Oxfam International Youth Partnerships (OIYP)

2010 *Kaleidoscope* Evaluation and Learning Report

Final

30th April 2011

Acknowledgements

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Introduction

Oxfam International Youth Partnerships (OIYP)
Oxfam International Youth Partnerships (OIYP) is a global network of young people working with their communities to create positive, equitable and sustainable change. OIYP is an Oxfam International initiative managed by Oxfam Australia. Since 2000 Oxfam has worked with over 850 young people, known as Action Partners, from 98 countries. Action Partners are young people committed to a positive and equitable world, who are working for change in a range of different contexts.

Every three years Oxfam selects 300 new Action Partners, aged 18-25, to support through the three-year OIYP programmefocusing on building skills and knowledge, supporting action, facilitating networking and accountable practices. They are selected from over 3,000 applicants for their commitment to personal reflection and self-awareness, and their dedication to finding new ways of creating change. OIYP strives to ensure that indigenous peoples and other marginalised (rural, LGBTI -Lesbian, Gay, Bisexual, Transgender/Transsexual and Intersex-, disabled) young people are engaged and encouraged to participate.

Each cycle of the OIYP programme is launched by a major international event called *Kaleidoscope*. *Kaleidoscope* is an eight-day event where all 300 new Action Partners come together to connect with other young people from different regions and cultures facing similar challenges in their communities. *Kaleidoscope* allows them opportunities for cultural exchange, skills and knowledge building, and to plan how young people can contribute to changes in their own lives and the lives of others in their community. *Kaleidoscope* is the launching pad for the full OIYP programme.

OIYP *Kaleidoscope* Objectives:

1. Increase the confidence, connection and agency of young people as contributors to personal, social and political change when they return to their communities.
2. Broaden the Action Partners' skills, knowledge and perspectives of what their contributions to change can be, and how to apply this in their work.
3. Build the strategic networks of Action Partners, Oxfam and allies, regionally, thematically and across OIYP generations to foster collective action within and beyond OIYP.
4. Inform the development of OIYP initiatives to provide ongoing support to the Action Partners working at the local, national and global level.
5. Expand OIYP's impact in South Asia by promoting the programme in India and establishing long-term opportunities for youth programming.
6. Inspire the Indian and Australian public with the voices and stories of young leaders to engage with domestic constituencies, and raise the profile of Oxfam in India.

OIYP *Kaleidoscope* 2010

The 2010 *Kaleidoscope* event was held in New Delhi India from 21st -29th November 2010. It was the first time the event had been held outside Australia. Delhi was seen as an ideal location for the event for a number of reasons. India is a key strategic developing country maintaining a stable democracy and an educational hub of the region, yet the country is still grappling with issues of inequality and injustice. Indian civil society is vibrant, open andaccessible tothe issues of inequality and injustice providing a more relevant and dynamic context in which to deliver the program.

Holding the event in Delhi was also a great opportunity to partner with the newly formed Oxfam India for 2 key reasons. Firstly, as an opportunity for OIYP and Oxfam India to form a partnership to further strengthen the youth active citizenship & accountability work of Oxfam in India. Secondly, by co-hosting the event, we aimed to buildthe visibility ofof Oxfam India through this opportunity to bring elements of Indian civil society in India together and leverage from the momentum of 300 young international leaders meeting in Delhi.

OIYP *Kaleidoscope* 2010 bought together 285 Action Partners between the ages of 18 to 25 (138 male, 166 female), 25 Mentors & Motivators (M&M's) and 24 facilitators. Of the 304 APs in the 2010-2013 cycle, nineteen were not able to attend *Kaleidoscope*. Action Partners were from 98 countries (Annex 1: World Map) and their regional breakdown is given in the table below.

Region	Number of APs
Africa	60
Asia	78
Latin America	45
Maghreb and Middle East	31
Northern Countries (Australia, NZ, Europe, North America)	39
Pacific Islands	51
Total	**304**

Table 1: Regional Breakdown of *Kaleidoscope* Participants

The official languages of *Kaleidoscope* were Spanish and English, and of the APs, 44 were Spanish speakers. There were 150 APs who self-identified as indigenous or belonging to a particular ethnic group, and four APs who are living with a disability. 207 APs had completed at least tertiary education, and 236 had daily access to the internet.[1]

Kaleidoscope was held over eight days (Annex 2: *Kaleidoscope* Programme) and was organised into five key activity types. They were Home Rooms, Learning Marketplace, Community Visits, Development Marketplace and Your Space. Apart from the Welcome Gathering, the Opening Ceremony and Dinner on the first two nights, and the *Kaleidoscope* Party on the last night, the other evenings were free with optional excursions or cultural and music events organised. A description of each type of event is provided in Annex 3. One Regional Meeting was programmed on Day 2 in order to bring together APs on a geographical basis.

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[1] Demographic data from OIYP Facilitator Briefing Pack

25 APs from previous generations were involved in the program as Mentors and Motivators (M&Ms). The M&Ms facilitated the Home Room Sessions, and were available for individual mentoring sessions with APs. M&Ms received five days of training in Hong Kong three months before *Kaleidoscope* as well as another two days in New Delhi together with facilitators before the APs arrived. The M&M's play a leadership role in the OIYP network and will continue to be engaged to support the Action Partners in the 3 year program. M&M's will have the opportunity to act as facilitators in e-workshops; support Action Partners engage in the Grants program or in the development of Face to Face workshops. 2007 was the first time that M&M's were introduced to the OIYP program. The 2010 program has seen the scope of their engagement broaden both in their role at kaleidoscope and also in their ongoing engagement in the 3 year program.

Kaleidoscope was organised by Australian-based OIYP staff, Oxfam India and an Indian event management company. OIYP Australian staff managed the selection of APs, travel and pre-event liaison with APs, M&Ms and some Facilitators. Oxfam India organised Facilitators from their staff and partners and the venue, with the events company responsible for all of the logistics during the event.

This report utilises the available data from the *Kaleidoscope* event itself. While important, the selection process was not included in the brief for this report.

Methodology

Prior to *Kaleidoscope*, the OIYP team worked together with an MEL consultant to develop an MEL framework and plan (Annex 5). The first part of the MEL framework and plan describes the MEL purpose, audience, key questions and indicators, and the program logic. A one-day workshop was held with the OIYP team initially to map the model or change (or program logic) for *Kaleidoscope* to gain a shared understanding of what the program aimed to achieve. *Kaleidoscope* objectives were mapped against core MEL questions, and then compared with the logic model to see whether additional questions need to be added. These core questions were the foundation for all *Kaleidoscope* MEL work.The second part discusses the MEL tools and plan including how data would be collected, analysed, and how key findingswould be shared.

Evaluation Tools
During *Kaleidoscope*, the Oxfam team implemented a number of the tools that had been defined in the M&E framework. The purpose of each of the tools, who and how many participants they were applied to is provided in Table 2 below.

Tool	Total Number	Who was data collected from?	Purpose
AP Baseline Survey	258	APs	Capture baseline info on their confidence, skills, knowledge, perspectives, and connectedness/ networks etc.
AP Post-*Kaleidoscope* Survey	258	APs	To measure change against baseline info (above) To determine how OIYP can support them best ongoing Programming questions to find about opinion about the various sessions
Mentor and Motivators Survey	20 (of 25)	MMs	Their opinion/observations on AP confidence, relationship building and strategic networks etc
Facilitators Survey	13 (of 24)	Facilitators	Programming/cultural arts observations Operational reflections Views on what kind of AP support should be the priority for APs ongoing?
Qualitative Survey Comments	163	APs	Open question at the end of the AP Post-Kaleidoscope survey
Your Voice Postcards	70	APs	Spontaneous data collected from APs during the Kaleidoscope through Your Voice Postcards and Questions and through emails to OIYP after Kaleidoscope.
APs Questions	78	APs	
AP and MM Emails to Marisa	41	APs	
AP Focus Groups	4 groups	APs	To provide more in depth / qualitative information on AP confidence, skills, knowledge, unexpected outcomes, most significant change (during Kaleidoscope), and how OIYP can best support APs over the next couple of years.
Staff Feedback	20 groups	Staff Facilitators	Post-Kaleidoscope focus groups of staff and facilitators to provide more in depth / qualitative information on AP confidence, skills etc. and their observations on operations and program.
Interviews by Consultant	9 (4 men, 5 women)	APs	Semi-structured interviews with APs to gain more in depth information. They were selected on the basis of their spontaneous contact with the OIYP team through Postcards, emails etc.

Table 2: Application of MEL Tools

Another consultant was contracted to analyse available data and write this evaluation report. She is a Spanish-English speaker, so was able to conduct interviews with both English and Spanish-speaking APs. Interviews were conducted with five English and five Spanish speakers. She has had considerable monitoring and evaluation experience with youth-focused programmes over the past six months. She had no previous experience with OIYP and did not attend *Kaleidoscope*.

Limitations
MEL roles and responsibilities had not been clearly defined prior to the event, and all OIYP team members had additional responsibilities. In the bustle of organising an event in India with 300+ participants, a number of the tools were not applied. Neither was the quality checked during the data collection process.

The standard of the qualitative data was poor. Ten additional interviews were conducted by the consultant who compiled this report in order to overcome this limitation. Some of the interviews were with APs who responded to a general email. Others were conducted directly with APs based on comments they had made in Daily Voice, email communication with OIYP, or attributed survey feedback.

The AP Baseline survey and the AP Post-*Kaleidoscope* survey questions required participants to rank themselves on a 1-6 scale for a number of questions related to the evaluation criteria. The survey data was not related to specific respondents so cross tabulation of survey results with participant demographic information was not possible. There were no direct links between the individual participant baseline and Post-*Kaleidoscope* survey, so changes with individuals were unable to be determined. This was a conscious decision by organisers to ensure that the surveys could be anonymous.

The number of respondents per questions varied considerably (Baseline: 220 – 240 and Post-*Kaleidoscope* Survey: 198 – 258), and the total number of surveys completed was not known. The 'missing' data was not accounted for in the compilation of the survey results.

The Purpose of this Report
This Kaleidoscope Evaluation Report seeks to determine the extent to which the objectives of Kaleidoscope were met; provide a basis for improving future events both from a logistic and programmatic perspective; assist in the strategic planning of program activities for the remainder of the OIYP cycle; and to determine Kaleidoscopes contribution to the strategic goals of the OIYP program.

This document will be distributed to key stakeholders including: partner organisations; funding partners; and participants and facilitators who attended OIYP *Kaleidoscope*2010. The evaluation will also contribute to the Annual Report, including accountability to the Board. . The findings of this evaluation report has already been used as a supporting document in the operational planning of key program activities to be implemented for the remaining 2 years of the program and will also be used in the planning of future OIYP *Kaleidoscope* events.

Key Evaluation Questions and Discussion

1. AP Confidence, Connection and Agency
To what extent have APs increased their confidence, sense of connection and agency as contributors to personal, social and political change when they return to their communities?

The *Kaleidoscope* event was hugely successful in bringing together 285 young activists from 98 countries to meet, share experiences and learn together. It provided an inspirational kick start to the three-year Oxfam International Youth Programme. One of the APs stated, *"the fire was lit in India".* Another participant described having been *"shaken from my cocoon."*

Kaleidoscope increased the confidence of the participating APs by enabling them to interact with other young people working on similar issues across the globe. They shared ideas for action, and participated in workshops and learning sessions together, and in doing so inspired and motivated each other to keep working for social change in their own communities.

