human security collective

INCLUSIVE LEADERSHIP PROGRAMME

INTRODUCTION TO HUMAN SECURITY COLLECTIVE

Human Security Collective (HSC) is a foundation based in The Hague working on issues of development, security and the involvement of citizens in their communities and societies. We believe that the idea of human security with its focus on people, relationships and human rights provides an organizing frame for action. Based on the elements of trust creation, local ownership, empowerment and collective action, we facilitate conversation between civil society, citizens, policy shapers and other actors to promote alternative approaches to current security practice. We envision our role in bridging the gap between people and security by involving citizens and communities in decision-making on issues that impact their lives.

Vision

To empower people to create a secure, just and sustainable world.
Our vision is to create a just and secure world in which people are able to speak, connect, associate and assemble freely and fearlessly.

Mission

Bridging the gap between people and security.
Our mission is to bridge the gap between people and security by involving citizens and communities in decision-making in the security domain, and protecting and expanding the operational and political space of civil society.

Human Security Collective puts human security into practice and protects and expands the operational and political space of civil society by:

- Convening, coordinating and facilitating dialogue between civil society, policy shapers and other actors to enhance alternative approaches to current security and countering (financing of) terrorism and violent extremism practices, laws and regulations.
- Capacitating civil society and policy makers to understand violent extremism (VE) as part of a broader conflict in society, that should be analyzed and approached from a conflict transformation perspective.
- Empowering (young) changemakers to play an active role in addressing human security.

Inclusive Leadership

- Human security approach
- Include diverse voices in security decision making
- Work with local partner organizations
- Focus on conflict transformation
- Protect space for civil society

Development/ Security Nexus

Impact of Countering Financing of Terrorism (CFT)Measures on Civil Society

INTRODUCTION TO THE HSC
INCLUSIVE LEADERSHIP PROGRAMME

Traditional security paradigms put the onus of providing security and safety to citizens on the state and the government. This paradigm is not adequate to respond to the complexity and the interactions of current security threats as many issues such as international terrorism, climate change, institutional discrimination, systemic human rights violations, and health crises are interconnected. To tackle these complex issues, we require a comprehensive approach. This comprehensive approach to current security threats was argued by The Commission on Human Security[1] which called for the need to recognize the interdependencies between development, human rights and national security whilst protecting and enhancing the fundamental freedoms of people to live in dignity, free from fear and free from want. The idea of human security provides an organizing frame for action, whereby people and the diverse ways they experience and perceive insecurity, threats, vulnerabilities, and risks to their daily lives is considered to be central.

To put human security into practice implies that policymakers and practitioners working on issues of development, on humanitarian aid, human rights, peace building and security directly involve citizens in their work. To do so, it is key to also invest in skills and methods that are essential to work in an inclusive, collaborative way.

In our work we invest in young changemakers, allowing them to arrive at their own analysis and develop their own initiatives to foster resilient communities. The recognition and inclusion of young changemakers is a crucial part of our approach. Young people often have in-depth knowledge of the issues at stake in their communities. They also generally have better access to and credibility in the eyes of their peers. In this work with young changemakers, we also apply a human rights framework to the design and implementation of their initiatives; ensuring community members, including those who are least listened to, can participate in defining human rights, exercising them and respecting the rights of others.[2]

Vision

A world in which young people are seen and treated as valuable actors in creating a secure, just and sustainable world.

Mission

We are dedicated towards providing opportunities for (young) changemakers to play an active role in inclusively addressing human security challenges.
We are committed to advocate for a human security approach, both in policy and practice, informed by the ideas of a diversity of young people.

OUR WAY OF WORKING

For that we developed a way of engaging with (young) changemakers, whether those who already have a keen interest in social activism, those who have less trust in civil society or those who are in more vulnerable and marginalized conditions.[3] We seek to enhance their knowledge, skills and practice to apply a human security framework in their social activism through capacity building and learning-by-doing processes grounded in pedagogical approaches.

