



## Youth Excel: Our Knowledge, Leading Change

### Supporting intersectional inclusion by integrating Youth Protection, Gender Equality, and Social Inclusion (GESI)

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## Youth Excel's GESI and Protection approach

Youth Excel aims to advance gender equality and social inclusion by using research, learning, and data to change systems and transform norms, shifting power differentials so that diverse youth—including youth of all genders in different age categories—influence development agendas and development decision making. Youth Excel's GESI and Protection approach integrates transformative gender, inclusion, and protection strategies and practices throughout the program lifecycle. It merges GESI, protection and PYD principles, and it is informed by partners' and USAID's broad expertise in positive youth development, gender and inclusion, and youth protection. Youth Excel's GESI and Protection tools provide guidance so that each activity considers different aspects of identity that can compound or mitigate barriers to their participation and engagement; and actively seek out -and acting upon- both recognized good practices and the direct input of people from underrepresented groups.

### Why are gender, inclusion, and protection central to Youth Excel?

Source: Youth Excel Global Gender Equality and Social Inclusion Analysis

- Globally, 19.5% of men believe that it is unacceptable for women to work.
- Almost 1 in 3 women have experienced sexual violence.
- 1/3 of the 58 million out of school children in 2015 had a disability.
- As much as 40% of the world's population doesn't have access to education in a language they speak or understand.
- Only 56% of all countries allow LGBTQI+ organizations to register as such.
- Mental anxiety due to COVID-19 was identified in 90% of youth.
- It is estimated that 408 million young people live in areas affected by armed conflict or organized violence – that is roughly one in four. "[YPS Security Study](#)".

“  
**We realized that we need this in each project. We would like a training of the tool for the University.**

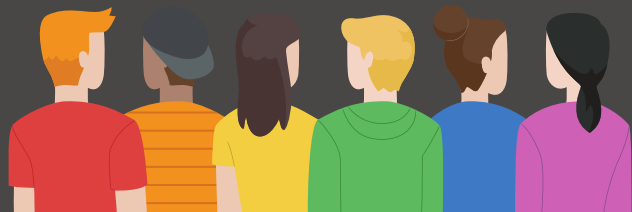
-Grantee Autonomous University of Santa Ana, El Salvador”



Check out Youth Excel's [Global Gender Equality and Social Inclusion \(GESI\) Analysis](#).

# Snapshot: Youth-Led GESI and Protection Assessments

## Intersectional Rapid Gender and Protection Analyses (IRGPA):



Overview: In 2021, diverse young researchers designed and conducted IRGPAs in seven countries. Youth Excel supports the young researchers to identify research questions, develop data collection tools, collect and analyze data, and produce findings and recommendations using the IRGPA Tool.

### IRGPA's areas of inquiry

1. Enabling environment.
2. Gender roles, responsibilities and use of time.
3. Contribution and agency.
4. Capacities, assets and resources.
5. Protection and risks.

### Quetzaltenango, Guatemala

Theme: Economic empowerment and security for young indigenous women while addressing GBV. The main findings address the unavailability of disaggregated data, digital gender gaps, unresponsive policy and the role of gender assigned roles.

Check out the [Policy Brief: Unequal Quetzaltenango](#)

### Buea, Cameroon

Theme: Strengthened menstrual health awareness and de-stigmatization leading to improved school-based menstrual hygiene.

Key findings look into the needs of menstruating women and girls, who can access information, and how gender roles and taboos influence policy decisions.

### Democratic Republic of Congo

Theme: Strengthening inclusion of underrepresented and marginalized youth in education and workforce programs. Key recommendations cover ways to increase inclusion of marginalized youth, having more trauma responsive programming, and to establish meaningful partnerships.

### Kora and Qalat Dizah, Iraq

Theme: Promoting youth livelihoods inclusion by addressing interconnected rural, gender, and political barriers.

Key recommendations identify local development research gaps, suggestions to design training, inclusion of youth and to conduct campaigns targeting youth.

### San Pedro Sula, Honduras

Theme: safe spaces for children and youth by supporting the development of artistic training. Key findings look into inequality gaps, prevailing forms of violence against vulnerable groups, decision making power and dynamics, digital gaps and risks associated with local powers such as gangs.

“  
The intersectional approach gave us a broad view; it helps us to focus on different elements and identities.  
”

- Young Researcher in Guatemala.

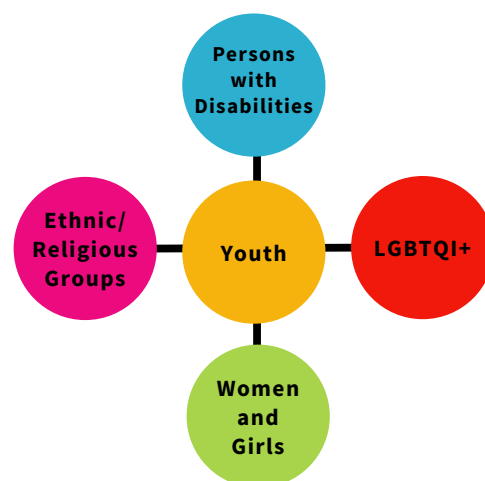


Figure 2: Youth Excel Key Identity Groups

# Latin America and the Caribbean (LAC) GRANT COMPETITION

Subaward amounts ranges between \$40-75K

Youth Excel's Girls Safety and Mobility Grant Competition engages five (5) local youth-led or youth-serving organizations to test and adapt locally-developed solutions. The grantees collaborate as a cohort, building their skills in implementation research (IR) and learning from each other.