> *Kaleidoscope is a dream come true in my life. I always wanted to create a change in my community, a vision of a new world, which I believe at the end of Kaleidoscope that I will achieve.*
>
> *This is inspiring… I look forward to making a difference in my community and in my nation.*
>
> *It is very, very absolutely amazing to be a part of this diverse community of young leaders.*
>
> *…their stories really inspired me. They taught me to believe in myself and keep working even if I didn't get outside support.*
>
> *The people I've met have also been very inspiring, which motivates me to keep working hard! There was definitely a lot of positive energy at this event!*

The Mentors and Motivators (M&Ms) were the facilitating group that was closest to the Action Partners throughout the week. They had contact with the APs assigned to them prior to *Kaleidoscope*, facilitated daily Home Room sessions with the same group of APs, as well as being available for individuals throughout *Kaleidoscope*. All of the mentors surveyed observed a significant increase in confidence among the APs in their Home Room. (Annex 5, Table 1)

The AP Survey did not ask about self-confidence, but focused on confidence in understand and negotiating with people in power, and in connection to issues of injustice. The Post-*Kaleidoscope* survey data showed that 64% of APs considered that they were very confident in dealing with those in power compared with only 42% prior to *Kaleidoscope*. (Annex 5, Table 2). The other 36% of APs ranked themselves as confident. There were no APs who said they were not confident in the Post-*Kaleidoscope* survey, compared with 4% in the baseline survey. As well as the experience gained through the *Kaleidoscope* programme itself, OIYP staff observed that the very act of organising and travelling to India boosted confidence for many of the youth. They would have had to

communicate with many people in authority to obtain passports, visas, and pass through different countries' customs and immigration procedures to arrive in New Delhi. One AP requested a specific Learning Marketplace on "Negotiations with Those in Power" to develop these skills further.

15% more APs felt that they had a strong understanding and connection to issues of injustice affecting their community in the Post-*Kaleidoscope* survey (74%) compared with the baseline survey (59%). (Annex 5, Table 2). In the Post-*Kaleidoscope* survey, the other 26% of APs ranked themselves with a good understanding and connection. There were no APs who said they were not confident in the Post-*Kaleidoscope* survey, compared with 5% in the baseline survey.

The interactions with other young people from different countries drove home for many of them the universality of the problems they face in their communities.

> *It made me see the local problems we face in the global context, and that there are many more young people in the world working on these issues. You are not alone.*
>
> *I have met a lot of youth who have similar issues...*
>
> *The global force for change was amazing.*

2. AP Skills, Knowledge and Perspectives
To what extent has Kaleidoscope broadened AP skills, knowledge and perspectives of what their contributions to change can be and how to apply this in their work?

Skills and Knowledge
One of the objectives of *Kaleidoscope* was to increase skills and knowledge of the APs in specific technical areas. 43 different learning session topics were offered, fourteen of these were Short Courses, a thematic series of four sessions, and there were four double and 25 single sessions over the eight days. APs could choose one short course and four other single session equivalents. 25 Facilitators, recruited through three different processes, led the Learning Marketplace sessions. Some were identified through a call for Expressions of Interest, others were 'head-hunted' for specific topics, and others were strategic partners of Oxfam India. 64% of APs thought they had 'learnt a lot' (5-6 rating) from the Learning Marketplace (Annex 5,Table 11), though 15% of APs thought they 'didn't gain much' with rankings from 1-3. With twelve comments from APs referring negatively to the quality of their Learning Marketplace (against 20 positive comments), it can be deduced that the quality of the sessions was patchy. Organisers acknowledged that a number of the Facilitators had a more traditional 'teaching' approach to the sessions that was not appropriate to *Kaleidoscope* methodology, and was not well received by APs.

Facilitators observed that there had been a lot of change (5-6) in at least 46% of the APs, while the M&M observed big changes in 37% of the APs (Annex 5, Table 3). The self-assessment of the APs on changes in skills and knowledge was less pronounced when compared with their baseline assessments. An additional 20-32% of APs rated their skills and knowledge as very high across a range of technical areas in the Post-*Kaleidoscope* survey. The biggest change was that 32% of APs felt more knowledgeable about how to begin and plan a community initiative after participating in *Kaleidoscope*. (Annex 5, Table 3)

There were no session evaluations conducted during *Kaleidoscope* to monitor learning and satisfaction for the individual Learning Marketplace sessions. From AP feedback, the technical sessions on Gender and You, Project Management, Domestic Violence, Music and Change, Racism, Discrimination and Communalism were deemed as particularly useful.

In the interviews with the consultant, several APs were able to give specific examples of how they have applied their new skills in their work.

> *In one of my new projects, we are going to use the games and activities that I learnt in Kaleidoscope to engage youth in fun ways to raise and talk about quite serious issues.*
>
> *In my Project Management course I learnt about preparing proposals and different strategies of getting them funded. I have used some of these strategies to look for donors for one of my organisation's new projects.*
>
> *I have learnt new methods of communication from Kaleidoscope. When we were organising for International Women's Day we used 'radio capsules' and a bulletin in ways that I wouldn't have thought of before Kaleidoscope.*
>
> *I learnt more tools from Kaleidoscope, like how can I use the camera to record something, also used the Blogs in a good way, for example to cover the demonstration here in (Middle-East country).*

Attitudes and Perspectives

One of the main objectives of *Kaleidoscope* was to challenge APs' attitudes and perspectives. This is high on the organisers' level of importance. In self-assessment following *Kaleidoscope*, 64% of APs considered that their attitudes had been strongly challenged, while 85% of M&Ms and 69% of Facilitators thought that APs had been 'forced' to reassess the way they think about things. (Annex 5, Table 4)

This was confirmed by the qualitative data. Many APs were aware of the issues in their area of work, but hadn't had the opportunity to explore issues and rights in other areas.

> *We learned not only about topics provided here, but also about ourselves.*
>
> *Apart from disability rights I didn't know much about others' rights – women's rights, gay rights, war and conflict. My attitudes shifted …because I increased my knowledge about these things… The more you learn, the more your attitudes start to change.*
>
> *For sometime I have been rigid and judgmental of others, but did not realise it. For instance, I had been looking negatively towards smokers. I did not like smokers, not only as smokers, but as people. One day I interacted with a girl and had a very wonderful conversation and time. She is a great person! Later she told me she wanted to go out and smoke and I was like- "what!" The good image of her in my mind started to change, until I realised it was just my imagination that made her seem bad. After this realisation we went out together to the smokers corner and she smoked. I was fine, nothing changed. This was a test to my flexibility in opinions and also tolerance of others because previously I hated smokers and smoking with a passion. But now I just hate smoking and not the smoker.*
>
> *Take domestic violence for example. I thought that it didn't happen in my culture – only in minority cultures, but now I see that it is in my culture too and affects everyone.*

Perhaps the biggest change in perspective was to place the issues that they are working on locally into a global perspective, and to see that so many other young people in diverse parts of the world are working on similar issues in their own communities.

It helped me view life from various different perspectives and to appreciate the fact that all challenges/problems/situations are the same everywhere no matter what race, ethnicity, religion, age, gender or intellect.

…had it not been (for) OIYP Kaleidoscope, my approach, thinking, perspective, network and perception would have still been very much ethno-centric.

At Kaleidoscope I met people who, though from different countries and regions of the world, faced the same problems, but tackled them in different ways. This challenged me and gave me ideas that I could use in my quest for social change in my community. The experiences shared and knowledge gained from these diverse perspectives is my greatest gain and most significant experience at Kaleidoscope.

"I laugh a lot, but when I cry I know there's something big changing inside of me. Today I cried; cried because I confronted fears that are blocking my way to growth, because of insecurities stopping me from reaching out to others, because of long awaited dreams waiting to be achieved. Today I experienced what it means to push yourself hard to communicate with someone so different from you because you want to learn from them. Today I was put in situations where my beliefs and faith were tested and I had to decide whether to hold them tight or to, give them up. Today I experienced what it means to be opened to so many cultures and beliefs, and yet to stand firm to where you belong. Today I felt I was growing in a hard yet enjoyable way. I know that today and the rest of the days in this journey will change my life forever, because today I experienced what true transformation is." MiretteBaghat, Action Partner, Egypt

3. Strategic Networks

How effective has Kaleidoscope been in building strategic networks of APs, Oxfam and allies regionally, thematically and across OIYP generations, to foster collective action within and beyond OIYP?

Bringing 285 young activists from 98 countries to India in November 2010 was the biggest achievement of *Kaleidoscope*. The experience of communicating and interacting with youth from so many other countries and cultures was a seminal experience for those involved. Perspectives on the world and their place in it were challenged, and many youth were taken out of their comfort zones. However, the ongoing challenge is perhaps best expressed by one of the APs in a Your Voice postcard below.

> *Coming together is a beginning.*
> *Keeping together is a progress.*
> *Working together is a success.*
> *(UmuhozaZawradi)*

Kaleidoscope was undoubtedly highly successful in creating spaces for young people with common interests to come together.

> *I made new bonds and friendships…*
>
> *It was great to interact with people from all over the world. I hope to create even stronger ties with people who are involved in the work that I do.*
>
> *The most significant thing was meeting wonderful people from around the world and gathering in one place with the same goals.*

The networking opportunities are strong and identified as one of the key advantages of the programme by participants in the survey. The comment of *"the problems that we face in our country are the same in many others"* was a common qualitative response, and 46 APs talked about the increased connection with young people from all over the world as a major part of the *Kaleidoscope* experience. More than 75% of 2010 APs have joined up to Facebook and/or Twitter accounts set up by OIYP.

85% of the M&Ms thought that the APs had formed very strong relationships and connections, with 75% of them seeing those relationships develop into strategic networks for collective action. (Annex 5, Table 5)

The APs were already a well-networked group prior to participating in *Kaleidoscope* with about 40% ranking themselves as having very strong geographical, issue-based and community networks in the baseline survey (Annex 5, Table 6). Selection of Action Partners is not dependant on demonstration of existing networks; however access to hearing about OIYP in itself does assume a particular degree of connection, even to a small community organization. The closest assessment of established networks in the selection process is under the criteria "demonstrated community support" which aims to recruit young people who are working in partnership with others at the community level.

After participating in *Kaleidoscope,* an additional 30% considered both their geographical and networks to support social change in their community to be very strong. An additional 24% considered that they had significantly increased their access to issue-based networks

and resource people and organisations in the Post-*Kaleidoscope* survey compared with the baseline. (Annex 5, Table 6)

All of the APs interviewed (self-selected because they have regular internet access) have had considerable contact with other APs in the months since *Kaleidoscope*. Facebook, Skype and email have been important platforms to facilitate this interaction, and they have all had some 'work-related' contact as well. Sharing resources and ideas with APs that work in similar areas is already happening widely. They are also sharing information about the political situation in their country (eg Egypt).

One of the APs was a member of the Asia Pacific Indigenous Youth Network (APIYN), which was formed in 2002 with the aim "to contribute to building the capacity and self-confidence of indigenous youth in the Asia-Pacific region by providing systems of information, exchange and networking."[2] Through discussions during Indigenous Caucus spaces, the APIYN was explained to indigenous participants and approximately ten indigenous APs have since joined this network. More broadly, the APIYN is running a campaign against climate change that received strong support from other APs at *Kaleidoscope* and through the Facebook page.

Another network of APsworking towards the preservation, maintenance and sustainability of the environment in their respective countries is emerging from this OIYP cycle. Prior to *Kaleidoscope*, APs interested in environmental issues started to exchange ideas. Through further face-to-face sharing of ideas during learning sessions a network called Global Environment Advocacy and Production Association (GEAPA) was launched on the last day of *Kaleidoscope*. A website was developed in December, a Facebook group formed and the group (as of 16 March 2011) has nine administrators and 43 AP members who communicate via email and Facebook.

