

**SACN URBAN SAFETY
REFERENCE GROUP**

IMPACT REPORT

INNOVATION COMPETITION ON YOUTH-LED GBV PREVENTION IN PUBLIC SPACES

2023 - 2024



ACKNOWLEDGEMENTS

The Innovation Competition on Youth-led GBV Prevention in Public Spaces was made possible by the commitment and direction of the SA Cities Urban Safety Reference Group (USRG), convened by the Inclusive Cities Programme of the South African Cities Network (SACN). The intervention was also supported through the financial contribution and technical guidance of the Inclusive Violence and Crime Prevention (VCP) Programme implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ) and co-financed by Global Affairs Canada (GAC).

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Suggested citation:

SACN. 2024. Impact Report: The Innovation Competition on Youth-led GBV Prevention in Public Spaces.

A report of the Urban Safety Reference Group. South African Cities Network: Johannesburg.

Available online at www.sacities.net and www.saferspaces.org.za.

ISBN: 978-0-7961-9769-6 (print)

ISBN 978-0-7961-9770-2 (e-book)

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Published by:

South African Cities Network (SACN) Urban Safety Reference Group

158 Civic Boulevard

Braamfontein, 2017

Johannesburg

With the support of:

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Inclusive Violence and Crime Prevention Programme

333 Grosvenor Street

Hatfield, Pretoria

0028

TABLE OF CONTENTS

01

Executive Summary

02

Project Brief

03

Team Profiles

04

Competition Format

05

NSP Alignment

06

**Framing & Evaluating
Innovation in CBO Projects**

07

**A Model for Future
Programmes**

08

Programme Insights

09

Tools & Frameworks

10

Conclusion

PART 1

COMPETITION

OVERVIEW

EXECUTIVE SUMMARY

The South African Cities Network (SACN) [1] under the banner of its Urban Safety Reference Group (USRG) platform, conducted a competition focused on gender-based violence (GBV) prevention, featuring six teams from across South Africa.

The competition consisted of two rounds. In the first, six youth-led organizations that proposed GBV prevention programmes underwent a 5-month capacity development process, including mentorship and training on community engagement, leadership, and design thinking. The second round saw three interventions receive small grants based on refined strategies and potential impact.

Key achievements included:

- Enhanced GBV prevention capacity in community engagement, leadership, and design thinking
- Development of sustainable and scalable intervention strategies
- Fostering peer collaborations between youth organizations; and between youth organisations & government entities
- Creation of innovative GBVF prevention approaches
- Documentation and advocacy for successful interventions

The competition highlighted the crucial role of youth leadership in addressing gender-based violence prevention and response and improving community safety. By providing capacity building, mentorship, and financial support, it empowered young leaders to create sustainable, impactful interventions. The collaboration between youth-led organizations and government stakeholders amplified the effectiveness of these initiatives, establishing a powerful model for future GBVF prevention efforts.

[1] <https://www.sacities.net/>

15

Participants

8

Months

6

Teams

6

Municipalities

25 hours

Virtual Workshopping

40

**Mentorship
Hours**

2 Day

in-person workshop

5

Site Visits

PROJECT BRIEF

Capacity building and coordination support in the implementation of an innovation competition on Youth-led GBV Prevention in Public Spaces

Objectives

The project aimed to highlight youth contributions to community safety, empower young people to run effective GBVF prevention programs, seed fund innovative interventions, foster alignment with government strategies, document and share lessons, and advocate for scaling successful interventions within municipal planning and implementation.

Capacity Building

Participants engaged in a blended training program covering gender-based violence prevention, community development, leadership, design thinking, programme systematization, social facilitation, and governance. They received a comprehensive resource pack with tools, templates, and session recordings.



TEAM PROFILES

Nokwanda Patocka Foundation

Buffalo City and Nelson Mandela Bay Metropolitan Municipalities

Founded in November 2021 in King Williams Town, the Nokwanda Patocka GBVF Foundation is dedicated to raising awareness about gender-based violence and femicide (GBVF) across South Africa, focusing particularly on vulnerable groups including women, men, young people, the LGBTQIA+ community, and people with disabilities. The foundation operates nationally, with a special emphasis on the Eastern Cape. Through innovative programs like self-defense classes, youth empowerment initiatives, and emotional intelligence workshops, the foundation aims to create safer university environments. The foundation also provides referral services to professional healthcare and support for victims and their families, advocating for justice and long-term societal change.

Project Title: Not Again

The "Not Again" project, initiated by the Nokwanda Patocka GBVF Foundation, focuses on implementing comprehensive GBVF prevention and support measures in universities & TVET colleges, starting with Lovedale TVET College. Targeting students, faculty, and staff, the project offers self-defense classes, empowerment programs, and awareness workshops on GBVF, emotional intelligence, and legal rights. It aims to create a safe, inclusive campus environment by addressing gender inequality, promoting healthy relationships, and providing support to GBVF survivors. The project combines education, community engagement, and innovative solutions to foster a culture of respect and safety within university settings.



Asele Melapi (Founder and Chairperson) & Siyakuphumla Stofile (Programs Manager)



Participants in the "Not Again" workshop learning self-defense

Mordecai Ndlovu Foundation

Emfuleni Local Municipality & Ekurhuleni Metropolitan Municipality

Founded in 2020 and officially registered in 2021, the Mordecai Ndlovu Foundation (MNF) is a youth-led non-profit organization dedicated to socio-economic growth and community development in South Africa. The foundation focuses on addressing critical societal issues, particularly gender-based violence and femicide (GBVF), through innovative programs such as the Sizo GBV App and community hackathons. MNF engages youth, women, and marginalized groups, providing education, skills development, and psychosocial support to foster community resilience and empowerment. Their mission is to cultivate high human development capital within South Africa and the broader African landscape.



Mordecai Ndlovu, Lerato Tladi & team on a site visit



Mordecai & Junior Masithela sharing more about the Sizo App

Project Title: Sizo App

The Sizo App is a groundbreaking initiative by the Mordecai Ndlovu Foundation designed to prevent gender-based violence and femicide (GBVF) through community participation and education. Launched initially through a series of community hackathons, the app leverages research-driven methodologies, including dialogues, workshops, and engagements, to raise awareness and educate users on GBVF issues.

The Sizo App aims to empower youth, women, and marginalized groups by providing essential resources, support services, and a platform for reporting and addressing GBVF incidents. By fostering collaboration with government structures and civil society, the app aspires to create a safer, more informed community.

Native Eye Creatives

Emalahleni Local Municipality

Native Eye Creatives SA (NECSA), founded in 2018 by Leonard Sbusiso Themba and Emalahleni artists, is a non-profit company specializing in literature and performance art. NECSA produces drama, poetry, dance, and industrial shows that address critical South African issues such as gender-based violence, human trafficking, and discrimination. They also focus on raising awareness about disabilities. Their productions, tailored for various settings including factories and mines, aim to educate and inform about workplace environments and societal challenges. Through artistic expression, NECSA creates impactful content that resonates with audiences while promoting social awareness. Their work contributes to positive change in their community and beyond by tackling pressing issues through creative mediums.



Leonard Sbusiso Themba (Gender transformation facilitator), Malik Mashini (Writer), John Lategeng (Public relations officer), Sbusiso Stephan Msiza (Project Co-ordinator), Mandla Innocent Masilela (Creative director) & recent graduates

Project Title: Native Community Champions

Native Community Champions is an innovative creative writing workshop designed to address gender-based violence in Emrabuweni Park, Emalahleni. Targeting young adults aged 18-25, this initiative uniquely combines education and entertainment through poetry and short story writing.



Leonard and Malik introducing their project at the Showcase Event

The workshop employs a gender-transformative approach to explore risk factors contributing to violence and discrimination, examine power dynamics, social norms, and gender roles. By promoting values and transformative thinking, the project aims to create a safer, more informed environment for women and LGBTQ+ individuals. Native Community Champions stand out by using creative writing as a powerful tool for learning and social change, working towards a long-term vision of cultivating a respectful community that protects all members and promotes equality.

eKasi Bioscope eThekweni Metropolitan Municipality

eKasi Bioscope, based in Umlazi, Durban, operates as a mobile movie cinema dedicated to fostering youth and community development. Specializing in African-themed films, they aim to facilitate discussions on social issues, particularly gender-based violence and femicide (GBVF) and bullying in schools. Through communal engagement and idea-sharing, they use film and art to raise awareness and prevent these issues. Students create content, and reflective dialogues are held to explore thoughts and emotions evoked by the films and stage plays, promoting a deeper understanding and proactive solutions within the community.



Vicky Chili & participants a workshop and screening

Project Title: Taking a Stand Against Bullying in Schools

eKasi Bioscope's "Taking a Stand Against Bullying in Schools" project aims to reduce instances of GBVF and bullying among learners through film and art. The initiative involves students creating content and participating in reflective dialogues to discuss the social issues depicted in their films and stage plays. The project includes workshops for educators and students, mentorship programs, and community screenings to foster discussions and promote awareness. By engaging youth in creative expression and dialogue, eKasi Bioscope aims to build a supportive environment that addresses and prevents bullying and GBVF.



Mondli Langelihle & Vicky Chili share more about eKasi Bioscope with government stakeholders at the Showcase Event

Exotically Divine Pulse

Johannesburg Metropolitan Municipality

Exotically Divine Pulse is a non-profit organization specializing in placemaking through community gardening, repurposing waste, and promoting general wellness. Based in Johannesburg CBD, inside the historical Drill Hall building, the organization aims to provide food security and wellness by establishing community gardens, offering urban farming training to underprivileged communities, and educating on plant-based African food and urban waste management. They focus on creating safe spaces in the inner city, demonstrating positive expressions of manhood through food preparation and conversations, and fostering inner-city revitalization and artist collaboration.



EDP sharing more about the work they do with stakeholders at the Showcase Event



Siwe Ntombela, Wanga Ramushwana aka Forest, Kganyapa
Kganyapa, Ayanda Dlodla

Project Title: Walk the Green Square Mile

The project aims to introduce young boys and men to an alternative lifestyle that encourages positive masculinities and breaks down harmful gender roles and norms. It makes African food more accessible through inner-city walks and cooking classes, creating a safe space in the city and promoting spatial harmony. Designed to prevent GBVF, the program involves young men in food preparation and cooking, benefiting boys and men in Johannesburg. This unique solution addresses gender norms and promotes positive masculinities, creating a safer environment for women at home and the wider community. It focuses on transforming harmful gender norms and promoting positive masculinities.

Battle 4 Mindset

Tshwane Metropolitan Municipality

Battle4Mindset is an initiative aimed at connecting Gender-Based Violence and Femicide (GBVF) victims with social workers. Currently, it functions as a monthly in-person event held in Nellmapius, Tshwane, serving youth, women, the LGBTQI community, and men. The program focuses on hosting discussions on various types of violence, including verbal, psychological, sexual, and socio-economic violence.



Karabo Jackie Magolego (Project Director), Genevieve Lebo Magolego (Marketing Manager) & Zinhle Mahlangu (Project Manager)

Project Title: B4M

The primary objective of the in-person events is to connect GBVF victims with social workers for immediate support and guidance. By hosting different topics related to various forms of violence, the program aims to educate participants and create awareness about GBVF issues. The program also shares stories of youth leadership and local eKasi heroes to inspire and empower the community, focusing on having conversations with victims to understand their needs and find empowered community members who can contribute to the initiative's success. Battle4Mindset plans to leverage the learnings from the in-person events to develop an app that will provide a platform for connecting GBVF victims with social workers on a broader scale, aiming to offer continued support and resources for victims.



Government partners hearing more about the B4M project

Participant Needs

Having showcased the remarkable efforts and innovations of each participating team in the GBV prevention competition, let's turn our attention to understanding the personal and organizational needs of the participants. This section will outline the specific support requirements identified by the youth-led organizations, highlighting the essential areas where capacity building and additional resources are crucial. By addressing these needs, we aim to provide a comprehensive support program that empowers participants to enhance their impact, sustain their initiatives, and contribute more effectively to the prevention of GBVF.

Personal Needs:

1. Financial Support and Guidance:

- Access to funding and detailed information on how to apply.
- Guidance on finances, tax, and budgeting advice to manage resources effectively.

2. Mental Health and Well-Being:

- Addressing personal burnout and providing mental health support to participants.

3. Mentorship and Skill Development:

- Access to mentorship and training to develop skills such as advocacy, impact measurement, and pitching for programmes.

4. Volunteer and Labour Management:

- Effective management of volunteer labour and strategies to reduce dependency.

5. Sustainability and Follow-Up:

- Support for ensuring long-term sustainability of projects beyond initial funding cycles, including follow-up mechanisms.

Organizational Needs:

1. Stakeholder Engagement:

- Strategies for accessing key stakeholders and government departments, including breaking through bureaucratic barriers.

2. Networking Opportunities:

- Opportunities to network with other NPOs for mutual support, sharing experiences, and assisting each other.

3. Thematic GBV prevention Capacity building:

- Learning to understand the root causes of GBV and contributing factors related to gender and intersectional power relations as part of prevention

4. Integration with Existing Systems:

- Guidance on integrating projects with existing systems and the National Strategic Plan (NSP) into government departments.

5. Showcasing and Advocacy:

- Opportunities to showcase NPO work in spaces where the government seeks impact and participation in expos.

6. Organizational Capacity Building:

- Learning how to build sustainable partnerships and understanding the work of key organizations like SACN in relation to GBVF.

PART 2

COMPETITION

OUTLINE

COMPETITION FORMAT

Innovation Competition on Youth-led GBV Prevention in Public Spaces

Designed as a virtual capacity-building programme, this experiential learning opportunity blended online, whole-group workshops and individual, team-based mentorship sessions. The goal was to help youth-led teams working on GBVF-prevention projects further develop and refine their proposals into more sustainable and impactful interventions.

This virtual format removed the geographic barriers to participation, allowing teams from across South Africa to join the programme. Municipalities that were represented included:

- Buffalo City & Nelson Mandela Bay
- Emfuleni & Ekurhuleni
- Johannesburg
- Tshwane
- Emalahleni
- eThekweni

To support the teams in accessing the programme, they were each issued data before all online workshops.

The programme was conducted in two rounds:

Round 1: Six youth-led civil society organisations with existing GBV prevention programs in urban areas were selected. These participants underwent a 6-month capacity development program focused on community engagement, leadership skills, and design thinking to enhance their interventions' sustainability and scalability.

Round 2: Three interventions from the 6 teams received small grants of R25 000 for equipment and materials. This selection, judged by a panel of experts, focused on operation strategies, sustainability, and impact. During round 2, a programme team made up of funders, project owners and capacity development partners visited several project teams. These site visits offered teams the opportunity to showcase their projects in-person.

The programme closed with a showcase event, where all six participating teams had the opportunity to share their projects with government, private and civil society organisations, with the aim of securing future partnerships and support post-competition.