“

It's the first organization I know that gives youth the opportunity to conduct research.

- Young Researcher in Guatemala.

”

## ALIANZA PARA LA PAZ (APAZ) - GUATEMALA

### About the Organization

Non-governmental organization. Addresses discriminations and inequalities by age, gender, sex, ethnicity, origin, sexual orientation, among others.

### IR Project Overview

To analyze the dynamics of gender violence faced by young women in vulnerable areas and how to overcome them. APAZ seeks to generate opportunities and alternatives for care in an effective way that is close to the areas where they live.

## ASOCIACIÓN AK'TENAMIT - GUATEMALA

### About the Organization

Indigenous grassroots organization. Promotes initiatives focused on the well-being of indigenous people.

### IR Project Overview

To increase the autonomy and leadership of Guatemalan indigenous women and girls through technical training for self-employment and decent employment in new technologies. It will identify barriers and opportunities, mobilizing multi-sectoral support for the creation of inclusive public policies

## FUNDACIÓN GUATEMALA - GUATEMALA

### About the Organization

Feminist civil society organization. Specializes in research from a gender perspective to empower young women in different contexts and settings.

### IR Project Overview

To collectively build the Young Women's Agenda for the Right to Safe Mobility in Cities as an instrument of local advocacy, and to analyze the dynamics of gender violence faced by young women in vulnerable areas and how to overcome them.

## UNIVERSIDAD AUTÓNOMA DE SANTA ANA (UNASA) - EL SALVADOR

### About the Organization

The Autonomous University of Santa Ana is an organization that trains students in the areas of health and social sciences to contribute to national development.

### IR Project Overview

To develop the current level of health and well-being for women and girls by guaranteeing access to the development and maintenance of social work and personal skills.

## WARRIORS ZULU NATION HONDURAS - HONDURAS

### About the Organization

A youth-led empowerment organization for children and youth aims at strengthening the protective factors to prevent violence using different methodologies and initiatives such as extreme arts and sports.

### IR Project Overview

To create safe spaces for children and youth by supporting the development of artistic training workshops where good practices are promoted.

## Youth Excel Tools and Products.

### ◊ **Global Gender Equality and Social Inclusion (GESI) Analysis.**

- Who it's for: Any global or local development practitioner who wants to practice intersectional inclusion in PYD and learning-focused programs
- How to use it: Review the overlapping PYD and GESI frameworks and apply them to your own work. Review more than 40 recommendations for activity planning, on topics ranging from participant selection and engagement, capacity strengthening, and network-building.

**We would love your feedback! View the pilot tool and share your feedback in this [Google document](#). You may also email us your thoughts or other resources to [excelyouth@irex.org](mailto:excelyouth@irex.org).**

“  
I've never been in a youth-led position, I was used to be told what to do. This made me feel more committed.  
- Young Researcher in Guatemala  
”

### ◊ **Intersectional Rapid Gender and Protection Analysis Tool.** Co-developed by [ABAAD](#), [Search for Common Ground](#) and [IREX](#).

- Who it's for: Youth-led organizations, youth leaders, and other organizations facilitating youth-led inquiry on gender, inclusion, and protection for youth programs
- How to use it: Conduct this analysis before implementing any program to help you to understand the local context (especially power differentials), ensure an inclusive and safe space for all participants, and help to ensure that inequalities and protection concerns are not exacerbated by your activities. Use the findings to inform policy-makers' decisions.

### ◊ **Comprehensive Youth Protection Resources.**

Developed by [Search for Common Ground](#) with input from Youth Excel's consortium. Documents to be available publicly in FY22 or upon request.

- Who it's for: Development practitioners implementing any PYD program, and especially programs supporting youth-led researchers and youth activists.
- How to use it: Consider the Youth Protection Desk Review findings in program planning. Adapt the Youth Excel Protection Policy for your own program.

**Check out this [blog](#) on Youth Protection by Search for Common Ground**



Globally reports of threats and human rights violations against youth are on the rise. Youth report risks and threats as physical, psychosocial, legal, financial, digital, and gendered. Youth view protection as safety, well-being, and ability to exercise their rights and include mental health and psychosocial well-being.

### ◊ **Capacity development for young leaders and youth organizations.**

- Who it's for: Local youth-led and youth-serving organizations (aligned with localization and New Partnership Initiative -NPI- agendas).
- How to use it: Apply and adapt a suite of capacity development tools that prioritize gender, inclusion, and youth protection, including a competency framework for young leaders with specific inclusion objectives, a performance measurement tool<sup>1</sup> for youth organizations and networks that elevates inclusion, and a customized Organizational Capacity Assessment Tool<sup>2</sup> with a set of inclusion metrics.

<sup>1</sup> Based on [IREX's Organizational Performance Improvement](#) approach and the validated [Organizational Performance Index](#) developed by Pact.

<sup>2</sup> Draws from IREX's Organizational Capacity Assessment Tool, the [Youth Programming Assessment Tool \(Y-PAT\)](#), developed by FHI360, and USAID's [Non-US Organization Pre-Award Survey Guidelines \(NUPAS\)](#).



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