While the problem of translation restricted the Spanish speaking APs' opportunities for sharing with APs from other regions, language brought together the Latin American APs as a group. They organised a YourSpace session "Latin American Policy/Polity and the Role of Youth in the Process of Integration" to open dialogue about this topic between APs from across the continent. Since then a number of APs have continued the conversation through Facebook and Skype, and are exploring ways of working together more formally on this issue. In a related initiative, a Spanish AP is producing a video about 'popular education' and its relevance to her region. Other Spanish-speaking APs are supporting this initiative and have also filmed Skype interviews with APs from other parts of the world. It has motivated them to look at ways of reviving 'popular education' more broadly as a social change methodology.

A regional meeting was part of the formal agenda on Day 2. It was deliberately positioned early in the event as an opportunity for regional APs to get to know and connect with each other, and to give time for further AP-initiated meetings during Your Space and other informal time. In the Post-*Kaleidoscope* survey, 40% of APs rated the regional meeting as useful (Annex 5, Table 11). The USA, Canada and Europe regional grouping expressed their uncertainty about 'their place' in the *Kaleidoscope* event. The regional meetings held at *Kaleidoscope* were designed to be the start of discussions, and there was not enough space in the programme to explore regional connections in any great depth. However, from the notes provided by the M&M facilitators, it appears that the African and Latin American meetings were the most productive in terms of motivating APs to work together.

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[2] http://www.justgeneration.ca/node/115 (Accessed 16th March 2011)

Further Your Space sessions were booked by both of these regional groupings to continue the discussions that began at the formal regional meeting. The APs from 'northern' countries also booked a Your Space session to continue a discussion about the difficulty and challenge of finding their 'place' in *Kaleidoscope* and OIYP.

Issue-based interest groups and potential networks emerged from the Learning Marketplace sessions with Your Space utilised as the additional talk space. The GEAPA network emerged from informal gatherings of interested APs. Some of the Your Space sessions that brought together interest groups were the Social Workers Caucus, Youth Participation and Leadership (x2), Feminism (x2), Sustainable Water Management, and Youth and Environment.

> *I attended the women's meeting in a Your Space session and there I was able to learn more and connect with like-minded advocates.*

The ongoing connection of APs has been predominantly through the internet: email, Facebook, blogs and web pages, or Skype. With 75 APs being from rural areas, and nine with monthly internet access and ten with no internet access at all[3], it is hard to assess how they have been able to maintain their connection and strategic networking with other APs. One of the APs contacted by the evaluator responded:

> *I received your message and thanks for choosing me. However, due to my limitations to Internet and PC that I need to travel 50Km to the nearest city and very costly…*
>
> *…unfortunately, I am in a rural area so it's very difficult for me to access internet…*

4. Informing OIYP: Ongoing
How effective has Kaleidoscope been in informing the development of OIYP initiatives to provide ongoing support to APs working at the local, national and global level?

Action Partners were recruited to OIYP and went to the *Kaleidoscope* event with high expectations of what they would be able to gain from OIYP. Expectations were raised about the learning, strategic networks and small project support. The learning and strategic networks started with *Kaleidoscope*, but the small project support will be realised in the two years following *Kaleidoscope*.

> *I have never attended an international event that had such high expectations as Kaleidoscope. Oxfam was very clear that as OIYP Action Partners we gain knowledge and skills, networks of other youth working in the same area as well as some financial support to realise our projects for social change. I hope that in the next two years, that we can achieve these expectations with the support of Oxfam.*

All M&Ms felt that their interaction with APs has given them a very good idea of how OIYP can best support them over the next two years. All of the areas identified by the OIYP team and offered in previous cycles, were in demand by APs with over 70% wanting support in each of the areas (Annex 5, Table 7).

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[3] Demographic data from OIYP Facilitator Briefing Pack

Assistance in "Turning Ideas into Action" was most in demand with 82% of APs identifying it as a high support requirement (Annex 5, Table 7). 28% of the questions received from APs about the ongoing programme were related to how they could receive support from OIYP to implement their ideas or initiatives.

This was confirmed through the interviews and qualitative data.

> *When I came back and was on the plane I felt really motivated to work. I have many new ideas for different activities… to bring young people to talk and meet together… for them to advocate for their land rights… I will ask OIYP to support this…*
>
> *I will ask OIYP to help fund a couple of projects with my organisation, and support with project management... I also want to keep learning – opportunities for courses and seminars.*

With connections and networks identified as one of the greatest benefits of *Kaleidoscope*, it is not surprising that 80% of APs wanted a lot of support with regional networking. This was confirmed in interviews with APs.

> *OIYP needs to consolidate the networks of youth. In 20 years, many of the APs will be in decision-makers in their communities. Over eight days we were able to develop strong feelings of connection and trust with other APs. OIYP needs to continue 'feeding the fire that was lit in India' and create the spaces for us to come together both face-to-face and virtually in the next two years to further strengthen those bonds.*
>
> *I want opportunities to continue learning – with and from the other APs.*

There are several examples from emails of APs in the same country who have come together to work on projects. It appears that a number of APs have either formed new NGOs or networks, or are developing new project proposals that they are hoping to have supported by Oxfam. At this stage there is only formal support from in-country Oxfam offices in PNG, the Solomon Islands and Vanuatu for Action Partners who wish to implement projects. Three APs specifically asked, "when will it be time to contact my local Oxfam office?", and another AP has made contact with his local Oxfam Chapter seeking support for his organisation and projects.

5. Impact in South Asia
To what extent has Kaleidoscope expanded OIYPs impact in South Asia by promoting the programme in India and establishing long-term opportunities for youth programming?

The 2010 *Kaleidoscope* event was held in New Delhi, India, the first time outside Australia. Oxfam has a long history in India having worked there for 60 years, and has been involved with over 200 partner organisations. Oxfam India was registered as a separate entity in 2008, and in a country where more than 50% of the population is under 25 years, Youth and Active Citizenship is a cross-cutting perspective in Oxfam India's work being promoted in all of its programmes.

Holding the 2010 *Kaleidoscope* in India benefitted youth programming in Oxfam India in a number of ways:
- India has a youth population (aged 15-25) of approximately 150,000 and holding *Kaleidoscope* in India allowed Oxfam India to increase the number of APs in this cycle to 18 from 8-10 in previous cycles.

- Oxfam India is looking for greater AP engagement as the first step to increasing youth involvement in broader Oxfam programmes and campaigns such as the Climate Change and Food Justice Campaigns.
- *Kaleidoscope* raised the awareness of the importance of youth as active citizens among Oxfam India staff and partners. They could see and experience first hand the energy and engagement of young people from many different countries in issues that are important to Oxfam India and their partners (eg gender violence, HIV/AIDS, climate change).
- It allowed Oxfam India and its 200 partners to showcase their work to young people from around the world, as well as to raise their profile in the global Oxfam network.
- The media coverage showed the broader domestic audience that Oxfam India is an organisation that is working with youth and promoting the involvement of young people in development.
- It exposed Indian facilitators to the active learning facilitation style that is necessary to engage young people. It is planned that they will continue to be involved in Oxfam India's ongoing programme to build capacity of young leaders.
- It builds commitment within Oxfam India to continue and scale-up initiatives that were started by APs from previous cycles such as:
  o International Peace Festival – 1,000 youth from South Asia to discuss peace and be active citizens in their community
  o Build leadership skills and understanding of development issues for young people in ten colleges.
- It led to a new initiative of internships for young people from universities in India to work with Oxfam India partners.

While it is still only a short time since *Kaleidoscope* 2010 was held, the Oxfam India Coordinator believes that it has raised the profile of Oxfam India both internationally and in India, as well as to build awareness and commitment within Oxfam India and its partners to foster and promote youth involvement across all of its programmes.

6. Awareness of the Indian and Australian public
To what extent has the Indian and Australian public become aware of Kaleidoscope/ Oxfam India through the voices and stories of APs at this event?

From the baseline survey conducted before *Kaleidoscope*, 27% of youth reported that they had had significant media coverage since being selected as an AP, while 38% had had no media coverage at all. (Annex 5, Table 8) Over two thirds of youth (Annex 5, Table 8) said that they were very confident in communicating with the media, public speaking and facilitating meetings. This is not surprising as a selection requirement was for young people with experience leading and working for social change. There is still a query as to whether this confidence was the result of self-belief, or the result of actual experience and/or training.

Kaleidoscope generated considerable coverage in the Indian media. Coverage was particularly related to the participation of the Indian actress and social activist ShabanaAzmi at the media conference and the Opening Ceremony. There were eleven articles about the Opening Ceremony in the print media, and fifteen websites that published an article featuring ShabanaAzmi's participation. The community visits also generated significant interest with seven newspaper articles covering the visit to Jaipur (Climate Change) and two focused on the Chandigarh visit. An article "Youth From Abroad

Get Glimpse of Local Talent" was published on ten websites. The Closing Ceremony generated three newspaper stories[4].

Following *Kaleidoscope*, Oxfam India published a special four-page supplement on *Kaleidoscope* and OIYP in its December newsletter. The print version was distributed to all Oxfam India partners and donors throughout the country, and is also available on its website.

As *Kaleidoscope* was held in India, there was not a lot of Australian media coverage of the event. However, some Australian Action Partners and staff were interviewed for ABC Radio National and SBS radio while they were in Delhi. Action partners also received media attention in a number of Australian regional newspapers.

Oxfam Quebec produced a small video featuring five APs talking about their experience of *Kaleidoscope* that was published on Youtube. Oxfam Australia also produced a video that is yet to be published.[5]

Kaleidoscope has received quite good coverage in the APs' communities in articles and the media since participants have returned home. Six of the APs interviewed by the consultant had written articles, done television interviews or both in the past few months. Some examples are given below:

Erin Gough from New Zealand has written an article about *Kaleidoscope* and the trip to India for a national youth network newsletter that has a distribution list of 3,000. She has also contributed to a publication for the Cerebral Palsy Society of New Zealand.

Mauricio Menardi has been interviewed for local television both before and after *Kaleidoscope*. He comes from a small town in Argentina (pop. 35,000) and has had a lot of attention resulting from "a youth from our town being selected as one of three from all of Argentina to participate in a global meeting with youth from 98 countries."

Anita Ximena Pena Saavedra was interviewed by a Chilean magazine and a radio programme on her return home from *Kaleidoscope*.

Edgar Enrique Figueroa is a journalist for a national newspaper, which published an article about his experience with OIYP and *Kaleidoscope*. He has also been asked by Oxfam Intermon to write an article for them based on interviews with other Latin American APs.

7. Unexpected Outcomes
What were the unexpected outcomes of Kaleidoscope?

Although strategies to ensure the inclusion of LGBTQI APs were high on the agenda of the OIYP organisers, it was a coincidence that the Gay Pride March was held in New Delhi at the same time as *Kaleidoscope*. APs brought it to the attention of organisers who responded rapidly to contract two buses to take APs to and from the March. The number of places filled rapidly and there was actually more demand than the places OIYP could supply on the buses. Two APs posted video footage of the Pride March on Youtube. However, there was no specific reference to the Pride March in the qualitative comments supplied to the evaluator.

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[4] Coverage Report, Oxfam International Youth Partnerships programme cycle – OIYP *Kaleidoscope* 2010, Prepared by Perfect Relations
[5] As of 20th March 2011.

The Event Management Company, Fountainhead, recruited more than 100 volunteers from urban and remote parts of India to work in the lead up to and during the event. A highlight of the event was the impact that Kaleidoscope had on many of these young volunteers by meeting and networking with socially minded leaders. Given the background of the volunteers being predominantly from business and event management fields, the change in their awareness of and engagement with justice issues is even more significant. Over ten of these have gone as far as making contact with Oxfam staff for information on how they can continue contributing to socially minded initiatives or even begin their own initiative. This is a trend that would be interesting and relevant to be more deliberate about and monitor in future events.

