

BRINGING YOUTH VOICES INTO THE 21ST CENTURY POLICIES

LAB REPORT

July 14–16, 2022

Organized by: PoliZY Transformers Team

Supported by: Global Diplomacy Lab,
Training for International Diplomats, Foreign
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Foreign Office.



Global Diplomacy Lab

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BRINGING YOUTH VOICES INTO THE 21ST CENTURY POLICIES

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Lab Summary

Purpose

The purpose of this virtual Lab was to bring together Diplomats, Global Diplomacy Lab Members, and youth to discuss, deliberate and design policy recommendations on the future of work, capitalizing on the demographic dividend and addressing the aspirations of youth.

Participants

42 youth and 18 diplomats from 23 countries attended this virtual 3-day Lab. At the beginning of the Lab, participants all stated how they were committed to supporting youth. [Watch the video here](#). Each youth participant was required to do the pre-work of having a clear policy idea or clarity of a policy they wanted to influence.

At the close of the event, all participants were given a certificate. [See the certificate here](#).

Impact

Diplomats and youth from low-income and middle-income countries worked together for three days. During that time, youth and diplomats learned each other's language, built trust, and implemented new tools for policy creation. Knowledge was shared, relationships were formed, and 40 youth outlined ideas to improve or create policies.



PolizY Transformers Team



THERESA CARRINGTON: Theresa believes that ending poverty creates empowered populations and equips countries to maximize the demographic dividend. Theresa has been working in the sector of ending poverty for 18 years. She has pioneered a formula (10 x 3) to end extreme poverty, which the United Nations Alliance of Civilizations has recognized. Her work has revitalized more than 83 economies in L.I.C and M.I.C countries, helping entrepreneurs launch 32000 small businesses, thousands of which are youth-driven.



ELSAMARIE D'SILVA: ElsaMarie is passionate about youth leadership and development. She co-edited a book on the Demographic Dividend – The Power of Youth on behalf of the GDL. Through her organisation Red Dot Foundation, she works with youth on gender equality and justice through college campuses' workshops and programs. She has hosted Youth Innovation Challenges as part of the United Nations Habitat's Urban Thinkers Campus and has engaged over 500 youth leaders in Safe College Campus programs with the Government of Canada's Fund for Local Initiatives and others.



CAMILA GOMIDE: Camila Gomide is a globalist; she aims to understand how social entrepreneurship can work toward solving global issues such as multidimensional poverty, wage slavery, gender inequality, and climate change. Currently, Camila is part of the Red Dot Foundation Global team as a Programs' Officer, in which she is responsible for tracking and managing international accounts for the foundation. She is also the lead for the Global Data Challenge and the Global Youth League for Safer Cities.



NURANA MAMMADOVA: Nurana is an international trainer and expert for UNDP, UNICEF, SALTO EECA Resource Center, EU4Youth Engagement Roadmaps, Ernst & Young, Theodor-Heuss-Kolleg, to name a few. She has served on the Project Advisory Board. She is a board member of one of the most significant international associations in Europe – MitOst e.V. Nurana is passionate about organising safe learning spaces and empowering social actors, mainly NEET youth.

PolIZY Transformers Team



FABRICE MUCHIGA: Fabrice is a global facilitator specializing in youth leadership development, systems change, and social entrepreneurship. He has vast expertise in designing youth-tailored experiences. He has regional expertise in Africa and Europe. He co-founded the Rethinking Africa Convening (RAC), a multi-stakeholder project addressing continental challenges such as migration, human trafficking, and human insecurity (+400 members). He is the Global Leadership Academy's Africa Ambassador and has facilitated cooperation between GLAC, GDL, Bosch Alumni Network, changemakerxchange, and others.



GHADA ZRIBI: Ghada is a youth organizer and a founder in the Tunisian, African and international civil society. Ghada has generated creative approaches to pave the way to a direct and active engagement of young leaders of the world. She has developed a 10-year expertise in strategic planning and cross-cultural facilitation within international groups. Ghada is looking forward to enriching the communicated curriculum's delivery while leveraging participants' diversity of solutions and local initiatives.

