

# Intergenerational Peacebuilding Among Women

## Leveraging the Power of Collaboration

### Executive Summary

Compounding crises related to inequalities and violence, health, the environment and food and water insecurity affect people across generations, and solutions to build lasting peace require the involvement and leadership of people of all generations. This report focuses on how generation and age differences affect peacebuilding work among women by analyzing how women and women's organizations are using intergenerational strategies and partnerships to build peace. This report is co-created as part of the Women PeaceMakers Fellowship, led by the voices and perspectives of the 2021-2022 Women PeaceMakers Fellows. This report provides both a global analysis and context-specific case studies.

The report argues that women's and women's organizations' intergenerational peacebuilding efforts and potential must be better recognized, supported, developed and encouraged at the national and international levels alike. Through the case studies, the report shows examples of existing efforts, opportunities and challenges, with the goal of shaping and influencing how decision-makers and funders approach intergenerational partnerships and strategies as part of peacebuilding work.

This report draws from the lived realities of women peacebuilders and their partners, and from experts working in the Women, Peace and Security and Youth, Peace and Security spaces. Analysis of the challenges and opportunities entailed in working across generations reveals the following key findings:

- Working across generations improves effectiveness and inclusiveness.
- Intergenerational partnerships require clear communication, respect and recognition of expertise.
- Donors and institutions can facilitate intergenerational collaborations.
- Networks and coalitions can foster intergenerational partnerships.
- Meaningful participation, recognition of legitimacy and sufficient funding for intergenerational work are all essential.
- Equal and mutually beneficial intergenerational partnerships allow partners to learn together.

The following recommendations are based on this evidence and analysis.

#### **Recommendations for international organizations and funders:**

- Incorporate an intergenerational framework into programming and events, including women of different generations in all aspects of peacebuilding work.
- Assess current levels of participation of women of different generations in programming, identify existing gaps and create a framework to track this participation.
- Ensure that women of all ages and experience levels are able to participate in a meaningful way rather than being tokenized.
- Ensure that a diversity of women's and youths' voices are represented in events and programming.
- Integrate age as a category of analysis when considering whom to incorporate into programming, events and funding.
- Integrate age into existing institutional frameworks on inclusion, ensuring an intersectional approach.
- Ensure that funding and grant-making mechanisms are accessible for youth-led organizations by providing flexibility in funding processes and ensuring that clear instructions are available for people with limited experience working with international organizations.
- Make the funding application process more conducive to collaborative submissions so that grant-making encourages collaboration among women-led and youth-led organizations or organizations of different generations of adult women, rather than fueling competition among them.
- Provide funding for dialogues and relationship-building activities among women leaders of different generations.
- Provide funding for networks of women peace leaders in order to build connections and a space to share knowledge and opportunities.



### Recommendations for leaders of peacebuilding organizations:

- Create coalitions that benefit your own work and provide opportunities for collaboration among organizations led by junior and senior peacebuilders.
- Create broader programming activities with a focus on understanding and advancing intergenerational peacebuilding through multiple types of programming or research.
- Create mentoring programs that help cultivate leadership skills among different generations of women.
- Create pathways for women, including young women, to take leadership positions and gain skills necessary to advance in the peacebuilding field.
- Ensure that youth-focused programs include women in a meaningful and intersectional way and that women-focused programs include youth in a meaningful and intersectional way.

### Recommendations for senior women peacebuilders:

- Approach youth with respect, seeking to understand and learn from their experience and the unique skills they have to offer.
- Recognize the expertise that junior women peacebuilders bring to the peacebuilding process.
- Be transparent and open about what you can learn from a more junior partner and what you can offer.
- Create opportunities for intergenerational collaboration between individuals as well as between organizations.
- Create mentorship opportunities for junior women peacebuilders.
- Open spaces, especially high-level and men-dominated spaces in the peacebuilding field, to junior women peacebuilders.
- Disrupt harmful power imbalances that may discourage young women from participating fully and having their voices heard.

### Recommendations for junior women peacebuilders:

- Approach senior women with respect, seeking to learn from their experience and skills.
- Recognize the expertise that senior women peacebuilders bring to the peacebuilding process.
- Be transparent and open about what you can learn from a more senior partner and what you can offer.
- Create opportunities for intergenerational collaboration through networking with senior women peacebuilders.
- Initiate and engage in intergenerational dialogues, aimed at building intergenerational trust.

## About

The Joan B. Kroc Institute for Peace and Justice (Kroc IPJ) launched in 2001 with a vision of active peacebuilding. In 2007, the Kroc IPJ became part of the newly established Joan B. Kroc School of Peace Studies, a global hub for peacebuilding and social innovation.

Since 2002, the Kroc IPJ has hosted the Women PeaceMakers Fellowship program. The Fellowship offers a unique opportunity for women peacebuilders to engage in a cycle of learning, practice, research and participation that strengthens peacebuilding partnerships. The Women PeaceMakers Fellowship facilitates impactful collaborations between women peacebuilders from conflict-affected communities and international partner organizations. The Fellows also co-create research intended to shape the peacebuilding field and highlight good practices for peacebuilding design and implementation.

[Read the full report.](#)

