



4 HOW TO CREATE A CULTURE OF PEER ACCOUNTABILITY AND SOLIDARITY

In order to track the progress and well-being of the members of the YAT and the YAL the team set up from the very beginning an accountability mechanism or a 'Team Manifesto'. Throughout the year the members received bi-weekly messages from the CIVICUS youth coordination team checking in. In the last quarter of the

year, the team changed the format and convened group check-ins where members were sharing among themselves

- a) their proudest moment of the last 2 weeks;
- b) the most challenging moment
- c) the factors or reasons for the success and the challenge
- d) what extra support they needed.



LEARNINGS

1 One-to-one check-ins are informative and a good way to track the progress of the Lab participants and establish accountability. However, one-to-one check-ins are not always the most effective way to gather this information as it meant a time investment of 11 hours every two weeks. Using a peer group format, the time investment dropped to a quarter.

2 Group check-ins demonstrated to be more valuable for YAL members to get to know more about each other's work and see similarities in the challenges they experienced.

3 These group check-ins evolved from progress tracking to 'Think Out Loud Together'. After they shared their experiences from the last two weeks, they started to brainstorm together solutions for the challenges peers were sharing. This was an unexpected outcome that the CIVICUS youth team did not plan nor facilitate.



4 *Thinking Out Loud Together* during group check-ins allows for anecdotal problem-solving. This moves away from traditional monitoring and evaluation frameworks generates increased commitment towards the programme as Lab participants feel safer to test, innovate, and fail forward.

5 After one of those 'Think Out Loud Together' moments brainstorming for solutions they moved to actions. With a little help of the Youth team, the YAL recorded a solidarity video for one of the YAL members, one member attended another YAL member's event and others continue the brainstorming bilaterally outside the spaces created by CIVICUS team. Holding space for the activists to build sustainable relationships. The group check-ins enable authentic solidarity building and networks strengthening.

6 Celebrating small wins within this community of support helps the Lab participants stay motivated and engaged. For example, we often begin the session with the question 'what are you grateful for?'. During this time, we are able to celebrate the Lab participants as they share their personal and activism 'wins' for the week.