Supported By



RAMINA YACHKASCHI: Ramina is a member the Global Diplomacy Lab Secretariat. Before joining the GDL Secretariat, Ramina managed various programmes for the Training for International Diplomats programme at the Federal Foreign Office in Berlin. She holds a Master's degree in the Politics and Economics of the Near and Middle East from Philipps-Universität Marburg. Alongside her studies, she completed interdisciplinary classes and training courses on gender and diversity, thus fostering her expertise. Her love and curiosity for different cultures was nurtured by her multicultural upbringing. She has been moving between Germany and Iran all her life.

Day 0 – ORIENTATION



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WHAT DOES GEN Z Y WANT?

WITH DR. TAAPSI RAMCHANDANI

CEO and Co-Founder of Poocho, Globetrotter and '17 Aspen Ideas Scholar and also an ex-board member of the American Anthropological Association and the National Association for the Practice of Anthropology.

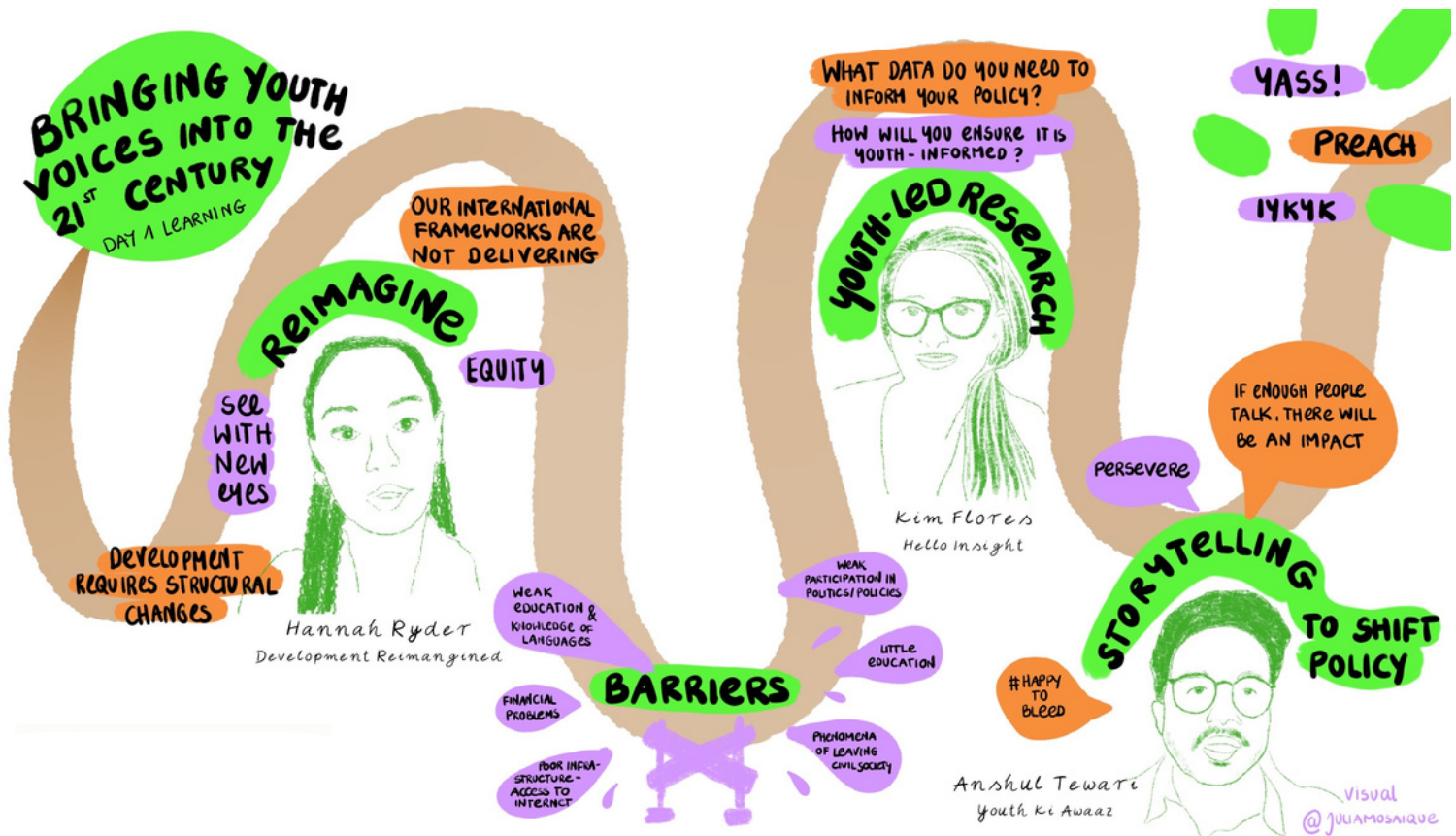
Her mission is to make primary consumer insights more accessible to brands so they can find, fix and build better solutions for their audiences. Her company specializes in D2C research across education, finance, consumer durables and food sectors.



