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Everyday Key Indicators of Peace:

Findings from an Eight-country Exploration

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Table of Contents

Foreword

Daniel C. Taylor

The solution to violent conflict is more than stopping the real and ripping pain. Violence sends shock waves around the world. It is of increasing global concern. To address the larger problem, this project looks at experiences of resolution to conflict and peacebuilding at the local level. This research investigates a specific action strategy for determining and monitoring indicators at the local level with the hope that actions people then take at the local level will reduce and control violence.

A common view is that to address violence, outside influences must be sent in to create peace. Sending in the peace makers, though, typically enforces peace by force (police actions, military takeover, removing violent constituents). Peace is often not made; only violence is controlled. That is why the outsiders come in: usually not to help the communities, but to help themselves by containing the violence so it does not come to them.

Future Generations University, in its institutional approach, seeks to grow peace from the inside. The overarching method is to grow social and economic advancement as available-to-all (a complex condition too simplistically called 'development'). To turn life's complex dynamics toward prosperity, the university advances a comprehensive theory of change, SEED-SCALE, that enables communities to change and develop using what they have, and also connecting to outside partnerships and resources. But the advancement of people, in social and economic development, cannot take root in violent settings. Violence disrupts the complex dynamics.

Here is the challenge: to find a way that people can foster the conditions to allow social and economic development to take root. Stability must be created where people work and live. When such stability settles in places, seeds not only take root but fruits of prosperity start to grow. Thus, here is the insight: all violence is local. Though violence is commonly viewed in the collective, the reality is to recognize it as a collection of individual actions.

To turn individual actions toward peace, the assumption under this research is that to control violence from growing, the individual violent acts must be monitored. Through monitoring, three consequences will follow: 1) people will see whether violence is rising or falling—this is a process of paying attention at the site-specific level. And, 2) by attending to specifics, automatically what will likely follow is people stemming the violence as it starts. Finally, 3) more than a community watch is being created—community policing is being grown

So, this project seeks to develop accurate, available-to-all, quick-to-do measurement methods by which people can monitor peace and violence at the neighborhood level. These seek accuracy to the individual instance. They are desired to be used by all—this will draw the community together with the benefit first of violence control and hopefully longer collective strength for

collaborative forward-growing action. And it must give quick results as violence can be instantaneous, whereas peace is a sustaining condition.

Consider, then, the consequence. If accurate, communities know what is happening; with this knowledge, informed counter actions have the potential to follow. If done by all, then a force is created which is inhospitable to violence. If sustained, the conditions are created for forward enduring collaborative social change. Out of violence can be grown what communities desire: just and lasting futures.

The above prospect is, we argue, how in reality peace and prosperity have often grown. This is not a new insight from Future Generations. Yes, often the outside peace-makers were sent in, and then in the stability they provided (often coupled also with financial and technical aid) communities re-launched onto roads of prosperity. But in today's world where violence erupts seemingly anywhere (from seemingly quiet communities to regions with embedded injustice), a world where help from outside usually arrives too late and often makes conditions more violent, the insight being offered by this project is that communities can start.

Communities should start by gathering data. Around hard evidence, facts gathered together can draw together factions that might otherwise be fighting. Through gathering evidence at the community level (Everyday Peace Indicators), each cooperatively collected datum will link to another, and together will create a knitted network. This network is not a dogma or philosophy that communities are being instructed to swallow like medicine. Rather, in growing a network the community is actually growing a social fabric. It is theirs. It is made from local reality.

As information that has been gathered in cooperation grows, it has the potential to stand strong against the competition that had, in violence, been a destructive energy between people. Information that appears to have no material substance—unlike money and guns—has in its cooperative production by people rebuilt their community. A foundation was put in place. And forward momentum was positioned on that foundation.

This all happened because people started to collect Everyday Peace Indicators. In this report is Future Generations University's first round of experimental development of the concept of Everyday Peace Indicators. The use of these indicators is a specific application of Key Indicators which is a larger assessment aspect of the SEED-SCALE Theory of Change that undergirds our university.

Executive Summary

It is easy (and obvious) to recognize violence. Violence hurts people and undermines the progress they desire. This project advances that real solutions to this destructive condition are inside communities. In stating the potential of internal action by communities, the authors are mindful that all too frequently the violence communities are experiencing is created by outside force or by external structural violence. Ideally, these externalities will be controlled.

The research reported here seeks an answer to the question of what local communities can do to address violence and build peace. When violence is carrying them backward, how can local communities start creating stability in communities? With stability created, neighborhood by neighborhood, then social and economic conditions can advance. The objective of the research presented here is to equip communities with evidence at the neighborhood level. Evidence then informs community behaviors that may curb the violence. And if it cannot curb the violence, at least this evidence will allow communities to deal with the violence in an informed manner; evidence will allow communities to cope.

Eight countries with very different challenges of violence were used as the study population (Afghanistan, Ethiopia, Guyana, Kenya, Nepal, Nigeria, Somaliland, South Sudan). Violence came from external factors and those internal in these countries; some had long-standing conflict, and some had more recent presentations of violence. This eight-country research built on a proposition of Everyday Peace Indicators that had been piloted tested by Roger Mac Ginty and Pamina Firchow in collaboration with the United States Institute of Peace (USIP), which had been conducted in four countries.

The findings in this report point to the following conclusions:

- Everyday Peace Indicators (EPI) aspire to reflect viable metrics by which local levels of violence can be assessed. They are measurable and can be operationalized by community members.
- EPIs must be specific to each community. Perhaps in some distant day there can be universal indicators, but the evidence so far suggests each community must find its own.
- EPIs will be most useful the more they are used—across time to give trends and across the population to expand the population that is using them.

A discussion of the different kinds of indicators identified across urban and rural settings as well as across geographic regions and demographic groups follows presentation of the EPI implementation findings. Finally, a series of next steps to build upon, utilize, and strengthen the EPIs identified in this research wraps up the report.

Acknowledgements

This exploratory study was a collaborative effort that included many voices, many volunteers, and generous sharing of knowledge and experience across institutions and teams. First, we greatly appreciate the prior work conducted by the United States Institute of Peace (USIP) upon which we were able to build. Particularly, we appreciate the mentorship and guidance provided by Dr. Pamina Firchow, principal investigator of the Everyday Peace Indicators (EPI) project. (D. P. Firchow n.d.)

Secondly, we are appreciative of the many community members and local experts who gave their time and shared their experiences and wisdom with us. They have provided invaluable insights, feedback, and depth to this work, and we look forward to continuing to work on "closing the loop" and bringing the findings full circle back to be used within their communities.

We also want to recognize the many resources provided by Future Generations University including faculty expertise, technology platforms, institutional endorsement, and funding to support fieldwork stipends. In particular, we appreciate Megan Moreno's thorough and timely work copy editing this report.

Finally, we would like to recognize the commitment, teamwork, and motivation of the implementers of this study across eight countries. They worked above and beyond the methodological requirements to manage relationships, expectations, and ensure that study findings were rich, relevant, and made sense to all stakeholders involved.

Acronyms

FDG	Focus Group Discussion
GPI	Global Peace Index
HPI	Human Poverty Index
IEP	Institute for Economics and Peace
IDP	Internally Displaced Persons
KIs	Key Indicators
KPI	Key Performance Indicators
MDG	Millennium Development Goals
MPI	Multinational Poverty Index
OPHDI	Oxford Poverty & Human Development Initiative
PBB	Peace Building from Below
SDG	Sustainable Development Goals
SNM	Somali National Movement
UNDP	United Nations Development Program
USIP	United States Institute of Peace

1. Introduction

Abdishakur Hassan-kayd

1.1 Background

The problem of violent conflict—and the instability it generates—is a major global concern due to the recognition that development can barely take root in such settings and because war-torn communities can be breeding grounds for all categories of global insecurity. The world has witnessed a number of different wars and conflicts, both inter-state and within states. Definitions of peace also stress the need for the absence of conflict and freedom from fear of violence between heterogeneous social groups. So far, peace has come to be commonly understood as the absence of war or violent hostility; peace often involves compromise, and therefore is initiated with thoughtful, active listening and communication to enhance and create genuine mutual understanding. The global conflicts over the past two decades have concerned a variety of issues – political power, security, religion, land, resources, and identity. These conflicts instigated the loss of lives, mass destruction of property, refugee crises, internally displaced persons (IDPs), and the increase of migration waves. Poverty, hunger, violent extremism, terrorism, quests for regime change (the trend of the Arab spring), and high rates of youth unemployment have been some of the root causes driving ongoing conflicts in the world. These issues have triggered discontent, hardship, and suffering among many people.

Responding to conflicts requires intensive action to manage emergencies of inter-communal violence, political disagreement, and the humanitarian consequences of protracted war. The process of rebuilding the war-torn communities needs to address the long-term social and economic impact of the conflict. This process will put the community at the center of the state-rebuilding. To this end, peacebuilding experts like John Paul Lederach have promoted a bottom-up approach to peace, more broadly known as "peacebuilding from below," or PBB. Lederach developed a conceptual model based on the view that people possess a potentiality for peace. His pyramid model of an affected population consists of three categories – top level, middle range, and grassroots.(Lederach 1997).

PBB seeks to address the root causes of conflict from the grassroots communities and through hearing their voices, promote reconciliation and peacebuilding at local levels. "Second track diplomacy" is related to the notion of peacebuilding from below. It is defined as "the bringing together of professionals, opinion leaders or other currently or potentially influential individuals from communities in conflict, without official representative status, to work together to understand better the dynamics underlying the conflict and how its transformation from violence to a collaborative process of peacebuilding and sustainable development might be promoted." (Davies 2002).

This introduction seeks to explain how this exploratory study aligns with the Future Generations University mission and research agenda, why peoples' voices are important to include in measuring peace, and the rationale of the study.

1.2 Key Indicators and their Use as a Measurement Approach

Developing and/or choosing specific indicators entails attention to the metadata (i.e. indicator descriptions and provisions), as well as clearly stating the purpose, what dimensions the indicator will focus on, the evidence base and thoughts of relevant experts. Finally, the process of developing indicators, particularly for multi-faceted and context-specific concepts such as peace, should be participatory with the meaningful engagement of the target beneficiaries or local people. The EPI Project "addresses concerns about how peace is understood within local communities in order to integrate the conceptions and priorities of everyday people into policy processes" (Firchow 2017). The bottom-up narratives, based on research conducted by Mac Ginty and Firchow in four countries (South Africa, South Sudan, Uganda and Zimbabwe), show that localized perceptions of peace, safety and security are not only articulated in different ways to top-down narratives but also raise different issues (Roger Mac Ginty 2016).