COMPETITION FORMAT Overview

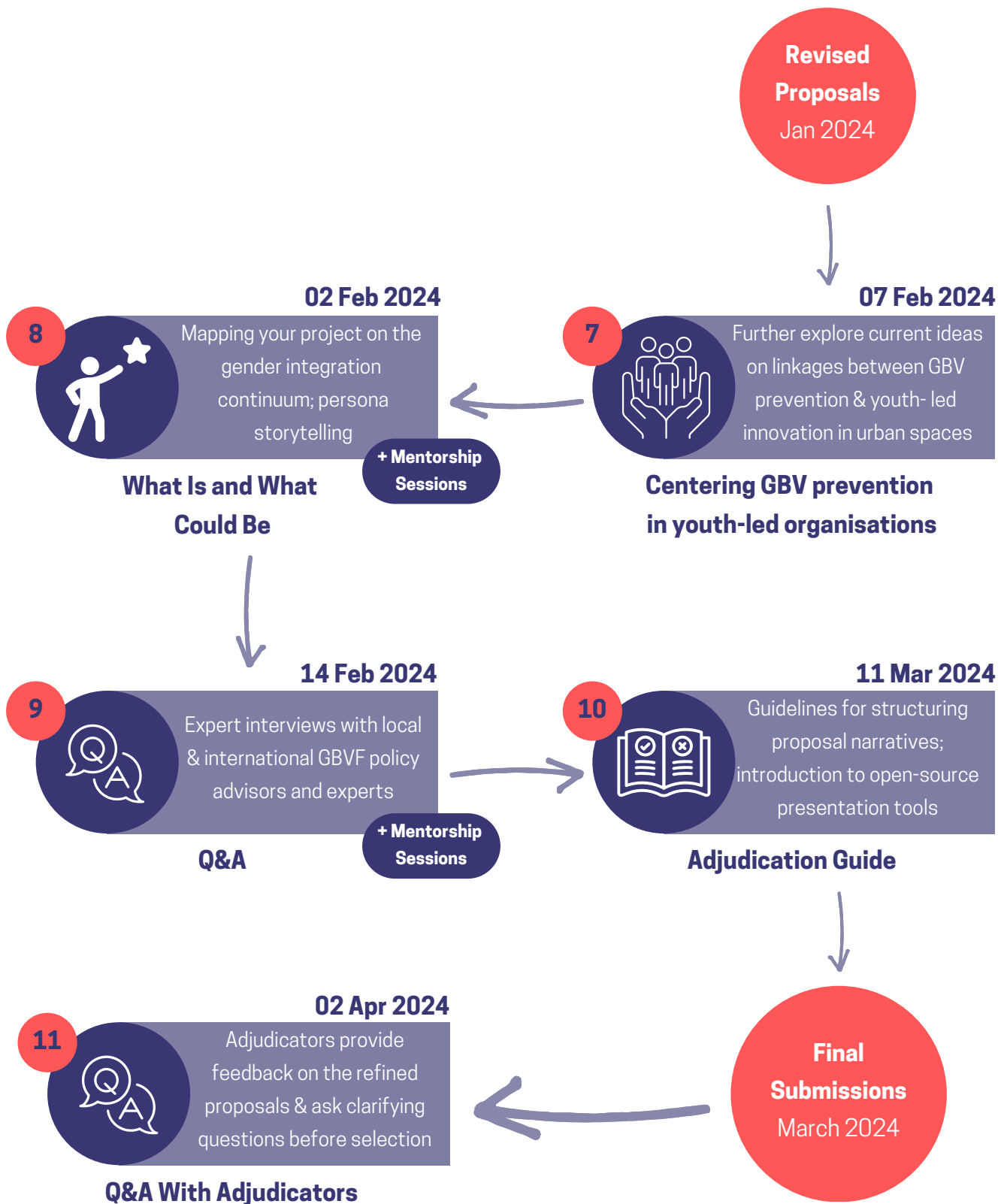
Round 1

Reflecting on the program, building psychological safety upfront was instrumental in addressing the sensitive subject of Gender-Based Violence and Femicide (GBVF). We began with team charters emphasizing confidentiality, respect, and support, setting the tone for our interactions. Permission slips allowed participants to express their needs and boundaries, fostering control and acknowledgement. Restorative circles created an empathetic environment where everyone felt heard and valued. Regular check-ins reinforced this safe space. This trust enabled participants to share personal stories and engage deeply, enriching the program's impact. The program built on this trust as we explored personal & organizational development aspects, focusing on business fundamentals, GBVF prevention frameworks, and innovation capabilities.



COMPETITION FORMAT

Overview cont.

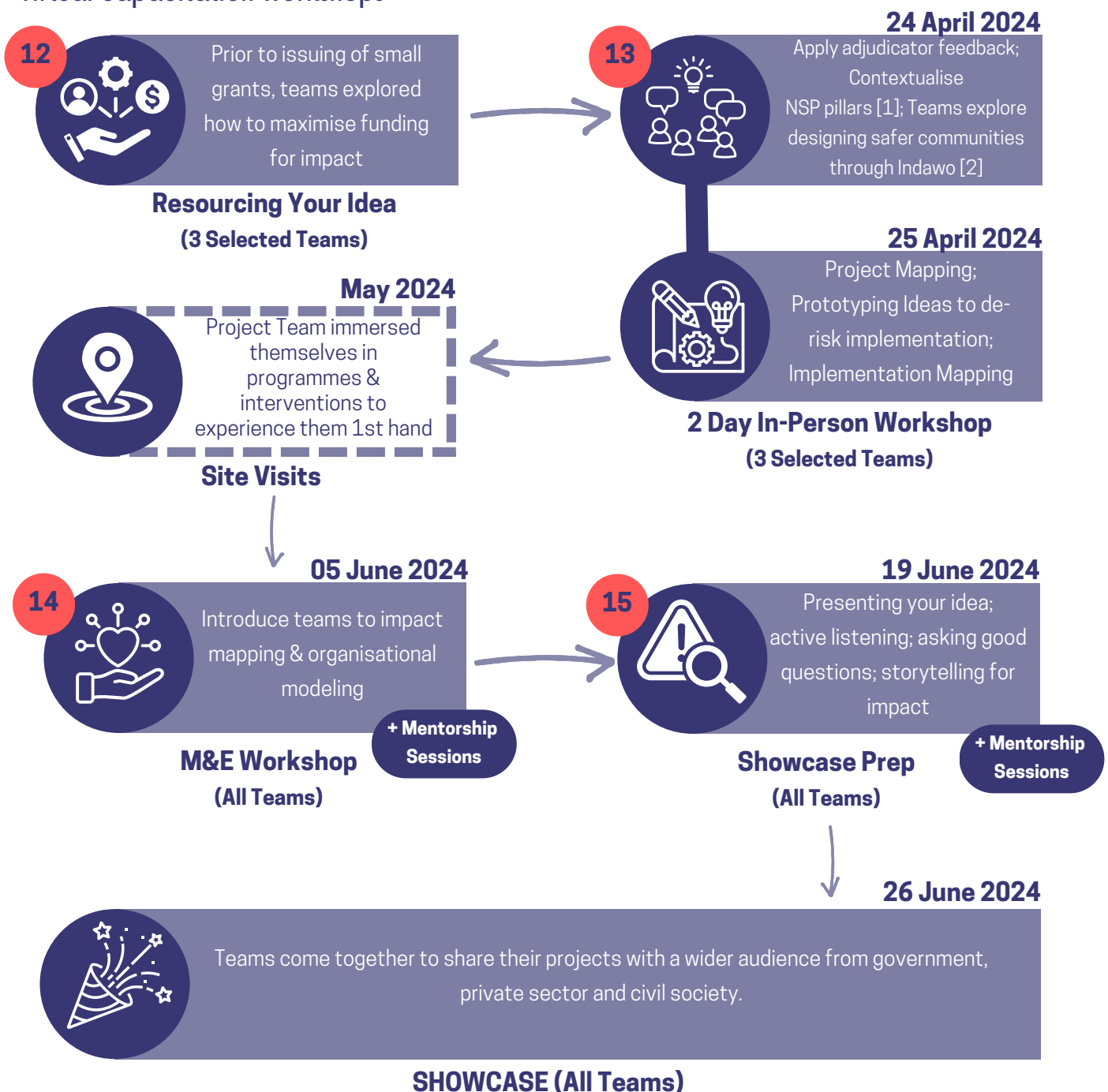


COMPETITION FORMAT

Overview cont.

Round 2

Three teams's projects were selected to receive small grants to pilot their ideas. These teams also attended a 2-day in-person workshop to deep dive into pilot preparation. During this period all six teams continued to receive mentorship and virtual capacitation workshops



[1] [National Strategic Plan \(NSP\)](#), on Gender-based Violence & Femicide

[2] [Indawo](#) Game

WORKSHOP 1

DISCOVERY



How might this programme remove your barriers to success?

Helping us move from advocacy to action

Support in accessing government stakeholders

Impact measurement tools

Learning how to build sustainable partnerships

Networking with peers and potential supporters

How to tell our story

What motivates you?

What has been a challenge you have faced?

WORKSHOP 2

WAYS OF WORKING

How might we ensure we create a psychologically safe space in our workshops and projects?

Create a safe environment for risk-taking and experimentation

Bring your own history, perceptions authentically and honestly

Learn about each other's work & connect thoughtfully

Embrace discomfort by acknowledging that growth often occurs outside of one's comfort zone

Acknowledge that mistakes are opportunities for learning

Respect each other's views, but allow interrogation

Acknowledge the need to let go of outdated beliefs and embrace new insights

Invite emotional intelligence

Share our experiences openly, and openly address each other

WORKSHOP 3

SOCIAL IMPACT CANVAS

What is the value your organisation creates for people? Why do they come to you?

How does your idea address GBVF prevention?

Now I know how to map a project

How do you create value?

How do you deliver value, to who?

How do you capture value to sustain your organisation?

What is the impact you hope to achieve with your idea?

What sources of income can sustain your idea in the long run?

WORKSHOP 4

GBVF RISK ANALYSIS

Imagine the best possible outcome and the best possible future for the safety of women, LGBTQIA+ people and other at risk people in our cities

Safe, fear-free environment for women, children and LGBTQIA+ to thrive.

Laws favor victims, ensure full sentences for perpetrators.

Inclusive, gender-responsive & -transformative policies and visible LGBTQIA+ support networks.

Empower communities through education, awareness, and social media engagement.

Mainstream inclusion and awareness for people with disabilities.

What systems of power and inequalities at different levels of society make people vulnerable to GBVF?

Society:

Unhealed traumas, degrading physical structures, and societal norms perpetuate violence and inequality

Community:

Male-dominated initiation traditions, forced arranged marriages in churches and rural areas, and skewed manhood definitions enforce patriarchal norms.

Relationships:

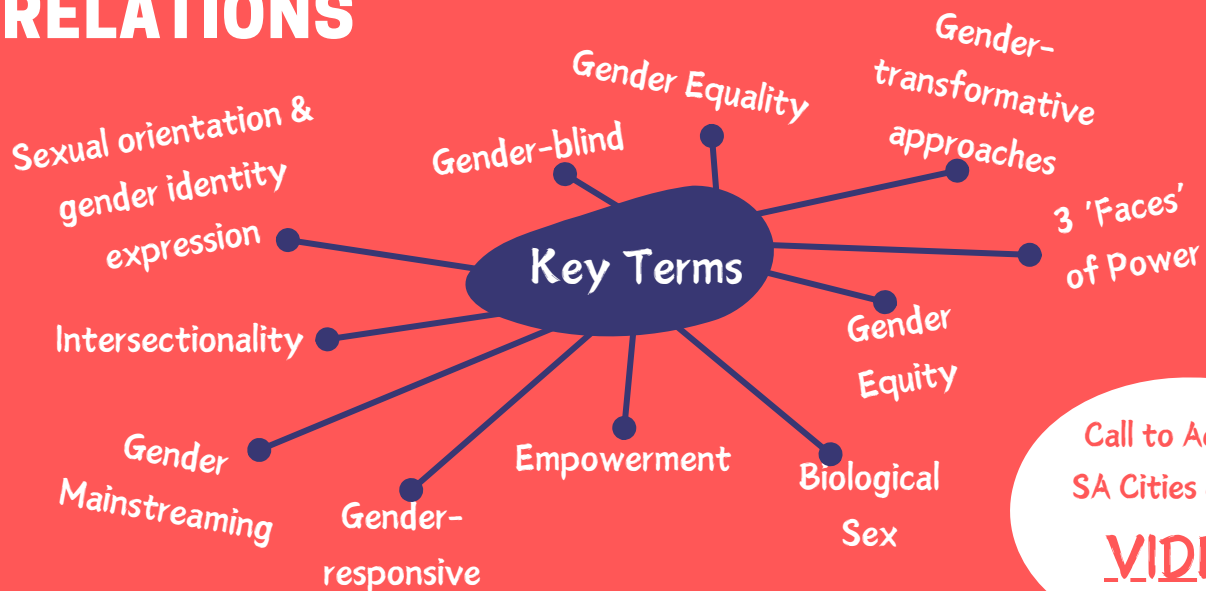
Dependency on breadwinners, generational anger, and unequal power dynamics in age-disparate relationships create vulnerability and perpetuate abuse.

Individual:

Beliefs about respect, assumptions around psychological help, and rigid gender roles hinder healing and perpetuate inequality.

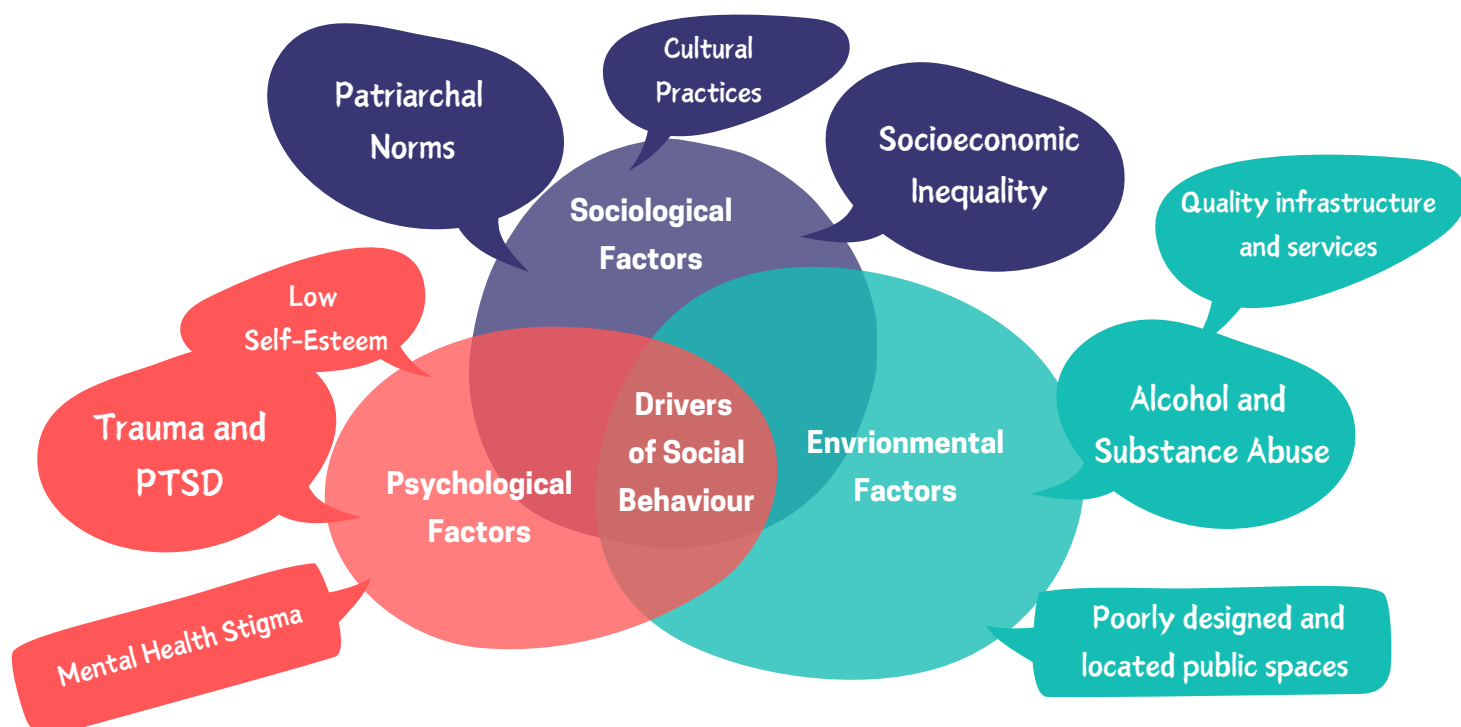
WORKSHOP 5

SYSTEMS OF GENDERED POWER RELATIONS



WORKSHOP 6

SOCIAL BEHAVIOUR CHANGE



WORKSHOP 7

CENTERING GBV PREVENTION IN YOUTH-LED ORGANISATIONS



WORKSHOP 8

WHAT IS AND WHAT COULD BE...