8. Shared MEL Results/Learning
How effectively have we shared Kaleidoscope MEL results/key learning

A newsletter version as well as a summary PowerPoint presentation of this report will be produced in order to facilitate its dissemination to stakeholders. The newsletter will be distributed to APs and the presentation will be made to the Oxfam Australia board.

9. Effectiveness of Cultural Arts
How effectively have creative arts been integrated and impromptu throughout?

In order to increase integration of creative arts through the programme OIYP employed a Creative Arts Director for *Kaleidoscope* 2010. Creative Arts sessions were included in the Learning Marketplace, and there was training and support for M&Ms to infuse creative arts in their facilitation. The Tree of Light was an art installation for AP engagement and relationship building and became the centre of considerable 'impromptu' creative endeavours.

I can't paint. But a group (I was with) sat down and painted and we did a small painting to hang on the tree... I found I could paint colour and action... it pulled me into something I wouldn't otherwise have tried.

Tree of Change created new art with all different meanings.

67% of APs rated their experience with creative arts as having "gained a lot", (Annex 5, Table 11) and some of the APs interviewed appreciated and learned from the opportunities to practice arts and crafts they thought they weren't good at. The Tree of Light provided a focus for these often spontaneous activities that were initiated by other APs.

Music was an important media for the cross-cultural communication. Three APs posted Youtube videos of various small groups of APs singing and making music together.

> *… music is sung by many from various parts of the world. United by the one language we all can understand. Music!*

85% M&Ms felt that cultural/social arts had been well integrated and that APs responded very well (Annex 5, Table 9). This was confirmed through the interviews conducted by the evaluator. Where there were language barriers (Spanish or English as a second or third language) the sessions that were 'alternative' and used non-verbal communication were appreciated. The Music and Change session transcended boundaries and gave APs some ideas for alternative means of communication in their communities. Another Learning Marketplace session that modeled creative arts was the Racism, Discrimination and Communalism session that modeled the use of theatre to facilitate dialogue between APs.

The Creative Arts Short Course was also very well received. It was fun and practical and APs gained the confidence to apply some of the methods to their work.

> *It was wonderful... fun and different from anything I had done before. It taught me to be more confident and I feel strong in doing something like this with my work.*
>
> *It was very beautiful. It gave me new forms of relating, and I am working more creatively with the women.*

Creative Your Space sessions such as Your Space – Your Story, Puppetry workshop, Speak up Through Art, Chinese Calligraphy, and Radio and Change were well-received by APs.

> *I organised a workshop and used story telling and video to get the community members to talk in depth about their experiences of eviction from their land and houses. Over two days we made a small video and community members were very happy with the new methodologies.*
>
> *I chose lighter My (sic) Space sessions… I went to one on Chinese Calligraphy. My mind was exploding with all of the input and I just wanted to balance it with something creative and non-verbal.*

10. Operational Results/Learning
How efficient and effective was Kaleidoscope operationally?
What are key learnings for the next event?

Overall satisfaction of APs and Facilitators with the organisation of *Kaleidoscope* was positive. As with any event involving upwards of 350 persons there were logistical issues. This was particularly so because the event was held in New Delhi immediately after the Commonwealth Games. It was the first time the event had been held outside Australia with multiple partners: Oxfam India and Oxfam Australia were responsible for the organisation of the event.

73% of APs were almost completely satisfied (5-6) with the *Kaleidoscope*organisation before and during the event. As one of the Facilitators commented, *"obviously there were things that were going wrong or not working, but I never had a sense of chaos or that the event was not working out."* The specific comments related to logistics were split 50-50 between positive and negative (fifteen comments each) with an additional fifteen comments that were positive about the overall experience and organisation of the event.

Facilitators were highly satisfied with the communication, briefing and support prior to the event (100% ranked 5-6), however this dipped to a satisfaction rating of 4-5 for the organisation at the event itself (Annex 5, Table 10). The supply of materials and inappropriate spaces for sessions were cited as the most common logistical problems for Facilitators.

Overall approximately two thirds of participants were highly satisfied with most elements of the programme. This dipped to 40% for the Regional Meeting, and 48% for the Development Exchange (Annex 5, Table 11). There appear to be a large number of 'missing' responses from these questions, which makes comparison difficult.

The qualitative comments in surveys and focal groups discussion (APs and Facilitators) about logistics include the following observations:

Selection of Participants and Travel Costs: A number of questions raised by northern participants about the cost of *Kaleidoscope* and who was covering that cost. Was there a transparent selection process?There appears to have been some bad feeling caused by different 'scholarship' arrangements for APs from northern countries. There was no clear communication about who was expected to pay for their own travel costs, and this caused angst for several participants.

Travel: Several of the APs obviously had major issues with visas and travel arrangements and were most grateful for the effort made by OIYP staff (especially Marisa) to organise their travel. What was less clear was how problems with travel related issues were handled during *Kaleidoscope*. It appears that there was a lack of communication between organisers and the few participants who had issues with lost baggage, air tickets, etc. and some participants felt that their problems were not taken seriously.

Venue and Accommodation: Having the Commonwealth Games in New Delhi just prior to *Kaleidoscope* meant that suitable venues such as university or school campuses were not available. The hotel was not an ideal location and many sessions had to be held in hotel rooms that were not conducive to a participative learning environment.

Language and Translation: While the two MCs at plenary events were seen as a positive, the issue of language and translation was a problem identified by organisers. The translation services provided initially were not at all adequate. Once the Intermon volunteers were called upon to act as translators for the APs, the quality of the Spanish-speakers' participation and interaction during the sessions improved markedly. However, there were insufficient translators for all workshops and activities such as the Community Visit. It was also noted that the more interactive and creative Learning Marketplace sessions were also were more accessible to those for whom English is not a first language as well as the Spanish speakers.

Community Visit: Pre-visit briefing notes about appropriate behaviour were well received. Of the qualitative comments about the Community Visit, seventeen were positive with four APs not satisfied with the quality of the experience. Some issues with the travel arrangements in Delhi traffic and the distance to the project site meant there was little time to interact with the local community members. All of the groups' feedback was that the

packed lunch was inadequate, and many expressed the desire to eat locally and/or share lunch with the community group.

Learning Marketplace: Some of the Marketplace sessions were very well organised and singled out as particularly useful and inspirational. These sessions were interactive and participants were given the opportunity to share and learn from each other. Of the qualitative comments that referred specifically to Learning Marketplace events, 20 were complementary, and twelve were disappointed with the experience. Several APs suggested that the quality control of these sessions needed to be more rigorous: some sessions were either not well facilitated or not targeted to the appropriate level of participants' knowledge. Perhaps more importantly, these sessions did not allow peer learning.

Discussion of Cross-Cutting Questions

11. Access for People with Disabilities
How effectively have we provided access for people with disabilities?

The OIYP Strategic Plan 2010 – 2013 identified young people living with disabilities as a specific target group for this cycle of OIYP. The strategy set a target of at least 30 Action Partners living with disabilities or working on disability issues. However the application form and accompanying information did not mention young people living with disabilities as a target group or encourage them to apply. 'Marginalised' was the generic term used in the application form, but it did not define marginalised groups. This is despite the fact that the Strategic Plan identified rural, indigenous, LGBTI and Young People with Disabilities (YPWD) as specific marginalised groups that OIYP would target.

Four APs identified themselves as living with a disability. All four were engaged in advocacy and empowerment work, and another eight to ten APs were involved with care of the disabled. There was one learning session on Disability that was facilitated at short notice by the APs with disabilities (APsWD) because the original facilitator was unavailable. One of the activities was a meeting with an Oxfam India partner working on disability advocacy, followed by a community visit.

In 2009-2010, OIYP staff sought to identify APsWD through the application process and identify their needs prior to the event. Planning for the participation of the APsWD was thorough, with APs communicating their range of specific needs to the OIYP Australian-based organisers in the months leading up to the event. Oxfam in Australia and India organised for the hotel to renovate the bathrooms of two rooms specifically for people with disabilities, however they did not include a chair for bathing. Organisers had difficulty in setting up all of the physical access requirements so that the APsWD could enjoy the event without constantly negotiating for their access needs to be met. Risk and access assessments were not thoroughly conducted prior to the event, so many changes were made 'on the run' when access had already been identified as a problem by the APs.

There was not sufficient recognition that people with physical disabilities need additional support and resources to be able to participate as equals in a mainstream event such as *Kaleidoscope*. There was a briefing for all M&Ms and Facilitators by a disability 'expert' and on-call support. However, the inclusive participation of PWD was not helped by some Facilitators and staff who lacked capacity to implement practical strategies on how best to include APsWD in their programmes. This led to some inappropriate comments and responses to the APs' participation that made them feel like 'second-rate APs' or that they were 'trouble makers' because they were demanding additional resources.

> *I've often felt that access for those with mobility impairments has been a secondary consideration, which in some sessions/situations has made me feel slightly awkward. If I wasn't a confident disabled person I feel that there would have been situations where I would have been excluded or disempowered. Although there are some technical issues to do with being in India, I think a lot of the problems I've encountered have been a case of lack of awareness towards the impact of delays to adaptations and adjustments has had on me.*

That said, the experience was overwhelmingly positive for the participants.

The participation of APsWD was also important for challenging other APs perspectives on the abilities of PWD. The participation of APs with disabilities in the Racism and Discrimination session meant that the issue of discrimination against people living with a disability was raised. APs who believed that children with disabilities should be segregated into special schools to cater for their needs had their attitudes were challenged in a lively debate. The APs who worked in their own countries from a 'care perspective' were challenged by the rights-based advocacy approach of the APsWD as well as the Community Visit hosts.

12. Cultural Needs, Relevance and Inclusiveness
To what extent have cultural needs, relevance and inclusiveness been addressed?

There were a few complaints about the quality of the food, but many comments showed that logistics catered for the diversity of participants. Issues around inclusiveness of peoples with disability and the non-English speakers are issues that are dealt with elsewhere in the report.

13. Impact on Environmental Sustainability
What impact has the event had on environmental sustainability?

Environmental sustainability was identified as an area of interest by a number of APs in their application forms. The programme provided a number of opportunities for these APs to come together to analyse the issues and strategise for change.

A Short Course on Climate Change attracted the maximum of 20 participants and other Learning Marketplace sessions on "Connections to Land and Sea" and "Climate Change and Resilient Livelihoods" (x2) also attracted their full quota of participants.

Flying 350 people to India from all over the globe has a high carbon price and it was decided not to 'carbon offset' the APs' air travel. Environmental practices were put in place by the event management company – including sourcing products locally where possible. In planning for learning events during the rest of this OIYP cycle and *Kaleidoscope* 2013, networks of APs such as GEAPA could be involved in discussion about how to reduce the environmental impact of the programme.

14. Gender and Sexuality
How effectively have we addressed gender and sexuality, including safety and sexual harassment?

Gender
The sessions of Gender and You and Domestic Violence were important in shifting APs perceptions. There were other sessions such as "Women's Circles" and "Working with

Men" that also allowed space for sharing gender-related experiences. The International Day of Violence against Women fell during *Kaleidoscope* and a candlelit vigil was organised by APs. Additional Your Space sessions on "Feminist Journeys, Come share Your Story" and "Feminist Thought and Practice" were facilitated by APs

There were a number of comments on how these sessions either challenged APs or re-affirmed those who were already working in the area of gender equality. It was estimated by one of the APs interviewed that around 40 of the APs were 'feminist', both males and females. Therefore there was a critical mass of APs who were activists in one way or another for gender equality in their communities.