Using indicators for assessing or measuring social issues is not new and has existed for many years. For peacebuilding, a number of global indices have been created to measure peace and related phenomena, such as poverty, globally. One example is the global *Multidimensional Poverty Index (MPI)*, which was developed in 2010 by the Oxford Poverty & Human Development Initiative (OPHDI) and the United Nations Development Program (UNDP). MPI uses different factors to determine poverty beyond income-based factors alone. This replaced the previous Human Poverty Index (HPI). The OPHDI index uses three dimensions: health, education and standard of living. These are measured using ten indicators. (OPHI 2017) The *United States Peace Index (USPI)* is a measurement used by American states and cities to track their peacefulness. USPI is a product of the Institute for Economics and Peace. An annual report is produced in relation to the five peace indicators that make up the USPI. The scores for number of homicides, violent crimes, jailed population, ease of access to small arms are weighted and police officers (per 100,000 people) form a state's score. The *Human Development Index (HDI)* was developed by Indian economist Amartya Sen and Pakistani economist, Mahbub ul Haq. The HDI was published by UNDP and includes measures of life expectancy, education, and per capita income indicators to rank countries into four tiers of human development (UNDP 2016). Finally, both the Millennium Development Goals (MDGs) and Sustainable Development Goals (SDGs) have relevant indicators under each goal as a measurement of the realization of each country's desired goals.

Indicators have also been used in organizational performance monitoring. Key Performance Indicators (KPI) evaluates the successes of an organization or a particular activity (such as projects, programs or other initiatives) in which it engages.(del-Rey-Chamorro 2003) Below are examples of organizations using KPIs as measurement within the field of peacebuilding:

- Fund For Peace:[1] (a US-based think tank) has an annual report called the *"Fragile States Index."* Formerly, it was called the Failed States Index. The index's ranks are based on

1 http://fundforpeace.org/fsi/indicators/

twelve indicators of state vulnerability with three indicators in each of the following categories: social and cross-cutting, economic, cohesion, and political indicators.

- Institute for Economics and Peace (IPE): produces the *Global Peace Index (GPI)* annually to measure the relative position of nations' and regions' peacefulness. The index gauges global peace using three broad themes: the level of safety and security in society, the extent of domestic and international conflict and the degree of militarization. The report is developed in consultation with an international panel of peace experts from peace institutes and think tanks with data collected and collated by the Economist Intelligence Unit[2]. This work was started and officially launched in May 2007, and the institute updates it on an annual basis.

1.3 Rationale of the Study

One persistent challenge to peacebuilding is the extent to which communities affected by conflict can transform their circumstances. Many become passive recipients of prescriptive interventions by external actors, or top-imposed conceptualizations and interpretations. The bottom-up role has immediate benefit to day-to-day lives. (University 2017) Still, how can we measure peace (or, more helpfully, changes in whether peace comes nearer or becomes more distant)? Typically, methods used to study peace yield complex, scholarly results that are not directly useful (or sometimes not even intended for) community use. Through development of 'indicators of peace,' this project—through local participation and local ownership—seeks to produce sensitive local understanding of interventions in peacebuilding and conflict transformation. The assertion here is that communities are best-placed to measure and interpret their own peace. (Schleiff 2017)

What are indicators of peace?

These are signals that communities develop through participatory action research on their perceptions of their own circumstances/conflict – what peace actually entails to them. As Roger Mac Ginty and Pamina Firchow detailed in their recent article,[3] "[Developing indicators of peace] is participatory action research that seeks to find out people's perceptions of their own conflict rather than impose narratives on them. The research asks local people, through focus groups, to develop their own set of indicators."

Why is capturing local voices important?

The local community's voice is important for resolving conflicts as well as the process of conflict transformation and sustaining peace. The communities have direct links with conflict and these put them the center of the peacebuilding process if reconciliation and bringing lasting change is desired. Community is linked with the conflict as targets, drivers, menders, and change makers for solidarity and resilience.

2 The Economist Intelligence Unit (EIU) is a British business within the Economist Group providing forecasting and advisory services through research and analysis, such as monthly country reports, five-year country economic forecasts, country risk service reports, and industry reports.

3 "Everyday Peace Indicators: Capturing Local Voices through Surveys" in Shared Space: A research journal on peace, conflict and community relations in Northern Ireland.

From personal experience, first author Abdishakur Hassan-Kayd has witnessed how communities have direct links with conflict: in 1980s, the Isaaq clan became targets of Somali military regime and the government sentences civilians to death and were killed in front of crowds to watch, then Somali National Movement (SNM) was established and waged liberations war against the regime where both army officers and civilians went to bush to fight (communities are drivers of conflict). After the victory of SNM, reconciliation conference held between different clans (communities are menders of conflict). Somaliland peace was maintained by the will of the people who have the control over the politicians (communities are the change makers for solidarity and resilience).

Throughout the remainder of the report, the following conceptualizations of community will help shed light on the reason we focus local voices and human energies in our work.

- *Communities are targets of conflict* – If you look at every conflict regardless of its purpose, community members, mainly women, children and elderly people, become targets who suffer disproportionately from the violence due to their vulnerability.
- *Communities are drivers of conflict* – in different conflicts in our world today, the community is a driver of those conflicts as a result of ethnicity, religion, political or economic interests. Local voices will allow us to analyze the attitudes, motivations and perceptions of peace in different localities.
- *Communities are menders of conflict* – After devastating violent conflicts, the peacebuilding processes where the community played an important role are more successful than those where the fighting parties alone negotiated to make an agreement. The case of Somaliland is a practical example of success as stated by many scholars including Iqbal Jhazbhay (Jhazbhay 2010) discussed in their work.
- *Communities are the change-makers for solidarity and resilience* – different communities have diverse structures as their collective endeavor, rather than individual ones. Every individual's successes are built though an operating collective. Community structures will allow resisting, recovering from conflict and continuing system functioning in the episode of a disruption of peaceful social order.

The above-mentioned conceptualizations are related to SEED-SCALE definitions of community in that the use of human energy is very important, and this can facilitate a situation where community acts together. Community roles to mend conflict or act as change makers for solidarity are the principle of building from success in SEED-SCALE in action. Future Generations University has studied how human enterprise can go forward building on the planet and the resources we all share – not exploiting them. That is the rationale behind why community structures and human energies can be used to make just and lasting change for solidarity and resilience. (Seed-scale n.d.)

1.4 Alignment with Future Generations University's Mission and Research Agenda

The Future Generations University research agenda[4] unites scholars and practitioners to generate and use evidence to be timely and relevant at the local level. Our research is focused around a set of institutional interests and expertise related to: peacebuilding, conservation, health, and community change processes. This exploratory study builds on 25 years of scholarship, dating back to our founding. Our research, in addition to furthering discipline-specific scholarship will expand the applicability and evidence based related to SEED-SCALE. SEED-SCALE offers a process by which almost any community can direct change underway within it, using resources they already have to respond to forces that are affecting them. SEED-SCALE coalesced out of a dialogue from around the world that came together in the years leading up to the 1995 United Nations Social Summit; two monographs were produced and circulated.[5] Subsequently, field activities were launched to further understand the approach, and a book including a series of case studies was published in 2002 and a second volume in 2012 focusing on the SEED-SCALE components in greater depth.[6]

Peacebuilding is an area that the University has been engaged in for a number of years. Development of indicators for peace is consistent with the community change ideals that the university has been teaching. Moreover, development of indicators of peace is in line with what is taught and practiced in SEED-SCALE. The university is keen to pursue a research agenda in developing indicators of peace, an effort that will be augmented by the partnership it has with USIP. We also link these EPIs to our established Key Indicators (KIs) in SEED-SCALE:

> *"KIs assess the relationships, as opposed to methods that seek extensive primary data and then statistically correlate it with other data sets so that the existence of a certain set of relationships that has been verified as a valid assessment by an expert in the field. The community person who, because an expert has identified the site-accurate variable, then counts key indicators at points of time and notes the change, vastly simplifying the analytical challenges that would be beyond the skill levels of communities following customary survey procedures."* (Daniel C. Taylor 2012).

Self-Evaluation in SEED-SCALE uses five criteria to help monitor whether change is positive or potentially problematic. The five perspectives used are Inclusiveness, Sustainability, Interdependence, Holism and Iteration (Taylor. 2016). This requires a process—not simply a strategy, but a *process*—of working with the pre-existing energy in order to re-channel it towards the priorities and goals of communities (SEED-SCALE n.d.). This is why the Future Generations team undertook the process of identifying key indicators of peace from the local people in order to see issues through the eyes and daily experience of communities.

4 For more information please visit our website www.future.edu

5 Daniel Taylor-Ide and Carl E. Taylor. Community-based Sustainable Human Development—Going to Scale with Self-reliant Social Development. (New York: UNICEF, 1995).

6 Daniel Taylor-Ide and Carl E. Taylor. Just and Lasting Change When Communities Own Their Futures. (Baltimore: Johns Hopkins University Press, 2016).

The important questions are: how do local people experience peace and how can they measure it in their everyday lives? Are there differences in experiences of daily peace between urban and rural areas of the same community, or across urban and rural areas of the same country? This study sought to understand how urban and rural communities as well as local peacebuilding experts can measure peace in their everyday lives.

The following sections will cover the Everyday Peace Indicators study. Section 2 will discuss in detail on the methodology used by this research project. Section 3 covers the results from the eight countries of the EPI study. Section 4 will be the discussion. Finally, section 5 will establish the next steps for the implementers across the eight study countries, the University, and other communities interested in undertaking synergistic activities.

2. Methods

Fisseha Getahun

2.1 Study Sites and Context

From January to June 2017, thirteen researchers consisting of Future Generations University faculty, alumni, and current Master of Arts students conducted research on how communities experience peace in their daily lives. The research was conducted in eight countries on three continents (Afghanistan, Ethiopia, Guyana, Nepal, Nigeria, Somaliland, South Sudan and Uganda).

In the study sites, the history of conflict, current situation/during Focus Group Discussions(FGD) regarding conflict, and unique characteristics of the sites also were recorded (Table 1). According to the findings, all country sites had a conflict history either between communities, individuals, demotic, community and government and different ethnic groups. Some of the causes of conflict were poor governance, marginalization, and scarcity of natural resources like agricultural land, pasture land, and water. In some research sites, there were also current conflicts during the time when the FGDs were being conducted. The types of conflict as well as the causes of conflict are the same as the previous conflicts in some sites, but in most of the research sites, there was a relative peace during the data collection period. However, in one site in Afghanistan, it was very difficult to conduct FGDs because the people experience insecurity or face active conflict.

The unique characteristics of research sites and the communities that live in the sites are different, but peoples consistently live in difficulty. Some characteristics of the research sites across different countries are high rates of unemployment, dense populations, high rates of poverty, recurrent drought, vulnerable and marginalized communities, migration, and low productivity.