WORKSHOP 10

ADJUDICATION GUIDE

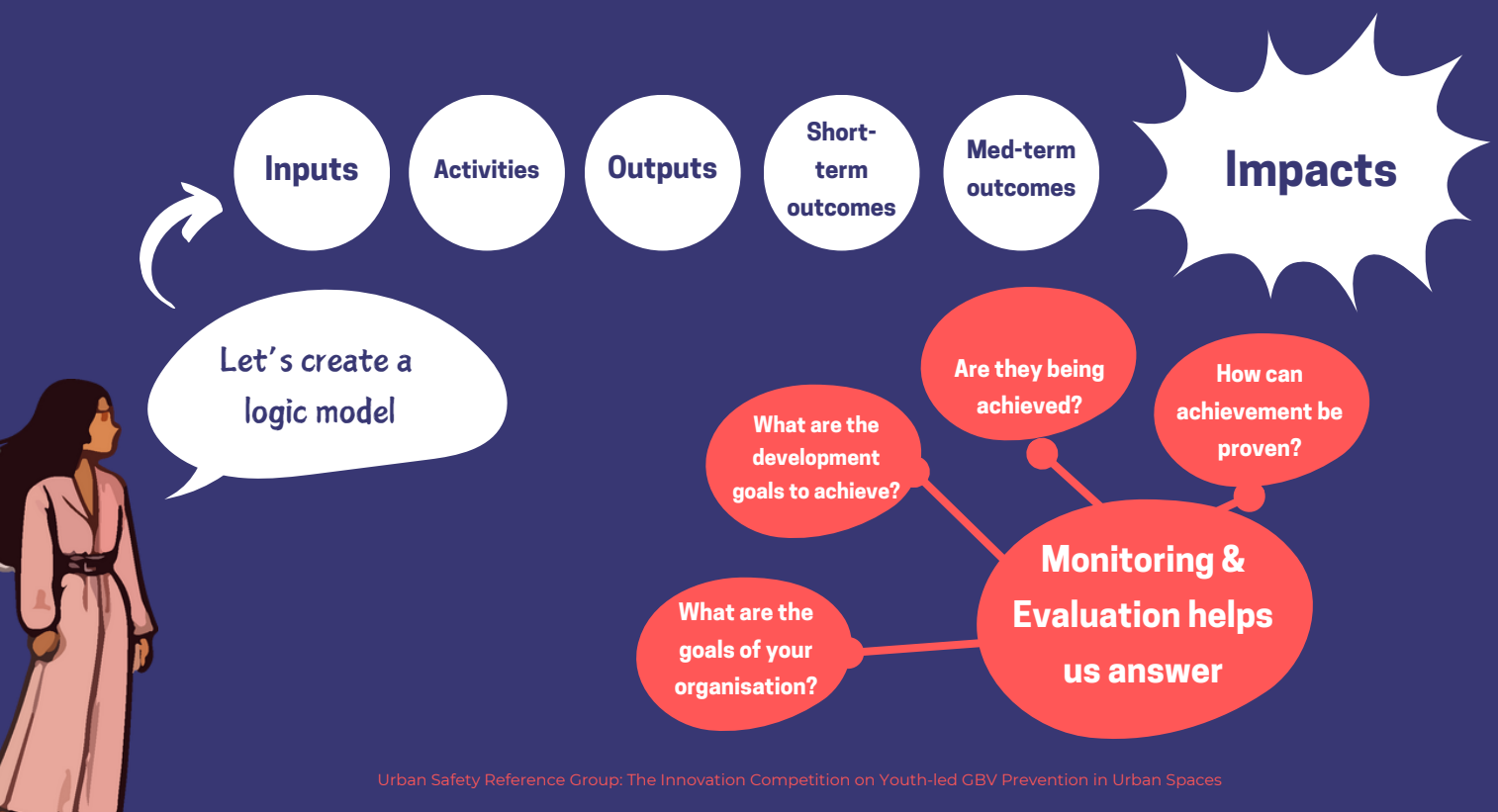


Story Structure

Our project is a [type of solution] that tackles GBVF through [prevention/awareness/support/education...] by [specific action or approach]. Our mission is to serve [specific group or community] in [urban centre & municipality], specifically focusing on [aspect of GBVF being addressed]. What sets our initiative apart is [unique feature or value proposition], which directly contributes to creating a safer and more informed environment for [beneficiary]. This approach not only addresses the immediate challenges of GBVF but also fosters a long-term culture of [goal, e.g., respect, safety, equality].

WORKSHOP 11

INTRODUCTION TO M&E



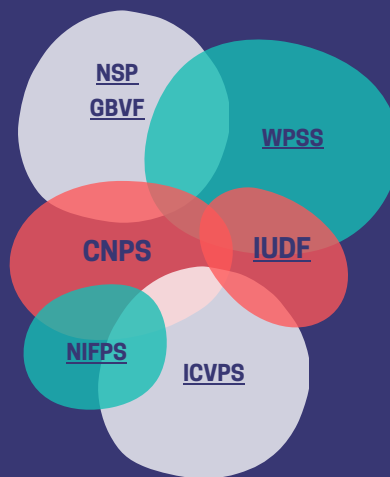
IN PERSON WORKSHOP

DAY 1

Explore Adjudicator
feedback together

Contextualising &
Localising GBVF
Policies

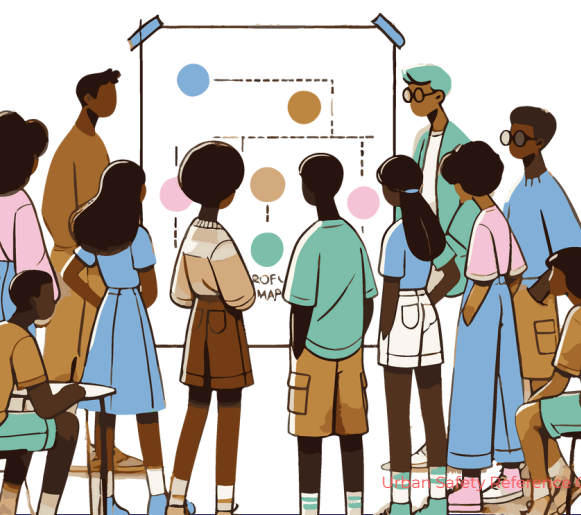
Building Safer
Communities
with INDAWO



DAY 2

Project Mapping &
Implementation
Roadmap

Prototype Project to
Gather Feedback



NSP ALIGNMENT

Each team in this project has strategically aligned their initiatives with specific pillars of the National Strategic Plan (NSP) on Gender-Based Violence and Femicide (GBVF) to ensure comprehensive and effective interventions*. The alignment demonstrates their commitment to addressing the multifaceted aspects of GBVF through targeted prevention, support, and empowerment measures. Below, we outline how each team's project corresponds with the relevant NSP pillars, highlighting their approaches to fostering accountability, prevention, justice, support, economic empowerment, and data-driven strategies to combat GBVF in their communities.

	Nokwanda Patocka Foundation	Exotically Divine Pulse	Native Eye Creatives	eKasi Bioscope	Mordecai Ndlovu Foundation	Battle 4 Mindset
Accountability, Coordination, & Leadership	✓					
Prevention & Rebuilding Social Cohesion	✓	✓	✓	✓	✓	✓
Justice, Safety, & Protection	✓					
Response, Care, Support, & Healing				✓	✓	
Economic Power				✓		
Research & Information Management Systems						
Other Strategic Alignment		IUDF Levers 1,6 & 7		ICVPS Pillar 2	ICVPS Pillar 6; IUDF Lever 7	

*This alignment is based on self-reporting by teams

SITE VISITS

During the site visits in May 2024, the project team had the invaluable opportunity to immerse themselves in various programs and interventions firsthand. This experiential approach allowed them to observe and understand the practical implementation of GBVF prevention initiatives.

The visits provided a rich context for learning, as participating teams got to engage with key government stakeholders, and explore potential collaborations.

One of the primary benefits of these site visits was the direct interaction with the communities and organizations involved in GBVF prevention. The project team could see the tangible impact of different strategies, from community education programs to support services for victims of GBVF. These interactions not only reinforced the importance of ground-level engagement but also highlighted the challenges faced by these initiatives, such as resource constraints and the need for continuous capacity building.

The insights gained from these visits were instrumental in refining the participating teams' project proposals and enhancing their understanding of what works in GBVF prevention.

The site visits also fostered stronger connections between the participating teams and the broader network of GBVF prevention efforts. By launching these pilot programmes, participating teams could build relationships that would support collaboration and knowledge sharing beyond the duration of the competition. This networking aspect was crucial for sustaining the momentum of their projects and ensuring ongoing support from experienced practitioners in the field - which were further built on in the Showcase Event.



SHOWCASE EVENT

The showcase event for the Youth-Led GBV Prevention Innovation Competition, held on 26 June 2024 at the Milkplum Café in Pretoria, was a dynamic and multifaceted occasion designed to highlight the innovative efforts of each participating team in addressing gender-based violence and femicide (GBVF). The event provided a platform for the six participating teams to present their projects, engage with various stakeholders, and seek further support and partnerships.

The day began with participants arriving and signing in, followed by a keynote address that set the tone for the importance of youth-led initiatives in GBVF prevention. Representatives from the South African Cities Network (SACN) and GIZ officially welcomed the attendees, emphasizing the collaborative spirit necessary to combat GBVF effectively. Each team then had a brief introduction session, allowing them to present their projects succinctly and build anticipation for more in-depth discussions later in the day.



The Connection Web physically linking shared interests

Interactive activities such as the "Connection Webs" and "World Café" sessions fostered deeper engagement between the teams and the visitors. The Connection Webs activity involved participants using a ball of yarn to create a physical web of connections, visually representing the network of support and collaboration among attendees. The World Café format allowed for more intimate, round-table discussions where visitors rotated between teams, providing feedback and asking questions, thereby creating a rich environment for knowledge exchange and collaboration.

After lunch, the Dialogue Walks offered a unique format for exploring project-specific challenges in greater depth. Visitors chose a team and joined them for a walk around the venue, discussing the core issues and potential solutions related to their projects. This activity not only facilitated in-depth discussions but also allowed participants to connect on a more personal level. The day concluded with each team presenting their feedback and insights from the Dialogue Walks, followed by a closing address and networking session, solidifying the event as a pivotal moment for fostering ongoing partnerships and support.

A crucial aspect of the showcase was the deliberate introduction of teams to key government representatives and other stakeholders. This facilitated the establishment of sustained support networks beyond the competition. Government officials, private sector leaders, and civil society representatives were all present, providing an opportunity for the teams to showcase their work to potential partners and supporters. This strategic networking aimed to ensure that the innovative GBVF prevention projects could gain the necessary endorsements and resources to be scaled and sustained in the long term.

Overall, the showcase event was a successful culmination of months of hard work and collaboration, providing a vital platform for young leaders to demonstrate their innovative approaches to GBVF prevention and secure the necessary support to scale their impact.

PART 3

FUTURE PROGRAMMES

FRAMING & EVALUATING INNOVATION IN CBO PROJECTS

Innovation within Community-Based Organizations (CBOs) is a powerful catalyst for addressing complex social challenges and enhancing community resilience. However, for innovation to be impactful and sustainable, it must be carefully framed and evaluated within the unique context of CBO operations. This section explores the strategic approach to integrating innovation into CBO projects, emphasizing the importance of grounding innovative efforts in the organization's core mission and operational capacity. It outlines methodologies for setting clear, achievable innovation goals, involving community stakeholders, and leveraging local knowledge. Additionally, this section provides a comprehensive framework for evaluating the effectiveness of innovative initiatives, focusing on metrics that reflect social impact, sustainability, and scalability. By establishing a structured process for both framing and evaluating innovation, CBOs can ensure that their efforts not only address immediate community needs but also contribute to long-term social change and organisational growth.

Innovation in the realm of Community-Based Organisations (CBOs) and small-scale nonprofit organisations (NPOs) refers to the development and implementation of new ideas, processes, services, or programmes that address social issues and improve community well-being. This type of innovation focuses on creating social value and often involves grassroots efforts, community engagement, and resource optimization in environments with limited funding and infrastructure.

Integrating innovation into Youth Innovation GBV Prevention competitions is essential for addressing the complex social issue of GBV and enhancing community resilience. By grounding innovative efforts in the core mission and operational capacity of youth-led organizations, these competitions can set clear, achievable goals and involve community stakeholders to leverage local knowledge. This approach ensures that initiatives not only address immediate needs but also contribute to long-term social change and organizational growth.

Key differences between innovation in CBOs/NPOs and traditional business include:

1. Purpose and Goals:

- CBOs/NPOs: Innovation aims to address social problems, enhance community services, and improve the quality of life for underserved populations. The focus is on social impact rather than financial gain.
- Traditional Business: Innovation seeks to create competitive advantage, increase market share, and drive profitability. The primary goal is financial success and business growth.

2. Resource Constraints:

- CBOs/NPOs: Often operate with limited financial resources, relying on donations, grants, and volunteer support. Innovation in this context must be cost-effective and sustainable.
- Traditional Business: Typically have access to more substantial financial resources, enabling investment in research and development, marketing, and large-scale implementation of innovative ideas.

3. Stakeholder Engagement:

- CBOs/NPOs: Innovation involves extensive collaboration with community members, beneficiaries, and other stakeholders. Solutions are often co-created with those directly affected by the issues being addressed.
- Traditional Business: Innovation is usually driven by internal teams and market research, with a focus on customer needs and preferences to enhance product or service offerings.

4. Risk and Failure Tolerance:

- CBOs/NPOs: There is a lower tolerance for risk due to the potential impact on vulnerable populations and limited resources. Innovations must be carefully planned and piloted to ensure they do not exacerbate existing problems.
- Traditional Business: Companies can often afford to take higher risks, experiment with disruptive technologies, and accept failures as part of the innovation process, as long as they can ultimately achieve financial returns.

5. Measurement of Success:

- CBOs/NPOs: Success is measured by social impact metrics, such as the number of beneficiaries served, improvements in community health or education, and long-term sustainability of initiatives.
- Traditional Business: Success is measured by financial metrics, including revenue growth, profit margins, return on investment, and market share.

6. Innovation Drivers:

- CBOs/NPOs: Driven by a mission to solve specific social issues and improve community resilience. Innovations often stem from the need to adapt to changing community needs and resource limitations.
- Traditional Business: Driven by market competition, technological advancements, and consumer demand. Innovations are often aimed at achieving differentiation and staying ahead of competitors.

In summary, while innovation in both CBOs/NPOs and traditional businesses involves creating new and improved ways of doing things, the underlying motivations, resource constraints, stakeholder engagement, risk tolerance, success metrics, and drivers differ significantly, reflecting the unique contexts and goals of these organisations.

To blend the fundamentals of CBO operation with innovation effectively, a programme should focus on building a strong foundational base while gradually introducing innovative practices.

Proposed here is a structured approach to future training and capacitation, based on learnings from this programme. The aim is to achieve a balance of organisational fundamentals and innovative practice:

Foundational Development

- **Needs Assessment and Participant Engagement**
 - Conduct Thorough Needs Assessments: Understand the participant's needs, challenges, and resources through proposal assessment, interviews and discovery workshops.
 - Engage Stakeholders: Equip participants with tools and frameworks that support the involvement of community members, beneficiaries, and local leaders in the planning and decision-making process to ensure that programmes are relevant and responsive to actual needs.
- **Capacity Building**
 - Organisational Training: Provide teams training on essential organisational skills such as governance, financial management, project planning, monitoring and evaluation, and fundraising.
 - Leadership Development: Strengthen leadership capabilities within the CBO to ensure effective management and strategic direction.
- **Resource Management**
 - Financial Management: Support participating teams in establishing robust financial systems, including budgeting, accounting, and financial reporting.
 - Human Resources: Support teams in developing policies for recruiting, training, and retaining staff and volunteers.
- **Operational Systems**
 - Standard Operating Procedures (SOPs): Support teams in creating clear SOPs for daily operations, programme delivery, and crisis management.
 - Technology Utilisation: Support teams in implementing basic technological tools for communication, data management, and reporting. For example, setting up virtual calendars on their phones and how to set up meeting invites.

