

Mapping of ‘How organizations deal with inclusivity’

Activities change over time. The following list therefore only represents a snap-shot of MSN research, training and process support activities related to inclusivity in November 2014. It does not aim at being comprehensive, but rather to provide members with a sense of what other MSN members are doing in these areas.

Organization	Research	Training	Process Support
African Centre for the Constructive Resolution of Disputes (ACCORD)			
Berghof Foundation	<ul style="list-style-type: none"> • Lessons learned from 6 past transition processes from the perspective of inclusivity (“IPS Project”) • Action research on former female combatants and “disqualified” minor combatants (Nepal and Aceh) • Research paper on inclusivity in National Dialogues • Policy Advice: international policy advice on consequences of excluding ‘proscribed terrorists’ (impact of terrorist listing on conflict transformation) 	We bring the topic of participation into our negotiation training for armed groups	<p>Nepal: facilitation of inclusive dialogue on SSR (including ethnic minority groups excluded from formal decision making)</p> <p>Yemeni National Dialogue: technical support for groups outside the ND</p> <p>Engaging ‘hard-to-reach’ constituencies (i.e. hardliners) in Georgia/Abkhazia</p>
The Carter Center		<ul style="list-style-type: none"> • Community legal empowerment • Community dispute resolution capacity building 	<ul style="list-style-type: none"> • Dialogue with proscribed groups • Facilitation for national dialogue groups

Center for Peace Mediation (CPM)	<ul style="list-style-type: none">• Research on methods, ethics and law of/in mediation includes the issue and the dilemmas of inclusivity• Conflict analysis maps included and excluded issues and actors	<ul style="list-style-type: none">• Exercises to identify biases and blind spots in conflict analysis, process design and mediation/facilitation• Techniques for (self-)debiasing and reframing to change perception of and increase includibility of “impossible”/”difficult” issues/actors	<ul style="list-style-type: none">• Inclusive + balanced ownership is one of the core goals in project to support facilitators and multipliers of dialogue in Odessa, Ukraine (together with CSSP & inmedio): local hosts/partners as well as facilitators and multipliers come from different political factions and professional backgrounds (civil society, politics, administration, psychotherapy, church, courts) in order to reach out to “hard to reach” people
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<p>Centre for Humanitarian Dialogue (HDC)</p>	<p>A wide range of publications on inclusion, including:</p> <ul style="list-style-type: none"> • <i>Paper by Thania Paffenholz for the HD Mediation Practice Series on: Broadening participation in peace processes: dilemmas and options for mediators.</i> <p>Other publications such as:</p> <ul style="list-style-type: none"> • <i>A Handbook for AU practitioners on: Managing peace processes: towards more inclusive processes;</i> <p>And a number of opinion pieces, reports and papers on inclusion. Collaboration with research initiatives, e.g. Thania’s research on widening participation. A number of publication from HD’s project Women at the Peace Table Asia and Africa roundtables and other publications specifically focused on women’s inclusion in peace processes, for example:</p> <ul style="list-style-type: none"> • <i>From Clause to Effect: including women’s rights and gender in peace agreements;</i> • <i>Myanmar’s current peace processes: a new role for women?;</i> • <i>Peacemaking in Asia and the Pacific: Women’s participation, perspectives and priorities</i> <p>See here for a full publications list</p>	<ul style="list-style-type: none"> • Capacity building efforts, on a needs basis, to negotiating parties, civil society and others on: inclusion issues and broadening participation in various processes • Including segments on inclusion questions in various trainings, such as ceasefire training • Inclusion is part of HD Internal learning seminars and activities. For example, in 2013 and 2014, our internal learning papers tackled inclusion issues. In 2013 we had two experts. Thania Paffenholz and Antonia Potter Prentice - present papers on inclusion at an HD staff workshop. 	<ul style="list-style-type: none"> • Inclusion is an integral part of the process support work provided by HD Mediation Support unit to various processes • The establishment of an Inclusion Coordinator (IC) post to strengthen inclusion in the various processes that HD is engaged in: the IC provides technical support and advice to HD projects on demand, as well as engages in a number of focus projects to support inclusion more robustly in select projects. • Additionally, HD has inclusion and gender experts supporting various processes for example in Mali, Jos, CAR and others. • Support to UN Women and INGOs efforts to promote women’s inclusion in the Syria process, specifically HD was part of the planning and facilitation of 2 UN Women conferences for Syrian women and the facilitation of another key meeting by Hivos and the European Women’s Initiative. • HD also provides technical support on inclusion to external partners, incl. mediators, negotiating parties and civil society, on demand or as needed. •
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<p>Centre for Mediation in Africa, University of Pretoria (CMA)</p>	<ul style="list-style-type: none"> • Conduct research on mediation • Publish ‘mediation briefs’ dealing with a variety of mediation related issues and inclusivity 	<ul style="list-style-type: none"> • Conduct training to make mediation efforts more effective • Also offer academic and practical courses on mediation • Have worked with senior government officials, government agencies and inter-governmental bodies such as AU and UN • Currently involved in training women to strengthen their capacity to participate in mediation and negotiation 	<ul style="list-style-type: none"> • Support mediation efforts of intergovernmental bodies such as AU, UN, IGAD, SADC • Have participated in mediation in Sudan and other areas • Currently reviewing the AU peace and security architecture
<p>Centre for Peace and Conflict Studies (CPCS)</p>	<ul style="list-style-type: none"> • Monitoring the peace process in Myanmar. Using the listening methodology to capture voices of those not usually taken into account (e.g. communities, unranked soldiers). • Collecting experiences of those with an active role in the peace process in Myanmar 	<ul style="list-style-type: none"> • Support capacity building of non-state actors (armed groups and civil society) to contribute to peace • Support women (emerging) leaders • Conflict transformation training with civil servants 	<p>In Myanmar:</p> <ul style="list-style-type: none"> • Conflict transformation training to civil servants as a way to support their role in the peace process • People’s National Dialogue: series of meaningful conversations at the grassroots level • Member of the International Contact Group for Philippines – MILF talks