Table 1: Summary of historical and current conflict across research sites in all study countries

Study country name	Previous or history of conflict in sites—before the research		Current conflict—during FGD and verification processes in the site		Other unique characteristics in the area/population	
	Urban	**Rural**	**Urban**	**Rural**	**Urban**	**Rural**
Afghanistan	Active conflict	Semi secure	Presence of conflict	Semi secure with periodic armed conflict	War affected families settled	Displaced families
Ethiopia	Conflict in the areas	Better peace but seasonal conflict	Better peace	Protests, ethnic conflicts and unlawfulness.	Leprosy affected and marginalized	Mixed ethnic groups
Guyana	Relative peace	Relative peace	Relative peace	Relative peace	Mixed ethnic community	Agricultural area, declining population
Nepal	Maoist conflict	Maoist conflict	Conflict	Community Conflict	Mixed group of castes and ethnicities, poor economic state	Mostly women farmers and men migration, marginalization
Nigeria	Community conflict	Better peace	Better peace	Better peace	High rate of unemployment	Mono-ethnic community.
Somaliland	conflict	Seasonal conflict b/n clans	Conflict based resource	Sometimes are natural resource conflict	Highly populated, and high rate of unemployment	recurrent drought and high un employment
South Sudan	Conflict	Conflict	Better Peace in bordering communities in Sudan	Better Peace in bordering communities in Sudan	Socially integrated community	Socially integrated community
Uganda	Individual conflict	No conflict history	conflicts and better peace on other area	Domestic conflict	Mixed tribes, highly populated, poverty	Homogeneous community, alcoholism, migration

2.2 Site Selection

Twenty-six sites are represented in the research findings—at least two sites in each country. There are four sites represented in Ethiopia, Uganda, Guyana, Nepal and Afghanistan, and two sites in each of the remaining countries. The major site selection criteria were to include at least one rural and one urban site in each country context, considering the distance between the urban and rural sites, the familiarity of the data collectors/researchers with the community or sites, and cross-ethnicity across a varied geographic spectrum. Due to widely varying contexts in terms of current conflict, geographical accessibility, and available time for implementers, the selection criteria were not identical across countries, and have been summarized in Table 2.

Table 2: Site selection criteria for urban and rural sites in each study country

No.	Study country	Criteria used for site selection	
		Urban	Rural
1	Afghanistan	Accessibility	Accessibility Marginalized and displaced families
2	Ethiopia	Familiarity of Accessibility Marginalization	Accessibility Diversity of Ethnicities
3	Guyana	Cross ethnicity, people feel safe to discuss	Diverse geographic and ethnic perspectives
4	Nepal	Familiarity of Accessibility marginalization	Accessibility Ethnic groups and migrants
	Nigeria	Familiarity, accessibility	Familiarity, accessibility
6	Somaliland	Familiarity, accessibility	Familiarity and accessibility
7	South Sudan	Populated areas of people coming to Sudan from South Sudan	Accessibility and integration with Sudan communities
8	Uganda	Accessibility	Familiarity

2.3 Focus Group Discussions

Researchers conducted FGDs at each research site separately with men, women, and male and female youth. For FGDs, the researchers initially selected the participants in the four demographic groups from rural and urban sites (see Table 3 below for summary of respondents for each region). The researchers employed different sampling techniques to select FGD

participants based on their contexts. They used simple random sampling, stratified, purposive sampling, and mixed sampling techniques across different sites, but with the shared aim of identifying diverse and locally representative panels of respondents who could provide their experiences of everyday peace.

Table 3: Summary of focus group participants by site, demographic group, and region

REGIONS	Asia (Afghanistan & Nepal)		Africa (Ethiopia, Nigeria, Somaliland, South Sudan and Uganda)		South America (Guyana)		TOTAL
COUNTRIES	2		5		1		8
SITES	8		14		4		26
FGDs	25		56		13		94
DEMOGRAPHIC GROUPS	Rural sites	Urban sites	Rural sites	Urban sites	Rural sites	Urban sites	
Men	25	29	59	53	9	6	181
Women	19	22	48	64	9	12	174
Male youth	11	21	58	61	5	3	159
Female youth	4	15	57	50	4	2	132
Total	59	87	222	228	27	23	646

In Asia, the research was conducted in two countries (four sites in Nepal and four sites in Afghanistan). In the four sites of Nepal, eight FGDs with participants of both genders were conducted and urban and rural youths were mixed and formed four FGDs. In four sites of Afghanistan, 13 FGDs that included three-eight participants were conducted, as well as three community interviews involving a single respondent.

Across the African continent, the FGDs were conducted in five countries, 14 sites (seven urban & seven rural), and 450 people were participated.

In the selected communities in Guyana, two rural sites were included. Across these sites, of the eight planned focus group discussions, only four had between three and seven participants. An additional three FGDs only had two participants, and one male youth was interviewed individually. In the two urban sites, out of eight planned focus groups, five have between three and seven participants, and one focus group had only two participants.

The purpose of the demographic grouping was to facilitate active participation for all participants, including open discussion without fear, and to see the EPI from different viewpoints within each community. In the study as a whole, 94 FGDs across demographic groupings were conducted in 8 countries, including 26 sites (13 urban & 13 rural); four mixed groupings and 4 community interviews were also included in the FGD data set. In total, 646 individuals participated in brainstorming focus groups. The participants in their demographic grouping listed and prioritized a minimum of ten everyday peace indicators for the next verification process.

Challenges of FGD

In the process of conducting focus group discussions, there were some challenges faced in the different study sites. The most common challenges that were identified at numerous sites included:

- The participants expected payment for their participation
- Time constraints for participants
- Lack of confidence on freedom of speech (primarily in Uganda)
- Low number of women participation (primarily in Afghanistan)
- Security problems (primarily in Afghanistan)

Verification Process

For purposes of verification and consolidation of the findings from the set of FGDs at each site, a minimum of one representative participant from men, women, and male and female youths from each of the initial brainstorming FGDs participated in the verification exercises in the rural and urban sites of each country. The representative participants' selection methods of verification varied from country to country and even site to site. They were selected on the basis that they had participated in the earlier FGDs and that they were an active participant of FGDs, as well as their willingness to participate and availability.

The common verification process used in all countries was to create categories of the most commonly mentioned key EPIs. In the first step, all verification group members discussed and reflected on the previous FGDs by talking through all indicators that had been generated and prepared in flip charts, or a similar process, for each site prior to the verification exercises. In each verification process, the participants shortlisted a priority list of 10-15 key EPIs. The listed indicators were categorized for voting and discussion.

The voting process methods for the selection of ten key EPI were different based on the context, but were variations on the nominal group technique. The researchers conducted the selection process using voting, ranking, and consensus discussion. In eight countries, 26 verification discussions were conducted to generate ten key everyday peace indicators in each verification discussion or site. Finally, the ten top voted indicators were declared community priorities as everyday peace indicators.

2.4 Interviews

In addition to completing the series of FGDs, peacebuilding experts in each country were interviewed in order to triangulate understandings of peace and priority metrics for each country. Figure 1 summarizes the location and number of interviews conducted in each country. In eight countries, 51 interviewees participated.

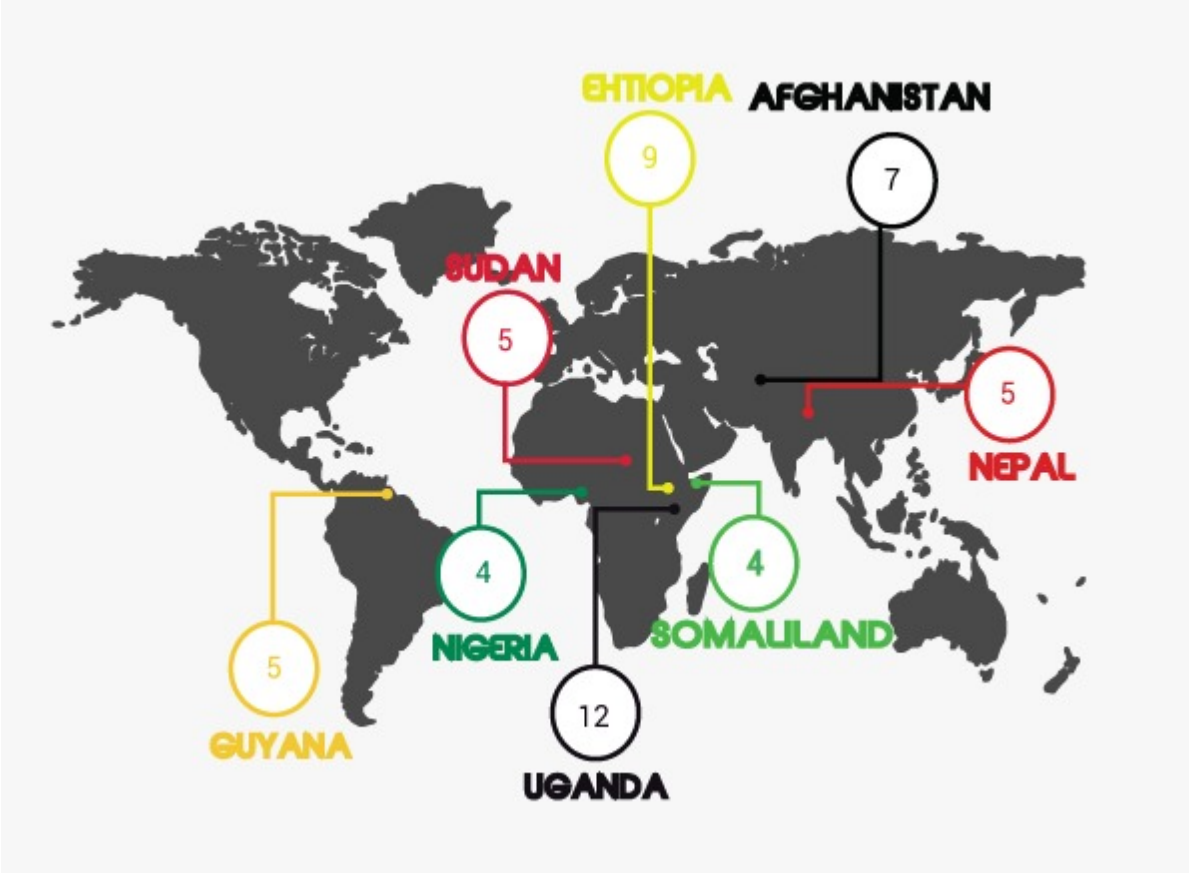

Figure 1: Interviews conducted, kinds of experts interviewed by country

The researchers conducted interviews on EPI in their perspective research sites with professionals, experts, peace researchers, policy makers, NGO leaders, and academia and government officials using similar checklist questions with FGDs. They are mix of different professionals. See Table 4. Most researchers interviewed the participants in person, but a few were done through email.