Recap Day 0

An orientation session on 22nd June helped set the context for the Lab, Bringing Youth Voices into 21st Century Policies. The session introduced the diplomats and youth to the Lab agenda and helped clarify the [policy ideas](#) required to be submitted as part of the preparation for the Lab. Dr. Taapsi Ramchandani gave an impulse talk on What Gen ZY wants concerning the future of education and the future of work. She shared her extensive research on the subject, which the participants found very illuminating and thought-provoking. Some ideas emerged: Gen ZY uses technology differently for education and leisure. The formal system of education is aspirational but not a stumbling block either. Gen ZY is finding innovative ways to up-skill themselves for the future of work. Gen ZY places great importance on mental health, the purpose of organisations and work, and flexible time and policies. All participants were intrigued and curious to learn more from Taapsi's research.

Day 1 – LEARNING



Recap Day 1

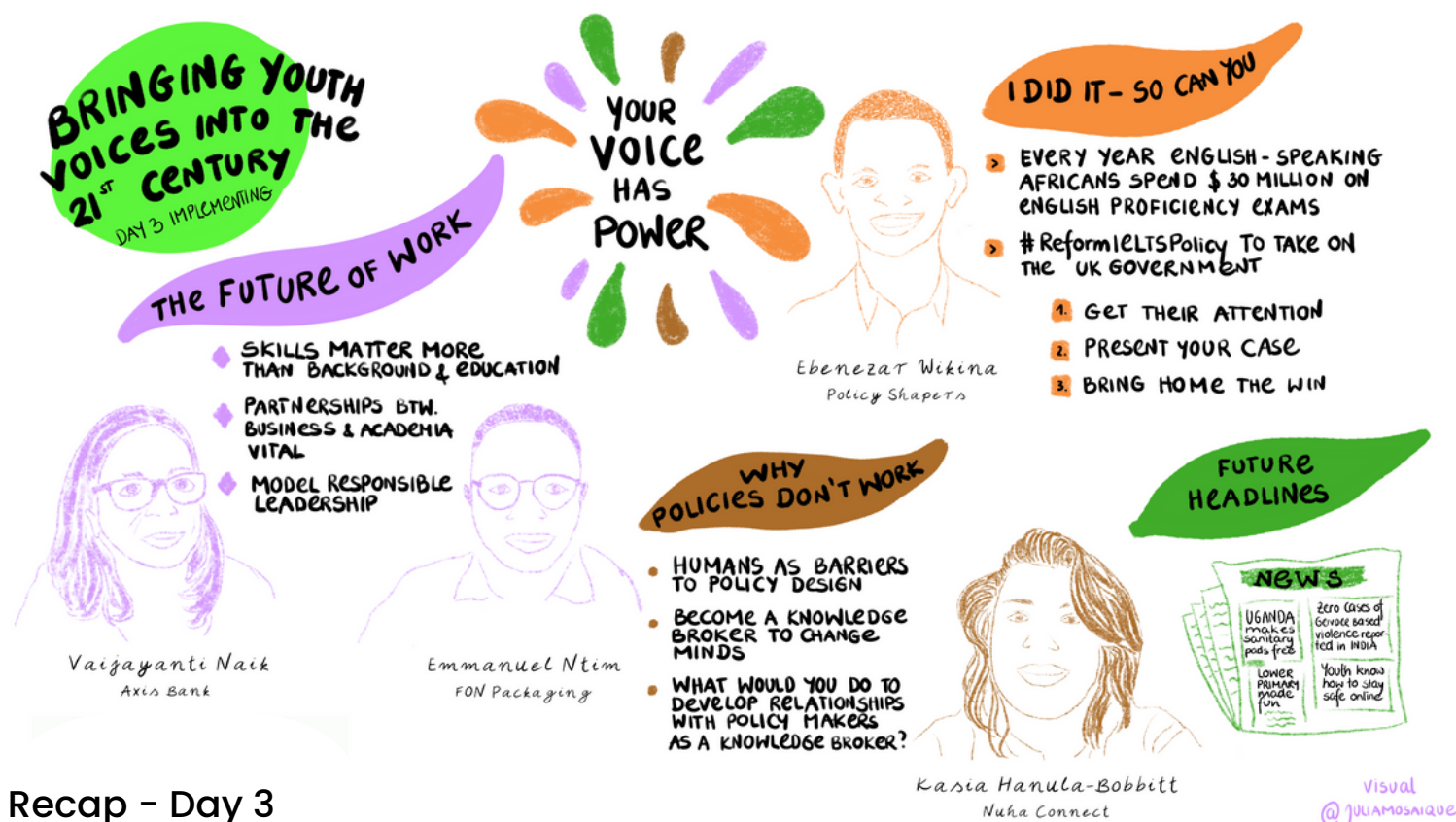
Day one of Bringing Youth Voices into the 21st Century Policies was dedicated to examining the importance of youth voices in shaping the future of policy. Participants spent time getting to know one another, heard three expert speakers, and participated in two breakout sessions. Hannah Ryder helped participants reimagine international frameworks and new ways to achieve equity. Youth and Diplomats acted as thought partners for one another through the lens of two critical questions: The top three barriers for youth to impact policy and the top three barriers for diplomats to engage youth. [Visit the Padlet Board here](#) to see the responses. Dr. Kim Flores helped participants understand youth-led research, why it is essential, and how to achieve it when creating policy. Anshul Tewari shared success stories of youth who changed policy and made an impact. Day one closed with youth helping diplomats learn youth slang and when to use expressions like IYKYK, Preach, and YASS.