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1. The Commission on Human Security was established in January 2002 in response to the UN Secretary-General's call at the 2000 Millenium Summit for a world " free from want" and " free from fear". United Nations Trust Fund for Human Security, Application of the Human Security Concept and the United Nations Trust Fund for Human Security, p 6.
2. The theory of applying a human rights framework in our young changemakers program is derived from the book Human Rights from Below, Jim Ife
3. Marginalized citizens are citizens with little opportunity to exercise their rights to participate in action research that affects them, to be heard and understood, to be accepted as valuable sources of knowledge and to share their thoughts and ideas.

WHAT MAKES US UNIQUE

1 **Intersectional Approach:** We consciously work with a diverse group of (young) changemakers and pay special attention to include citizens from less privileged backgrounds.

2 **Youth-led Action Research:** We consider all (young) changemakers *experts in their own communities* and believe it is vital to ensure their ideas in addressing root causes of dynamic complex social issues are central

3 **Learning by doing:** Our approach to learning is accessible for all (young) changemakers as we opt for an interactive, non-formal approach with a focus on learning-by-doing.

4 **Experiential Learning Cycle:** We systematically build in moments of collective reflection to apply the newly gained wisdom in the group and to discover newly arrived needs in the group.

5 **Human Security Approach:** We ensure the knowledge gained through training (young) changemakers is put into practice on the ground. With a support team, and with adequate funding, (young) changemakers play an active role in tackling human security needs.

6 **Knowledge, Attitude and Practice Model:** Evidence of (young) changemakers acquiring new skills is measured after each workshop.

7 **Train-the-Trainers:** We encourage peer-to-peer learning and co-creation and have made it central in our way of working through offering train-the-trainers modules so some participants become co-facilitators.

8 **Human Security Labs as part of *Engagement strategy*:** We work towards a systemic approach, investing in the relationship between these (young) changemakers and key stakeholders in society, to ensure a more inclusive process of policymaking and practices are prioritized

9 **Collaborative Communication Skills:** In all these processes, we do not shy away from difficult, at times controversial, conversations amongst youth and between youth and other stakeholders. This implies that we bring together stakeholders who hold opposing views and or responsibilities that might lead to friction. We facilitate a process that allows these stakeholders to openly express their thoughts and (polarized) opinions. Our facilitation style during these moments is neutral and compassionate to allow the dialogue to take place between participants. This is key to building trust and relationships. We do so because we believe this is crucial in order to fully understand grievances people hold and to pave the way to collectively solving some of the dynamic complex social issues

10 **Community Service Learning:** We work in partnership with civil society active at the grassroots level and with partners from the educational field to create sustainability.

"HSC goes really deep: What is going on? What are the problems? How can we approach them? What are different ways to approach them? We discussed so many things. They involved people from the municipality, from the police, they involved everyone. I think we really did valuable things."

-Ugur, HSC Inclusive Leadership participant, The Netherlands

Enhance leadership competencies

Conduct participatory action research

Exchange with (young) changemakers

What we offer

Design and implement initiatives

Disseminate research

Engage with a diversity of power holders

- **Enhance their leadership competencies** that are essential to work in an inclusive way.
- **Conduct participatory action research** to envision a better future from a citizens' perspective.
- **Design and implement initiatives** to address human security needs prioritized by citizens.
- **Engage with a diversity of power holders** at the local, regional and global level help ensure that people and communities are actively involved in policy and programmes for security and safety.
- **Disseminate research** and ideas to a wider (inter)national audience to advocate for more inclusive human security policies and practices.
- **Exchange with (young) changemakers** from other countries and regions to broaden their understanding on human security.

HOW

The HSC inclusive leadership program consists of several modules to improve the leadership skills of (young) changemakers, provide them tools to seek common ground and opportunities to involve citizens more directly in addressing daily security, ensuring their knowledge, needs, expectations and aspirations are included. The HSC modules can be combined in one project or can be realized independently, depending on the overall objective.[4] An overview of the modules we developed is provided in the following pages.