Table 4: Interviews conducted, kinds of experts interviewed (positions/professional backgrounds)

Total experts	Position	Educational background
51	Government officials, parliamentary, community workers, theologians, human right experts, journalists, academia/instructors, peace & security researchers, ministers, NGO leaders, local administrators	Sociology, Anthropology, Peace and Security, Journalism, Political science, Development Studies, Gender studies, Theology, International Relations, Social work, Peace-building & Governance

3. Results

Meike Schleiff

This section presents the indicators identified across eight country tests, organized by urban and rural FGD findings and interview findings. Within each data set, the findings are presented by themes of indicators. These indicator themes or categories are based on the categories identified by the USIP and George Mason University's work on EPIs. In addition, we identified two categories, which were displacement or migration-related indicators and also media and information availability and content, which were not included within the categories of USIP's research. Metrics from community FGDs were compared: urban site metrics are compared with other urban sites, and rural to rural. Then, indicators identified through key informant interviews with local experts were organized by the same set of categories, and discussed across sites to determine similarities and differences of community and expert stakeholders regarding the indicators proposed to track changes in peace and conflict over time.

3.1. Rural Indicators

Rural indicators identified across sites in this study spanned all of the indicator themes, though they tended to focus more on agriculture, access to basic services, and traditional social practices. See Appendix I, Table 5 for a full list of all rural indicators.

Within the leadership theme, several countries had multiple sites that put forward indicators about government service provision and different aspects of government oversight, rule of law, and management of dialogues between different ethnic groups within and across national borders. In the theme of education, a number of sites across Asia and Africa focused on school access and functionality for boys and girls. Most focused on primary school, though Ethiopia and Somaliland sites explicitly included the entire range of schooling from primary school through the university level. A site in Nepal also identified an indicator around "skill acquisition centers" and the need for applied, useful knowledge in addition to traditional schooling.

For communities across all regions, being able to safely and respectfully participate in routine social practices was important. These ranged from family picnics, playgrounds for children, and a range of religious and traditional events, ceremonies, and practices. Being able to resolve conflict if and when it does arise through local, often traditional, leaders and practices was also important, particularly in East Africa and the site in Guyana. In addition, managing clashes and power struggles between clans over natural resources, political power, or other resources was also seen as important to improve community peace.

Economic as well as food and agriculture indicators formed a core of indicators across all sites. Economic indicators included measures of self-sufficiency, access to affordable housing, and ability to fulfill basic needs. They are included women's employment, rising standards of living, and trade among tribes. Food and agriculture, which are often major

components of rural economies, were important themes for Africa in particular with indicators on access to agricultural land, access to water and fertilizers, owning domestic animals, and being able to sell farm crops at a fair price.

Health and infrastructure indicators were fewer in number, but clearly articulated the remaining needs in many rural communities for basic health services and the desire for improved access (or any at all) to infrastructure including roads and electricity.

The security-related themes included metrics about crime, daily security, and security forces. Crimes that communities chose to track included rapes, abductions, theft, negligence of children, and possession of and fatalities from illegal weapons. Daily security metrics included whether households remained open during the day, and numbers of security incidents in the area—these sites were all in countries where there is unrest and conflict at present. Indicators related to security forces included the presence and activities of police and military forces, the number of armored vehicles or cars with black glass around, and numbers of cases reported to police and local authorities.

On a positive and aspirational note, sites from all regions identified indicators of freedom and/or transitional justice and human rights. Many of the indicators related to freedom were measures of women's mobility in general, ability to move safely around the community in order to meet basic needs (firewood, shopping), freedom of speech for all, and respect for others and for all forms of life. Human rights indicators (Guyana and Somaliland) included measures of a community's shared sense of right and wrong and perceptions on the effectiveness of the justice system.

Finally, a theme that emerged within this study was around displacement and migration. In different sites, the reasons for migration or displacement varied, but indicators commonly focused on services for marginalized groups among displaced populations, assurance of permanent resettlement or access to services such as citizenship cards, and the degree of management and quality of life of resettlement communities.

3.2. Urban Indicators

Urban indicators identified across sites in this study spanned all of the themes, though they tended to focus more on jobs, managing diversity and resulting tensions and misunderstandings in urban settings, and managing access to services and resources within often crowded, undermanaged, and overtaxed urban settings. See Appendix I, Table 6 for a full list of all urban indicators.

Cohesion and interdependence featured much more prominently in the urban indicators than the rural ones. Most indicators came from Ethiopia and Somaliland from settings with great cultural and ethnic diversity and also associated conflicts and tensions, but also from Nepal. Indicators covered the number of different people and groups that were involved with

community activities, and inclusion of youth, disabled persons, and other minority groups in activities. Indicators of trust among neighbors, such as houses without fences and organized community groups were also included.

Among leadership indicators, the number of women in leadership positions, and the number of people who feel that there is a functional governance system and a sense of citizenship came up in multiple sites, particularly in Afghanistan (multiple sites), Ethiopia, and Somaliland where governance complexities and challenges loom large. In terms of education, fewer indicators were included and the focused set also included how many schools are open and children having access to them, but also the kind of schools (public and private) as well as the quality of the education.

Routine social practices featured less prominently in the urban sites, though marriage and traditional functions remained important indicators in Uganda, and religious and cultural sites and values were mentioned in both urban sites in Nepal. Conflict resolution, however, was a more substantive category with indicators ranging from violence against women for not giving birth to a male child (Nepal) to not living in fear of domestic violence (Guyana). Tracking of divorce cases (Ethiopia) and managing and preventing other harmful relationships within families and communities across multiple sites rounded out the category. For the discrimination category, discrimination against youth was the common thread throughout indicators from Afghanistan and across the African continent from Somaliland to Nigeria. In addition, living without intimidation and stigma were also indicators from the African region.

Economic indicators featured prominently across all sites. Due to higher costs of living, the need for different kinds of jobs, and different challenges with access to markets and shopping within large urban settlements came out in a number of ways. Indicators related to employment—including for women—and stressors related to being able to pay bills and care for families were mentioned across nearly all sites. Opportunities for youth as well as home ownership were additional economic indicators. Relatedly, food and agriculture indicators were still present from several African sites. Most were related to having enough food to eat on a daily basis, access to farmland, and livestock ownership.

Health and infrastructure indicators were a bit more prominent, particularly for health. In addition, indicators related to hospital access, 24-hour electricity, and safe water and waste disposal showed differing expectations as well as new challenges arising for urban populations that had not been identified by rural communities.

Among the security categories of crime, daily security, and security forces, many similar indicators arose as from rural sites. Some indicators unique to the urban settings included number of corruption cases, number of dogs barking a night, having safe spaces to play sports, and the number of people feeling safe to sleep outdoors during very hot weather.

Turning to freedom and transitional justice/human rights indicators, a number of similarities with rural areas were also identified. Many indicators referred to freedom of movement during the day or night and freedom of speech, religion, and actions. For human rights, indicators focused on feeling respect (Guyana) and safe and comfortable assembly and association among people (Ethiopia).

Displacement and migration featured heavily in all sites from Nepal, with tracking of migration within and beyond local districts, and also displacement due to conflict or destruction in urban areas of Afghanistan.

3.3. Interview Indicators

Indicators identified through key informant interviews across sites in this study also spanned all thematic areas. They tended to focus more on the roles of stakeholders other than the community, such as non-governmental organizations and governments, as well as on larger political and social patterns as compared with context-specific indicators identified in many of the focus group sites. This distinction is not meant as a criticism, but rather as an observation of the different perspectives and understandings of stakeholders regarding complex and multi-faceted concepts such as peace. See Appendix I, Table 7 for a full list of all interview-identified indicators.

Within cohesion and interdependence, indicators from key informants across sites covered a range of factors such as conflict among ethnic groups or between communities, inter-ethnic marriages, and trust in political institutions. In terms of leadership, interview respondents identified indicators such as functional ministry offices, experienced employees in NGOs and government (Afghanistan, Ethiopia), as well as citizen respect for and feeling of legitimacy and equality as citizens (Ethiopia, Somaliland). Functional and peaceful electoral processes was also identified as an indicator in Somaliland. Education receive less attention in terms of indicators, but those that were included focused on number of functional schools and numbers of children attending school (boys and girls). Access to social education (Uganda), and in particular the establishment of an institute expressly for the purpose of studying and teaching peace and conflict resolution in Somaliland, were also identified.

Routine social practices received less emphasis among interview respondents, though houses of worship and tracing traditional practices—including those related to conflict and death—among communities were included. Conflict resolution approaches were more widely mentioned and included tracking number of community disputes, use of traditional judicial systems—including the role of elders, and community members following laws aimed at preventing or resolving conflict.

Economic indicators among interviews focused more on larger-scale economic stability (Ethiopia, Uganda) and employment opportunities (Afghanistan, Nepal), as well as foreign investment and tourism (Ethiopia). Many sites also mentioned the ability to fulfill basic needs, which was a theme from community focus groups above. Food and agriculture

indicators focused on numbers of hectares under cultivation, farmer and pastoralist cooperatives, and tracking spread of families into less crowded areas as populations in cities and towns grow.

Health indicators were few in number and focused on addressing health and social services, but also mentioned quality of care and hospital services similar to urban community respondents. Infrastructure indicators included focus on number and quality of roads (Sudan/South Sudan, Uganda), access to safe water supplies (Sudan/South Sudan), construction of new buildings (Uganda), and the amount of government investment in infrastructure (Ethiopia, Uganda).

Security-related indicators focused on security forces. A few indicators on crime and daily security focused on stolen guns, ambushes, and safe environments for changing money. However, the majority of indicators related to security focused on indicators such as the effectiveness of the police force and police stations, number of functional law courts, and people's respect for the law and sense of protection by the law while out in public spaces.

Freedom and transitional justice/human rights received substantial attention among key informants. Indicators of freedom included freedom and safety of mobility, expression of ideas and views, and relief from worry and stress (including among youth). The number of pedestrians in markets or in rural areas was also identified as an indicator of freedom in Afghanistan. Regarding human rights, the few indicators focused on respect for and upholding human and democratic rights (Ethiopia, Somaliland).

Displacement and migration were raised in Afghanistan and in South Sudan/Sudan, where conflicts have resulted in many displaced persons, within countries and across borders. In Afghanistan, the indicator chosen was the number of displaced people and families who had returned home.

A final theme, which was only raised explicitly in Nepal and Guyana, was access to information. This was related to news items and also to other information to help make decisions and understand the local and global surroundings.