Recap - Day 2

Day two of Bringing Youth Voices into the 21st Century Policies was dedicated to the building blocks of creating and informing policy. Participants heard from three speakers, participated in two break-out sessions, and closed the Lab to understand the secret language of diplomats. Kassaga Arinaitwe of Teach for Uganda opened the day by reminding youth participants of their potential to impact the world and reminding diplomats of their essential role in equipping youth for maximum impact. Diplomat Khaldun Al Saadi and youth Harun Mwadena then demonstrated a thought-partnering exercise where youth and diplomats helped bring clarity to the policy passions of participants.

GDL Member and development expert Mome Saleem held a workshop assisting participants in framing their policies for success. The results of the group work can be found [here](#). Indira Shah shared the importance of Social Entrepreneurship and its role in the future of work and encouraged participants to use their hearts and minds when informing and creating policy. Day two ended with a quiz where the youth learned the meaning behind diplomatic statements like "Let me clarify," "Moving forward," and "As stated earlier." Affectionally referred to as the Diplomat Dance, youth learned the hidden language of diplomatic communication.

Day 3 – IMPLEMENTING



Recap – Day 3

Day three of Bringing Youth Voices into the 21st Century Policies was dedicated to implementing all that participants had learned during the last two days. Participants heard from four speakers and participated in three breakout sessions. The day began with PoliZY Team and GDL Member Theresa Carrington teaching participants how to prepare their voices to ensure maximum impact when speaking in public. PoliZY Team and GDL Member ElsaMarie D'Silva led a panel examining the Future of Work through the eyes of large employers. Emmanuel Ntim from FON Packaging and Vaibhanti Naik of Axis Bank agreed that skills matter more than background and education and that partnerships between business and academia are vital to the future of work.

Fellow GDL Member Kasia Hanula-Bobbitt helped participants understand why policies don't work and how to overcome barriers to policy design. PoliZY Team and GDL Member Nurana Mammadova and Fabrice Muchiga led a workshop to help participants outline their policies, enabling them to carry them forward after the Lab. The final speaker Ebenezer Wikina inspired participants with his journey to create Policy Shapers, a youth-led open-source platform for policy ideas that address the world's most pressing challenges. The Lab closed with PoliZY Team Member Camila Gomide helping participants vision their policies as future headlines. To see all the headlines, please visit the padlet board [here](#).

PREACH!

Speakers

**Hannah Ryder**

CEO of Development Reimagined. A former Diplomat and economist with 20 years experienced and named one of the most influential Africans in 2021.

**Emmanuel Ntim**

With a degree in Accounting and Supply Chain Management from Bryant University he has been able to grow FON Packaging a subsidiary of the FON GROUP for the past 8 years to a position of dominance in the Corrugated Carton Box industry.