> *I hadn't ever thought about gender equality – before I arrived I thought 'yeah, all just feminists: all this equal rights stuff is not a big deal.' Hearing about violence against women really affected me. One night I participated in a vigil standing up for violence against women. Men and women standing up and saying it's not ok… and how domestic violence had affected them? I thought that it didn't happen in my culture – only in minority cultures, but now I understand that it is in my culture too and I am more aware of it.*
>
> *The Women's Circle gave us the space to get to know other women who are working for women's rights. It helped to strengthen the bonds between us.*

Sexuality

The OIYP Strategic Plan 2010-2013 identified Lesbian, Gay, Bisexual, Transgender/Transsexual and Intersex (LGBTI) youth as an often marginalised and hard to reach group, and therefore a specific target for recruitment for this OIYP cycle. The target of recruiting at least 20 openly LGBTI Action Partners, as well as other Action Partners working on LGBTI issues was set, along with programming to address stigma and discrimination.

Anecdotal evidence from the organisers suggests the target was exceeded, although there is not specific data available on the LGBTI demographic. The participation of approximately 60 APs in the Pride March in New Delhi on 28th November is discussed earlier in the report. Learning Marketplace sessions such as Lesbian, Gay, Bisexual, Transgender and Transsexual Intersex Identity targeted APs who identified as LGBTI, and a session on Sexual Diversity Awareness: Gay, Lesbian, Bisexual, Transgender targeted 'straight' APs who wanted to learn more about the LGBTI cause. There was one piece of qualitative feedback from a focus that felt that *Kaleidoscope* has *"worked through issues regarding gender and sexuality"*.

Counsellors were also available to support APs or M&Ms who wanted to talk one-on-one about any issues that arose during *Kaleidoscope*.

> *There was indeed a safe circle for APs who identified as LGBTQI, which was fantastic, but there was no development of skills or knowledge for existing LGBTQI activists and others who might have wanted to be more involved in this cause.*

There was no additional Your Space sessions organised by LGBTI activists, but a suggestion that a more training or project be organised as a further OIYP activity.

Analysis Against OIYP Goals

The OIYP has three levels of goals. *Kaleidoscope*'s contribution to each of them is summarised below.

Domains of Change	
Personal Empowerment: Personal empowerment of active citizenship, that is internal empowerment leading to an increase in self-confidence and awareness, leadership skills, knowledge of rights and social justice issues, confidence to engage in social action and capacity to bring creativity and innovation.	Empowerment of the APs was achieved in the short term of *Kaleidoscope*. Many of them described having gained ideas, and learnt skills while more importantly feeling motivated and inspired to lead change in their communities.
Relationships and Influence: Expanding networks of relationships and sphere of influence, including awareness and knowledge of how to use power structures, in order to achieve change and establish a presence of youth leadership and a voice within communities.	The links and networks were the most successful aspect of *Kaleidoscope*. OIYP brought the young people together, and provided the space for regional and interest based links to form. These have continued through electronic platforms in the months since *Kaleidoscope*.
Enabling Environment and Society: Developing an enabling environment for active citizenship, where community expectations are pre-empted and considered, access to decision makers is made possible, and young people are safe and supported to have authority over their lives and hold decision makers to account.	Not a focus for *Kaleidoscope*
Challenging and Influencing Power Structures: Capacity to engage with, challenge and influence power structures, including the ability to actively identify and challenge inequality, including gender.	APs increased their confidence to challenge power structures in the space that *Kaleidoscope* created.
Peaceful and Just Communities: Changes toward more just communities, policies and practices of governments, corporations, and intergovernmental organisations, through new community strengthening practices, advocacy and popular campaigning; as well as holding governments and other actors to account for delivering on these commitments to change policy and practice.	Not a focus for *Kaleidoscope*

Strategic Goals	
By the end of the 2010-2013 programme cycle Oxfam International Youth Partnerships will have:	
1. Piloted and developed country specific programmes in South Africa, India, Indonesia, Timor-Leste, Vanuatu, the Solomon Islands and Papua New Guinea; using Oxfam's influence to provide local support and opportunities to Action Partners, as they strive to influence a wider community and to hold decision makers accountable.	Not a focus for *Kaleidoscope* Need to look into work in PNG, Vanuatu and Solomons prior to the event. India – as above in the report. South Africa and Timor-Leste had no movement in programming due to internal structural changes in Oxfam.
2. Increased OIYP's profile as a truly international initiative by hosting *Kaleidoscope* in India, and in so doing establish partnerships for future in-country programming and provide opportunities for OIYP to contribute to the Oxfam International Strategic Plan.	There is potential for OIYP partnership with youth programming in India.
3. Built a global network of alliances and	Not a focus for *Kaleidoscope*

	partnerships dedicated to supporting and empowering young people as decision makers, focusing on organisations locally, regionally and globally, which work specifically on issues of gender, disability and young people's economic justice.	
4.	Increased OIYP's network of alliances and partnerships with organisations supporting and empowering young people as decision makers within Latin America, in order to support Spanish-speaking Action Partners better.	Not a focus for *Kaleidoscope*
5.	Created space and opportunities for Action Partners to engage in global discourse and collective action on issues relevant to them and their communities, where they are able to impact local and global decision making and effect positive change.	This was achieved at *Kaleidoscope* and will require nurturing over the next two years.

Operational Goals Relevant to *Kaleidoscope*		
6.	Increased the presence of Action Partners from self-identified minority groups and ensured that issues relevant to these groups – that is young people living in rural areas, living with disabilities, LGBTI, who are affected by migration, who are indigenous or from minority ethnic groups – are addressed throughout all aspects of the programme.	Only four APs with disabilities attended *Kaleidoscope* and127 indigenous youth participated. There was no formal data on LGBTI participation, but anecdotally the target of 20 was surpassed.
7.	Strengthened and developed the OIYP Action Partner global network, so that support is drawn from previous generations to make learning and collective action more effective for the 2010 group of OIYP Action Partners, and to ensure ongoing leadership and meaningful actions for all Action Partners.	25 M&Ms from previous OIYP generations supported the APs through the *Kaleidoscope* experience.
8.	Developed initiatives to enable effective communication between Action Partners in all regions, ensuring that information flows freely in OIYP official languages of English and Spanish between Oxfam and OIYP Action Partners, and between Action Partners of different language groups. Also increased access to and availability of a range of technologies and communication mediums, particularly for Action Partners in Spanish-speaking and remote areas that enable them to engage better in all aspects of the programme.	The role of Facilitators and M&Ms in the ongoing communication will support the processes. Information flow and communication between the Spanish-speaking APs is strong, but appears to be more limited between the Spanish and English speaking groups. This was not helped by the translation problems during *Kaleidoscope*. Skype, Facebook, OIYP website have facilitated communication
9.	Increased the visibility of OIYP as Oxfam's flagship youth initiative and engaged Oxfam affiliates worldwide in developing and implementing operational strategies that enhance the support and resources made available to Action Partners and the programme as a whole.	Increased visibility in India. So far there are very few links with Oxfam in APs countries of origin. One Indian AP has a link with his Chapter. Several CanadianAPs are or have been Oxfam Canada volunteers.

Summary of Conclusions and Recommendations

The *Kaleidoscope* event was hugely successful in bringing together 285 young activists from 98 countries to meet, share experiences and learn together. It provided an inspirational kick start to the three-year Oxfam International Youth Programme. As one of the APs stated, "*the fire was lit in India*".

1. Achievement of *Kaleidoscope* Objectives

Kaleidoscope increased the confidence of the participating Action Partners by enabling them to interact with other young people working on similar issues across the globe. They have shared ideas for action, and participated in workshops and learning sessions together, and in doing so inspired and motivated each other to keep working for social change in their own communities.

The experience of communicating with and learning from youth from so many other countries and cultures was a seminal experience for those involved. Perspectives on the world and their place in it were challenged, and many youth were taken out of their comfort zones.

While they were motivated and inspired by their participation in *Kaleidoscope* (and although there are communications from young people outlining their activities since November), it is too early to assess the impact on their communities of *Kaleidoscope* 2010.

Kaleidoscope was hugely successful in bringing young people together. It appears that many of them have continued to strengthen the links within geographic and sectors, sharing ideas and resources related to their social changeagenda. Outside the specific interest groups, APs have been keeping each other informed of the broader events in their countries (eg Australia and New Zealand – floods and earthquake; Middle East – social unrest and protests) with details and messages of solidarity.

It is during the Post-*Kaleidoscope* period that the sustainability of the relationships and networks will be tested. APs identified further opportunities for networking and learning together (either on-line or face-to-face within regions), and sourcing funding and support for projects in their communities as their main expectations from the next phase of the OIYP. A concern of at least four of the APs was for OIYP to facilitate connections with Oxfam affiliates in their countries of origin.

The staging of *Kaleidoscope* in India appears to have been a success, both from the participants' perspective and for Oxfam India. However, it is too soon to determine the impact of the event on the longer-term youth programming of Oxfam India.

A lot of media coverage was generated in India during *Kaleidoscope,* and APs have been active in writing articles and doing interviews about their participation in *Kaleidoscope*. This has depended on their own connections with media, and the Oxfam affiliates active in their country or region.

Recommendations

1. OIYP maintains sufficient diversity and the number of participants in order to retain the 'big' inspirational and motivational cross-cultural experience that is *Kaleidoscope*.

2. OIYP continues to facilitate and strengthen links between APs and their local Oxfam affiliates or chapters in order to meet the support expectations of APs, and to enhance youth participation in Oxfam active citizenship programming.

2. Access and Inclusiveness

In its Strategy 2010 – 2013, OIYP identified indigenous, rural, urban, Young People with Disability (YPWD) and Lesbian, Gay, Bisexual, Transgender/Transsexual and Intersex (LGBTI) youth as specific, hard-to-engage, minority or marginalised groups to which OIYP would reach out. This evolved from the experience of having YPWD and LGTQI youth being marginalised in previous *Kaleidoscope* events, where they did not have either their social or physical needs met in order to ensure a sense of belonging or inclusion in the OIYP 'family.'

In 2010, there were significant numbers of indigenous (150), rural (75), and it is estimated that more than 40 LGBTI youth participated in *Kaleidoscope*. The event also included 44 Spanish-speaking APs for whom language was an access barrier in an English-speaking dominated event.

Access for Young People with Disability (YPWD)

While YPWD was identified as a target in the OIYP Strategy 2010 – 2013, there were only five applicants and four youth selected as APs for this cycle. This fell well below the target of 30 APs living with disabilities. As there are few links between mainstream youth programmes and those working with disabled youth, many YPWD may not have the confidence even to apply for OIYP. Compared with the experience in 2007, OIYP staff members were a lot more aware of the physical access needs of APsWD and sought detailed information from participants prior to the *Kaleidoscope*. However, the complications of organising *Kaleidoscope* for the first time in India meant that many of this detailed information 'got lost' in the application. If Oxfam and OIYP are serious about providing access for young people with disabilities to the OIYP experience, then a number of policy and procedures need to be developed for disabled young people.