4. Discussion

Abdishakur Hassan-kayd and Firew Kefyalew

Many organizations in today's world include core operations in peacebuilding and conflict transformation programs. These organizations are mostly adhering to top-down approaches in their work, though the importance of the grassroots is spelt out. The project design and planning came from experts without direct involvement with the grassroots. The participants of this research were both experts and the grassroots community perspective to see how different community members from eight countries and from diverse ages (youth and adult), gender (male and female), and vicinity (rural and urban) define, perceive, and measure peace through the identification of their own indicators on when they are at more or less peace.

4.1. Conferring Findings

The indicators that were identified by the participants were in 14 categories, namely: Governance/Leadership, Education, Routine Social Practices, Economic, Security, Health, Infrastructure, Conflict Resolution, Cohesion and Interdependence, Diversity, Transitional Justice and Human Rights, Food and Agriculture, Freedom, and Displacement/Migration. Most of these indicators were identified from both urban and rural focus group discussions, as well as the experts interviewed during the project. There were some similarities in the issues under each category in the different sites and also differences of the same indicator from the FDGs andInterviews.

4.2 Similarities of the Indicators in FDGs and Interviews

The routine social practices were raised as an important indicator for peace in both the rural and urban areas. These include the events that are cultural, religious, recreational, entertainment-based, and traditional related in nature. Participants felt that if they are able to enjoy these social practices, it meant they are more at peace. Leadership was also highlighted as peace indicator for both the rural and urban dwellers.

Conflict resolution became an indicator which almost each site mentioned and identified as a key indicator for peace. Economy, health, infrastructure, security (crime, daily, and forces), education, and displacement/migration were all similarities that the sites in different countries shared in both the rural and urban settings.

4.3 Differences of the Indicators in Urban and Rural Settings

The researchers found through the participants in different settings, that urban and rural respectively share similar categories of indicators as mentioned in the above section. There were differences in the indicators under each category shared. We will elaborate on these differences in brief since the tables of all indicators are attached in the appendix.

Leadership – In this category, the rural sites mainly put emphasis on the governments' service provision and how citizens are receiving it. Participants were using this measurement

of the state of peace in their country, most of the sites of the conflict/war affected countries connecting peace to the profession of services since the experience displacement and lack of government services during the conflicts mainly the areas controlled by anti-government troops. In the urban sites, the role of women's political participation (women in leadership positions), governance systems and sense of citizenship. The expert interviews were more on the different roles of the stakeholders in each category. In the leadership-related indicators, the experts identified the rule of law, skilled workers, function government ministries and democratic elections where people have the power to choose their leaders.

Routine Social Practices – Different sites identifies the movement and attendance of religious, traditional or family gatherings without fear or having weapon for self-defense. Most of the experts have not given this category much attention.

Security - Most of the participants in deferent sites the security related issues in daily security, crime, and forces. The experts were hugely focusing on the security forces and the capacity and resources for the law enforcement agencies.

The detailed indicators under each category, site (urban and rural), and interview are attached as separate tables (Tables 5, 6, and 7) at the end of the report.

4.3 Key take-away messages about how peace is understood

Peace is understood differently by individuals/communities depending on their countries' experiences of conflicts, their educational background, and the measurements they use to determine whether they are more or less at peace. In Afghanistan, peace is mostly understood as 'community or individual safety – A life free from domestic violence'. In Ethiopia, 'Recognition of cultural and traditional practice of the community by the official and administration.' 'Social harmony – accepting others for who they are.' was defined as peace in Guyana.

Reflecting from the different sites in eight countries in which Future Generation University Alumni and faculty members conducted this pilot project, the results were in line with our SEED-SCALE approach and found the importance of communities owning their future. The project was built from success. Also, the principle of evidence-based decision-making was exercised by using the Key Indicators of Peace. The information collected and the indicators identified from the communities were rich and offering a learning experience to any researcher to find how different people in age, race, or geographic location define or measure the same issues differently.

4. Next Steps

Fisseha Getahun and Meike Schleiff

Based on the strategic planning activities undertaken in community or local organization, this section summarizes some of the key next steps related to putting the identified indicators into practice. It also links this activity back to a larger, ongoing, and iterative process proposed by the University for ensuring that Key Indicators have buy-in from multiple stakeholders and continue to evolve in order to remain relevant.

5.1 Specific Follow-up Activities Identified Across Sites

Building EPIs into project/program monitoring and evaluation: In a number of sites, the next step that was identified included brainstorming with local agencies (public sector as well as civil society) how to build identified indicators into already planned work. In addition, identified indicators can be used to identify projects or additional activities that can address identified peace-related priorities among communities and/or local experts.

Prepare grant proposals to access more resources: Many sites also felt that they could utilize the indicators identified through the study to prepare grant proposals in order to seek additional resources from local, national, and international sources. These proposals would specifically work to address priorities and challenges for peace and conflict resolution identified through community and local expert indicators of everyday peace.

Local and regional advocacy: Particularly in the African region where five countries participated in the research with several countries having multiple sites, additional opportunities for country and regional-level advocacy. Preparing separate briefs focused on key findings and proposed approaches to improving EPIs across sites is necessary for this purpose. Then, creating forums where policy makers and funders would hear about the findings along with recommendations for action could provide an entry point and greater assurance that findings will get used. Engaging these stakeholders in a spirit of exploration, seeking areas of mutual interest and motivation, and co-developing possible solutions was the common goal.

Development of strengthening of social support structures: Some sites also recognized the need and opportunity to establish or strengthen support groups for particular sub-populations, such as survivors of domestic violence or other groups facing discrimination or hardships. While these groups would like to be local, they could both draw upon models from elsewhere as well as become models for other communities facing similar challenges.

Design peace training programs locally and nationally: In order to increase the relevance and effectiveness of peace building programs, peace practitioners first to understand the peace needs identified in this study explicitly into account when designing, planning and

implementing peace building programs including baseline studies and monitoring and evaluation plans. Then, we can relate everyday peace with intrapersonal peace and reduction of individual peace can be associated with violence which can be controlled.

Community mediation and dialogue facilitation services: Not all the communities or individuals are equipped with mediation and dialogue facilitation skills. People able to provide these services at the local level could be religious persons, teachers, or local politicians. Many of these local leaders need further experience and training to focus on reducing stereotypes and intergroup anxiety between conflicting parties by creating mutual trust and explore ways in which intergroup contact can be beneficial for peace as opposed to detrimental. Alongside government development efforts, peace building practitioners could help constructively channel the frustrations surrounding national civic life dissatisfaction.

Public campaigns on peace and conflict resolution: Even for every citizen to gain a stronger basic knowledge of peace and conflict resolution—both how to do it and why it is important—can go a long way towards helping to prevent and manage conflicts. Social media as well as radio, banners, and messages that can be spread at community meetings and among other groups such as women's groups can help keep the topic of peace in everyone's mind.

Working among multiple stakeholders to improve economic development: Although themes related to peace cut across many sectors and many of the factors are interconnected, economic opportunities, stability, and development—including for women and underserved groups—was a recurring theme in all sites and related directly to many other factors. Particularly in urban areas, where populations are rising around the world and among youth, being able to have decent work and have the means to meet basic needs, access education, and support a family without high levels of stress was key to everyday experience of peace.

Continuing to implement EPI methodology in additional sites across countries and in neighboring countries: Conducting the EPI methodology in at least two sites in a country as well as gaining a local expert perspective is a starting point to understand peace within a country. However, countries often have a great deal of diversity within them and two sites, even selected purposively, is often not adequate from a qualitative research perspective to reach saturation of ideas and views. Therefore, having additional sites within countries and within neighboring countries with related conflicts can continue to shed further light on how communities near to each other but with different contexts and needs may understand peace differently.

5.2 A Big-picture Approach for Identifying and Using EPIs: Closing the Loop

In parallel with this eight-country peace indicators study, Future Generations University is working to further develop a multi-sectoral approach to Key Indicators, or indicators of change, for communities. Several considerations quickly come into play that include but go far beyond the process of identifying indicators, as was the focus of this study. In Figure 2

below, we outline a four-step process that begins with community-identified priority indicators as we have developed in this study. We have also worked on the second step which is to understand from local experts how they would monitor peace and bring the two perspectives together. The third step, which is captured in a number of ways in the first part of this section, includes how to get buy-in from governance structures and practice using and refining the indicators that have been identified. Finally, the fourth, and in many ways most important step, is to ensure that progress on indicators, plans for further activity, and also ongoing challenges or mistakes are shared with the affected communities. The last step is the one most commonly forgotten, ignored, or missed due to changes in plans or leadership or running out of time and resources.

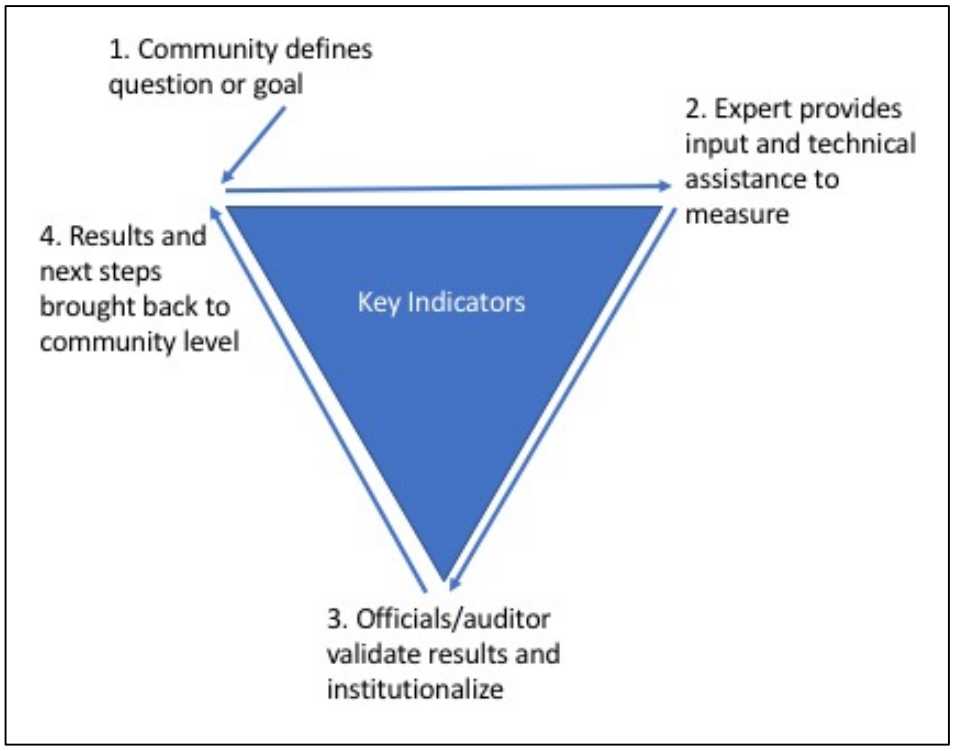

Figure 2: Key Indicators Process Diagram

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Appendix 1: Full Results Tables