**Anshul Tewari**

Founder of Youth Ki Awaaz. He was inspired by the use of social media to mobilise and organise a movement which led to Arab Spring. Subsequently he founded Youth Ki Awaaz to amplify youth voices and make it easier for people to speak up on issues they are passionate about.

**Vaijayanti Naik**

HR professional, Vaijayanti has a passion for change management and capability development, building cultures for sustainable businesses, and coaching for success. In her present role at Axis Bank she leads the change and culture agenda for the wholesale banking business and champions the Diversity, Equity and Inclusion agenda for the Bank

**Kasia Hanula-Bobbitt**

Co-Founder of Nuha Connect. Public policy executive and social entrepreneur with a background in finance, international development, education and technology. Extended experience in policy design, implementation and assessment. She held senior leadership positions in multiple organizations in the EU leading advocacy and campaign work.

**Mome Saleem**

Founding members of the Global Diplomacy Lab. She is a policy researcher, anthropologist and has extensive experience working with several foundations and UNICEF. She is a member of Prime Minister's Climate Change Council and has curated Green Youth Movement under Kamyab Jawan Program of the Prime Minister.

**Ebenezar Wikina**

Founder of Policy Shapers, a civic tech organization that mainstreams youth in policymaking in N Igeria. Ebenezar is a World Economic Forum Expert, Senior Category judge of the Queen's Commonwealth Essay Competition, founding member of the Open Government Youth Collective, and pioneer member of the British Council's UK-Africa Youth Advisory Board.

**Dr. Kim Flores**

Co-founder and CEO of Algorhythm which builds the online community learning platform called Hello Insight. She has introduced hundreds of adults and young people and communities to the empowering impact of sustained participation, reflection and evaluation

**Kassaga James Arinaitwe**

CEO and coFounder of Teach for Uganda. Kassaga was selected as an Acumen Global Fellow. His op-eds on ethical and effective development solutions have been featured in Al Jazeera, NPR, Devex, The Guardian, and The New York Times.

**Indira Shah**

Co-founder and CEO of Impact Hub Almaty - part of global Impact Hub Network. She specializes in social and creative entrepreneurship and youth empowerment and has delivered 600+ hours of learning spaces and supported hundreds young entrepreneurs to launch their social enterprises.

Testimonials



We have potential. When I got the opportunity to participate in the Global Diplomacy Lab "Bringing Youth Voices Into The 21st Century Policies", I was so excited as I saw a chance not only to learn how to influence policy but also to contribute to making policy recommendations. It was a great learning experience from day one, like learning about the data we need to inform our policy and understanding the power of storytelling to shift policy. Participating in the Lab showed me that we all can do it, and in doing so, I will continue to remember the tips shared by Ebenezar, "we need people, data, and time'.

Akello Nancy Ongom, Youth Participant, Uganda.

I am glad to have participated in the recently concluded "Bringing youth voices into the 21st century" Lab.

Pre-Lab:

As a youth participant in the Lab, the sound of the word "diplomat" kind of scared me. I imagined that I would feel irrelevant among the diplomats. But it all turned out otherwise.

Post Lab:

Interacting with the diplomats, speakers, GDL members together with youths from different countries made me realize that we all have the potential to influence change. The Lab created opportunity for an intergenerational dialogue which turned out great. We all learned a lot from each other, ranging from how to make a good policy recommendation to different slang. With the help of my mentors and the two diplomats, I successfully crafted and improved my policy recommendation and hope to implement it someday. My recommendation would make the future headline "School made fun".

Anyago Rita, Youth Participant, Uganda



Testimonials



I am grateful to have participated in this Lab with inspiring and amazing people who shared practical skills useful for continuing our work to influence policy community by community. Thank you for allowing me to live my dream of discussing and learning with diplomats face-to-face about the world's future. This Lab was a unique experience, you have to have experienced it to fully understand. – **Edoh Soncy Youth Participant, Togo**