Recommendations:

3. OIYP partners organisations with a youth and disability focus in order to develop further the OIYP policy for including YPWD in the *Kaleidoscope* programme, provides training for staff, M&Ms, Facilitators and APs, and identifies potential applicants for OIYP 2013.
4. OIYP engages with the current APs to develop an OIYP policy and operational procedures for involving greater numbers of YPWD in the programme and ensuring their access needs are systematically addressed.
5. For 2013, the OIYP/ *Kaleidoscope* application form and publicity materials should have a specific question asking if applicants have a disability, and an explicit statement encouraging PWD to apply.
6. The 2013 application materials should have a named contact person in OIYP who has received disability equality training (as a minimum requirement) to answer any queries and be the focal point for APsWD through the application and *Kaleidoscope* process.
7. The OIYP Disability Focal Person has all the information about participant needs, and carries out risk and accessibility assessments of the event and locations. The Focal Person is also responsible for managing the APsWD access requirements prior to, and during *Kaleidoscope*.
8. M&M and Facilitator training should include more comprehensive disability equality and specific strategies to facilitate the inclusion of APsWD in all activities.
9. Encourage the current APsWD to assume M&M roles in the 2013 *Kaleidoscope*.

Access to Internet and Literacy

75APs were from rural areas. Prior to *Kaleidoscope*, nine APsinformed OIYP that they only have monthly access to internet and ten do not have access to internet at all. While they were able to participate in the *Kaleidoscope* event, they will have significant access issues to overcome if they are to participate in the ongoing networking and learning opportunities during the next two years.

Five APs have only primary school education. They may have literacy issues that while not evident during face-to-face participatory sessions of *Kaleidoscope*, could cause problems for the text-based communication that will predominate over the next two years of OIYP.

Recommendations

10. OIYP identifies APs who will have access issues that will limit or prevent their participation in OIYP over the next two years.
11. OIYP takes a 'case management' approach to ongoing support of these APs. OIYP explores the best way to give them every opportunity and encouragement to continue their involvement in the OIYP programme. This may mean linking with an Oxfam affiliate in their region, identifying other organisation partners who can provide access to the internet and support, or providing links to APs from previous cycles.
12. OIYP monitors participation of these 'hard-to-reach' APs throughout the OIYP cycle.
13. COIYP continues to invest in the Youth Development Officer roles in the Pacific to facilitate communication with those in the region with restricted access to the internet.
14. OIYP identities ways to increase youth access to digital communications (including mobile phones usage), and provides small grants for internet use during e-workshop periods.

Spanish Speakers

There were 44 APs who spoke Spanish and required translation to enable their participation in *Kaleidoscope*. The skill level of the initial group of translators was considered inadequate by a number of the Spanish speaking APs. A number of actions were taken to address the issues of translation including rescheduling sessions; providing better briefing to translators, Facilitators and APs about how to work together; and transferring Oxfam Intermon volunteers from logistics to translation duties. All APs reported that the quality of their understanding and participation in the event improved once this had been done. However, there was not a sufficient number of translators to ensure that all APs' needs could be met.

In addition, Spanish-speaking APs reported that sessions that utilised participatory methodology were easier to engage in than the more didactic sessions. This is an important observation, not just for the Spanish speakers, but for those participants for whom English is a second or third language.

Recommendations

15. Engage volunteers proficient in both English and Spanish as translators for APs regardless of which country is hosting the *Kaleidoscope* event. They could receive two days training in the lead up to the event along with M&Ms and Facilitators to ensure that they are fully briefed on the process and terminology.
16. Facilitators must demonstrate either experience of working with cross-cultural and cross-language groups or clearly show that their methodological approach to facilitation is appropriate prior to their engagement in the *Kaleidoscope*programme.

Northern Country Participants

Of the regional participants, those from the northern countries were the smallest regional grouping with 21 participants. They had a diverse range of interests and had the most difficulty in seeing where they, as a regional grouping, 'fitted in' to the *Kaleidoscope* and OIYP programme.

3. Monitoring, Evaluation and Learning

Ideally, the *Kaleidoscope* MEL framework would be a subset of the overall MEL system for the OIYP programme. As *Kaleidoscope* is a single event, it would focus on the monitoring and feedback loops during the event to maintain the quality of the programme, and extract 'real time' lessons to provide targeted support and guidance to Facilitators who were 'missing the mark' for the APs.

In addition, this initial period is the time to establish a baseline for OIYP programme evaluation. The application forms, the baseline and Post-*Kaleidoscope* surveys have the potential to provide a strong baseline. However, at present, information is not linked to participants, so demographic cross-tabulation analysis is impossible, as is tracking changes for individual APs.

As there was no framework for the overall OIYP programme, the MEL framework for *Kaleidoscope* 2010 was heavily oriented towards evaluation and learning, and did not define the tools and processes for monitoring the quality of the learning sessions and real-time feedback loops. While there was considerable monitoring of the *Kaleidoscope* event happening through Home Rooms and M&M and Facilitator meetings, it was not integrated into the overall MEL process that informed this report. The tools for implementing the MEL framework were in addition to the immediate monitoring and feedback needs of the event, and so were not prioritised by over-stretched staff.

As a result, it appears that there were several parallel processes assessing and extracting lessons about the *Kaleidoscope* logistics and programme for future planning that the MEL framework process did not pick up.In comparing the 2010 *Kaleidoscope* experiencewith the evaluation report of *Kaleidoscope* 2007, many of the same concerns of participants were raised in 2010. Thus it appears that a number of the lessons and recommendations from 2007 were not implemented in 2010.

Recommendations:

17. The OIYP team reviews the lessons learnt and recommendations from 2007 *Kaleidoscope* evaluation (Annex 6Summary) along with this report and other evaluation processes from *Kaleidoscope* 2010 to inform the planning and structure of *Kaleidoscope* 2013.
18. The MEL framework for the next *Kaleidoscope* event should be a subset of the MEL system for the whole OIYP cycle. It would focus on the monitoring and feedback loops for the event itself, and the collection of baseline and post-*Kaleidoscope* 'point-in-time' data to inform the overall OIYP evaluation process.
19. Establish a single database to link participant application, baseline and periodic survey information that will allow systematic longitudinal tracking of APs and inform support requirements, research and evaluation.

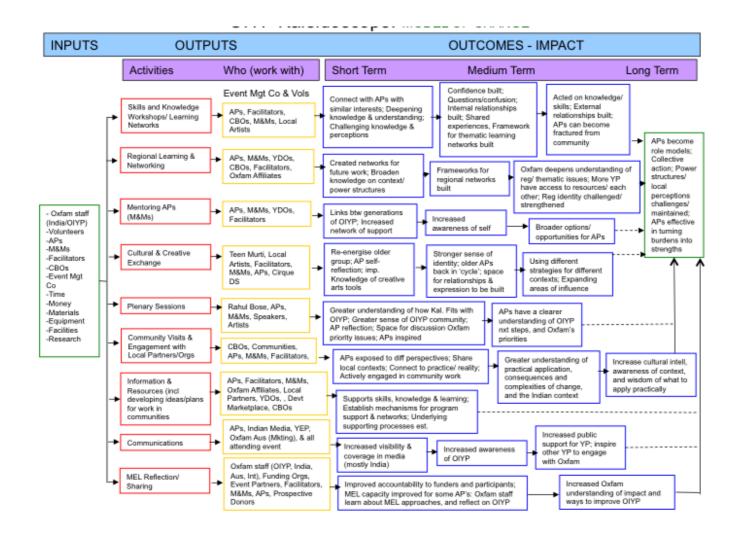# Annex 1: Map of APs Countries of Origin

Annex 2: Final Program

	21-Nov-10	22-Nov-10 Day 1	23-Nov-10 Day 2	24-Nov-10 Day 3	25-Nov-10 Day 4	26-Nov-10 Day 5	26th Day 6	28-Nov-10 Day 7	29-Nov-10 Day 8
7:00am - 8:30am			Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
9.00am - 10.30am	Arrivals Day	Home Rooms (9am-10am)	Learning Market Place	Learning Marketplace	Community Visits	Learning Market Place	Learning Market Place	Home Rooms	Home Rooms
		Morning Tea	Morning Tea	Morning Tea		Morning Tea	Morning Tea	Morning Tea	Morning Tea
11.00am - 1.00pm		A Global Force for Change (10:30-12:30, inlcuding Rahul Bose 11-11:30am)	Learning Market Place	Learning Market Place	Community Visits	Learning Market Place	Learning Market Place	Development Marketplace (with Your Space)	Pieces of the Kaleidoscope
1.00pm - 2.00pm		Lunch	Lunch	Lunch		Lunch	Lunch	Lunch	Lunch
2.00pm -3.30pm		Media Conference 1 - 3.00pm / Prepare for Opening Ceremony	Home Rooms	Home Rooms	Community Visits	Home Rooms	Home Rooms	Development Marketplace (with Your Space)	Closing and Goodbyes
			Afternoon Tea	Afternoon Tea	Afternoon Tea	Afternoon Tea	Afternoon Tea	Afternoon Tea	
4.00pm - 5.30pm		Travel	Regional Meeting	Your Space: including Community Visit prepataion sessions	Free time	Your Space: including Young Indian Politicians	Your Space	Development Marketplace (with Your Space)	
6.00pm - 7.00pm	Dinner	Opening Ceremony + Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	
evening	Welcome Gathering		Free time	Free time	Free time	Free time	Free time	Kaliedoscope party	
			Optional Excursion: Visit to Delhi Haat	Optional Music Event: Qawwali		Optional Excursion: Red Fort- Light and Sound show	Optional Music Event: Susmit Bose & Teen Murti Youth Group		

Annex 3: Description of Programme Activities

Welcome Gathering	Compulsory	An opportunity for all participants and facilitators to come together for the first time. Participants will have the opportunity to share with others what they bring to *Kaleidoscope*, their culture, hopes, talents and inspirations.
Opening Ceremony	Compulsory	OIYP *Kaleidoscope* 2010 will open with a celebration of the passion, energy and diversity of young people committed to creating positive change. Oxfam India, as our country host, will ensure that we experience the hospitality and explosion of culture that is India.
Home Rooms	Compulsory	Most days of OIYP *Kaleidoscope* 2010 Action Partners will meet with their Home Room group facilitated by two Action Partners from previous OIYP cycles (Mentors and Motivators). During these sessions they will have opportunities to reflect on what is happening for each participant during *Kaleidoscope*, be updated regarding any daily changes to the *Kaleidoscope* programme and for Action Partners to raise any issues that they want Oxfam to know about regarding their OIYP and *Kaleidoscope* experience. The Home Room is also the space where Action Partners will explore their personal journey, self-awareness and self-expression and their commitments to themselves and their communities for when they return home.
Whole Group Session	Compulsory	An opportunity for Action Partners past and present to share their experiences and expectations of the programme and help set the theme and goals for the eight days, as well as prepare participants for a learning journey complete with challenges, opportunities, and inspiration to create positive change.
Media Conference	Media Team only	This is an opportunity to gain media exposure for the OIYP programme, Oxfam and its work with young people. This will also be the opportunity to showcase Oxfam India's strategic focus on working with young people and share Oxfam's concept of 'Active citizenship'
Learning Marketplace	Compulsory	The Learning Marketplace is a space where Action Partners interested in discussing similar issues or learning and sharing similar skills can come together. They will use these sessions as an opportunity to connect with others and start conversations so that post *Kaleidoscope* we can deepen the learning and sharing of these issues, topics and skills both now and in the future! Learning Market Facilitators knowledgeable in these areas will facilitate the LM sessions
Regional Meeting	Compulsory	This is an opportunity for Action Partners to network with other Action Partners from their region. In this meeting they will get to know each other, learn more about each other's work and challenges, and develop links for the future. This will be facilitated by Mentors and Motivators.
Your Space	Optional	'Your Space' is the session where Action Partners can spend their time in the way that they need to. During 'Your Space' Action Partners can run their own discussions/activities, participate in mentoring sessions with facilitators, take part in sporting or creative arts activities, or take some time out to listen to music, or simply to get some rest and relax. It is up to the individual how this time is used, however it is important that participants stay on site at the Centaur during this time. As part of this, during one of the days (day 5) Oxfam India has organised an interaction with some of the popular Indian