Table 5: Rural peace indicators, organized by category and identified by country site(s)

Indicator Category	Peace Indicator	Country site(s)
Cohesion and Interdependence	Peace is reconciliation of all parties, agreement to live together in harmony.	Somaliland
	People are helping themselves and their government.	Somaliland
Leadership	Amount of delay of election cycles	Somaliland
	Number of government agencies observing accountability policies as outlined in the citizen's charter	Nepal
	Number of women having the decision power	Nepal
	Prevailing rule of law and the government institutions delivering services to the citizens	Somaliland
	The number of cross-border peace dialogues increased (between Turkana of Kenya and Karimojong of Uganda)	Uganda
	There is increased number of joint social meetings and functions between ethnic groups (Jie and Matheniko of Uganda and Turkana of Kenya)	Uganda
	Delivery of social services by government	Afghanistan
	Familiarity with co-residents; we need to know who our neighbors are	Guyana
Education	Level of political interference in academic institutions	Nepal
	Access to school for children from nursery school through universities and colleges	Nepal
	At least basic education (minimum of primary school level of education) to all children	Ethiopia, Somaliland
	Number of days of school openness and boy/girls attendance	Afghanistan, Nigeria, Somaliland
	Number of children have access to basic school	Afghanistan
	Number of children whose parents afford to pay for their school fees	South Sudan/Sudan

	No. of men and women getting good education	Nigeria, South Sudan/Sudan
	Number of skill acquisition centers in every community	Nepal
Routine Social Practices	Number of people going to the mosque for prayer without fear	Somaliland
	Number of youth playing football without fear	Somaliland
	Number of people and families in picnic sites without fear	Somaliland
	Number of people partaking in music, leisure, other fun	Afghanistan
	Number of playgrounds for children	Guyana
	Number of cultural and religious events retained that creates harmony in the villages	Nepal
	Recognition of cultural and traditional practice of the community by the official and administration	Nepal
	Respect for different religious activities and the right to follow the religion he/she wants	Ethiopia
	Recognition of cultural and traditional practice of the community by the official and administration	Ethiopia
Conflict Resolution	Number of conflicts with the neighbor's community	Ethiopia
	Agreements between different clans in Somaliland with the use of Somali traditional mechanisms and customary laws	Somaliland
	Cultural leadership structure is effective in terms of conflict resolution and working with the government	Somaliland
	Number of domestic problems/violence/stress resolved	Guyana, Uganda
	Instanced of external influences conflicting with our values and providing a platform for conflict	Guyana
Discrimination	The number of clans wanting to get more in everything: political participation, resources, (the clan system was the tool used for reconciliation, peace building	Somaliland

	and country rebuilding)	
Economic	Number of self- sufficient community members in income or production	Afghanistan, Ethiopia, Guyana, Nigeria, South Sudan/Sudan
	Number of community members own or can afford housing	Guyana, Nigeria, South Sudan/Sudan, Uganda
	Number of men and women getting employment after completing education	Ethiopia, Nepal, Somaliland
	One financial institution and/or credit service for community members	Ethiopia, Nepal
	Number of people who can fulfill basic needs such as food, shelter and water	Ethiopia, Guyana, Uganda
	Number of women having access to income generation	Nepal
	Number of families whose living standards are increasing	Somaliland
	Number of tribes with freedom of trade between originally conflicting ethnic tribes in Uganda and Kenya	Uganda
Food and Agriculture	Number of people who have access to fertile agricultural land	Ethiopia, Nepal, Uganda
	Number of people who have access to drinking water for animals and people	Nepal, Ethiopia, South Sudan/Sudan
	Number of farmers with access to agricultural input (fertilizers, improved seed, pesticides), either through subsidies or own means	Ethiopia, Nigeria
	Number of people able to have enough food every day (including between harvests)	Ethiopia, Nepal, Nigeria, Uganda
	5km radius access to market for agricultural products	Ethiopia
	Area coverage by perennial plantation of plants	Ethiopia
	Availability of veterinary physicians with necessary materials for the cattle treatment	Ethiopia
	Garri and palm oil processing machines in every household	Nigeria
	Number of people owning domestic animals	Uganda

	People enjoying their farming and selling their crop with fair price.	Somaliland
	Stable wiring and mobile money system in order to facilitate paying for crops that are sold into the cities	Somaliland
	Presence of different animals in the rural areas	Somaliland
Health	Access to health centers in the community	Ethiopia, Nepal, Nigeria
	Number of people living free from stress-living a healthy lifestyle reduces unnecessary health risks and interpersonal tensions	Guyana
	Number of men, women, youth and children have access to 24 hours working hospital	South Sudan/Sudan
	Not falling sick time and again	Uganda
Infrastructure	At least 18hrs power supply/day	Nigeria
	Good road infrastructure	Afghanistan, Ethiopia, Somaliland
	Number of constructed buildings and other residential infrastructure	Afghanistan
Security: Crime	Number of violations, rape and abductions	Ethiopia
	Number of clan conflicts due to resources	Somaliland
	Number of people who feel they can leave clothes and other properties outside overnight without anyone stealing them	Uganda
	Number of corruption, theft, looting cases in government and non-government institutions	Afghanistan
	Number of separating families or child negligence and school drop outs (these children will be more vulnerable to criminal activities)	Somaliland
	Number of arms or explosive materials among people in community	Afghanistan, Somaliland
	Reported number of people killed by use of illegal guns	Uganda
	Number of cattle raids and theft by armed warriors	Uganda
Security: Daily	Number of criminal cases bush as	Afghanistan,

	robbery and murder	Ethiopia
	Number of households have opened main door of the house during daytime and at night	South Sudan/Sudan
	Number of security incidents	Afghanistan
	Number of people reporting peace with one's self (economic, positive mental health, job security)	Guyana
Security: Forces	Number of people in the community have access to police services	South Sudan/Sudan
	Number of people who are happy and have good citizenship and communication with government	Afghanistan
	Number of military or police personnel	Afghanistan
	Amount of movement of armored vehicles with black glass on roads and in the market places	Afghanistan
	Police activity conducting their work to enhance the security of the people	Somaliland
	Reduced cases being reported to the police and local council authorities	Uganda
	Existence of governance system and rule of law were personal security is protected by the state	Somaliland
	Number of male youth handling and using firearms	Uganda
Freedom	Number of women having freedom of mobility and individual freedom of speech	Nepal
	Number of people enjoying free movement from place to place in the day time as well as at night without any security problems	Afghanistan, Ethiopia, Somaliland
	Number of people enjoying freedom of movement from town to town without carrying any weapon to protect yourself if attacked	Somaliland
	Number of people who feel able to pursue their life desires (economic, social and cultural) as well as contribute to community freedom from ills	Guyana
	Number of people who tolerate and	Guyana

	coexist with others who may not share the same race/ethnicity and political views	
	Number of people enjoying freedom of movement on foot or on bicycles on roads that were inaccessible during insecurity	Uganda
	Number of women and girls accessing firewood and grass in far bushes compared to conflict periods	Uganda
Transitional Justice and Human Rights	Number of people who feel that the community has a sense of what is right and agrees that live by these rules	Guyana
	Number of people who feel that the justice system is effective, particularly the traditional justice (customary law)	Somaliland
Displacement/Migration	Number of marginalized groups have well managed and permanent settlements	Nepal
	Number of people receiving government resources without merit or tender (Corruption – misuse and uneven distribution of resources).	Somaliland
	Number of South Sudanese living in Sudan who have a citizenship card by which he/she will be entitled to work and own houses	South Sudan/Sudan
	Number of shelters available for the poorest returnees and displaced families	Afghanistan

Table 6: Urban peace indicators, organized by category and identified by country site(s)

Indicator Category	**Peace Indicator**	**Countries**
Cohesion and Interdependence	Number of organized and active groups initiated by the community	Ethiopia
	Number of people experiencing poverty- or discrimination-induced mental tension	Nepal
	Amount of youth violence in the society	Nepal
	Number of disabled people included in development	Ethiopia
	Communities are living cohesively together, and the national interest and	Somaliland

	protecting peace are what they share in common	
	Number of different people included in every development effort in the community	Ethiopia
	Number of people experiencing mind satiability and internal peace	Ethiopia
	Number of houses without a fence	Ethiopia
Leadership	Number of women actively participating in local election	Nepal
	Number of people feel enabling environment created based on good governance	Nepal
	Number of people who have citizenship papers	Nepal
	Number of people who feel there is a system which is highly committed to fight corruption and maladministration	Ethiopia
	Number of people who feel a sense of good citizenship between people and the government	Afghanistan, Ethiopia, Somaliland
	Number of people in need able to access government-provided basic living services such as housing, public utilities, security, transportation, etc.	Afghanistan, Nigeria
	Percentage of citizenship in support of government	Afghanistan (2 sites)
	Existence of a multi-party political system in the country	Ethiopia
Education	Number of open schools in the community	Afghanistan, Ethiopia
	Number of children able to access primary school and good quality of education	Ethiopia, Uganda
	Number of schools, particularly public schools, having lower fees to promote right to education for the poor	Nepal, Nigeria
	Number of private schools and universities established	Somaliland
Routine Social Practices	Number of religious and cultural sites and values maintained	Nepal (2 sites)
	Number of people married and living with your wife/ husband and producing children	Uganda
	Number of traditional functions (dances, initiations, joint meetings, etc.) able to take place safely at night	Uganda

Conflict Resolution	Incidence of violence against women for not giving birth to a male child	Nepal
	Number of clan elders mediating and reconciling clan-based conflicts	Somaliland
	Number of people who perceive that cultural leadership structure is effective in terms of conflict resolution and working with the government	Somaliland
	Number of people who do not fear that domestic violence can erupt at any time	Guyana
	Number of people reporting a harmonious relationship with friends and family	Ethiopia
	Number of quarrels/fights among community members	Guyana, Uganda
	Number of divorces cases	Ethiopia
Discrimination	Number of youth loitering in the community	Afghanistan
	Number of clans who felt they are underrepresented in government (political participation, resources) as a tool used for reconciliation, peace building and country rebuilding.	Somaliland
	Number of youth discriminated against by their parents	Nepal
	Number of people who have a place to worship his/her religion without any form of intimidation or discrimination	Nigeria
	Number of people who feel respect for each other/ free from discrimination and stigma	Ethiopia, Guyana
Economic	Number of households who fulfilled their basic needs	Afghanistan, Ethiopia
	Number of women achieving equal opportunity with men for skill development programs/jobs	Ethiopia, Nepal, South Sudan/Sudan
	Number of people affected by the increase in prices of necessary food commodities	South Sudan/Sudan
	Number of poverty-affected people reporting reductions in mental tension	Nepal
	Number of people with an accessible market place (to buy and sell goods)	Ethiopia
	Number of people reporting good internet services in the community	Ethiopia, Nigeria