Conciliation Resources (CR)	<ul style="list-style-type: none">• Forthcoming policy briefs on multiple paths to peace• Accord publication on Legitimacy in Peace Processes• Forthcoming Accord publication on How Local Actors Challenge the Use of Violence by Non-state Armed Groups• Resource pack on experience from practice on Gender, Peace and Security	<ul style="list-style-type: none">• Involvement in the International Contact Group – Mindanao• Other coaching of facilitators and negotiation teams	<ul style="list-style-type: none">• Diaspora Victims Forums (in Europe) feeding into the Colombian peace talks• Track II Dialogue in the Georgia / Abkhazia conflict• Cross-line-of-control civic initiatives in Kashmir supporting ‘Kashmiri Voices’• Regional consultations on the new ‘Basic Law’ in the Mindanao, Philippines
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<p>Crisis Management Initiative (CMI)</p>	<ul style="list-style-type: none"> • Strategically partner with others in this area (e.g. Antonia sits on advisory board of Thania's Broadening Participation initiative, and CMI will fund and co-host with her organization an experts meeting to draw out conclusions from the research which pertain to gender and women's participation, for sharing with the policy and practice community and as an input to the 2015 high level review on UNSCR 1325.) 	<p>UNDPA/PRIO/CMI High Level Seminar on Gender and Inclusive Mediation (trained 100 envoys and have another 40-50 to go; 50% UN, the rest ROs, individual governments and private diplomacy actors). Funded by Finland and Norway</p>	<ul style="list-style-type: none"> • Support to South Sudan women's parliamentary caucus to provide information and gather views from women at province and county level to better inform process and to work on linking tracks • Support to cross party/tribe high track 2 level women's forum for dialogue to facilitate their continuous monitoring of the transition and identification of specific issues to advocate relating to peace and reconciliation in the transition • Working with women spoilers in the South Caucasus to help process and start transformation of traumatic memories/stories, but also bring them into process and attempt to link tracks in peace talks by facilitating them to generate their own options and recommendations • Strategic support upon request to the AU and ECCAS on gender sensitive mediation and dialogue, or support of same.
<p>Folke Bernadotte Academy (FBA)</p>	<ul style="list-style-type: none"> • Inclusivity part of handbook on dialogue processes 	<p>Inclusion is integrated in trainings on 'Dialogue and Mediation'</p>	<p>Inclusivity influenced design of dialogues in Iraq and Kenya</p>
<p>Foundation for Tolerance International (FTI)</p>	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • 	