		politicians and everyone is encouraged to attend.
Community Visits	Compulsory	This is an opportunity for Action Partners to engage in experiential learning within the community. Action Partners will be able to get firsthand experience of issues faced by the community and the initiatives undertaken to resolve these issues, and have a glimpse of the local Indian culture. Action Partners will also be encouraged to share their personal experiences, and there will be opportunity for them to engage in hands on community work where possible.
Development Marketplace	Optional	The Development Marketplace is an Educational Fair demonstrating living examples of issues under discussion at *Kaleidoscope* and ways to handle these at the community level. It is presented through different visual materials and interactive dialogues conducted by representatives from Oxfam India partners. It is also a networking opportunity for Action Partners with organisations already working on development issues with Oxfam India.
Pieces of *Kaleidoscope*	Compulsory	This is an opportunity for participants to showcase their learning and programme outcomes with the rest of the group. Action Partners will be encouraged and supported throughout the eight days to work on various creative projects, through the Home Rooms, Learning Marketplace, Your Space and other cultural programmes to create and share with others their piece of the *Kaleidoscope*.
Kaleidoscope party	Optional	The final night will be an opportunity for participants to have some more fun! OIYP *Kaleidoscope* 2010 will come to an end with a celebration of the activities of the previous eight days. Everyone will have an opportunity to enjoy and dance with performance of "Indian Ocean", a popular Indian music band and also contribute by sharing cultural and artistic skills and talents or just to enjoy the social networking and entertainment with new friends.
Closing and Goodbye	Compulsory	Everyone at OIYP *Kaleidoscope* 2010 will come together to celebrate new relationships, new perspectives and our commitments for the future. The Closing session will be developed with Action Partners. Find out more about how to get involved during OIYP *Kaleidoscope* 2010.
Indigenous Caucus	Optional	The Indigenous Caucus is a culturally safe space for Action Partners who self identify as Indigenous to explore histories, connections and to make sense of what it means to be Indigenous in the globalised world. It is requested that if participants who do not identify as Indigenous but would like to attend the Indigenous Caucus that they attend the Caucus with an openness to listen and learn. The way the Indigenous caucus space is conducted is to be determined on the first night that the Indigenous Caucus takes place.
Resource Room	Optional	The Resource Room is an information and library space to allow Action Partners to investigate and share their areas of interest. There will also be resources from the Learning Marketplace made available within this resource room. It will provide support for research and access to hard copy and online resources.
Morning and Night Programme	Optional	These are optional programmes conducted during free time, open to all participants. They will include sport and recreational activities, sight seeing, excursions, and night entertainment. The aim is to provide participants with additional points of contact with fellow Action Partners.

OIYP Kaleidoscope: MODEL OF CHANGE

INPUTS	OUTPUTS	OUTCOMES - IMPACT

	Activities	Who (work with)	Short Term	Medium Term	Long Term

Event Mgt Co & Vols

- Oxfam staff (India/OIYP)
- Volunteers
- APs
- M&Ms
- Facilitators
- CBOs
- Event Mgt Co
- Time
- Money
- Materials
- Equipment
- Facilities
- Research

Skills and Knowledge Workshops/ Learning Networks — APs, Facilitators, CBOs, M&Ms, Local Artists

Regional Learning & Networking — APs, M&Ms, YDOs, CBOs, Facilitators, Oxfam Affiliates

Mentoring APs (M&Ms) — APs, M&Ms, YDOs, Facilitators

Cultural & Creative Exchange — Teen Murti, Local Artists, Facilitators, M&Ms, APs, Cirque DS

Plenary Sessions — Rahul Bose, APs, M&Ms, Speakers, Artists

Community Visits & Engagement with Local Partners/Orgs — CBOs, Communities, APs, M&Ms, Facilitators,

Information & Resources (incl developing ideas/plans for work in communities) — APs, Facilitators, M&Ms, Oxfam Affiliates, Local Partners, YDOs, , Devt Marketplace, CBOs

Communications — APs, Indian Media, YEP, Oxfam Aus (Mkting), & all attending event

MEL Reflection/ Sharing — Oxfam staff (OIYP, India, Aus, Int), Funding Orgs, Event Partners, Facilitators, M&Ms, APs, Prospective Donors

Short Term:
- Connect with APs with similar interests; Deepening knowledge & understanding; Challenging knowledge & perceptions
- Created networks for future work; Broaden knowledge on context/ power structures
- Links btw generations of OIYP; Increased network of support
- Re-energise older group; AP self-reflection; imp. Knowledge of creative arts tools
- Greater understanding of how Kal. Fits with OIYP; Greater sense of OIYP community; AP reflection; Space for discussion Oxfam priority issues; APs inspired
- APs exposed to diff perspectives; Share local contexts; Connect to practice/ reality; Actively engaged in community work
- Supports skills, knowledge & learning; Establish mechanisms for program support & networks; Underlying supporting processes est.
- Increased visibility & coverage in media (mostly India)
- Improved accountability to funders and participants; MEL capacity improved for some AP's; Oxfam staff learn about MEL approaches, and reflect on OIYP

Medium Term:
- Confidence built; Questions/confusion; Internal relationships built; Shared experiences, Framework for thematic learning networks built
- Frameworks for regional networks built
- Increased awareness of self
- Stronger sense of identity; older APs back in 'cycle'; space for relationships & expression to be built
- APs have a clearer understanding of OIYP nxt steps, and Oxfam's priorities
- Greater understanding of practical application, consequences and complexities of change, and the Indian context
- Increased awareness of OIYP
- Increased public support for YP; inspire other YP to engage with Oxfam

Long Term:
- Acted on knowledge/ skills; External relationships built; APs can become fractured from community
- Oxfam deepens understanding of reg/ thematic issues; More YP have access to resources/ each other; Reg identity challenged/ strengthened
- Broader options/ opportunities for APs
- Using different strategies for different contexts; Expanding areas of influence
- Increase cultural intell, awareness of context, and wisdom of what to apply practically
- Increased Oxfam understanding of impact and ways to improve OIYP
- APs become role models; Collective action; Power structures/ local perceptions challenges/ maintained; APs effective in turning burdens into strengths

Annex 5: Data Tables from AP, Facilitator and M&M Surveys

AP Confidence, Connection and Agency

M&M Survey	1	2	3	4	5	6
1. Being involved with Action Partners in your Home Rooms all week, how would you rate any change in Action Partner confidence overall? (1 = no change in confidence / 6 = overwhelmingly more confident – please circle one)	0%	0%	0%	45%	50%	5%

Table 1: M&Ms Perceptions of AP Confidence

APs Post-*Kaleidoscope* Survey	1	2	3	4	5	6
1. How would you rate your level of confidence in understanding and negotiating with people in power? (1 = not at all confident / 6 = very confident)						
Baseline (n=251)	2%	2%	14%	40%	35%	7%
Post-*Kaleidoscope* (n=240)	0%	0%	5%	30%	46%	18%
Change	*-2%*	*-2%*	*-9%*	*-10%*	*11%*	*11%*
2. How would you rate your level of understanding and connection to issues of injustice affecting your local community? (1 = low / 6 = high)						
Baseline (n=248)	2%	3%	11%	25%	42%	17%
Post-*Kaleidoscope* (n=237)	0%	0%	4%	22%	46%	28%
Change	-2%	-3%	-7%	-3%	4%	11%

Table 2: APs Confidence, Connection and Agency

AP Skills, Knowledge and Perspectives

Facilitators	1	2	3	4	5	6
During your session, was there a noticeable change in Action Partner skills and knowledge? (1 = no change, they seemed to be already very familiar with the material / 6 = a very big change, most of the material seemed new to them– please circle one) n=13						
	0%	0%	8%	46%	31%	15%
Mentors and Motivators						
Has there been a noticeable change in Action Partner skills and knowledge? (1 = no change / 6 = a very big change. (n=20)						
	0%	0%	5%	58%	37%	0%
Action Partners						
3. How do you rate your skills in public speaking, dialogue and debate? (1 = Not skilled / 6 = very skilled – please circle one)						
Baseline (n=251)	2%	5%	17%	34%	31%	12%
Post-*Kaleidoscope* (n=240)	0%	0%	6%	30%	39%	24%
Change	-2%	-5%	-11%	-4%	8%	12%
4. How knowledgeable are you about campaigning, and effective awareness raising activities? (1 = Not knowledgeable / 6 = very knowledgeable						
Baseline (n=255)	2%	7%	25%	35%	25%	7%
Post-*Kaleidoscope* (n=240)	0%	1%	10%	31%	46%	11%
Change	-2%	-6%	-15%	-4%	21%	4%
5. How do you rate your skills and knowledge of creative ways of working with people? (1 = Not skilled/knowledgeable / 6 = very skilled/knowledgeable						
Baseline (n=258)	2%	3%	24%	36%	29%	7%
Post-*Kaleidoscope* (n=247)	0%	2%	7%	31%	44%	16%
Change	-2%	-1%	-17%	-5%	15%	9%
6. How do you rate your skills and knowledge of how to begin and plan an initiative with your community? (1 = Not at all knowledgeable / 6 = very knowledgeable						
Baseline (n=247)	2%	5%	23%	35%	25%	9%
Post-*Kaleidoscope* (n=237)	0%	1%	8%	25%	51%	15%
Change	-2%	-4%	-15%	-10%	26%	6%
7. How knowledgeable are you about how to assess and measure change (as a result of your activities)? (1 = Not at all knowledgeable / 6 = very knowledgeable						
Baseline (n=256)	3%	7%	28%	36%	21%	5%
Post-*Kaleidoscope* (n=235)	0%	3%	12%	31%	42%	12%
Change	-3%	-4%	-16%	-5%	21%	7%

Table 3: APs Change in Skills and Knowledge

7. Has there been a noticeable change in Action Partner attitudes or perspectives? (1 = Not challenged at all / 6 = had to re-assess the way I think about some things (n=20)	1	2	3	4	5	6
APs (n=246)	5%	4%	9%	18%	33%	31%
M&Ms (n=20)	0%	0%	0%	15%	70%	15%
Facilitators *(in your sessions) (n=13)*	0%	0%	15%	15%	54%	15%

Table 4: Challenges to APs Attitudes or Perspectives

Strategic Relationships and Networks

Mentor and Motivator Survey	1	2	3	4	5	6
4. Do you think Action Partners have formed strong relationships/connections with each other? (1 = no relationships/connections formed / 6 = very strong relationships/connections formed	0%	0%	10%	5%	15%	70%
5. Do you think that Action Partners have developed strategic networks for collective action during Kaleidoscope?	0%	0%	0%	25%	50%	25%

Table 5: M&M Perceptions of APs Links

AP Survey	1	2	3	4	5	6
8. During the last eight days at Kaleidoscope, have you increased your access to strategic networks with people/organisations in your (geographic) region? (1 = no networks / 6= very networked – please circle one)						
Baseline (n=220)	2%	6%	21%	33%	26%	12%
Post-*Kaleidoscope* (n=240)	0%	4%	10%	18%	34%	34%
Change	*-2%*	*-2%*	*-11%*	*-15%*	*8%*	*22%*
9. During the last eight days at Kaleidoscope, have you increased your access to strategic networks with people/organisations on issues you are concerned with (eg HIV/AIDS, climate change etc)? (1 = no networks / 6 = very networked – please circle one)						
Baseline (n=218)	5%	6%	22%	27%	27%	13%
Post-*Kaleidoscope* (n=236)	2%	3%	10%	21%	35%	29%
Change	*-3%*	*-3%*	*-12%*	*-6%*	*8%*	*16%*
10. During the last eight days at Kaleidoscope, have you increased connections with people who can help you create change in your community? (1 = no networks / 6 = very networked – please circle one)						
Baseline (n= 248)	2%	4%	19%	35%	28%	12%
Post-*Kaleidoscope* (n=244)	0%	2%	8%	20%	36%	34%
Change	*-2%*	*-2%*	*-11%*	*-15%*	*8%*	*22%*