	Number of people with peace of mind knowing that all of their bills are paid this month	Guyana, Ethiopia
	Number of people benefiting from infrastructure, electricity, school across socio-economic groups	Ethiopia
	Number of people that can use the shortest route/road to their house during the whole year	Ethiopia
	Number of people with employment opportunity with reasonable monthly salary (feed and care for family, basic needs)	Afghanistan (2 sites), Ethiopia (2 sites), Nepal (4 sites), Nigeria, Uganda
	Number of shops open during day and night time	Afghanistan
	Number of youth with access to employment	Somaliland, South Sudan/Sudan
	Number of workers with prompt payment of salaries, especially by state government and big corporations in the city	Nigeria
	Amount of foreign investment per year	Somaliland
	Number of people living in urban settings	Uganda
	Number of daily demands on community members (too many demands undermining peace)	Guyana
	Number of people who can own or rent their own house	Uganda
Food and Agriculture	Number of people with enough to eat on a daily basis	Uganda
	Number of men, women and youth with access to farmland	South Sudan/Sudan
	Number of animals within town limits	Uganda
	Stable wiring and mobile money system in order to facilitate paying for crops that are sold into the cities	Somaliland
Health	Number of health workers available in each village	Ethiopia
	Number of people with access to health center in their community	Ethiopia, Nigeria, Uganda
	Number of people who feel that an achievement for the betterment of the community has been made	Guyana
	Number of 24-hour hospital within reach	South Sudan/Sudan

	of community	
	Number of men, women, you and children have access to health insurance	South Sudan/Sudan
	Number of people with access to 24-hour in-home drinking water	Nepal, South Sudan/Sudan, Uganda
	Number of people able to afford medicines	South Sudan/Sudan
Infrastructure	Number of houses which have road access for disability and emergency situation inside the village	Ethiopia
	Number of households with 24-hour power supply	Ethiopia, Nepal, Nigeria, South Sudan/Sudan
	Number of passable and safe main roads are maintained	Ethiopia, Nepal, Nigeria, Somaliland, Uganda
	Number of households have access to daily/weekly waste disposal service	Ethiopia, South Sudan/Sudan, Uganda
	Number of functional rain water drainage channels available	South Sudan/Sudan
	Number of miles/kilometers of new roads constructed	Ethiopia, Somaliland
Security: Crime	Number of disputes/fights/riots/unrest/ among individuals with weapons	Nepal (2 sites)
	Number of clan conflicts	Somaliland
	Number of corruption cases	Afghanistan
	Number of security incidents	Afghanistan
	Number of children/youth involved in criminal activities	Somaliland
	Number of gunshots in town	Uganda
	Number of unnecessary killings in town	Uganda
Security: Daily	Fear of what is happening in our community. Indicator: We have a fear that violence can happen at any time.	Guyana
	Having areas where people can go and play different games like a sports area	Uganda
	Social stability	Somaliland
	The number of dogs barking at night in town reduced	Uganda
	Number of people sleeping outside when the inside temperature is unbearable	Uganda

Security: Forces	Number of insurgent movements in communities	Afghanistan
	Number of law enforcement agencies/officers are working properly	Somaliland
	Number of people who feel that the governance system and rule of law exists where personal security is protected by the state	Somaliland
Freedom	Number of people who have 24-hour freedom of movement without fear	Ethiopia, Uganda
	Number of people who have freedom of worship	Guyana, Uganda
	Number of people with freedom of movement in public/general places without fear of discrimination or persecution	Ethiopia, Nigeria
	Number of people with freedom of action, speak, or thinking as one wants	Ethiopia, Guyana, Uganda
	Number of people who feel they are experiencing a state of no war	Guyana
	Number of people moving safely at night	Uganda
Transitional Justice and Human Rights	Number of people feeling comfortable and safe to assembly and association	Ethiopia
Displacement/Migration	Number of people migrating in the local districts	Nepal (4 sites)
	Number of community members displaced by conflict or destruction	Afghanistan

Table 7: Peace indicators from expert interviews, organized by category and identified by country site(s)

Indicator Category	Peace Indicator	Countries
Cohesion and Interdependence	Number of different ethnic groups living in a community without conflict in one year	Guyana, Uganda
	Number of inter-ethnic marriages of people between different communities reported in one year	Uganda
	Number of people who feel they experience equal economic and social benefits	Ethiopia
	Number of people reporting good relations with neighbors	Uganda
	Number of tribes living together in a community	South Sudan/Sudan
	Number of people who trust political institutions	Nepal
	Number of university students with right to non-violent demonstrations in universities	South Sudan/Sudan
	Number of people who feel there are good relationships between adjacent community groups	Ethiopia
	Number of community groups (religious, funeral, savings/credit) that a person is part of	Ethiopia
Leadership	Number of people who feel there is political stability in the country	Nepal
	Number of Ministries with functioning offices to provide decentralized services	Somaliland
	Amount of governments contingency budget for emergencies	Ethiopia
	Number of diplomatic relation with the neighbor countries	Ethiopia
	Number of elections happening timely (Functional/peaceful election systems and transfer of power)	Somaliland
	Number of people who feel there is a legitimate government operating across the board	Somaliland
	Number of experienced employees in government organizations	Afghanistan
	Number of years of service of leaders and experts in local and higher administration	Ethiopia

	Number of government laws that are in place and enforced	South Sudan/Sudan
	Number of people have access to public transports the whole day hours	South Sudan/Sudan
	Number of people who report that the country's election system is free, fair, and has appropriate checks and balances	Ethiopia
	Number of people who have respect for the rule of law	Ethiopia
	Number of citizens who do not feel discriminated against based on their ethnic backgrounds	Ethiopia
	Number of people who feel that the government is equal to citizens and no one is denied rights openly by authorities	Somaliland
Education	Number of children who get good education	Nepal, Somaliland
	Presence and functionality of institute of peace and conflict resolution, Hargeisa University	Somaliland
	Number of children and youths attending school	Afghanistan, Somaliland
	Number of both primary, secondary, and higher education institutions	Nigeria, Somaliland
	Number of operational schools in communities	Afghanistan
	Number of people able to access social education	Uganda
Routine Social Practices	Number of weapons or songs that are prepared, which initiate people to go to conflict	Ethiopia
	Number of qualified House of Elders (Guurti system) to achieve the goals for this House.	Somaliland
	Number of utilized churches in a community	Nigeria
	Number of traditional functions (dances, initiations and funeral ceremonies) in a village within a month	Uganda
Conflict Resolution	Number of community disputes in a community	Afghanistan, Nepal
	Number of people committed to obey international laws.	Ethiopia
	Number of people handling incompatibility	Ethiopia

	and conflicting interests peacefully	
	Number of traditional judicial/dispute resolution systems in use	Ethiopia, Nigeria
	Number of people reporting that conflict among friends, family, neighbors and community is managed without need for external intervention	Ethiopia
	Number of the conflicts resolved through the role elders (traditional means of conflict resolution)	Somaliland
Economic	Number of foreign investors and tourists	Ethiopia
	Number of people who have basic fulfillment of everyday requirements (food, shelter and clothing)	Nepal, South Sudan/Sudan (2 sites), Uganda
	Number of households in a village moving from peaceful areas to formerly insecure places for economic purpose	Uganda
	Number of social/economic groups forming within a community of 100 households in a year	Uganda
	Amount of youth immigration and brain drain	Ethiopia
	Number of people with regular monthly income for family and social obligations	Ethiopia (multiple respondents)
	Number of employment opportunities	Somaliland
	Number of employed persons	Afghanistan (2 sites), Nepal
	Number of human and animal population	Uganda
Food and Agriculture	Number of farmers and pastoralists cooperating on animal grazing and farming	South Sudan/Sudan
	Number of hectares of agricultural land being opened in formerly raiding/fighting corridors	Uganda
	Number of families with adequate food provision to provide 3 square meals a day	Nigeria
	Number of households in crowded settlements are breaking up and settling in a 5km radius of open land	Uganda
	Number of joint kraal settlements of different ethnic groups, grazing and watering of animals by different ethnic groups in a year of drought	Uganda
	Number of people who own land	South Sudan/Sudan

Health	Number of mothers who get access to health care as well as quality services	Ethiopia, Somaliland
	Number of people able to access social services (health and education)	Uganda
	Number of people have access to hospital	South Sudan/Sudan
Infrastructure	Amount of government investment in infrastructure (per year)	Ethiopia, Uganda
	Number of good roads connecting communities and towns	South Sudan/Sudan
	Number of people have access to safe water supply	South Sudan/Sudan
	Number of people reporting functional street lights and electricity in their community	Ethiopia
	Number of new permanent buildings in rural/urban centers within a distance of 1km in a year	Uganda
	Number of people accessing and using originally closed roads in a day	Uganda
Security: Crime	Number of criminal activities	Nepal
	Number of highway ambushes reported bi-annually in all 7 districts in Karamoja, Uganda	Uganda
	Number of guns reported stolen per month	South Sudan/Sudan
	Number of robberies and killings at night time	Afghanistan
Security: Daily	Number of women who safely sell gold in open market without safety nor security presences	Somaliland
	Number of people who report doing every day normal routine work (commuting, shopping) without fear	Ethiopia
	Number of individual civilians carrying guns in public	South Sudan/Sudan
	Number of people affected by violence in public	South Sudan/Sudan
	Number of people who exchange money in open markets and piles of local and foreign hard currencies are left unattended without theft	Somaliland
Security: Forces	Number of people who respect for the rule of law	Ethiopia
	Number of police stations and their	Somaliland

	preparedness to reach crime scenes on time (effective police force)	
	Number of established Watchdog organizations	Ethiopia
	Number of people reporting an independent judiciary system in the country (free from corruption)	Ethiopia
	Number of the law enforcement mechanisms, for instance, the police and judicial system	Somaliland
	Number of military movements on town roads	South Sudan/Sudan
	Number of functional law courts	Nigeria
	Number of staffed police stations	Nigeria
	Number of instances of engagement of militaries in development activities	Ethiopia
	Number of opposition parties in the country (to be a watch dog for government and also ensure wider political dialogue and engagement)	Ethiopia
	Number of unarmed men, groups and military on streets and roads	Afghanistan
Freedom	Number of men, women and youth who have free mobility from community to another	South Sudan/Sudan
	Number of people having free mobility to market places in daytime	South Sudan/Sudan
	Number of women/girls accessing and exploiting natural resources (e.g. firewood) from originally insecure areas	Uganda
	Number of people who feel they can move freely without harassment and worry of what would happen to them	Somaliland
	Number of people reporting freedom of association of different ethnic groups during social functions	Uganda
	Number of people who feel that they have freedom of expression of ideas without restrictions	Ethiopia (two respondents)
	Number of people reporting feeling less worried	Guyana
	Number of happy faces of youth in the	Somaliland

	streets at middle of the night without security concerns and fear	
	Number of pedestrians on land and in market	Afghanistan
	Hour of declared curfew for state of emergency- security	Uganda
	Number of acres of rural environment protected (so that people can enjoy and contribute to peace of mind)	Guyana
Transitional Justice and Human Rights	Number of institutions/government offices whose work is protecting human and democratic rights	Ethiopia
	Number of people who report having respect for human and democratic rights	Ethiopia
Displacement/Migration	Number of displaced/returnee families back home	Afghanistan (2 respondents)
	Number of people displaced from communities to another	South Sudan/Sudan
Information/media	Number of people have reasonable access to information	Nepal
	Number of bad news media items per day	Guyana

