



OUR APPROACH

The Generation Change Fellows Program strengthens youth leaders' peacebuilding skills while creating a community of practice through which they can learn from each other, mentor each other, and share best practices, as they work to create positive change in their communities.

The United States Institute of Peace and the Center for Religious and Civic Culture at the University of Southern California designed the Generation Change Fellows Program to counter the isolation felt by youth leaders and to increase their personal resilience as they work for social change in conflict-affected environments.

To accomplish this, the Generation Change Fellow Program (GCFP) provides a family-like community of practice that forefronts relationships built on trust. It also strengthens Fellows' knowledge and skills through training and mentorship, and by partnering with Fellows in youth-led, community-based peacebuilding initiatives.

FELLOWS

GCFP carefully selects small cohorts of dedicated peacebuilders aged 18-35 through a highly competitive application process. Tackling some of the world's most difficult challenges—from countering violent extremism to enhancing gender equality—these Fellows hold leadership roles within their local communities. The program is currently active in Africa (Egypt, Morocco, Tunisia, Somalia, South Sudan, Sudan, Kenya, Uganda, and Nigeria), the Middle East (Jordan and Yemen), and Latin America (Colombia).

Upon completion of the first training, Fellows can apply to the "training-of-trainers" program, in which they learn how to deliver and implement the GCFP curriculum. Fellows then practice their facilitation skills by co-training the next cohort of Generation Change Fellows. Fellows are also granted access to USIP's Global Campus and join an online community of their peers, who offer technical support, advice, and mentorship.

"The beauty of the Generation Change Program is ... a community driven sort of concept where we are connected with others, who inspire us in situations where you feel you're easily burnt out. But you're... reenergized by your colleagues in the different parts of the country."

— Generation Change Fellow



PROGRAM DESIGN

The 24-month Fellows Program provides youth peacebuilders with the following skills and experiences:

Conflict Management Skills

Developing the core conflict management skills of active listening, relationship building, negotiation, mediation and dialogue and working cooperatively to find mutually agreeable solutions among parties.

Leadership Development Skills

Developing practical skills in communication, leadership presence, and story-telling to help Fellows articulate their vision and mission more effectively and create healthier, more stable organizations.

Prejudice Awareness and Reduction Skills

Reflecting on their identities and interactions with groups who differ from them, sharing personal experiences as "other" and "otherer," and examining strategies for confronting prejudice and discrimination within themselves and in their communities.

A Dynamic Community of Youth Peacebuilders

Creating lasting relationships built on trust so that Fellows are able to turn to one another for advice and assistance both digitally and in person.

Continuing Education:

Accessing to new knowledge and skills through engaging online education opportunities offered by USIP's Global Campus.

Facilitation Skills*

Learning theory-based facilitation skills to increase local ownership and scalability through a training-of-trainers model. This approach significantly multiplies the reach of GCFP content, as each Fellow reaches more than 1300 community members on average per year.

Participatory Action Research Pilot*

Elevating the role of youth in research and agenda-setting through Youth-Led Participatory Action Research and publishing youth voices.

*Indicates supplemental opportunities for which Fellows are eligible to apply.



WHATS NEXT

To ensure GCFP eventually becomes self-sustaining and USIP/USC transition to become mentors and funders of youth leading peacebuilding programs, the GCFP will undertake the following strategic expansion:

Master GCFP Trainers Program \$450,000
 GCFP Master Trainers will eventually deliver trainings to expand of the Generation Change Fellows Program on behalf of USIP as contracted, professional trainers. This increases GCFP’s scalability and sustainability, as USIP staff will no longer be required to travel to conduct training. GCFP Master Trainers will practice delivering the full five-day GCFP training. Some of the Master Trainers will serve as mentors and will also learn to deliver the GCFP training of trainers.

Dialogue Design and Facilitation Training \$450,000
 Fellows will be trained to design dialogues through USIP’s online Dialogue course. After completing the online course, Fellows will participate in a five-day dialogue facilitation training. In a subsequent phase, USIP will partner with Fellows in the implementation of dialogues in their communities.

Youth Peacebuilding Fund (YPF). \$600,000
 The YPF will enable USIP to partner with Fellows as mentors and funders. USIP will support Fellows as they continue to implement peacebuilding programs in their communities.

Participatory Action Research \$450,000
 Building on the successful pilot of the Participatory Action Research (PAR) project, GCFP plans to expand the PAR program to elevate the role of youth in leading research initiatives that inform peace and security agendas. The program strengthens the capacity of Generation Change Fellows to implement Participatory Action Research (PAR) processes within their communities.