Introduction to Innovation

- **Innovation Mindset and Culture**

- Cultivate an Innovation Culture: Encourage a mindset of continuous improvement, openness to new ideas, and willingness to experiment and learn from failures.
- Idea Generation Workshops: Conduct regular brainstorming sessions and workshops to foster creative thinking and problem-solving.

- **Pilot Projects**

- Start Small: Implement pilot projects to test innovative ideas on a small scale before scaling up. This approach minimises risk and allows for adjustments based on feedback and results.
- Apply innovation to existing projects: Explore how new innovation practices can be applied in existing projects, before starting a new project from scratch.
- Monitor and Evaluate: Establish clear metrics to evaluate the success of pilot projects and learn from both successes and failures.

- **Partnerships and Collaborations**

- Collaborate with Other Organisations: Support teams in partnering with other CBOs, NGOs, and private sector entities to leverage resources, share knowledge, and co-create innovative solutions.
- Engage with Experts: Bring in experts in areas like technology, social innovation, M&E, National Frameworks (eg NSP on GBVF) and community development to provide guidance and support.

Depending on the length and depth of the programme, innovation practices can be explored and integrated further. Should the programme timing allow, the following are suggested further integrations of innovation into CBO capacitation. Outputs from shorter programmes should be packaged in a way that they support further innovation practice, for example toolkits & recordings of team sessions to refer back to.

Integrating Innovation into Operations

- **Scale Successful Innovations**

- Expand Proven Pilots: Scale up pilot projects that have demonstrated success and sustainability.
- Document and Share Best Practices: Create documentation and case studies of successful innovations to share within the organisation and with other CBOs.

- **Continuous Learning and Adaptation**

- Regular Training and Development: Offer ongoing training to keep staff and volunteers updated on the latest trends and best practices in innovation and community development. As this is not always possible beyond funded programmes, an alternative is to build community amongst participants while they are in the programme and formalise a shared space where they can continue to support one another beyond the programme.
- Feedback Loops: Equip participants with tools to gather regular feedback from the community and stakeholders to continuously improve programmes.

- **Sustainable Funding Models**

- Diversify Funding Sources: Introduce teams to diverse funding options, including grants, donations, social enterprises, and impact investing, to support innovative initiatives.

Monitoring, Evaluation, and Learning (MEL)

- **Establish MEL Systems**

- Track Progress and Impact: Teams should develop robust MEL systems to track the progress and impact of both foundational operations and innovative projects.
- Data-Driven Decision Making: Use data and evidence to inform decisions, make adjustments, and demonstrate the value of innovations to stakeholders and funders.

- **Share Knowledge and Learnings**

- Community of Practice: Create or join communities of practice where CBOs can share experiences, challenges, and solutions.
- Knowledge Dissemination: Regularly disseminate findings and insights through reports, webinars, social media platforms and conferences.

By ensuring that the fundamentals of CBO operation are solidly in place before and alongside introducing innovation, CBOs can create a stable foundation that supports sustainable and impactful innovation. This balanced approach helps avoid the pitfalls of jumping into innovation without the necessary groundwork and ensures that new initiatives are built on a strong, resilient base.

Application in Future Youth Innovation GBV Prevention Competitions

Integrating innovation into future Youth Innovation GBV Prevention competitions can significantly enhance their effectiveness and sustainability. The strategic approach involves grounding innovative efforts in the core mission and operational capacity of youth-led organizations. By setting clear, achievable innovation goals and involving community stakeholders, participants can leverage local knowledge to create relevant and impactful initiatives. This structured process helps ensure that innovation addresses immediate community needs and contributes to long-term social change and organizational growth.

The competitions should emphasize the importance of understanding the unique context of Community-Based Organizations (CBOs) and small-scale Non-Profit Organizations (NPOs), focusing on building resourcefulness as well as resources in developing cost-effective solutions. Encouraging participants to act as 'angelic troublemakers' with creative and innovative ideas can disrupt and transform societal norms and the normalization of GBVF. Participants should be trained in essential organizational skills such as governance, financial management, project planning, and monitoring and evaluation to build a strong foundational base.

Supporting pilot projects are a crucial component, allowing participants to test innovative ideas on a small scale before scaling up. This approach minimizes risk and provides opportunities for feedback and adjustments. Collaborations with other organizations, NGOs, and private sector entities can leverage resources and share knowledge, enhancing the innovation process. Bringing in experts in technology, social innovation, and community development can provide guidance and support, ensuring that participants are well-equipped to implement their ideas effectively.

Future competitions should also integrate continuous learning and adaptation, offering ongoing training and development to keep participants updated on the latest trends and best practices in innovation and community development. Establishing robust Monitoring, Evaluation, and Learning (MEL) systems will help track progress and impact, using data to inform decisions and demonstrate the value of innovations to stakeholders and funders. By building a community of practice, participants can share experiences, challenges, and solutions, fostering a supportive network that continues beyond the competition.

When designing capacitation programmes it is important to include both foundational elements of CBO operations and innovative practices. In doing so future Youth Innovation GBV Prevention competitions can create a stable foundation for sustainable and impactful innovation. This balanced approach ensures that new initiatives are built on a strong, resilient base, capable of driving meaningful social change and enhancing community resilience.

A MODEL FOR FUTURE PROGRAMMES

Creating a replicable model for future GBVF prevention programmes involves a structured process that prioritises adaptability to varying organisational needs, participant requirements, and contextual constraints. This model focuses on the design process rather than the programme itself - what works for one cohort might not work for another.

This section presents an adaptable design model for the development of future programmes.

Where to Start

Designing successful and impactful programmes requires a deep understanding of the specific needs and challenges faced by both partner organisations and participants. The design thinking process offers a powerful method for defining problems from multiple perspectives, brainstorming possible solutions, prototyping those solutions, and then testing and iterating to decide the best approach.

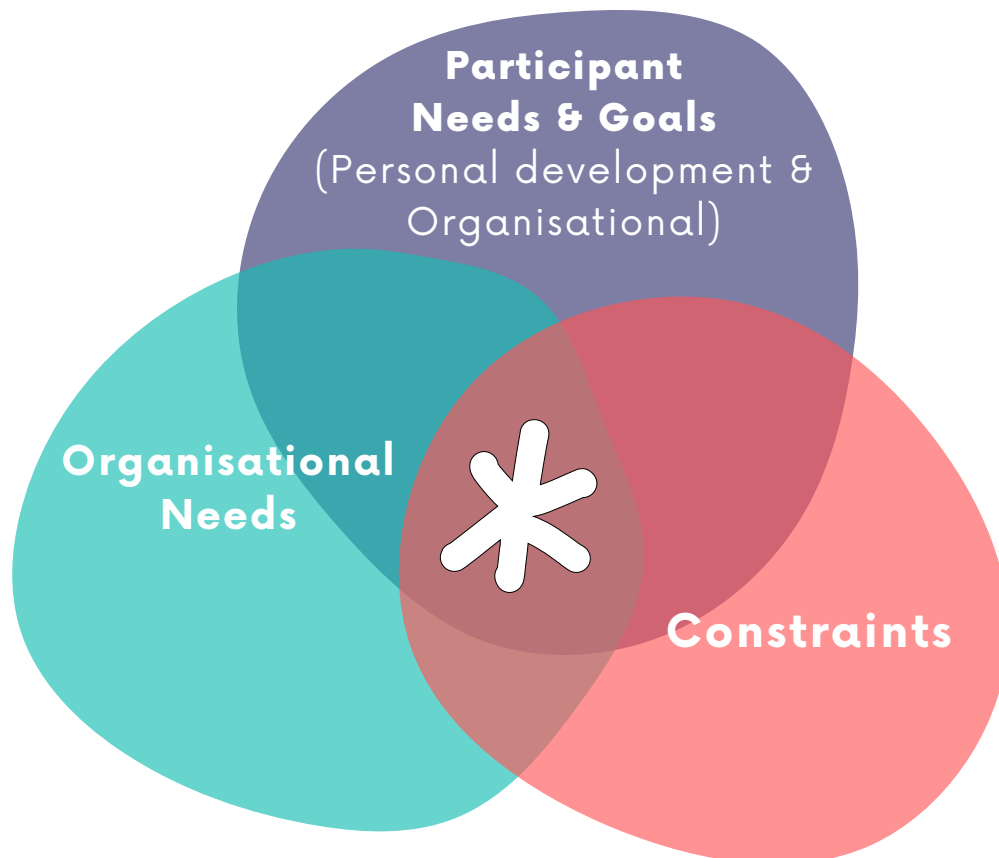
When creating innovative capacitation, training, and support programmes for youth-led GBVF-prevention projects, tools and frameworks from design thinking can help teams find the 'sweet spot' between three crucial forces:

- **Funding Parties' Goals:** Understand what the funding organizations aim to achieve with the project.
- **Participants' Personal and Organisational Needs/goals:** Ensure the programme is perceived as useful, relevant, engaging, and a valuable use of participants' time.
- **Constraints:** Consider what can realistically be implemented and sustained given the technological, environmental, and social constraints for both the organisation and participants.

By leveraging these insights, you can design solutions that not only meet the objectives of all stakeholders but also create a meaningful and lasting impact. This approach fosters innovation and ensures that the programmes are tailored to the unique context and needs of those involved.

A Model for Future Programme Design

Below is a model for programme design. In order to learn about each of these aspects, programme designers can begin by running “Discovery Workshops”. These are interactive workshops aimed at uncovering initial aspects of each sphere. It is important to note here that this should be a continuous process though, and not just done prior to programme design. New constraints and needs emerge throughout a programme, and thus one needs to remain adaptable and agile not just in design of the programme, but in the delivery too.



Designing Your Programme's Strategy

Programme design requires strategic thinking. It is about making deliberate choices on what actions to take and what actions not to take. For example what content to include and what not to include, what technology to use, what learning practices to embrace, when to engage and when not, what needs to prioritise - amongst others.

Strategy is not a one-time event but an ongoing process of making and revising key choices based on changing circumstances and new information. A useful tool to use, once teams have mapped out their initial “Sweet Spot” is a Strategy Blueprint.

The programme's strategic blueprint is useful for:

- **Clarity and Alignment:** Provides a clear and concise representation of the strategic plan, ensuring that all stakeholders understand the direction and priorities.
- **Holistic View:** Integrates various elements of strategy into one comprehensive framework, making it easier to see how different parts of the strategy fit together.
- **Communication Tool:** Serves as an effective tool for communicating the strategy across the organisation, fostering a shared understanding and commitment.

Strategic Blueprint

Programme design requires strategic thinking. It is about making deliberate choices on what actions to take and what actions not to take. For example what content to include and what not to include, what technology to use, what learning practices to embrace, when to engage and when not, what needs to be prioritised - amongst others.

Challenges What problems are you trying to solve? What obstacles must you overcome?			
Aspirations What does success look like? What will people do, say or perform differently?	Focus Areas What is the scope of the solution? What will you focus on for the most impact?	Guiding Principles How will you overcome the challenges? What specific mantras will guide the team?	Activities What types of activities solve the problem? What capabilities achieve your aspirations?
Outcomes What metrics will be used to gauge success? What types of measures will you use?			

Adapted from Jim Kalbach - Strategy Blueprint, CC BY-NC-SA 4.0

Through actively listening to key stakeholders in the programme, design teams can successfully map out key aspects of the learning journey, and define the programme sweet-spot. Applying these findings to a strategy blueprint can further focus and align the team on what should be included, how to deliver it and how to measure the impact of the programme.

Strategy Blueprint Example

Challenges:

Effective Training Programme Design:

How might we design an engaging 10-20 hour virtual capacity-building programme to develop and refine GBVF prevention projects?

Content Development and Delivery:

How might we cover key topics like community development, leadership, design thinking, programme systematization, social facilitation, and governance in the training?

Resource Creation:

How might we develop a resource pack with tools, templates, readings, and session recordings for long-term use by participants?

Gender Transformation Integration:

How might we integrate gender transformation and intersectional approaches into the capacity-building process and materials?

Effective Mentoring:

How might we provide impactful virtual mentoring sessions to help participants identify replicable and sustainable intervention pathways?

Localizing National Strategies:

How might we localize the NSP and other strategies for effective application by youth-led organizations?

Knowledge and Skills Transfer:

How might we equip youth-led organizations with the knowledge and skills to apply NSP and other national strategies?

Community Engagement:

How might we equip youth with the language and tools to effectively discuss and advocate for GBVF prevention in their communities?

Idea Incubation and Learning Exchange:

How might we facilitate idea incubation and learning exchange to grow young people's contributions to community safety?

Sustainability and Scalability:

How might we seed fund innovative youth-led GBVF prevention projects to ensure their sustainability and scalability?

Example of an early strategy blueprint developed for this programme, and could be useful for future programme design

Aspirations

- CBO's able to integrate GBVF policy and frameworks easily into their work
- Participants can engage with the programme effectively
- Participants will be more confident in their advocacy skills
- Participants will have richer networks

Focus Areas

- Localising GBVF prevention strategies such as the NSP
- Storytelling
- Adapting virtual tools to the needs of the participants
- Online workshops & mentorship
- Accessing municipal partners
- Developing self-efficacy

Guiding Principles

- Listen to learn
- Continual feedback from participants - adapt as necessary
- Align programme with specific needs
- Encourage peer learning and networking to build ongoing support network
- Sustainability of projects beyond this programme

Activities

- Virtual, interactive sessions
- Breakout rooms where peers can engage deeply on specific subjects and share stories
- 1:1 mentorship sessions to align themes and content with specific needs of participants
- Transferable activities
- In-person engagements

Outcomes

- Good Attendance - Levels of interaction in online workshops
- Empowerment of participants
- Increased networks - sustainability of projects beyond competition
- Ability to engage with and explain how projects align with national GBVF prevention strategies
- Participant feedback - pre/post
- Observational and self-reporting

PROGRAMME INSIGHTS

As we reflect on the youth-led GBVF prevention programme, we've gathered valuable insights that can shape future iterations and similar programmes. This section distills our experiences, challenges, and successes into actionable learnings for programme designers and facilitators.

Our journey revealed the importance of adaptability, particularly in navigating the complexities of online engagement and diverse participant needs. We discovered unexpected areas where participants required additional support, and identified opportunities to enhance the programme's structure and content.

The following insights are not just a record of what we learned, but a roadmap for creating more effective, inclusive, and impactful programmes. They touch on various aspects, from technology considerations to content delivery, participant selection, and programme structure. By sharing these learnings, we aim to contribute to the continuous improvement of youth empowerment initiatives and the development of innovative GBVF-prevention solutions.

We invite future programme designers to consider these insights as they craft their own initiatives, adapting and building upon our experiences to create even more transformative opportunities for youth leaders.

Key Insights and Learnings for Future Programme Design

• Deepening Understanding of Sustainability and Scale

Our journey revealed that participants often claimed their projects were sustainable without fully grasping the concept. Future programmes should dive deeper into what sustainability truly means in practice. Consider introducing an iteration phase where teams can refine their projects based on real-world learnings.

One testing round, we found, is rarely enough to prove an idea's viability. Multiple testing rounds could significantly boost confidence in a project's potential for success and scalability. Importantly, programme facilitators don't need to oversee every experiment – this autonomy can empower participants to answer scaling questions with greater assurance.

To address the challenge of donor dependency, consider introducing elements of social entrepreneurship. This approach can spark creative thinking about potential income streams, especially crucial given that programme sponsors often don't fund projects post-programme.

Supporting youth in understanding the scale and nature of GBV in the SA context helps drive action

Localise the NSP GBVF through collaboration between government and civil society is important

Incorporate capacity building processes on gender, power and intersectional systems of inequality

What are some starting points on building capacity for youth-led GBV prevention?

Systematically integrate aspects of gender and power relations

Encourage youth-led organizations to act as 'angelic troublemakers' by embracing creative and innovative ideas that aim to transform power structures and intersecting inequalities. This approach seeks to disrupt and change societal norms and the normalization of GBVF.