Biographies of the Team

Faculty

1. **Dr. Meike Schleiff** – USA – Meike is assistant professor and director of research. She has worked extensively with communities and young leaders in Haiti through the GROW Project, a non-profit that she co-founded with Haitian colleagues, and has also been engaged in community development planning, implementation, evaluation, and training in Guyana, Uganda, India, and the Appalachian region in the USA. She is interested in building capacity globally for community health issues, mentoring young health and community development professionals, and in advancing systems thinking and health systems research training opportunities.

2. **Prof. Daniel Taylor** – USA - Daniel Taylor has been engaged in social change and conservation for four decades with a focus on building international cooperation to achieve ambitious projects. He founded the nine Future Generations organizations worldwide (including Future Generations University). He is one of the synthesizers of the SEED-SCALE method, an understanding of social change initiated by a UNICEF task force he co-chaired from 1992-95. Since 1995, he has led global field trials of SEED-SCALE and is senior author of *Just and Lasting Change: How Communities Can Own Their Futures* and *Empowerment on an Unstable Planet: From Seeds of Human Energy to a Scale of Global Change*. Among his honors, Taylor was knighted by the King of Nepal Gorkha Dakshin Bau III, was made the first Honorary Professor of Quantitative Ecology of the Chinese Academy of Sciences, and was decorated with the Order of the Golden Ark by HRH Prince Bernhard of The Netherlands.

3. **Firew Kefyalew** - ETHIOPIA - Firew is Assistant Professor & Regional Academic Director of Future Generations University. He has over 30 years of experience in program/project development/management, capacity building, teaching, research, documentation, counseling, and leadership in multi-cultural environments. He has also worked with the Department of Applied Psychology, University College Cork, Ireland in the Ethiopia and Rwanda field offices assuming progressive roles where he finally became the Director of the Ethiopia Field Office (1998). Firew is active in voluntary professional activities: Chair, Leadership Forum of CCRDA (2013 to date); Board of Trustees, Future Generations (2016 to date); President of the Ethiopian Psychologists' Association (2007 to 2012); International Editorial Board Member, International Journal of Migration, Health and Social Care (2005 to 2010); Instructor, National University of Rwanda (1997); and Life Member, Society of Friend of the Institute of Ethiopian Studies (1996). He is also an International Fellow (2009) of Ford Motor Company 92nd Street Y, elected based on the merit of demonstrated leadership skills.

Implementers

1. **Abdishakur Hassan-kayd** – SOMALILAND – Abdishakur is a Conflict and Development worker with a strong background in security and regional political analysis. He is a practitioner in the analysis of conflict, Countering Violent Extremism, Elections management, the security sector, and programs management in challenging conflict-affected communities. He has more than ten years' experience as a consultant, adviser, director, manager and trainer for Government and Non-governmental institutions, as well as for higher education entities.

2. **Fisseha Getahun** – ETHIOPIA – Fisseha Getahun is a development worker with over 13 years of hands-on experience in various community engagement activities. He is currently the Program Coordinator for Child of Present a Man of Tomorrow. Fisseha is particularly engaged with the marginalized leper community in Addis, where he serves as a Board member to the Addis Ababa Leprosy Victims Rehabilitation Association– this makes him the first non-leper to serve. He has also been a Future Generations University winner for the Davis Projects for Peace prize in 2017, where his project was to develop peace between a Leprosy-affected community with the surrounding communities in Addis Ababa.

3. **Amanullah Hotak** – AFGHANISTAN – Amanullah is currently the Executive Director, Organization for Local Services and Future Generations/ OLsFG's. He has conducted research on communities' uncommon, but successful behaviors and strategies that have yielded successes in managing security, development, and peace building in their areas without any outside intervention. Using field-based listening techniques of open-ended questions paired with observations and questionnaires, Amanullah explores the determinants and dynamics in the existing practices in positive deviant and non-positive deviant perceived communities in the Khogyani District of Nangarhar and Andar and the DehYak District of Ghanzi Province and Khoshi District of Logar Province. Through his study, he was able to identify and learn how communities have traditionally succeeded in maintaining peace and security in their villages. Amanullah believes that actively engaging the local community can increase communities' opportunities for peace.

4. **Andualem Mitiku** – ETHIOPIA – Andualem is an Advocate and Consultant for Solomon Guangul Law Office. His primary Field of Activities includes Law, Government Relations, Journalism, Advocacy, and Consultancy. His work consists of consulting organizations on different international laws, advocating for communities to stand and ask about their rights on environment, human rights, and equal benefit of wealth issues, representing different parts of the community who are in need of legal support, producing programs which mainly focuses on social and legal issues in depth, investigative journalism, editing, production and publishing of multimedia content for online platforms, and other social medias. Andualem also operates as an independent researcher.

5. **Rohan Sagar** – GUYANA – Rohan is a research assistant with the National History of Songs out of the School of Education at Harvard University. He is a classical guitarist, composer and published author. He has also served as project lead in a public health project in Guyana with Future Generations University, consulted with the IADB/GWI Ministry of Public Health, and been the Music Coordinator at the Ministry of Education, Guyana.

6. **Chiranjibi Bhadari** – NEPAL - Chiranjibi is currently serving as an assistant professor in the Department of Conflict, Peace, and Development Studies, Tribhuwan University. Prior to this, he served as a training coordinator of the Combatants to Peacemakers program at Pro Public, a civil society organization in Nepal. Chiranjibi also served as director of Nepal Children's Organization. Mr. Bhandari was a fellow at the Asia Pacific Center for Security Studies, USA, from where he completed a Comprehensive Crisis Management Course in 2013, and attended Humanitarian Response and the Post Conflict Reconstruction Course at Brown University in 2015. In 2016, he participated in the Civil Resistance and Non-violent Conflict program in the Fletcher Summer Institute of Tufts University. He was awarded a research fellowships from International Alert (2011),Center for Nepal and South Asia, and Hiroshima Partnership for Peacebuilding and Conflict Transformation from Hiroshima University Japan (2012). He was also a fellow with the Alliance for Social Dialogue Policy Research (2012).

7. **Dr. Uchenna Rowland Onyeizu** – NIGERIA – Uchenna is a university lecturer and a member of the Board of Trustees of Future Generation University. He has a doctoral degree in Environmental Forest Ecology, with more than 10 peer-reviewed academic publications. Uchenna has over 17 years working experience in social development at both the national and international levels. He has worked at least once in each Nigerian state as an Independent Consultant, providing services in Environmental Management, Community and Health Systems Strengthening, Health Management Information System, Development/Analysis of Policies, Monitoring & Evaluation, Baseline Studies, and Impact and Partnership Assessments. He has also provided development consultancy services in India, Nepal, United States of America, Rwanda, Cameroon, United Kingdom, and Namibia. Uchenna's skills include an in-depth understanding of community working systems in developing countries, linking policy analysis and emerging issues to plans, and an excellent understanding of pro-poor and gender issues in development.

8. **Omer Marouf** – SUDAN – Omer Marouf is a community mobilization and development worker in Sudan. He did his undergraduate work in Agricultural Economics & Rural Development, and holds a MA degree in Applied Community Change from Future Generations University. He has been working in the field of community development for almost nine years. He is currently working with Plan International – Sudan as a project manager working in the contexts of development and emergency response.

9. **Vincent Abura** – UGANDA – Vincent has been in community development work for more than 20 years, with continuous focus on the agro-pastoral communities of

Karamoja. He has also worked with Save the Children International in Karamoja for 8 years as an education manager, livelihoods manager, regional manager, and team leader. Before that, he worked with Danish Church Aid as Programme Officer in Kampala for the political space program for 4 years and with a local NGO called Karamoja Agro-pastoral Development Programme that transited from Lutheran World Federation in Karamoja for 10 years. He worked with the World Bank-funded Northern Uganda Social Action Fund for a year prior to switching back to NGO work. He has his Bachelor's Degree in Social Work and Social Administration, as well as a Postgraduate diploma in Social Sector Planning and Management. Vincent holds his MA in Applied Community Change from Future Generations University.

10. **Dr. Sushila Chatterjee Nepali** – NEPAL – Sushila Chatterjee Nepali is a professional in community-based natural resource management and conservation. She earned her MSc in Natural Resource Management and Sustainable Agriculture from the University of Life Sciences in Norway and her PhD in Forestry from the Institute of Forestry Tribhuvan University in Nepal. She has worked in the field of conservation for more than 20 years, particularly as an advocate for gender equality and social inclusion. She has been involved in designing landscape-level conservation plans for Nepal, conducting national level NGO evaluation, and reviewing GESI policy for the Ministry of Local Development. She was involved in developing Nepal's National Biodiversity Action Plan 2014 and National Strategic Framework for Nature Conservation as a gender and livelihoods expert. In addition to being on the faculty at Future Generations University, Sushila is also a freelance consultant and visiting faculty at Kathmandu Forestry College and Tribhuvan University's Department of Conflict, Peace, and Development Studies. She is also on the academic council at the Agriculture and Forestry University in Nepal. Sushila lives in Kathmandu.

11. **Anthony Kadoma** – UGADNA - Since 2007, Anthony has had consistent work experience in the areas of community development and consultancy with various reputable INGOs, NGOs, CBOs, Government Ministries and Departments, mainly in monitoring and evaluations, baseline surveys, mid-term, end line studies, and qualitative research. He is currently working on the Sustainable Futures for Africa Project in collaboration with four other African countries. His main interests are in community development, poverty reduction, environment, and social protection. He is also the founder of a community based organization called Community Initiatives for Livelihood Improvement (CILI), operating in western Uganda.