Training Leaders against Intolerance and Violent Extremism:
Curriculum for Youth Leaders
Manual for Training Facilitators and Course Organizers

OSCE Organization for Security and Co-operation in Europe

#UnitedCVE
Training Leaders against Intolerance and Violent Extremism:

Curriculum for Youth Leaders

Manual for Training Facilitators and Course Organizers
# Contents

## Acknowledgements

## OVERALL COURSE INTRODUCTION AND GUIDANCE

- **Background**
- **Do No Harm approach**
- **Core values**
- **Target audience**
- **Methodological principles**
- **Curriculum description**
- **Pre-training preparation**
- **Monitoring and evaluation**
- **Glossary**

## MODULE 1 PROGRAMME

## MODULE 2 PROGRAMME

## MODULE 1

### DAY 1

<table>
<thead>
<tr>
<th>Session 1: Welcome and introductions</th>
<th>35</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity 1.1: Introductions</td>
<td>36</td>
</tr>
<tr>
<td>Activity 1.2: Course objectives</td>
<td>37</td>
</tr>
<tr>
<td>Activity 1.3: LIVE core values</td>
<td>38</td>
</tr>
<tr>
<td>Activity 1.4: Guiding principles</td>
<td>39</td>
</tr>
<tr>
<td>Activity 1.5: The Systems Game</td>
<td>40</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Session 2: Introduction to human security</th>
<th>42</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity 2.1: Personal stories about security in communities</td>
<td>43</td>
</tr>
<tr>
<td>Activity 2.2: What is human security?</td>
<td>44</td>
</tr>
<tr>
<td>Activity 2.3: Create a mind map</td>
<td>46</td>
</tr>
<tr>
<td>Activity 2.4: Sign-ups and logistics</td>
<td>47</td>
</tr>
</tbody>
</table>

| Day 1: Participant-led afternoon energizer | 48 |

<table>
<thead>
<tr>
<th>Session 3: Understanding VERLT</th>
<th>49</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity 3.1: What is VERLT?</td>
<td>50</td>
</tr>
<tr>
<td>Activity 3.2: Role-play exercise - challenging assumptions about violent extremism</td>
<td>51</td>
</tr>
<tr>
<td>Activity 3.3: The many manifestations of violent extremism</td>
<td>52</td>
</tr>
<tr>
<td>Activity 3.4: Causes and dynamics of violent extremism</td>
<td>53</td>
</tr>
<tr>
<td>Activity 3.5: Local violent extremism tree</td>
<td>54</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Session 4: Addressing VERLT</th>
<th>55</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity 4.1: What is P/CVERLT?</td>
<td>56</td>
</tr>
<tr>
<td>Activity 4.2: The role of civil society in prevention efforts</td>
<td>57</td>
</tr>
<tr>
<td>Activity 4.3: Case studies of youth-powered prevention efforts</td>
<td>58</td>
</tr>
</tbody>
</table>

| Day 1: Daily wrap-up | 59 |
DAY 2

Day 2: Morning opening and participant-led recap

Alternative exercise

Session 5: Introduction to human rights in the context of P/CVERLT and counter-terrorism
  Activity 5.1: What are human rights?
  Activity 5.2: Human rights in the context of efforts to prevent violent extremism

Session 6: Online dimensions of radicalization to violence and its prevention
  Activity 6.1: What are online dimensions of radicalization to violence?
  Activity 6.2: Filtering, blocking, and taking down online content
  Activity 6.3 Introduction to P/CVERLT narratives

Day 2: Participant-led afternoon energizer

Session 7: Preparing to meet with stakeholders already engaged in preventing violent extremism
  Option 1: Prepare to meet with a youth-led or -focused civil society initiative
  Option 2: Prepare to meet with local practitioner(s) and/or researcher(s)
  Option 3: Prepare to meet with a practitioner/expert working with formers

Session 8: Meeting with stakeholders already engaged in preventing violent extremism
  Option 1: Meet with a youth-led or youth-focused civil society practice
  Option 2: Meet with local practitioner(s) and/or expert(s)
  Option 3: Understand the journeys of formers

Day 2: Daily wrap-up

DAY 3

Day 3: Morning opening and participant-led recap

Session 9: Community dynamics
  Activity 9.1: Map community dynamics
  Activity 9.2: Depict a young person

Session 10: Project design tools
  Activity 10.1: What is Theory of Change?
  Activity 10.2: Example of a P/CVERLT ToC
  Activity 10.3: Considerations for using a ToC

Day 3: Participant-led afternoon energizer

Session 11: Designing initiatives
  Activity 11.1: Youth assets-based approaches
  Activity 11.2: Design initiatives

Session 12: Monitoring and evaluation
  Activity 12.1: What is M&E?
  Activity 12.2: Introduction to outcome harvesting
  Activity 12.3: Defining envisaged outcomes

Day 3: Daily wrap-up
DAY 4

Day 4: Morning opening and participant-led recap

Session 13: Security awareness

Activity 13.1: What does security mean?
Activity 13.2: Uncovering gender aspects
Activity 13.3: Assessing risk

Session 14: Introduction to threat analysis and assessment

Activity 14.1: Assessing threats
Activity 14.2: Conduct force field and stakeholder analyses

