exist? If there are existing partners already working together on P/CVE, is it at the policy and decision-making level or program implementation? How has it been successful and how can it be scaled? What are the key obstacles these groups face when engaging and working in P/CVE with decision makers? Are policies, programs, or decision-making structures hindering their participation in unintended ways?
- **Agree on the outputs from the dialogue and next steps, whether they involve further dialogue, measures to address obstacles or amplify opportunities, or other initiatives**. Ensure these steps are clearly defined and understood. Ensure that outputs and timelines are transparent and defined by all community members to help legitimize community partnership and collaboration.

## Overall Implementation of Inclusive Initiatives

Here are other considerations when implementing P/CVE community activities with an inclusive lens:

- In all of your community engagements challenge stereotypes.** For example, avoid labeling women as mothers and victims and men as providers and survivors. Always ask yourself, are there opportunities to challenge or counter stereotypes within your engagements and activities to help break barriers for others? Ensure to work with men and boys specifically on breaking harmful socio-cultural views towards women and girls, such as views around domestic and gender-based violence.
- In working with women, youth and marginalized civil society organizations or initiatives, ensure to promote their specific ownership and capacity to engage in prevention and response efforts related to violent extremism.** For example, integrate young women and men into decision-making processes at local and national levels through the establishment of youth councils.
- Establish community mentoring programs, internships and economic opportunities for young women and men and offer opportunities for community service which can enable them to become leaders and actors for constructive change dialogue.** Focus on vulnerable individuals or those who have been convicted of or charged with criminal acts related to violent extremism.
- Equip women, youth, and marginalized groups with the necessary knowledge, and media and information literacy skills to expand their social choices,** build new forms of global citizenship, and become more resilient to manipulation when using the internet and social media. Align local commitments in P/CVE plans with those in any national or regional action plans on youth, peace, and security and women, peace and security, as well as other relevant inclusion-related resolutions, such as the UN Security Council Resolution 2475 on disability, armed conflict, and humanitarian emergencies.
- Ensure that a portion of all funds dedicated to addressing violent extremism within your community initiative are committed to projects that address the specific needs of women, youth, and marginalized groups.**
- In working with the media, ensure fair coverage of all community members and representation.** This includes equal coverage between all genders, ages, faith, and ethnic communities. Ask yourself - are you reaching marginalized and harder-to-reach populations, such as people with disabilities and LGBTQIA+? Within all your advocacy and media efforts, think about who is telling the story. Stories should always be told by the person to whom it belongs. Do not tokenize someone's story or experience to fill a 'diversity checkbox.'

## Monitoring and Follow-Ups

As you build out your community-focused initiative on P/CVE, ensure to continue the following:

- **Continuously connect with community members and follow-up.** Continue looking for opportunities of engagement with participants instead of ‘one-stop-shop’ types of dialogue and training. Stay up-to-date and informed of how participants are utilizing your engagements to continue to assess and improve its quality.
- **Ask for feedback from participants to improve collaboration and partnership for future use,** such as through a survey directly after the completion of a community dialogue or activity.
- **Host validation workshops with more community members to increase confidence in the process and final outputs of the P/CVE initiative.**
- **Empower others to train and conduct or facilitate community dialogue sessions.** The training of trainers (ToT) model empowers others and promotes inclusivity. One way to ensure you are giving back and rippling your impact is to train those who have the capacity, resources, and outreach with the community members you are working with.
- **In building off of community efforts, support the establishment of regional and global networks for civil society, youth, women’s organizations, policymakers, and religious leaders** to enable them to share good practices and experience so as to improve work in their respective communities and promote intercultural and interfaith dialogue.

## Additional Resources

- BBC MediaAction. “Women’s Rights and Gender Equality Checklist for Capacity-Building Partners.” <https://genderandmedia.bbcmediaaction.org/wp-content/uploads/2021/03/BBC-Media-Action-Gender-Checklist-for-Capacity-Building-partners.pdf>.
- DDI. “How to Facilitate Inclusive Leadership Training. 2021. <https://www.ddiworld.com/blog/inclusive-leadership-training>.
- UNDP. Capacity Development: A UNDP Primer. [https://www.undp.org/content/dam/aplaws/publication/en/publications/capacity-development/capacity-development-a-undp-primer/CDG\\_PrimerReport\\_final\\_web.pdf](https://www.undp.org/content/dam/aplaws/publication/en/publications/capacity-development/capacity-development-a-undp-primer/CDG_PrimerReport_final_web.pdf).
- UNOY. “Checklist for Meaningful Youth Engagement.” <https://unoy.org/downloads/mye-checklist/>.