Focus on understanding GBVF prevention, key concepts, and processes for addressing root causes when working with youth, rather than only responding to GBV after it has occurred.

- **Navigating the Digital Divide**

We were surprised to discover that most participants relied on smartphones rather than laptops, with some teams even sharing a single laptop. This insight is crucial for future programme design. Consider developing mobile-first content and interactions, as web applications like Google Sheets proved challenging on phones. WhatsApp, was utilised throughout for scheduling. Few teams used calendar apps, so meeting invites often went unanswered. We therefore resorted to Whatsapp reminders and sharing of call details prior to virtual sessions.

Be prepared to pivot quickly – our teams found creative workarounds, like having Storythinking team members type up responses on behalf of participants - who wrote their feedback in the chat functionality. Also, factor in potential disruptions like loadshedding, which posed significant challenges towards the end of 2023.

- **The Realities of Virtual Engagement**

The online nature of our programme revealed several important considerations. Some participants struggled to find quiet, safe spaces for sessions, often juggling childcare and other responsibilities. This underscores the need for flexibility in programme design.

Assessing engagement and understanding became a unique challenge in the virtual space. Technical issues often meant we couldn't see or hear participants, or they would drop in and out of calls. Despite these hurdles, we were pleasantly surprised by the power of interactive sessions. Participants genuinely enjoyed connecting with each other, forming meaningful relationships across spatial barriers.

Interestingly, despite our initial concerns, the programme saw no attrition – all teams completed the entire journey through to adjudication. We attribute this partly to the programme's flexibility, allowing participants to engage according to their capacities and needs.

- **Rethinking Programme Structure**

A proposed redesign of the programme structure, based on this experience is a revised hybrid approach:

- Start with a longer application period (at least two months) for thorough project selection – potentially include implementation partners in this.
- Begin with an in-person discovery workshop with accepted applicants to assess team needs and readiness, and build community early.
- Follow with an in-person workshop to equip teams with essential tools.
- Transition to online workshops and mentorship to reinforce learning and guide projects.
- Conclude with final workshops, site visits, and a showcase for selected teams.

This structure leverages the benefits of both in-person and online interactions, setting a strong foundation while maintaining flexibility.

- **Programme Timing**

Teams that are running education programmes that partner with learning institutions should align with school holiday times. This should be addressed early on in the programme and catered for in implementation design. The programme should also be designed to showcase projects early in the government and funding partner financial year to allow participants to submit proposals to interested government departments. During the showcase event many interested parties stated how unfortunately it was year end so to plan for next year. For programmes to continue post-capacitation, new funding opportunities should be established as early as possible, as most CBOs struggle with funding their initiatives.

From a delivery perspective, the initial programme timeline was 3 months which necessitated at least 2 workshops per week, plus additional mentorship sessions. This intensity was unsustainable as participants needed more time to apply learnings in practice. They also struggled to find time to attend both sessions as most are working to support their initiatives. Extending the programme by several months allowed for the delivery of one workshop per week, and deeper learning, however it also extended the programme beyond the time teams had signed up for. Managing expectations throughout the programme was critical for continued engagement and participation.

- **Balancing Content and Expectations**

We dedicated significant time to exploring how GBVF impacts the lives of young people and working with participants to understand its root causes and consequences for youth in South Africa. While this meant less time for design thinking and innovation elements, it added significant value, transforming some teams' understanding of gender and power systems.

Future programmes could consider incorporating more human-centred design content, especially around user interactions during experiments. Additionally, managing funding expectations proved challenging. Some participants could have benefited from training on how large funding bodies operate, emphasising the importance of relationships, networking, and trust in securing donor funding. An important takeaway is balancing foundational operational skills and innovation

- **Refining Participant Selection and Support**

Selection shouldn't be limited to written submissions: we should consider using both proposals and interviews. Programme fit should also be considered both ways - fit of project to programme & fit of programme to project/participant. Adopting a pro-active approach to recruiting participants could also strengthen future projects. Mentorship, while extremely valuable, posed scheduling challenges as participants juggled daily responsibilities. These sessions often required rescheduling as teams often had last minute, but important engagements with stakeholders. Future programmes should be aware of keeping flexible mentorship hours to accommodate changing schedules.

By incorporating these nuanced insights into future programme design, programme sponsors can create a more robust, inclusive, and impactful experience. The key to this programme's success was remaining adaptable and responsive to participant needs throughout the journey. This flexibility not only enhanced the learning experience but also contributed to the remarkable retention of all teams from start to finish.

Interim Programme Feedback

An interim questionnaire was shared with participants to gather feedback during the programme. Below are the findings from this questionnaire. Insights were taken into consideration and implemented into the programme where possible.

Overview: The interim feedback for the GBVF prevention programme reveals **high overall satisfaction**, with participants rating the programme positively (average rating: 4.75 out of 5). Key learnings include understanding the National Strategic Plan (NSP) on GBVF, gender-transformative approaches, and effective project planning.

Key Learnings and Benefits: Participants highlighted significant gains in knowledge about gender, power dynamics, and intersectionality, which have transformed their project focuses from awareness to prevention and transformative thinking. Group sessions and peer discussions were particularly beneficial, facilitating idea sharing, collaboration, and deeper understanding of complex issues. Mentoring sessions were praised for providing personalized guidance, enhancing participants' ability to refine and articulate their project goals effectively.

Areas for Improvement: Several participants suggested incorporating more physical sessions to complement virtual interactions, providing written feedback before sessions to optimize time, and including more practical scenarios for policy framework applications. Enhancing clarity in expectations and project requirements was also recommended.

Impact and Shifts in Perception: The programme has significantly shifted participants' approaches to their projects, emphasizing preventive measures and community engagement. Awareness of national GBVF policies and the importance of multi-sectoral collaboration has improved, fostering a positive outlook towards partnerships with state and non-state actors.

Recommendations: Future iterations of the programme should consider more in-person engagements, tailored mentorship, and practical applications of learned concepts. Increasing support for young leaders through capacity-building, networking, and resource access is crucial for sustained impact and overcoming barriers in GBVF prevention efforts.

Participant Voices

Group & Peer-to-Peer Session

The breakaway rooms were constructive as they gave us an opportunity to debate topics and learn from each other's projects

Just meeting other people who share the same intentions with you in making the future better was the best therapy to hear on how they solve their problems and challenges

Mentorship & Guidance

I received the best advice and I listened to it. My mentors assisted me in showing how impactful my project could be if I dissected it and scaled down. It gave me a whole new outlook on project planning

The insights and perspectives shared by my mentor helped me to better communicate my ideas and ensure that they were in line with the goals and values of the NSP framework. I am grateful for the mentorship I received and believe it was instrumental in elevating my work to a higher level

The mentors help you come to a realisation about your project's gems. Very great, no spoonfeeding

Knowledge & Skills Acquisition

I have learned to listen and apply constructive criticism. I have learned how our NPO links to the National Strategic Plan in particular Pillars 2 and 4

Creating a Minimum Viable Proposition has been a game-changer for me. This involves identifying the core value that our programme offers to our clients and clearly articulating this in a concise and compelling way

Programme Impact

My awareness and understanding of national GBVF policies have significantly improved. The session shed light on the importance of having comprehensive strategies and plans in place to address gender-based violence effectively.

Participation in a GBVF prevention programme can contribute to a more nuanced and informed understanding of the complexities of gender-based violence and discrimination, as well as inspire a stronger commitment to promoting gender equality, social justice, and human rights for all.

Collaboration & Community Building

"We got to share our visions and assisted each other. This showed us future collaboration with organizations we were in a room with

The insights gained from this session have emphasized the importance of collaboration and have inspired us to seek further partnerships to address gender-based violence more effectively

PART 4

TOOL KIT

**TO SUPPORT
CONTINUED
PRACTICE**

TOOLS & FRAMEWORKS

Introduction to Tools and Frameworks for Youth-led GBVF Prevention Projects

Youth-led initiatives are critical in tackling Gender-Based Violence and Femicide (GBVF) in South Africa. This chapter aims to provide a comprehensive overview of the tools and methodologies employed in our programme to support and enhance these youth-led projects. The frameworks discussed herein are designed to empower young leaders with the knowledge, skills, and resources needed to effectively address GBVF issues within their communities.

Recognizing the unique challenges faced by young people, particularly in contexts of violence and inequality, this programme integrates a range of participatory and adaptive tools tailored to the needs of youth. These tools not only facilitate the identification and analysis of GBVF-related issues but also promote the co-creation of sustainable solutions. The programme's approach is rooted in the principles of inclusivity, innovation, and capacity building, ensuring that youth are equipped to lead and implement effective prevention strategies.

Key Tools and Frameworks:

Participatory Action Research (PAR)

Participatory Action Research (PAR) is a cornerstone of our approach, enabling young people to engage in reflective inquiry and collaborative problem-solving. This method involves youth in the research process from start to finish, fostering a sense of ownership and accountability. Through PAR, participants gather and analyze data on GBVF issues, develop insights, and co-create interventions that are contextually relevant and impactful.

Design Thinking

Design Thinking mindsets and frameworks are employed to cultivate creativity and innovation among youth participants. These workshops guide young leaders through a structured process of empathizing with GBVF survivors, defining problems, ideating solutions, prototyping interventions, and testing their effectiveness. This human-centered approach ensures that the solutions developed are both practical and user-friendly, addressing the real needs of those affected by GBVF.

GBVF Community Mapping

GBVF Community Mapping is a powerful tool that helps young people visualize and understand the spatial dynamics of Gender-Based Violence and Femicide in their communities. By mapping out hotspots of violence, safe spaces, and available resources, participants can identify patterns and prioritize areas for intervention. This targeted approach allows for a deeper understanding of where and how GBVF incidents occur, facilitating the development of more effective prevention strategies. Additionally, the mapping process encourages greater community engagement and collaboration, as local stakeholders contribute valuable insights and support. By bringing these spatial dynamics to light, GBVF Community Mapping empowers youth to take informed action and create safer environments for everyone.

Strategic Storytelling

Strategic Storytelling leverages the power of narrative to raise awareness and drive social change. Through workshops on strategic storytelling, youth learn to craft compelling narratives that highlight the realities of GBVF, amplify survivor voices, and advocate for policy changes. This approach enhances communication skills by teaching participants how to effectively structure and deliver their stories to various audiences, including policymakers, community members, and the media. By focusing on the strategic aspects of storytelling, young leaders can create impactful narratives that resonate deeply, foster empathy, and mobilize support for GBVF prevention efforts.

Capacity Building and Mentorship

Capacity Building and Mentorship are integral components of our programme, providing ongoing support and guidance to youth leaders. Workshops and training sessions focus on developing skills such as leadership, project management, advocacy, and fundraising. Mentorship from experienced professionals offers personalized guidance, helping young leaders navigate challenges and maximize the impact of their initiatives.

By integrating these tools and frameworks, our programme aimed to create a robust support system for youth-led GBVF prevention projects. The methodologies outlined in this chapter are designed to empower young people with the skills, knowledge, and resources necessary to drive meaningful change in their communities. Through participatory, innovative, and capacity-building approaches, we are committed to fostering a generation of leaders who can effectively address and prevent GBVF in South Africa.

TEAM CHARTER

A team charter framework in design thinking projects establishes clear goals, roles, and processes, fostering alignment and collaboration among team members. It outlines expectations, communication strategies, and decision-making protocols, ensuring a unified approach to problem-solving and innovation, ultimately driving the project's success and efficiency.

Team members:

When working
in a team I
value...

When under
pressure I tend
to...

The team can
help me by...

In order to thrive we should:

30%

Teams with a well-defined charter are
30% more likely to meet their objectives
successfully

RETROSPECTIVE

A Sailboat Retrospective is a visual and engaging technique used to reflect on a project's progress. It helps teams identify what drives them forward and what hinders their progress. By using a sailboat metaphor, participants discuss anchors, winds, rocks, and treasure to improve future performance.

Outline for Running a Sailboat Retrospective

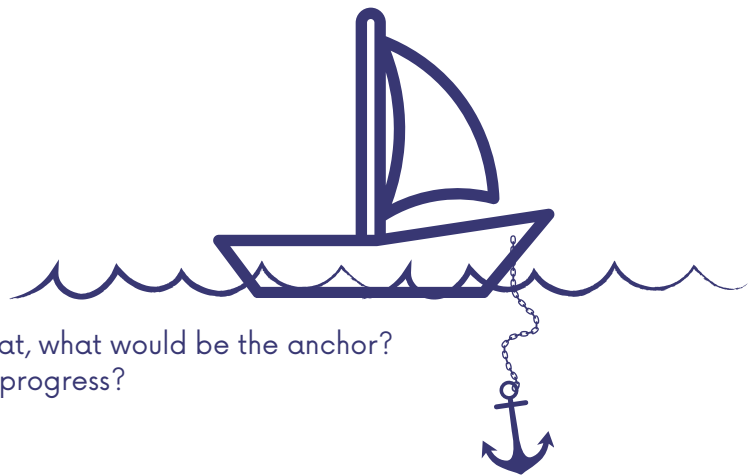
1. **Preparation:** Set up a sailboat visual with sections for anchors, winds, rocks, and treasure.
2. **Introduction:** Explain the metaphor and purpose.
3. **Brainstorming:** Team members add notes on what hinders (anchors), helps (winds). You can also include potential risks (rocks), and goals (treasure).
4. **Discussion:** Review and discuss each section collaboratively.
5. **Action Items:** Identify and assign actionable steps for improvement.
6. **Closure:** Summarize insights and thank participants.

Wind in your Sails

If your organisation was a sailboat, what would be the wind?
What motivates you, propels you forward, and keeps you going?

Anchor

If your organisation was a sailboat, what would be the anchor?
What holds you back, slows your progress?



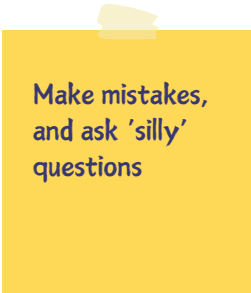
3-5

Number of actionable insights per retrospective session, leading to continuous improvement and team performance

PERMISSION SLIPS

Permission Slips help establish psychological safety in teams. Each team member writes down what they give themselves permission to think, say, and do to achieve team goals. Share and discuss these permissions to foster an open, supportive environment. You can do this anonymously or openly, depending on how the team feels.