<p>Initiative on Quiet Diplomacy (IQD)</p>	<ul style="list-style-type: none"> • 	<p>Trainings on integrating human rights in conflict resolution (“human rights informed approach”)</p>	<ul style="list-style-type: none"> • Process design • Engagement with parties • Consultations with stakeholders • Handbooks for practitioners: discrimination and CP, guidelines: women’s participation in peace processes and CR
<p>Mediation Support Project MSP</p>	<ul style="list-style-type: none"> • Gender and mediation Handbook • Norms debate series • UN guidance: development of training modules 	<ul style="list-style-type: none"> • PMC – cross-cutting and 1 day specific on inclusivity • Capacity building of women in peace mediation • Trainings in Myanmar • National Dialogue CAS (with Berghof) 	<ul style="list-style-type: none"> • Syria : enlarging the constituency • Nagorno Karabakh: multi-track approach promotion and CB of civil society • Myanmar: reinforcement of civil society in current talks, inclusion of women • Zimbabwe: building consensus on security sector transformation around a larger segment of actors

<p>Nairobi Peace Initiative (NPI)</p>	<ul style="list-style-type: none"> • Undertaking research on peace and conflict issues • Research informs who are the players, their roles, and whose voice has been left out • Research informs programmes and initiatives including issues, players, level of influence and linkages 	<ul style="list-style-type: none"> • Focus on linkage between community processes and governmental and intergovernmental processes on peace, security and development • Training representatives from different countries through PBI • Training CSOs on conflict transformation, dialog and mediation • Brings cross sections of peacebuilders (youth, women, men) • Has moved to linking peace training with other aspects such as entrepreneurship 	<ul style="list-style-type: none"> • Supporting communities in homegrown peace initiatives • Linking these with governmental and intergovernmental processes • Encouraging inclusion of youth women and men (and other groups) in peace processes • Widening peace negotiations to include addressing courses of conflict
<p>SERAPAZ</p>	<p>Analysis:</p> <ul style="list-style-type: none"> • Diversity of actors and perspectives in the collective construction of analysis • Diversity of voices and experiences 	<ul style="list-style-type: none"> • Escuela da Paz (training programs on education for peace): with women, youth, and indigenous people • Workshops on strategic planning 	<ul style="list-style-type: none"> • Taking all involved parties into account • Women’s participation • Involving different organizations to recuperate different aspects of the process
<p>Southeast Asian Conflict Studies Network (SEACSN)</p>			
<p>UN Mediation Support Unit (PMD/MSU)</p>			<p>Standby team of experts provides support among others on gender issues</p>
<p>US Institute of Peace (USIP)</p>			

WANEP	<ul style="list-style-type: none">• State capacity for R2P in West Africa• R2P Training	<ul style="list-style-type: none">• West Africa Peacebuilding Institute – WAPI• Dialogue and mediation• Women in peacebuilding• Early Warning and CP• Introduction peacebuilding• Peace education• Development and peace	Support to ECOWAS Mediation: <ul style="list-style-type: none">• Mediation Support Unit (FC)• Developing IAP• Step down-EW-CP to national levels• ECOWARN
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