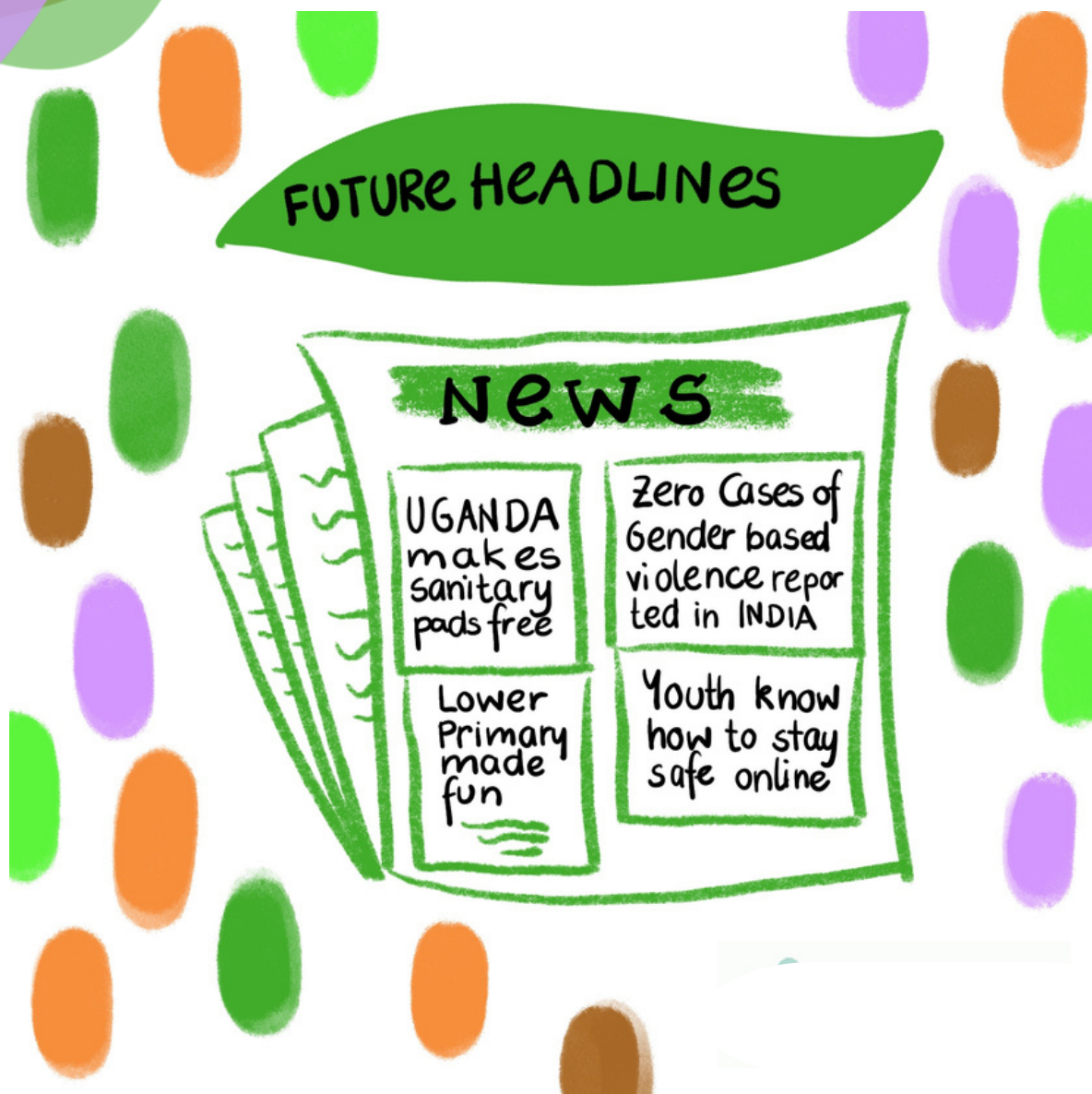
It was indeed a great honour being part of the youth voices courtesy of PoliZY Transformers. As a youth advocating for our voices in the 21st century, I was certainly inspired by the Lab in many ways. I was equipped to understand the changing economic and social environments that impact the future of the youth and work and the hopes and aspirations of youth. I learned to effectively design programs that can help cater to these needs; I was also empowered to transform international affairs to address diversity, equity, and inclusion. – **Christian Majani Youth Participant, Kenya**



Like all the other participants, I started by choosing a particular word which was the word "CHANGE". I used it to highlight the potential of young people for establishing creative ideas and their power to metamorphose them into a real project. What I learned most in this Lab was the way I could eLaborate a policy paper. I also obtained the skills needed to propose a certain idea to policymakers.