MODULE LEADERSHIP COMPETENCIES

Applying a human security approach to safety in one's community requires leadership competencies that are essential to work in an inclusive, collaborative way. This style of leadership values differences and enhances talents, it brings together diversity in a group to create ideas that capture the ideas, knowledge and perspectives of everyone involved. To do so, it is important for the young leaders to be able to create a safe space in which people feel accepted and empowered to talk about their Human Security needs and to use their skills and knowledge to contribute to Human Security in their communities. Inclusive and collaborative leadership should further be socially responsive toward other worldviews.

We have become acquainted with many methodologies that foster open communication, honest speaking and deep listening. Although these approaches are diverse, as explained in Annex 1 in further detail, they do have shared aims in enabling participants to take responsibility for their own learning, create a deeper level of understanding and create collective ownership over new solutions. Especially when the setting is highly charged with so many seemingly polarized divides such as ethnic, religious, ideological, cultural and gender identities there is a huge need for creating more respect for differences and creating something together. The methodologies applied allow participants to become more aware of each others' perspective, leading to more appreciation of different backgrounds, gender differences, and religion. They also create a safe space to face one's own prejudices. We have developed our own style of facilitation into a collaborative communications skills training for (young) changemakers.[5]

For that, HSC has identified the need to empower (young) changemakers with the following collaborative communications skills[6]:

- Recognize many intersections of identities
- Recognize majority and minority voices
- Listen to all viewpoints expressed in relation to the issue at stake in a neutral and compassionate way
- Listen with empathy to emotionally charged issues being discussed
- Create trust amongst citizens to talk freely about human security needs
- Integrate diverse perspectives

"Working as a coordinator with HSC was an amazing experience, a very fruitful experience for me on all levels. It wasn't just like I was doing my job. It was the causes we were working on, what we were trying to do on the ground, that was very meaningful to me. Another thing that was very important was human security. It was this definition itself, this term, it was very new to me and to almost everyone here in Palestine. It was very important to Palestinians due to all the – I don't know what to call them, problems, challenges, whatever is going on. It was something needed. Learning about that, telling other youth about that, and making them think about it in that way, from their own perspective, I believe was very fruitful."

-Rewa, HSC Inclusive Leadership Programme participant/coordinator, Palestine

4. See Track record for examples highlighting various projects whereby HSC Inclusive leadership components were combined or implemented separately

5. These collaborative communications skills are derived from Deep Democracy (Lewis method), Nonviolent communication (Rosenburg), Future Search (Weisbord and Janoff) and Appreciative Inquiry (Cooperrider).

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MODULE ENVISIONING

The concept of human security is oftentimes new to (young) changemakers. In this module, we introduce the concept of human security and provide participants the knowledge and tools to conduct participatory action research on Human Security to envision a better future from a citizens' perspective. We also introduce methods for collective design and implementation of initiatives to address safety and security.[7] The initiatives led by the trainees constitute the practical application of the skills and capacities acquired during the trainings. The primary focus of this part of the program is pedagogical and focused on the empowerment and learning of the participants. The participants develop and implement their projects under close supervision of HSC and local civil society. These methods can be replicated by participants in their work with citizens.

- Introduction to human security including Mind Map, personal stories
- Introduction to participatory action research including interview techniques, ethics, Sprockler and participatory research methods such as participatory video and photovoice
- Introduction to working in complexity, including Cynefin Framework
- Introduction to conflict analysis including conflict tree, community mapping, designing a young person and for the more advanced a framework on polarization
- Design of initiatives to address human security needs prioritized by citizens including theory of change and pitching
- Adaptive learning, including the ability to evaluate the programme and their learnings and apply constructive feedback towards the ideas of their peers

"I've been to many workshops here in Libya, but the workshop I received from HSC was something else. We first learned about what is conflict, what is human security, and how it's different from hard security and military approaches. I really liked the conflict tree which we used. I now work for Intersos and we use this and other methodologies I learned with HSC.