Table 6: APs Access to Strategic Networks and People/Organisations

Ongoing Support to APs

15. What do you feel would be the best kind of ongoing support that OIYP could provide? (1 = I don't need support in this area / 6 = This is an area I would like a lot of support	1	2	3	4	5	6
a) Skills and Knowledge Building (n=239)	1%	0%	5%	10%	29%	54%
b) Regional Networks (n=233)	1%	0%	7%	12%	34%	46%
c) Collective Action on Issues (n=233)	0%	1%	3%	20%	28%	47%
d) Advocacy and Campaigning (n=222)	1%	1%	5%	16%	38%	38%
e) Turning Ideas into Action (n=195)	0%	2%	4%	12%	34%	48%
f) Monitoring and Evaluation (n=231)	1%	2%	5%	16%	32%	44%

Table 7: Ongoing APs Support from OIYP

Awareness in India and Australia

11. How much (if any) media attention have you received as a result of becoming an Action Partner? (1 = no media coverage / 3-4 = approx 3 pieces of media / 6 = 5 or more pieces of media	1	2	3	4	5	6
Baseline (n=250)	38%	14%	22%	15%	8%	4%
12. How do you rate your level of confidence in communicating with the media, public speaking and hosting/facilitating meetings? (1 = not at all confident / 6 = very confident –						
Baseline (n=251)	3%	11%	18%	34%	25%	9%

Table 8: APs Media Attention

Integration of Cultural/Creative Arts

Mentors and Motivators Survey	1	2	3	4	5	6
6. How effectively do you think cultural/social arts has been integrated across the Kaleidoscope programme? (1 = Not very effectively, Action Partners didn't seem to respond well to these elements / 6 = Very effectively, Action Partners responded very positively to these elements– please circle one)						
	0%	0%	0%	15%	60%	25%

Table 9: M&Ms Integration of Cultural and Social Arts

Overall Experience

	1	2	3	4	5	6
How satisfied were you with your involvement with OIYP before Kaleidoscope? (ieorganisation, clear communication, well-briefed and supported)? (1 = not at all satisfied / 6 = completely satisfied)						
Action Partners (n=240)	0%	1%	8%	18%	36%	37%
Facilitators (n=13)	0%	0%	0%	0%	77%	23%
How satisfied have you been with Kaleidoscope organisation (ie how the event has been organised)? (1 = not at all satisfied / 6 = completely satisfied)						
Action Partners (n=238)	0%	0%	8%	18%	42%	31%
Facilitators (n=13)	0%	0%	0%	23%	77%	0%

Table 10: Satisfaction with *Kaleidoscope*Organisation

Action Partners *12. Please tell us your experience of the different programming elements of OIYP Kaleidoscope 2010. (1 = didn't really gain much / 6 = gained a lot – please circle one under each category)*						
	1	2	3	4	5	6
a) Plenary Sessions (n=222)	2%	2%	10%	31%	38%	16%
b) Learning Marketplace (n=244)	1%	5%	9%	21%	33%	31%
c) Regional Meeting (n=237)	8%	13%	13%	26%	25%	15%
d) Community Visits (n=241)	3%	10%	8%	19%	28%	32%
e) Cultural and Creative Exchange (n=242)	2%	2%	11%	19%	37%	30%
f) Your Space Sessions (n=236)	6%	3%	10%	28%	31%	19%
g) Development Exchange (n=233)	2%	8%	17%	25%	26%	22%
h) Home Room Sessions (n=258)	2%	5%	10%	15%	27%	41%
i) Interaction with Mentors and Motivators (M&Ms) (n=235)	2%	5%	11%	23%	25%	34%

Table 11: APs Experience of *Kaleidoscope*Programme Elements

Annex 6: Summary of Lessons and Recommendations from "Report and Evaluation of OIYP *Kaleidoscope* 2007"

OIYP *Kaleidoscope* 2007 should, without question, be considered a highly successful event in most dimensions. While this evaluation has focused on constructive criticism, it should be emphasised that most comment and scoring of the event was highly positive. It is hoped that the recommendations contained in this report help remedy any shortfalls and make the 2010 event even more successful.
OIYP *Kaleidoscope* 2007 is a delicate balancing act due to its ambitious objectives, large scale and finite time frame. Shifts in a particular direction – such as strongly emphasising the creative arts – have trade-offs. While there were shortcomings to the event, particularly in the skill and knowledge development areas, there were also strong successes and very positive developments.

OIYP *Kaleidoscope* 2007 inspires Action Partners and gives them increased confidence in their ability to work for change in their communities. This is probably the strongest lesson from this evaluation and future changes to the event should ensure that this aspect is not reduced in any way.
For Action Partners to have a strong foundation for their work, depth of skill development matters as much as breadth. Skill and knowledge development were less successful than they could have been in part because too much emphasis was placed on offering a wide variety of courses rather than allowing progressive development in few areas. Addressing the learning and development aspects is probably the single most important issue for OIYP *Kaleidoscope* 2010.
Diversity of experience, as well as diversity of background, is vital to the success of OIYP *Kaleidoscope* 2007. Failure in delivering skill development to more experienced Action Partners is not an argument against including similar participants in the programme. They are often those most inspiring and beneficial for Action Partners just starting their journeys as young leaders.
Action Partner expectations significantly impact their experience and perception of OIYP *Kaleidoscope* 2007. Action Partner expectations need to be more carefully managed and some dimensions of the event need to have significantly more clarity and transparency in communications to the participants. In particular, the "start of process" positioning of learning and development aspects needs to be made very clear; as does the consultative element of the Learning Marketplace and how this will relate to the rest of the three-year cycle.
OIYP *Kaleidoscope* 2007 can be an outstanding foundation for the OIYP process, but it must have relevant links to where Action Partners go next. Focusing on inspiration, sharing experiences, early network building and basic skills is important. Action Partners appreciate the freedom of curriculum building but also want to find the relevance of what they are doing. However, OIYP *Kaleidoscope* 2007 must more actively link into ongoing Action Partner work. While skill development is ongoing in the OIYP cycle, OIYP *Kaleidoscope* 2007 should be transparently described to Action Partners and expectations should be managed accordingly.
OIYP *Kaleidoscope* 2007 lays the foundations for strong network building but could do better in building and strengthening strategic networks. Action Partners are excellent at meeting one another and establishing personal and work-related relationships. Oxfam needs to more actively guide the transformation from nascent or loose to valuable strategic networks.

Recommendations for OIYP Kaleidoscope 2010

Conceptual Framework

- Draft OIYP *Kaleidoscope* 2007 Objective 4 to place more emphasis on supporting initiative development during the event. For example, simply "support the development of Action Partner initiatives for positive change in their communities" would be more effective.
- Ensure that core learning / process objectives are clearly established in the event's objectives.
- Ensure that OIYP *Kaleidoscope* 2010 is framed by planning that includes clear aims for the event, relating to both Oxfam and Action Partners, and these aims are communicated to all participants.
- Clearly establish the relationship between programme learning and development principles and the OIYP *Kaleidoscope* 2007 event. Ensure that all persons engaged in facilitation of Action Partners are clear on how these principles need to be implemented through their facilitation. This may require training of external facilitators and more explicit training of M&Ms.
- Be explicit and more pro-active in how OIYP *Kaleidoscope* 2007 enables Action Partners to shape the future of their programme cycle, particularly in relation to learning and development needs.

Objective 1 – Strategic Networks:

- Thematic sessions should be run at OIYP *Kaleidoscope* 2010 to crosscut regional and national network building with issue-based networks.
- Action Partners need more structured free time during the event to facilitate more active network building. For instance, less Home Room or Marketplace time could be allocated in favour of a few two- or three-hour "network building" sessions. Oxfam should consider an appropriate way of doing this without making the sessions awkward and self-conscious for participants.
- The event environment and improved programming will ensure that the network foundations are built at OIYP *Kaleidoscope* 2007. Skilling Action Partners in network building prior to the event would facilitate stronger development of informal or nascent networks into strategic ones.

Objective 2 – Motivate, encourage and inspire:

- Balance cultural arts with more focus on change and expression in other areas to allow a wider cross-section of Action Partners to participate.
- Reduce the lecture-style element in plenary sessions in favour of shorter talks, more opportunities for questions and more interaction.
- Change M&M training to develop facilitation skills, creating more supportive and relevant Home Room environments
- Responding more effectively to problems in the Home Room and other sessions is important. Oxfam should consider alternative methods to receive and input ongoing feedback into OIYP *Kaleidoscope* 2007. Specific measures could include:
  - Additional support for debriefing sessions in Home Rooms over the course of the event, designed to enable group reflection on their work together, including the role of M&Ms. Mentors & Motivators would need to be comprehensively trained in debriefing techniques and on hearing and accepting criticism for this to have optimal effect.
  - Professionally supported M&M debrief or sharing sessions run daily so that M&Ms have an opportunity to share problems and learning from one another.

o   Oxfam staff should informally talk to a couple of Action Partners from every Home Room, particularly early in the week. Such conversations should not be structured and would need to be handled subtly. This would enable Oxfam to gain a clearer idea on the progress of various Home Rooms and whether particular M&Ms require further assistance or, in extreme cases, intervention in their Home Room.

Objective 3 – Skills, knowledge and Perspectives:

Undertake significant changes to programming of the Learning Marketplace.
o   The self-directed curriculum approach should be retained, but multi-levelled sessions should be introduced to better cater to the widely varying skill and experiences levels among Action Partners.
o   Invest in increasing the number of courses vertically and narrowing the range of Learning Marketplace knowledge sessions, so that Action Partners can pursue specific skill development more substantially.
o   Address the reduced number of knowledge sessions with thematic meetings included in the OIYP *Kaleidoscope* 2007 programme.
o   Change the structure of knowledge sessions to more participatory formats, such as panel Q&A or Action Partner-led sessions.
o   Run "Advanced," "New Strategies" or similar sessions in knowledge areas to be more inclusive of Action Partners already working in issue areas such as HIV/AIDS, essential service provision, micro-credit, etc.
o   Be explicit and transparent about the consultative dimensions of learning and development at OIYP *Kaleidoscope* 2007. This should include consideration of more active ways (beyond running single sessions) for Action Partners to contribute to the learning programme.
o   Maintain creative arts elements of the learning and development programme, but also establish opportunities for less creative Action Partners to express themselves publicly and be recognised for their strength. This could include informal debates, panel discussions, etc.
o   Introduce standards on session structuring that encourage extensive practical activities in skill development sessions.
o   Ensure training of facilitators in appropriate methodologies and principles, so that skills sessions reinforce the learning principles underpinning the programme as a whole. For instance, reflective learning practices should be evident in all training sessions conducted at OIYP *Kaleidoscope* 2007. This should prevent lecture-heavy sessions and help maintain consistency of quality.

Objective 4 – Development of initiatives:

o   Include sessions that give structured feedback and support to Action Partner initiatives. This could be conducted through Home Rooms but may be more successfully integrated into thematic or national network building sessions.
o   Design ways to build stronger links to individual Action Partner work in their communities to OIYP *Kaleidoscope* 2007, drawing on the Commitment Sheet concept and reflective opportunities that the event presents.