Furthermore, this Lab blessed me with the opportunity to create a network with all the youth around the world, with whom I could share the same objective and the power to change. I hope this Polizy Lab will be just the beginning of our journey as youth aiming for a better future.

Ahmed ZAYANI Youth Participant, Tunisia



The Headlines

The closing session focused on envisioning the future participants hoped to create. Youth were asked to write the news headlines they believed would become possible when they successfully informed policy or created new policies. Participants were so inspired, that they requested the WhatsApp group created for the Lab to remain open. In the weeks and months that have followed the Lab, we have witnessed the creation of a new eco-system truly bringing youth voices into the 21st Century Policies. [See them here.](#)

For The Win





The work

The PoliZY Team, comprised of five Global Diplomacy Lab Members and a Graphic Artist created this Lab over the course of 18 months. Collectively as a team, we put in more than 1000 hours of work researching, writing, and conducting the Lab. We continue to work with the youth far after the close of the Lab, mentoring and guiding where asked. This Lab ignited special relationships and network between diplomats, speakers, and youth.

Digital Communication

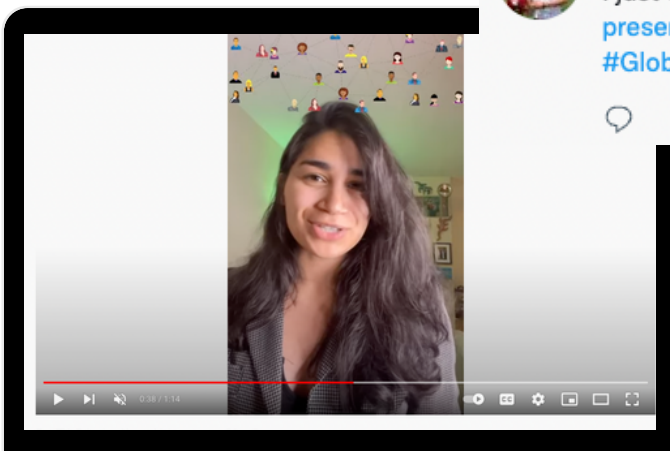
The PoliZY Team comprised of engaged and empowered the Lab's participants and enthusiasts over a digital strategy across Twitter and LinkedIn. We used visuals, viral hashtags, and Youtube video teasings to stimulate engagement among the Lab's participants before, during, and after the Lab to stir social buzz around policy.

 **ginitastar** @Ginitastar · Jul 16
Hoy es el tercer y último día del Laboratorio de conexión de jóvenes con diplomáticos/as, de [@diplomacy_lab](#). En este momento presenta Kasia Hanula-Bobbitt sobre los obstáculos para la implementación de políticas públicas. [#PoliZY](#) [#GlobalDiplomacy](#)

 **Ghada'z** @ghhadaz
"Find your purpose and put a system to sustain it."
[@Kassaga4UG](#)
The way Teach For Uganda is nurturing a movement of leaders of education is just inspiring. Congrats on the work you are doing with and for Africa, [@TEACH4UG](#).
[#poliZY](#) [@diplomacy_lab](#)

 **Anoir Ennouri** @AnoirEnnouri · Jul 15
I just completed a really fun Mentimeter Quiz [mentimeter.com/quiz-presentat...](#) [#mentimeterquiz](#) via [@mentimeter](#) [@diplomacy_lab](#) [#PoliZY](#) [#GlobalDiplomacy](#)

 **#ItsMwadena** @Mwadena003 · Jul 15
Today am privileged to join [@diplomacy_lab](#) where with [#youth](#) & [#diplomats](#) we will discuss how best we can bring youth voices into 21st Century Policies. Our today session in which am one of the speakers will focus more on developing a policy brief.
[#PoliZY](#) [#GlobalDiplomacy](#)



For The Win



Forward Guidance

This Lab laid the foundation stone of trust between youth and diplomats by opening lines of communication. Both groups of participants expressed a desire to keep the communication lines open by sharing contact information and requesting the WhatsApp group stay open. The PoliZY team recommends a similar Lab bringing youth and diplomats together around global issues be held annually.

Gratitude

The PoliZY team extends our gratitude to Ramina Yachkaschi and Senta Hoefer of the Global Diplomacy Lab Secretariat, and Andrea Christ from Training for International Diplomats for their unconditional support in ensuring the success of this Lab. Your efforts ignited youth informed and youth created policy around the world.



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