-Taha, HSC Inclusive Leadership Programme participant, Libya

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"Thank you so much for this project. I feel this is the first project that is implemented with us inside the camp and that is really with and from the youth. Everything that is happening, this is the first time I see youth really designing, thinking and coming up with everything. When we were talking with the team about the research, myself and the whole team became very motivated and enthusiastic about the research. This is the first research that will be implemented in the camp and that is talking about issues that are core to the camp. Because people are unaware of the problems we have in the camp. We are in need of these kinds of ideas and the things we are working on."

-Oubay, HSC Inclusive Leadership Programme participant, Jordan
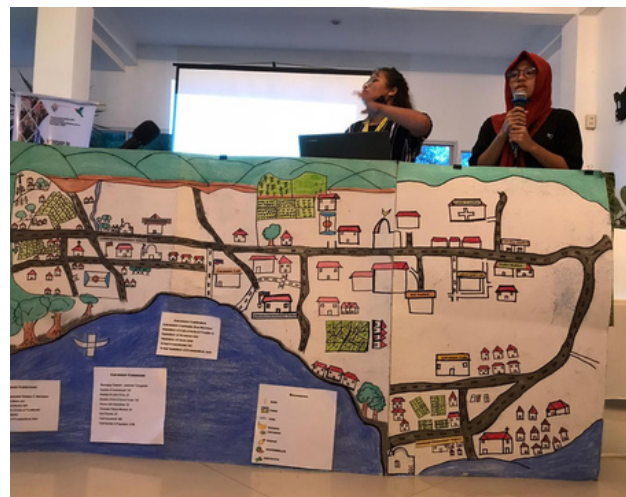
Participants from The Philippines presenting their community map.

7.These planning methods to create common ground are derived from Future Search (Weisbord and Janoff), World Café (Brown) and Open Space (Owen).

MODULE ENGAGEMENT

In this module, we prepare participants for engagement with a diversity of power holders at the local, regional and global level to discuss human security needs identified by citizens and to help ensure that people and communities are actively involved in policy and programs for security and safety. Throughout the years, HSC has facilitated many dialogue sessions between (young) changemakers and power holders to discuss human security needs identified by citizens. In some cases we have been able to move beyond these dialogue sessions and engage in a more collaborative way with power holders through setting up Human Security Labs. These Labs are a place where experimentation takes place in a multi-disciplinary collaboration to test solutions for human security needs. These Labs are experimental because they offer a real-life environment within which social experiments can be carried out, and they are more systemic than dialogue sessions because of the level on which they aim to solve issues.

Human Security Labs follows after the process of conducting participatory action research and skill training on collaborative methods with young changemakers. The Labs offer the opportunity to share the analysis and ideas of these young changemakers together with a diverse group of stakeholders committed to work on sustainable change.

Additional options that we offer include the **Module Advocacy** and **Module Exchange**
In the Advocacy module we jointly work with participants on dissemination of research conducted through participatory action research to a wider (inter)national audience, to advocate both policies and practice on safety and security issues are more inclusive.
In the Exchange module we organize exchanges between groups of (young) changemakers from other regions and countries to broaden their understanding on human security and link and learn from each other's initiatives developed together with citizens to address some of the human security issues at stake.

Participants from Cameroon meeting with a senior administrative authority.

TRACK RECORD

We have directly capacitated over 1,000 young people in projects designed to include all modules in our program and which lasted between two and four years. We have also directly capacitated over 1000 young people on specific tracks, such as training on inclusive leadership competences and participatory action research. according to specific requests from civil society and educational institutes. Often these assignments last between one and six months.