I GIVE PERMISSION FOR MY TEAMMATES TO:



Make mistakes,
and ask 'silly'
questions

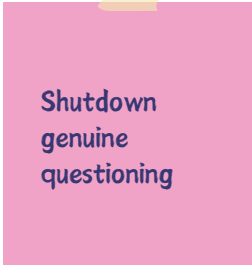


Challenge my
point of view



Be authentic

I DON'T GIVE PERMISSION FOR MY TEAMMATES TO:



Shutdown
genuine
questioning



Make me feel
unwelcome

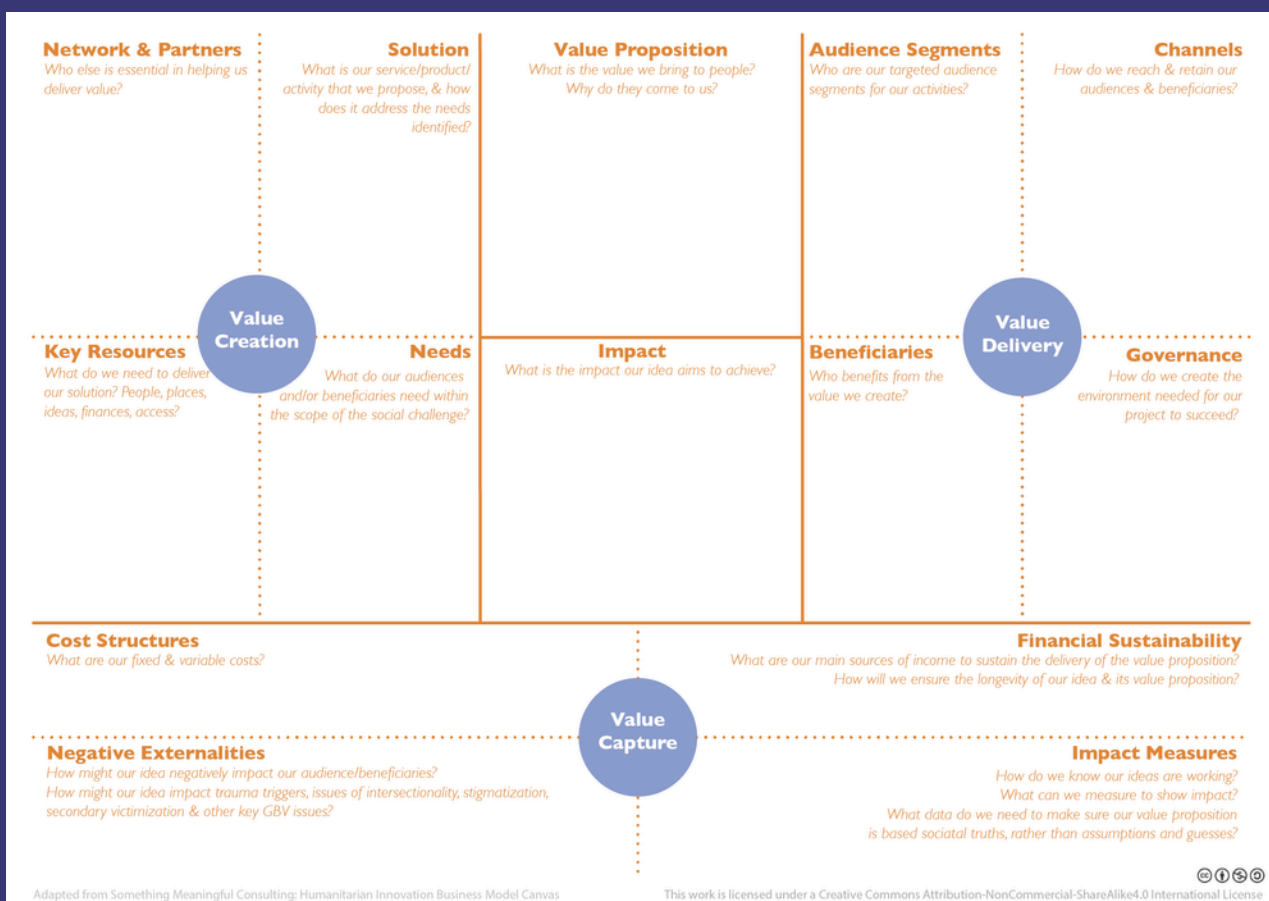
Using Permission Slips to establish psychological safety in teams can lead to significant improvements in performance and innovation. Psychological safety is identified as the most critical factor in successful teams, with research showing it enhances team performance and learning behaviors ([Frontiers](#)) ([HBS Working Knowledge](#)).

SOCIAL IMPACT CANVAS

Use this canvas to map out your organisation and the project you have proposed.

As you develop your idea it becomes increasingly important to answer the project goals of:

- Clear target group - who benefits from this project?
- Compelling plan - how will you deliver this value?
- Sustainable gender-responsive impact - move from 'event' thinking to 'systems thinking'
- Potential to scale or replicate - how can your idea grow and impact more lives



25%

Research indicates that organizations adopting this framework have seen an increase in operational efficiency and a 25% improvement in stakeholder engagement and funding outcomes ([book link](#))

GBVF RISK ANALYSIS CANVAS

Developed by [ACAPS](#), the GBVF Risk Analysis Canvas is a strategic tool designed to help teams identify, assess, and mitigate risks related to gender-based violence and femicide (GBVF). By systematically evaluating potential risks, teams can develop effective prevention and response strategies, enhancing the overall impact and sustainability of their interventions.

GBVF RISK ANALYSIS CANVAS

Background	GBV Risk Profile What do you know about power relations and systems of inequality experienced/faced by members of your community? How do these factors contribute to GBVF?		
Analysis	Threat Which types of GBVF threats are present for the community members?	Vulnerability What systems of power and what inequalities at different levels of society make people vulnerable to GBVF?	Capacity What capacities do the community and its members already have at their disposal to address these power relations and systems of inequality?
Scenario	Projected evolution Describe with 3-5 bullet points the most likely way the situation could evolve		Causes What types of events or factors might make this happen?
	Worst Case		
	Best Case		
	Most Likely		
Mitigation	Reduce Threat What needs to change to address the root causes of GBVF? What do we need to prevent GBVF?	Reduce Vulnerability What needs to change in order for the community to transform power relations and inequalities and to prevent GBVF?	Increase Capacity What needs to be done in order to address GBVF and improve community capacity to prevent GBVF?

Adapted from acaps 2020, Protection Analysis Canvas. This work is licensed under a Creative Commons Attribution Non Commercial No Derivatives 4.0 International license

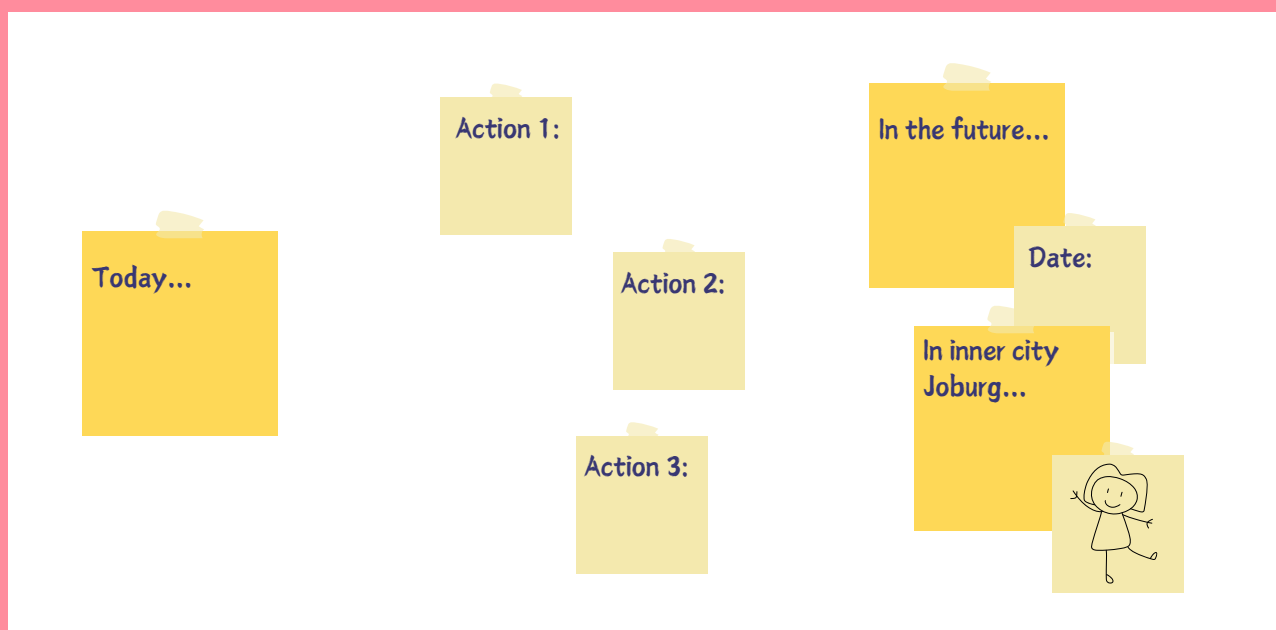
Using the GBVF Risk Analysis Canvas can significantly enhance the effectiveness of NPOs and CBOs in addressing gender-based violence and femicide (GBVF). This framework helps organizations identify and mitigate risks more effectively, leading to more impactful and sustainable interventions in combating GBVF.

BACK-CASTING

Back-casting involves envisioning the best possible outcomes for GBVF prevention projects. Participants imagine a future date where their efforts have succeeded, describing improved urban spaces, safer communities, and positively impacted individuals. By identifying key actions and potential outcomes, teams refine strategies to maximize impact and minimize harm.

Instructions for Back-casting Activity:

1. **Envision a Positive Future:** Imagine the best possible outcome for the safety of women, LGBTQ+ people, and others at risk in your city. Write down your vision, from big dreams to small changes.
2. **Set a Future Date:** Picture a specific future date when your project has achieved its goals. Describe the scene, as if it were the end of a book or movie about your project.
3. **Describe Improved Spaces:** Imagine a specific urban space improved by your work. Describe how it looks and feels. What has changed for the better?
4. **Identify Beneficiaries:** Think of a person whose life has improved because of your project. Describe how your work has made their life safer or better.
5. **List Key Actions:** Identify three positive decisions or actions crucial to achieving your vision.
 - a. Action 1
 - b. Action 2
 - c. Action 3
6. **Analyze Connections and Outcomes:** Determine if these actions are connected and share the same goal. For each action, list a planned positive outcome and two possible unintended outcomes.
7. **Refine Strategies:** Based on your analysis, refine and rethink any planned actions to ensure the best possible impact while minimizing potential harms.



Research indicates that visioning exercises can significantly enhance project outcomes. Teams that use visioning are more likely to align their activities with strategic goals, leading to improved project performance and stakeholder engagement. This approach helps in creating a shared vision that motivates and guides the team towards achieving long-term success.

SOCIAL MAPPING

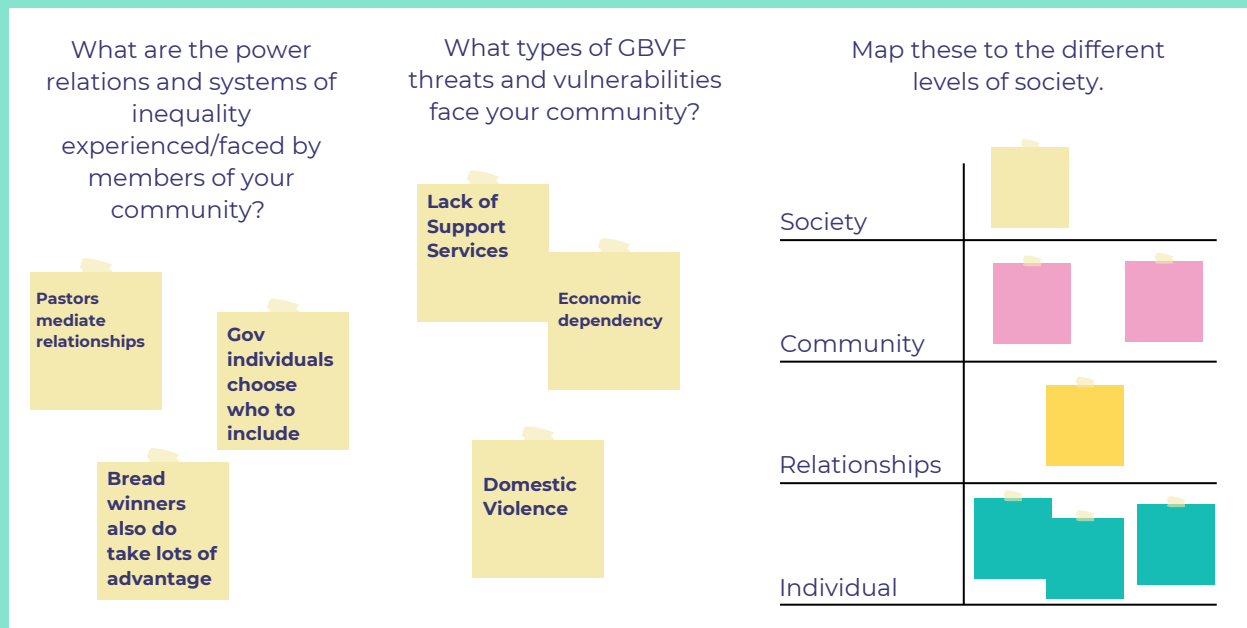
Social mapping identifies power relations, systems of inequality, and GBVF threats in communities. Participants classify these factors and identify where their work fits in, existing resources, and how they can positively influence the situation.

Instructions for Social Mapping Activity

1. **Map Power Relations and Inequalities:** List power relations and systems of inequality faced by community members (e.g., gender, economic status). Share for discussion.
2. **Identify GBVF Threats:** List GBVF threats and vulnerabilities in the community (e.g., domestic violence, harassment). Share and discuss.
3. **Classify Issues:** Map issues to society (e.g., laws), community (e.g., local norms), relationships (e.g., family dynamics), and individual (e.g., personal experiences) levels.
4. **Locate Your Work:** Answer where your work fits, what resources exist, and what aspects you can positively influence.

Terminology Definitions and Examples

- **Power Relations:** Dynamics of power between different groups (e.g., gender hierarchy).
- **Systems of Inequality:** Structures that perpetuate disparities (e.g., economic inequality).
- **GBVF Threats:** Risks related to gender-based violence and femicide (e.g., stalking).
- **Society Level:** Broad social structures (e.g., legislation).
- **Community Level:** Local social norms and practices (e.g., community support groups).
- **Relationships Level:** Interpersonal dynamics (e.g., abusive relationships).
- **Individual Level:** Personal experiences and behaviors (e.g., self-esteem).



By systematically mapping and analyzing these elements, teams can better understand the complexities of GBVF in their communities and develop targeted, effective prevention strategies.

RESTORATIVE CIRCLES

Restorative circles provide a safe, inclusive space for youth-led organizations to address GBVF, fostering trust, empathy, and collaborative problem-solving. These circles promote open dialogue, mutual understanding, and community-driven solutions, essential for creating lasting change and effective prevention strategies.

Instructions:

1. **Create a Safe Space:** Establish group values and practices to ensure respect and confidentiality.
2. **Prepare the Environment:** Arrange seating in a circle to promote equality and visibility.
3. **Introduce the Circle:** Explain the purpose and guidelines of the circle, emphasizing active listening and honest sharing.
4. **Start with a Check-in:** Begin with a round where each participant shares how they feel.
5. **Facilitate Discussion:** Use open-ended questions to guide the dialogue, allowing everyone to speak without interruption.
6. **Encourage Storytelling:** Foster personal storytelling to build empathy and understanding.
7. **Summarize Key Points:** Reflect on the discussion, summarizing main insights and agreements.
8. **Close with a Check-out:** End with a round where participants share their thoughts and feelings about the session.

Tip: Run a "permission slip" activity before this, to build psychological safety



A key benefit of restorative circles is the creation of a safe, supportive environment where participants can openly share their experiences and perspectives. This process builds trust, fosters empathy, and enhances mutual understanding, leading to stronger community bonds and collaborative problem-solving. Restorative circles encourage active listening and respectful dialogue, which are essential for addressing complex issues like GBVF effectively.

SOCIAL BEHAVIOUR CHANGE LENSES

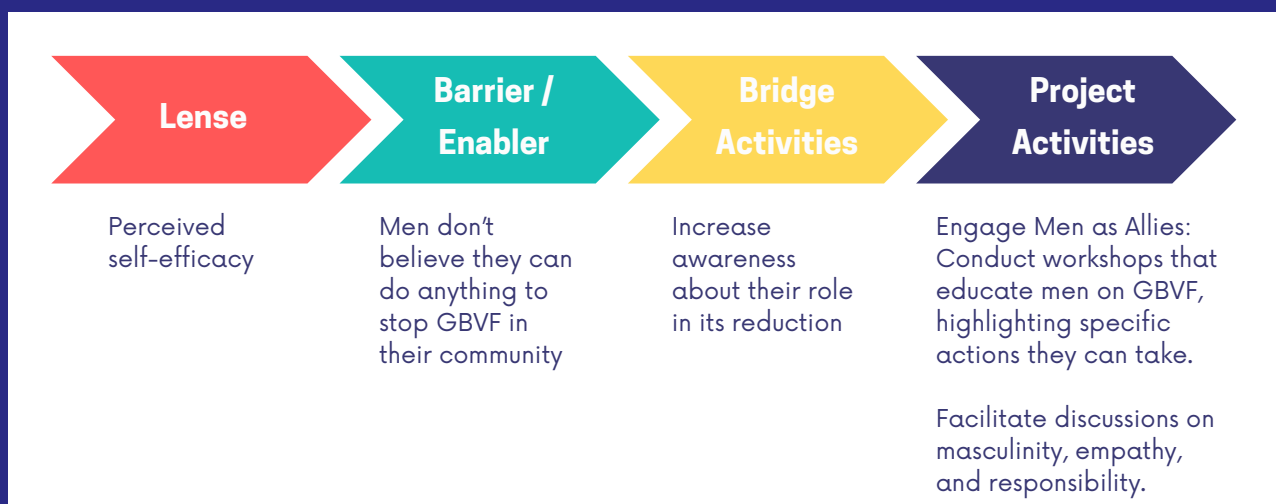
Social behavior change is multi-faceted, influenced by individual, community, and societal levels. This activity explores various social behavior lenses—psychological, sociological, and environmental—to design effective GBVF prevention strategies. By understanding these influences, participants will identify barriers and enablers, and develop targeted actions for impactful change.