Day 4: Participant-led afternoon energizer

Session 15: Security planning

Activity 15.1: What is a security plan?
Activity 15.2: Draft a security plan
Activity 15.3: Introduction to organizational security
Activity 15.4: Role play with law enforcement and other authorities

Session 16: Safety and security — consolidation and refinement

Activity 16.1: What is a SWOT analysis?
Activity 16.2: Consolidate and refine

Day 4: Daily wrap-up

DAY 5

Day 5: Morning opening and participant-led recap

Session 17: Pitch preparation

Activity 17.1: Pre-plan pitch
Activity 17.2: Fine-tune and pitch initiative

Session 18: Presentations

Activity 18.1: Revise pitch
Activity 18.2: Final presentations

Day 5: Participant-led afternoon energizer

Session 19: Planning for the interim period

Activity 19: Planning for the interim period

Session 20: Module 1 wrap-up

Activity 20.1: Agree on coaching contact moments
Activity 20.2: Complete evaluation questionnaire
Activity 20.3: Module 1 wrap-up
MODULE 2

DAY 1

Session 1: Welcome back
- Activity 1.1: Welcome and check-in
- Activity 1.2: Recap Module 1
- Activity 1.3: Guiding principles and Module 2 objectives
- Activity 1.4: Sign-ups and logistics
- Activity 1.5: Interim period debrief

Session 2: Practicing collaborative communication
- Activity 2.1: Explore collaborative communication
- Activity 2.2: Observation exercise
- Activity 2.3: Practice active listening and empathy
- Activity 2.4: Collaborative communication summary

Day 1: Participant-led afternoon energizer

Session 3: Introduction to engagement strategies
- Activity 3.1: Understand the need for an engagement strategy
- Activity 3.2: Introductory exercise
- Activity 3.3: Study an engagement strategy

Session 4: Practicing an engagement strategy
- Activity 4: Practice engagement through role play

Day 1: Daily wrap-up

DAY 2

Day 2: Morning opening and participant-led recap

Session 5: Understanding P/CVERLT policy formulation and engagement
- Activity 5.1: National P/CVERLT policies, strategies, and action plans
- Activity 5.2 Civil society engagement in P/CVERLT policy formulation and implementation
- Activity 5.3: Explore P/CVERLT policies and strategies

Session 6: Media literacy
- Activity 6.1: What is media?
- Activity 6.2: Misuse of media

Day 2: Participant-led afternoon energizer

Session 7: Preparing to meet with stakeholders already engaged in preventing violent extremism

Session 8: Meeting with stakeholders already engaged in preventing violent extremism

Day 2: Daily wrap-up
DAY 3

Day 3: Morning opening and participant-led recap

Session 9: Conflict-sensitive journalism
Activity 9.1: Conflict-sensitive journalism
Activity 9.2: Citizen journalism (optional)

Session 10: Engaging the media
Activity 10: Engage the media

Session 11: Strategic communications (I)
Activity 11: Key elements of effective messaging

Day 3: Participant-led afternoon energizer

Session 12: Strategic communications (II)
Activity 12.1: Understand your audience
Activity 12.2: Use images
Activity 12.3: Effective messaging

Session 13: Effective use and analytics of social media platforms
Activity 13.1: Effective posts on Twitter
Activity 13.2: Effective posts on Facebook
Activity 13.3: Effective posts on Instagram (if needed)
Activity 13.4: Effective posts on Snapchat (as needed)
Activity 13.5: Twitter analytics
Activity 13.6: Facebook analytics
Activity 13.7: Instagram analytics (as needed)
Activity 13.8: Writing for the web

Day 3: Daily wrap-up

DAY 4

Day 4: Morning opening and participant-led recap

Session 14: Holistic security
Activity 14.1: Introduction to online security
Activity 14.2: Recognize and manage stress
Activity 14.3: Security awareness wrap-up

Session 15: Fostering inclusive dialogue
Activity 15.1: What is inclusive dialogue?
Activity 15.2: Shoe shuffle activity
Activity 15.3: Incorporate communication techniques (optional)

Day 4: Participant-led afternoon energizer

Session 16: Consolidation and refining
Activity 16.1: Crowdfunding platforms (optional)
Activity 16.2: Consolidate and refine

Day 4: Daily wrap-up
Day 5

Day 5: Morning opening and participant-led recap

Session 17: Fine-tuning initiatives
  Activity 17.1: Revise initiatives
  Activity 17.2: Peer review stations
  Activity 17.3: Harvest findings from peer review stations

Session 18: Presentations
  Activity 18: Final presentations

Day 5: Participant-led afternoon energizer

Session 19: Role play inclusive decision making
  Activity 19: Role play inclusive decision making

Session 20: Module 2 wrap-up
  Activity 20.1: Training evaluation and post-training KAP
  Activity 20.2: Talking stick

ANNEXES

Annex A: Course checklist
Annex B: Tips for facilitators
Annex C: How to answer questions
Annex D: United Nations and OSCE documents to read and have at hand during the training
Annex E: Participants’ pre-training assignment
Annex F: Case studies of youth-powered prevention initiatives
Annex G: International human rights standards in the context of P/CVERLT
  Strategies of collaborative communication
  Handling boundaries
Annex I: Simulation of multistakeholder meeting
Annex J: Fostering inclusive dialogue
Annex K: Optional Session on Do No Harm
  Activity: Do No Harm Analysis