Achievements of the Inclusive Leadership Programme:

1. We have created a diverse and thriving network of young people from across the Far North Region of Cameroon, the Philippines, Libya, Palestine, Tunisia and the Netherlands applying human security principles in their social activism.
2. We have actively participated in a worldwide network of civil society actors to advocate for a separate UN resolution on Youth, Peace & Security. This United Nations Security Council Resolution 2250 (UNSCR 2250) was Adopted by the UN Security Council in 2015, emphasizing the importance of youth as agents of change in the maintenance and promotion of peace and security.
3. The human security initiatives launched by participants in our program have made a difference in strengthening, reconciliation in polarized settings, addressing the human security issues at stake such as drug abuse, sexual violence, systemic discrimination, early marriage.

HIGHLIGHTS

TIME 4 YOUR FUTURE

The coalition Time 4 Your Future (T4YF), (Maatschappelijke Dienst Tijd) is an HSC partnership with Participe, ROC Mondriaan and Plans & Pixels, designed to increase voluntary social service amongst youth in the Netherlands. In 2021, we initiated a collaboration between The Hague Applied Sciences and Initiatives for Change to offer students from the International Public Management, Law & Safety faculty an opportunity to enroll in civic engagement. HSC provides workshops for young people to prepare them to conduct participatory action research, and analyze and design innovative ideas to tackle the issues they feel passionate about, in addition to providing policy advice based on their own research results. As of 2021, we have reached a total of 200 youth through our campaigning. We have cooperated with more than 50 organizations such as Delft voor Elkaar, Pieter van Foreest, Ipse de Bruggen and De Zonnebloem and ten schools in The Hague, Delft and Rotterdam

Group of students from The Hague University of Applied Sciences committed to conducting participatory action research.

LIBYA

As part of the Dutch National Action Plan 1325, Cordaid and HSC joined forces from 2016 to 2020 with eight Libyan partners to enable women's leadership and political participation in Libya. The project 'Women and Youth as Bridge builders: Strengthening Resilience in Libya' supported strong, resourceful women and men in Libya to create more peaceful communities, and participate meaningfully and equally in various peace processes as well as in conflict resolution and prevention. The project, with its long-term commitment, deepened local partnerships through capacity building, lobby and advocacy, and information and knowledge sharing. For more information on the situation in Libya, read the new research paper on Libya based on collected stories by the eight Libyan partners 'Measuring daily safety for effective peacebuilding' A total of 67 women and men were trained through the programme A final evaluation shows that the programme deepened local partnerships through capacity building, lobby and advocacy, and information and knowledge sharing.

Libyan partners during a workshop.

CIVIC HORIZONS

HSC implements the 'Civic Horizons' project, along with a consortium composed of six other organizations in the MENA region and led by the Arab Institute for Human Rights. The project is implemented in Morocco, Tunisia, Libya, Iraq, Jordan and Lebanon. Its objective is to enable Civil Society actors as well as communities, especially youth, women and marginalized groups, to contribute to an enabling Civic Space environment in order to advance human rights, democracy and fundamental freedoms in the MENA region. Within Civic Horizons, the understanding of the enabling of civic space has been enlarged. Not only do we seek to address the legal and regulatory processes shrinking civic space, but also how socio-political trends in the various countries are affecting the legitimacy and base of support for civil society in society at large. Inclusive leadership plays a crucial role in this aspect.

Civil society actors from Tunisia during a workshop.

In order to broaden Civil Society's support base and strengthen civic and civil society space, HSC works with community leaders, members of civil society organizations, social movements, and activists (established and emerging), and especially youth committed to working in communities that are indifferent and/or aversive to CS and have low trust in CS overall. Over the six countries, we equip these actors to implement participatory action research with youth, women and marginalized groups from their communities through an inclusive approach. This path leads to knowledge-building as well as relationship building and the strengthening of networks based on listening, empathy, trust and a holistic approach to the human security experiences of the people in these communities. The research phase is followed by analysis and dialogue between those involved in conducting the research, community members, relevant stakeholders as well as between them and a larger group of civil society actors. The aim of the discussion with this larger group is to initiate a critical reflection among civil society about its relationship with society and legitimacy among society at large, as well as strategies to restore trust within civil society.

Civil society actors from Lebanon during a designing session.