Instructions for Activity:

1. **Select Three Lenses:** Choose three social behavior lenses most relevant to your GBVF prevention project from the list below.
2. **Identify Barriers/Enablers:** For each lens, list specific barriers or enablers affecting behavior.
3. **Design Bridge Activities:** Propose activities to overcome barriers or enhance enablers.
4. **Define specific Activities:** related to your project.
5. **Document Strategies:** Record your lenses, barriers/enablers, and bridge activities in the provided template.

Social Behaviour Lenses:

1. **Perceived self-efficacy/skills:** Belief in one's ability to perform a behavior given their current knowledge, skills, abilities, and confidence.
2. **Perceived action efficacy:** Belief that the proposed behavior effectively avoids the problem.
3. **Perceived social norms:** Perception that important people think one should perform the behavior.
4. **Perceived consequences:** Positive or negative outcomes expected from performing the behavior.
5. **Access & availability:** Availability and accessibility of required products, services, and support.
6. **Cues for action:** Ability to remember and execute the behavior.
7. **Perceived susceptibility/risk:** Perception of vulnerability to the problem.
8. **Perceived severity:** Belief in the seriousness of the problem and the need for action.
9. **Perceived divine will:** Belief that the problem and/or its solution is determined by a higher power.
10. **Policy:** Laws and regulations affecting behaviors and access to resources.
11. **Culture:** Influence of customs, values, and practices within a specific group.



PROPOSAL TEMPLATES

This proposal template is designed to help clarify a project's scope and parameters. It can be used as a "thinking tool" to understand your work better and plan support. Provide clear, concise answers to each section to ensure comprehensive understanding and effective support.

Project Title:

Project Aim:

Description of Project:

What is it? (Programme/Product/Service/Application/Platform/Programme etc.)

What is it called?

Where is it taking place? (Community, city, venue)

Team Members:

List names of team members

Target Audience:

Who will benefit from your intervention from the perspective of GBVF prevention?

Timelines:

Event/Programme dates and duration

Ongoing project start and end dates

GBVF Focus:

Specific aspects of GBVF prevention addressed

Contribution to GBVF Prevention:

How does your project contribute to GBVF Prevention?

Success Definition:

What would success look like for you?

Visualize Your Project:

- Event/Programme: Description of experience and order of events
- App: Draw and describe the first few pages
- Awareness Campaign: Map out aspects and content/message
- Community Project: Plan and map focus, meetings, and interventions
- Other Intervention: Visual or verbal description

Grant Usage:

How would you use the small grant?

Story Sharing:

How will you share your story with others (public, community, funders, stakeholders)?



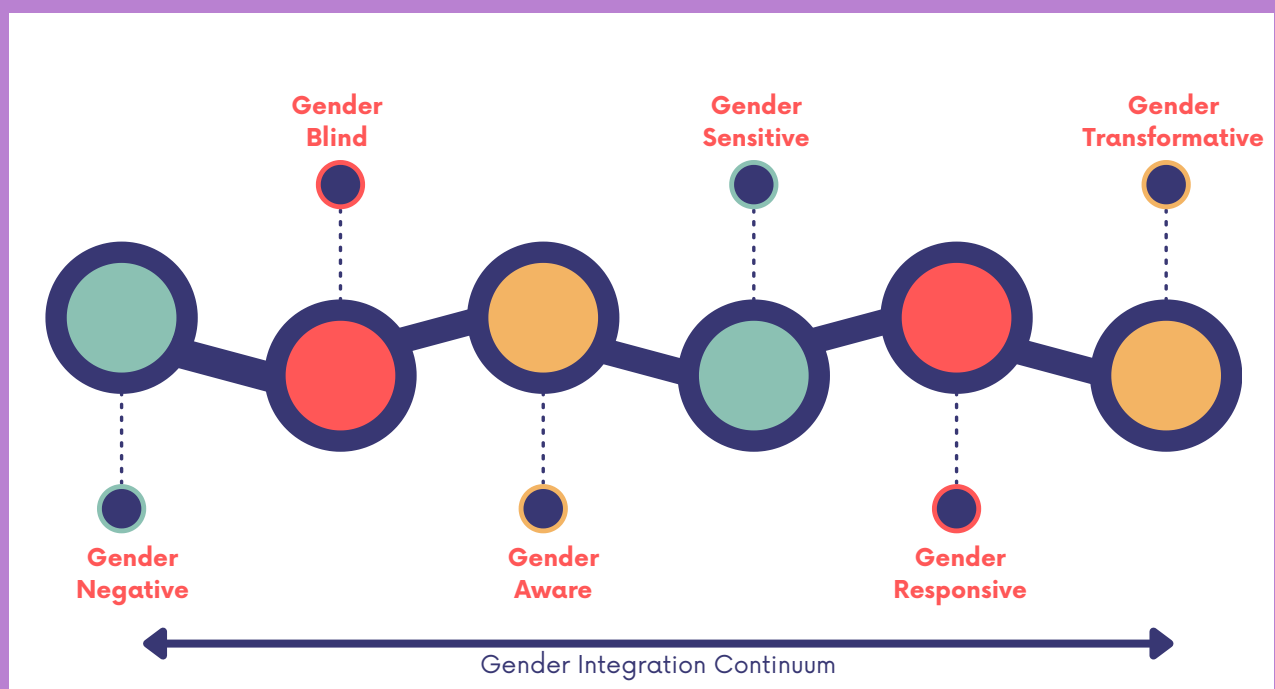
GENDER INTEGRATION CONTINUUM

This activity helps map your GBVF prevention project along the Gender Integration Continuum. The goal of integrating gender is to work towards gender equality and an inclusive society and understanding your project's position on this continuum will enhance gender-responsive and transformative interventions. Consider your project in relation to this continuum. This is a tool to locate current work and then to use as a foundation to identify what else/ where else activities to be added.

Instructions for Activity:

1. **Identify Current Position:** Determine if your project is Gender-Negative, Gender-Blind, Gender-Aware, Gender-Sensitive, Gender-Responsive, or Gender-Transformative using the criteria provided.
2. **Dig Deeper:** Determine where certain aspects of your project lie on this continuum. Note that you can have a gender responsive project, but still have elements that are gender blind - for example: a digital campaign in a context where women don't have access to cellphones
3. **Evaluate Gender Impact:** Assess how your project addresses gender norms and inequalities.
4. **Plan Improvements:** Design strategies to include and move forward towards a more gender-transformative approach, promoting gender equality and reducing GBVF.

Focus on evolving your project to become gender-transformative, actively challenging and changing harmful gender norms for effective GBVF prevention.



Mapping project activities on the gender continuum is crucial as it helps identify and address gender gaps, ensuring more equitable and effective interventions in GBVF prevention.

THE STORY OF ONE

"The Story of One" helps personalize and humanize GBVF prevention efforts by focusing on an individual's journey. This activity aids in understanding the impact of your interventions on real lives, enhancing the effectiveness of your projects.

Instructions for Activity:

1. Create a Persona:

- Give them a name.
- Determine their age, gender identity, goals, values, and biggest GBVF-related challenge/risk.
- Identify what you'd like to change about their situation.

2. Imagine Their Story Without Your Organisation:

- Where do they start out?
- What do they try to do about it?
- Where do they end up?

3. Identify Possible Interventions:

- List all potential solutions, not just those your organisation can provide.
- Choose the most effective and doable interventions.

4. Evaluate Interventions:

- Assess interventions on a scale from "Gender negative" to "Gender transformative."
- Determine how these interventions complement each other in addressing GBVF prevention.

5. Imagine Their Story With Your Organisation:

- Describe the problem they face related to GBVF.
- Outline your organisation's actions to help them.
- Illustrate how their future is different due to your intervention.

By focusing on "The Story of One," your project can create targeted, impactful interventions that truly address the needs and challenges faced by individuals in GBVF contexts.

Example Story of One

Maria struggled with **walking to work safely**. She tried **changing her route** but **faced harassment elsewhere**. That is when **Safe Streets Initiative** offered **a community watch programme**. As a result, **Maria** is now able to **walk to work safely every day**.



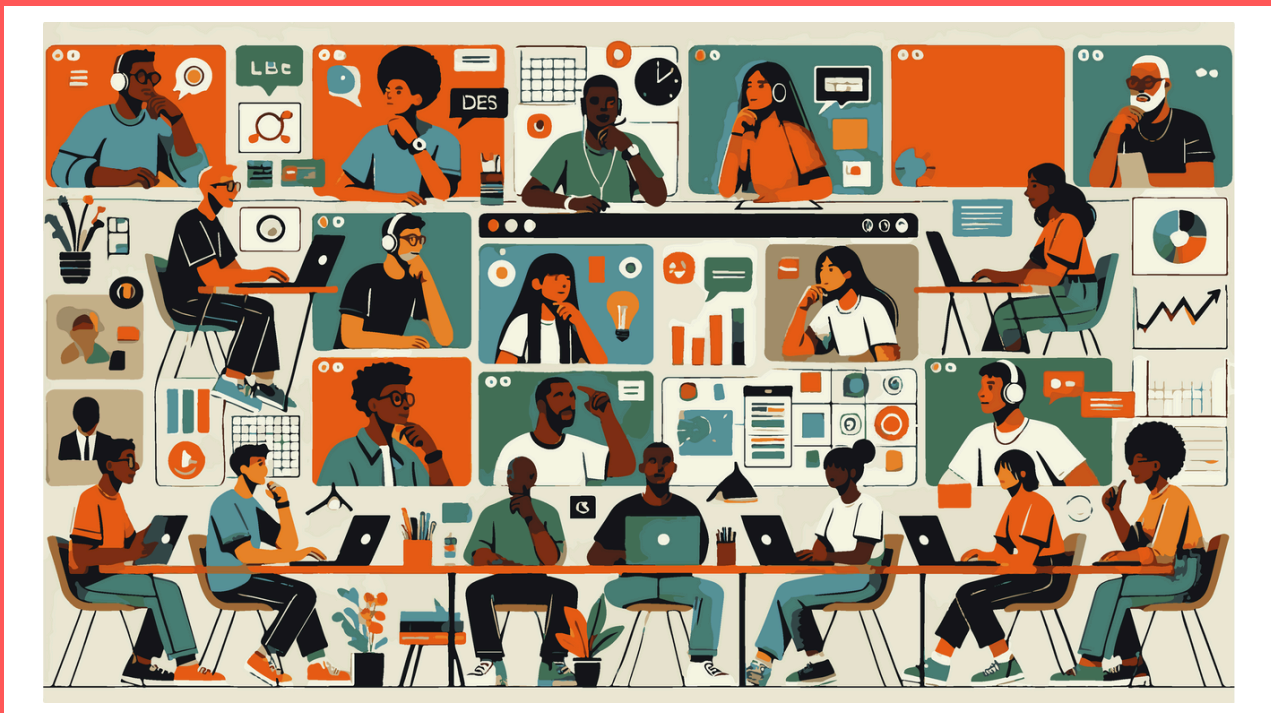
Telling the "story of one" personalizes the impact of your project, making it easier to understand and communicate the real-life benefits and effectiveness of your interventions in GBVF prevention.

BRAINSTORMING

Brainstorming is a powerful tool for generating diverse and innovative solutions, fostering creative thinking, and leveraging collective intelligence in tackling GBVF prevention challenges.

Instructions for Brainstorming Session:

1. **Collectively align on a specific challenge or problem**
2. **Brainstorm Alone in Silence:** Spend 10 minutes generating ideas individually.
3. **Share Ideas:** Present your ideas to the group.
4. **Brainstorm Alone Again:** Take 10 more minutes to build on the ideas heard.
5. **Share and Collaborate:** Discuss and refine ideas collectively for innovative solutions.



Research shows that brainstorming, especially in structured formats, enhances creative problem-solving and collective ideation, and incorporating diverse perspectives is crucial for developing innovative and effective GBVF prevention strategies.

STORY GUIDES

Story guides provide a structured framework for crafting compelling narratives, helping participants clearly articulate their ideas and the impact of their GBVF prevention projects.

Instructions for Writing a Story Using a Story Guide:

1. Define Your Main Character:

- Name, age, gender, and key attributes.

2. Set the Scene:

- Describe the urban setting and the context of GBVF in that area.

3. Identify the Challenge:

- Outline the specific GBVF-related issue your main character faces.

4. Describe the Intervention:

- Explain the innovative solution proposed by the youth-led project.

5. Highlight the Impact:

- Detail how the intervention changes the main character's situation and contributes to GBVF prevention.

6. Conclude with the Future:

- Envision the long-term benefits and potential broader impact of the project.

Example Narrative:

Maria, a 22-year-old female, is resilient, determined, and community-focused. She lives in downtown Johannesburg, where there are high rates of harassment during commutes. Maria's specific challenge is walking to work safely. To address this, a community watch programme was implemented, with volunteers patrolling the streets during peak hours. As a result, Maria now feels safe walking to work, which significantly contributes to GBVF prevention by reducing incidents of street harassment. In the long term, this programme increases community trust and safety, with other neighborhoods adopting similar initiatives.

Create Your Story!

_____, a _____-year-old _____, is _____, _____, and _____. They live in _____, where the context of GBVF is _____. Their specific challenge is _____. To address this, an innovative solution, _____, was implemented by _____, involving _____. As a result, _____ now _____, contributing to GBVF prevention by _____. In the long term, this intervention leads to _____, with broader impacts such as _____.

Story guides empower individuals to create compelling narratives that clearly communicate the impact and transformative potential of their GBVF prevention projects, which is crucial because people often struggle to articulate their ideas and the real-life benefits of their initiatives effectively

EXPERT INTERVIEW

Expert interviews provide deep insights, validate assumptions, and enhance project credibility in design thinking and development work.

Instructions for Designing Effective Expert Interviews:

1. **Identify Relevant Experts:** Select individuals with expertise related to your project.
2. **Prepare Questions ahead of time:** Develop open-ended questions to elicit detailed responses.
3. **Conduct Interviews:** Schedule and conduct interviews, ensuring a comfortable environment.
4. **Analyse Insights together:** Review and synthesise findings to inform your project.

By leveraging expert knowledge, your project can achieve more informed and impactful outcomes.



KEEP IN MIND

Drawbacks:

1. **Bias:** Experts may have personal or professional biases that could influence their perspectives.
2. **Over-Reliance:** Relying too heavily on expert opinions can limit the diversity of viewpoints considered.
3. **Access and Availability:** Securing time with experts can be challenging due to their busy schedules.

Considerations for Mitigating Drawbacks:

1. **Diverse Perspectives:** Include a range of experts to balance biases and gain a more comprehensive view.
2. **Complementary Methods:** Combine expert interviews with other research methods, like user surveys and focus groups, to triangulate data.
3. **Clear Objectives:** Clearly define the purpose and scope of the interviews to maximize their effectiveness and relevance.

LOGIC MODEL

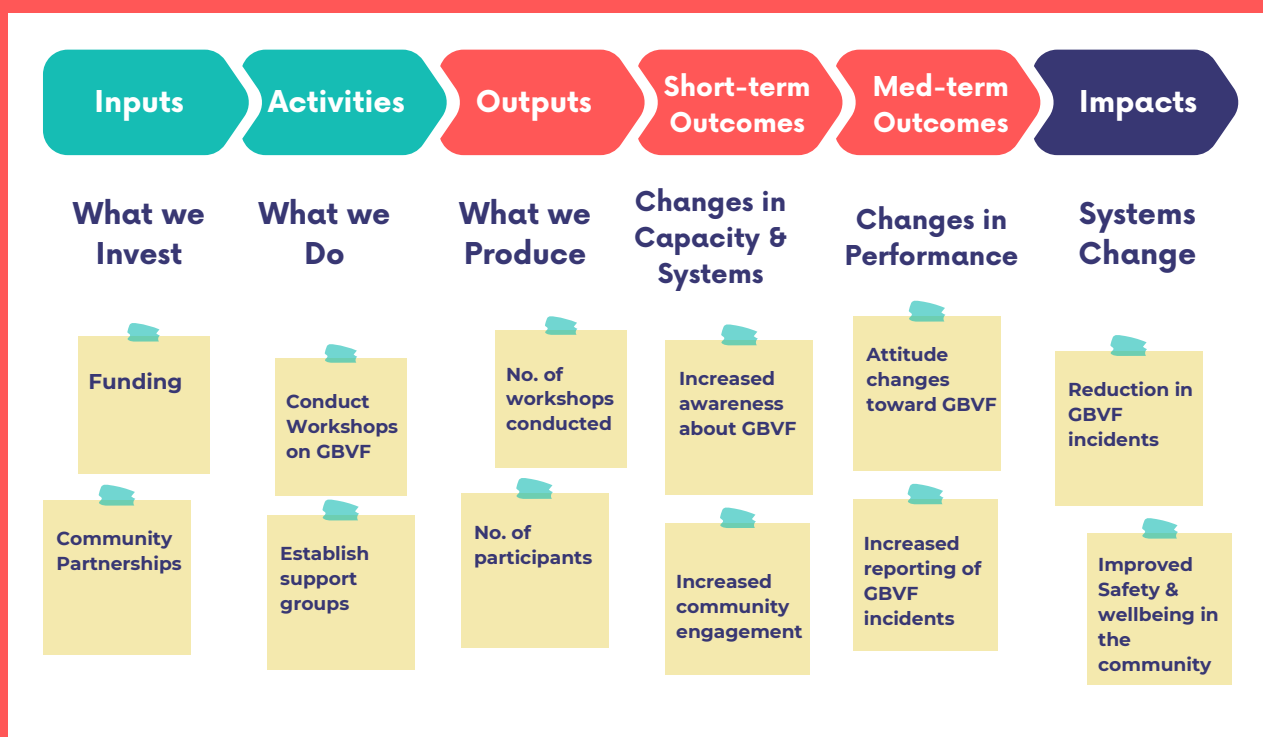
Logic models support M&E practices in GBVF prevention projects by providing a clear framework that links resources, activities, and expected outcomes, enabling systematic tracking, evaluation, and communication of progress and impact, and ensuring that all programme components are aligned and effectively monitored.

Benefits of Using Logic Models:

1. **Clarity:** Provides a clear and concise depiction of how a programme is intended to work.
2. **Planning:** Helps in planning and structuring programme activities and strategies.
3. **Communication:** Facilitates communication about the programme to stakeholders, funders, and team members.
4. **Evaluation:** Aids in designing evaluation plans by clarifying what to measure and track.

Instructions:

1. **Identify Inputs:** List resources (funding, staff).
2. **Define Activities:** Outline key actions (workshops, campaigns).
3. **Determine Outputs:** Specify direct results (number of workshops).
4. **Set Outcomes:** Identify short-term, intermediate, and long-term impacts.
5. **Review and Revise:** Ensure alignment and feasibility.



By using logic models, organizations can enhance their ability to track progress, identify areas for improvement, and communicate the value of their programmes to stakeholders. This structured approach is particularly beneficial in complex initiatives like GBVF prevention, where clear linkages between actions and outcomes are essential for success.

POLICY ALIGNMENT

By conducting Policy Alignment and Gap Analysis with the NSP on GBVF, IUDF, and ICVPS, your GBVF prevention project can ensure alignment with existing policies, identify areas for improvement, and develop targeted advocacy strategies. This approach helps in creating a more comprehensive and effective response to GBVF.

Steps for Conducting Policy Alignment and Gap Analysis:

1. Identify Relevant Policies:

- Collect all existing policies, laws, and regulations related to GBVF at local, regional, and national levels.
- Categorize them under relevant themes such as prevention, response, support services, legal frameworks, etc.

2. Analyze Policies:

- Review each policy to understand its objectives, scope, and implementation mechanisms.
- Assess the effectiveness, strengths, and weaknesses of these policies.

3. Map Project Components:

- Outline the key components and activities of your GBVF prevention project.
- Categorize them similarly to how policies were categorized (e.g., prevention, response, support services).

4. Align Project with Policies:

- Determine how each component of your project aligns with the identified policies.
- Highlight areas where your project supports, complements, or enhances existing policies.

5. Identify Gaps and Opportunities:

- Identify areas where your project addresses gaps in existing policies.
- Explore opportunities for your project to advocate for policy changes or enhancements.

6. Develop a Visual Representation:

- Create a visual map or matrix showing the alignment between your project components and the GBVF-related policies.
- Highlight gaps and opportunities for policy advocacy.

7. Formulate Action Plan:

- Based on the analysis, develop strategies for aligning your project more closely with policies.
- Identify actions for advocacy to address policy gaps or weaknesses.



IMPLEMENTATION CANVAS

An implementation canvas is a strategic planning tool that outlines key milestones and related actions necessary to achieve a project's big idea. It helps in organizing tasks, timelines, responsibilities, and resources, ensuring efficient execution and tracking of progress towards project goals.

Instructions:

1. Start with mapping out your idea and the team behind it
2. Capture the scope (what the project will & won't do), the constraints & risks associated with the project, what resources you can access and how the project's success will be measured
3. Define the outcomes of the project in terms of impact
4. Finally, define the key milestones you need to achieve and the associated actions i.e. the specific activities you need to complete

Note that as you move toward implementation, things will change so this should be a living document that captures your project plan at a glance

Idea What is the project? Purpose What is the intent of the project? Why are we doing this project?	Stakeholders Who has an interest in the success of the project? How might they be involved in the project? Users Who will benefit from the outcomes of the project?	Team Who are the team members? What are their roles in the project? <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> What appropriate skills/ knowledge/ mindsets/ resources does the team have? ----- ----- ----- </div> <div style="width: 45%;"> What appropriate skills/ knowledge/ mindsets/ resources does the team not have yet? ----- ----- ----- </div> </div>		
Milestones When will we start the project and when is the final deadline? What are the key milestones and when will they occur? How can the milestones be measured?				Your BIG Idea What is the end result?
Actions What specific activities need to be completed in order to reach each milestone?				Impact What impact does your solution create? What social impact is created? What are the general outcomes? How does impact relate to GBV prevention?
Scope What will this project contain/do? <div style="border-left: 1px dashed black; height: 100px;"></div>	Constraints What are the known limitation of this project? (Physical, Financial, People...) Risks What risks might occur during this project? How do we treat these risks?	Resources What resources do we have for this project? (Physical, Financial, People...) What other resources might we need for this project? (Physical, Financial, People...)	Success Criteria What do we need to achieve in order for this project to be a success? How can the Success Criteria be measured?	

The implementation canvas empowers teams to transform visionary ideas into actionable steps, ensuring clarity, accountability, and progress towards achieving project goals with precision and confidence.



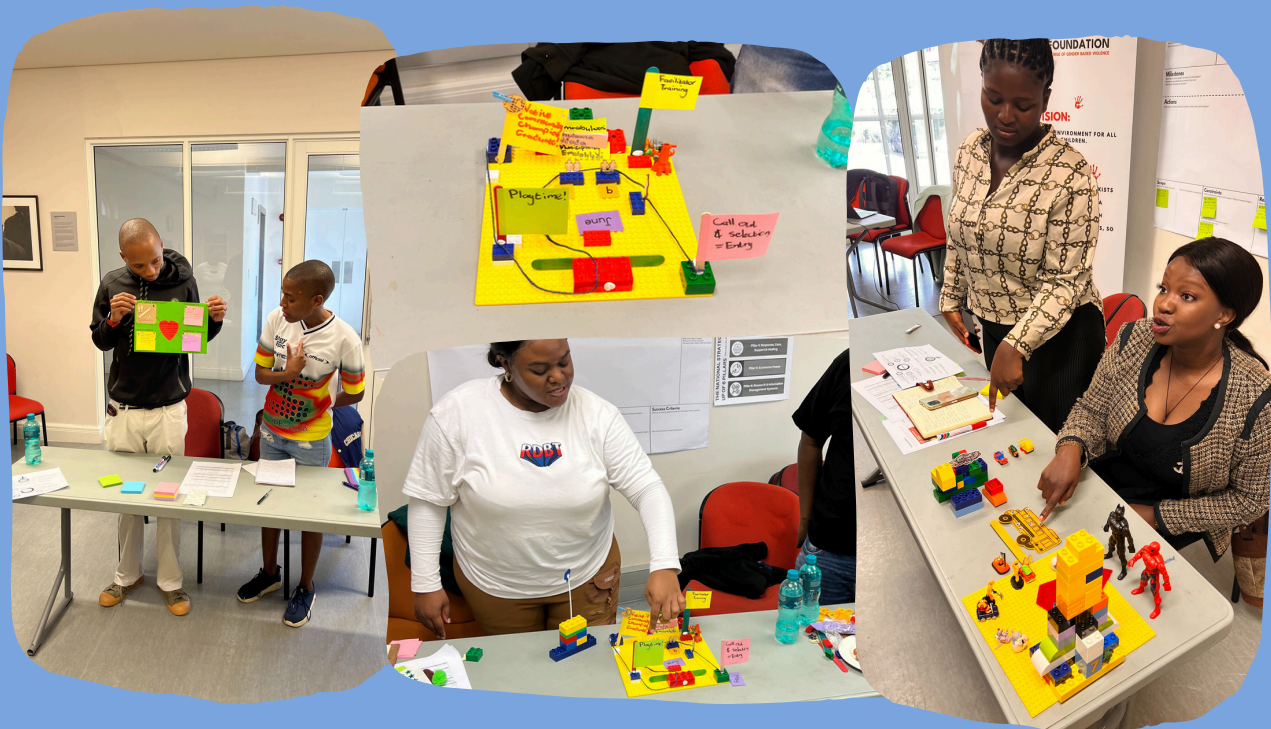
RAPID PROTOTYPING

Rapid prototyping is a method used to quickly create a scaled-down version or a preliminary model of a product or service to test and validate ideas with users before full-scale development. This iterative process helps in refining concepts based on user feedback, ensuring that the final product meets user needs and expectations.

Steps in Rapid Prototyping:

1. **Identify Key Features:** Focus on the most critical aspects of the product or service.
2. **Create Prototypes:** Develop low-fidelity prototypes (e.g., sketches, wireframes) and move to high-fidelity versions (e.g., digital mockups, functional models) as needed.
3. **Share:** Gather user/peer feedback through testing sessions to understand usability and functionality.
4. **Refine and Iterate:** Make necessary adjustments based on feedback and test again, repeating the cycle until the design meets user needs.

Implementing new and innovative programmes can be risky due to uncertainty about their success. By creating and sharing prototypes, you can visualize how the programme will work, prompting critical feedback and enabling refinements that reduce risks and improve the effectiveness of the real-world launch.



When developing innovative solutions it's important to have a Bias Toward Action. Creating tangible models quickly help us test our ideas and get feedback.

CONCLUSION

This report highlights significant achievements and challenges in implementing an Innovation Competition for youth-led GBVF prevention in urban spaces.

Key insights from the report include:

- 1. Enhanced Capacity Building and Collaboration:** The competition fostered community engagement, leadership, and design thinking among youth-led organizations resulting in sustainable and scalable GBVF-prevention strategies. Collaboration between youth organizations and government entities was crucial in amplifying the impact of these initiatives.
- 2. Innovative Approaches to GBVF Prevention:** The report showcases several innovative ideas & projects targeting Gender-Based Violence and Femicide (GBVF). These projects include self-defense classes, emotional intelligence workshops, creative writing initiatives, and the development of mobile apps for community engagement and support.
- 3. Digital Engagement and Challenges:** The shift to virtual capacity-building programmes highlighted the digital divide among participants, with many relying on smartphones and facing connectivity issues. Despite these challenges, interactive online sessions and peer discussions proved effective in maintaining engagement and fostering a sense of community.
- 4. Sustainability and Scale:** Participants often lacked a deep understanding of sustainability, emphasizing the need for iterative testing and social entrepreneurship to ensure long-term project viability. Introducing multiple testing rounds and exploring income-generating activities are essential for sustainable impact.
- 5. Comprehensive Support and Mentorship:** Tailored mentorship sessions and practical applications of learned concepts were highly valued by participants. Flexible mentorship hours and a focus on building sustainable partnerships can address scheduling challenges and enhance support.

CONCLUSION

Way Forward

To build on the successes and address the challenges identified in this report, the following steps are recommended:

- 1. Strengthen Capacity Building:** Continue to offer comprehensive training programmes that cover key GBVF prevention concepts (such as gender, power, and intersectionality), organizational skills, leadership development, financial management & innovation capacitation. Emphasize the importance of sustainability and provide tools for iterative project testing and social entrepreneurship.
- 2. Enhance Digital Accessibility:** Develop mobile-friendly content and interactions to accommodate participants relying on smartphones. Ensure programme materials are accessible offline and provide support for navigating digital tools.
- 3. Foster Collaboration and Networking:** Encourage partnerships between youth-led organizations, government entities, and private sector stakeholders. Create opportunities for peer learning and community building through interactive sessions and in-person workshops.
- 4. Focus on Sustainability:** Introduce multiple testing rounds for project ideas to refine and validate their impact. Explore diverse funding sources and income-generating activities to reduce donor dependency and ensure long-term project sustainability.
- 5. Optimize Programme Structure and Timing:** Implement a hybrid programme structure with a longer application period, in-person discovery workshops, and a balance of online and in-person sessions. Align programme timelines with school holidays and financial years to maximize participation and funding opportunities.
- 6. Provide Tailored Mentorship and Support:** Offer flexible mentorship hours and personalized guidance to address participants' specific needs and challenges. Focus on practical applications of learned concepts and provide continuous support beyond the programme duration.

By adopting these recommendations, future programmes can enhance their effectiveness, inclusivity, and impact, empowering youth-led organizations to drive meaningful change in their communities and contribute to the achievement of SDGs.

THE URBAN SAFETY REFERENCE GROUP

The Innovation Competition on Youth-led GBV Prevention in Urban Spaces is an offering of the Urban Safety Reference Group (USRG) as a programmatic response to its key priority areas:

- Area-based violence prevention interventions
- Localizing gender mainstreaming and GBV prevention

The USRG is the first institutionalised forum in South Africa that enables practice-based learning on urban safety and violence prevention for government practitioners and to inform improved policy-making, planning, implementation and management.

It has proven to be a valuable platform for peer-to-peer learning and knowledge sharing among practitioners from SACN participating cities, as well as other key government role-players.

The USRG was established in 2014. It is convened by the South African Cities Network (SACN) with the support of the Inclusive Violence and Crime Prevention (VCP) Programme. VCP is a joint South African-German intervention, with co-financing from Global Affairs Canada (GAC). It is steered by the South African Department of Cooperative Governance (DCOG), and other departments, and implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

For further information on the USRG or the State of Crime and Safety in South African Cities Report 2022, please contact:
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For more information on urban safety and related topics, please visit:
[@safer_spaces](https://twitter.com/safer_spaces)
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