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# SAYDS NEWSLETTER

MARCH 2021



## SAYDS

Systems Acumen for Youth-led  
Development Solutions



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# Founder's Reflection

The year is 1995. I have just finished high school after a rather tumultuous learning experience. You see, growing up we didn't have a lot of money which affected my ability to go to and be in school consistently. My schooling days were characterized by periods of being out of school during the school year on account of fee arrears. With time, it became apparent to me that my friends were going to school while I was home and that those of us who were sent home due to failure to pay tuition fees were just a few in number. Being sent home often and regularly was difficult. As a youth, this was also challenging, because of the linear way in which education is structured in Kenya, this made my chances for university entry low.



**Dr. Levy Odera**

*Founder & President, SAYDS Fellowship*

Being in those situations where I'm at home, maybe for a week, or two weeks or several days, created fear and great uncertainty in my heart about my future. I felt scared about what lay ahead, I felt frustrated with the system that allowed these challenges to exist and remain in the first place.

I felt sad for my parents, because they were working so hard for me and my siblings to be able to stay in and be in school regularly. I was angry at the government, mostly for the fact that there were no jobs and school was expensive. I was envious and jealous of my friends who were able to consistently go to class and didn't have to worry about being able to go to school or being sent away. I felt helpless because of how impossible everything looked and felt. This was my life and sadly, still is for many young people in Kenya which is why the work we are doing in SAYDS is necessary and important.



Though it has been over a decade, young people continue to face similar challenges. I remember being reacquainted with these problems in 2013 while I was conducting research for my doctorate when I got the opportunity to talk to and understand the challenges small business owners, especially young entrepreneurs, face. It is my own experiences and the narrated experiences of these young people that created in me a desire to first of all address these challenges in an effective, impactful and lasting way and secondly, to find a way to utilize the knowledge I had acquired during my research towards this cause. This is what birthed the organization now known as SAYDS, which works to equip youth with knowledge in complexity and systems thinking, thereby, restoring to them the power and ability to take charge in these situations and chart a better way forward, transforming them from helpless individuals at the mercy of these social problems and the systems that create them, to assets, systems thinkers, problem solvers and engaged citizens in their communities and country.

We work to put youth in a position to determine how things can look like in their future because of their own awareness of these challenges and empower them to be at the forefront of ideation and presenting solutions that not only address the problem, but work for them as well.



In addition to teaching youth how to restructure how development work is done by local government, and how initiatives are carried out to improve their circumstances, we show them how to work with their own communities to ensure policymaking and programs designed by government and other stakeholders, have their input and that of their communities. Our fellows have held community forums in Siaya, Kisumu, Utawala and Makadara in the past year and we look forward to holding more. Such input gives youth a chance to find options they can explore without feeling defeated and like they cannot escape from or deal with the challenges they face. This fosters a sense of agency within them. We believe that once youth are well equipped with the necessary knowledge and understanding on complexity and systems thinking through our toolkits, that they can take up positions where they can lead their communities in identifying problems, finding solutions, coming up with ideas for how these solutions can be implemented and sharing these solutions with their government leaders and representatives which addresses the problem of youth marginalization and disengagement.

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We work to transform them from a situation of helplessness to a situation of power, giving them the tools that bring power, giving them the knowledge that brings power, opening their eyes to see capabilities and also, helping them to restructure the context so that they can find a way to plug into the system and not be on the outside of it as they've always been.

When I look back at the year we've had as an organization, I am both grateful for and deeply encouraged by what we have accomplished. Though the year was marked by a lot of challenges for us on account of the global pandemic, we were able to create the prototype of the program, create all the parts of the program, bring in our first cohort and make sure that they succeed in the program. We were also able to build the semi-virtual organization structure which will carry the organization forward in years to come, create a proof of concept to show that equipping youth in this way works and that youth are able to successfully use the skills and knowledge they have acquired from us. Lastly, we were able to get feedback on what we need to improve on the prototyping from fellows and their coordinators and are looking forward to incorporating this feedback and what we've learnt into our upcoming second cohort even as we look to expand the program.

As you consider all that we have been able to do as presented in this newsletter, I invite you to join us, partner with us and connect with us on our website and through our social media handles to work with us and further our work in empowering, equipping and transforming youth into system thinkers, system leaders and agents of change.



# The SAYDS Fellowship

This is an intensive 9-month program designed to transform youth into engaged citizens, informed critical thinkers, thoughtful systems leaders and powerful social change agents.

The knowledge and skills they acquire prepare them to effectively analyze complex problems in their communities, design lasting and substantive solutions to these problems and participate in policy-making.

The program focuses on positive youth development where young people are able to cultivate their strengths and knowledge for the good of themselves and their communities. Given that SAYDS is a virtual organization, the program was designed with a hybrid facilitation framework that incorporates both physical and online meetings for both fellows and the SAYDS team. Our inaugural cohort had 9 teams consisting of 5 - 6 individuals each. They worked on several social issues including youth unemployment and the influx of children living on the streets.

Throughout the Fellowship we were able to engage in:



1

Team building activities - This showed the vitality of team effort towards a common goal and strengthened their relations.

2

A successful Inaugural Gala - We were able to host a very successful Gala that brought different players in the private and public sectors together e.g The Youth Representative in Parliament, Hon. Gideon Keter as well as other players in Government to not only see what SAYDS has been able to achieve but also to foster conversations about lasting solutions steered by youth for the youth.

3

Create meaningful collaborations most of which are ongoing that would help the Fellows be channeled towards participating in not only Policy making initiatives but also Policy implementation agendas with SAYDS and The Fellows being priority having a great knowledge of Systems Thinking.

Click [here](#) to learn more about the SAYDS Fellowship, our process and fellows.



# Policy & Advocacy

The SAYDS Policy & Advocacy team created a robust training program to equip youth with knowledge on policy-making and their role in it. The two main aspects include:

1. Policy training.
2. The development of relevant policy documents by the fellows.

This stage of the fellowship provides youth with an opportunity to acquire the skills to apply their knowledge of complexity to policy design. It broadly defines their role as important stakeholders in the policy-making landscape and equips them to participate as active citizens and social change agents.

The team works to equip youth with an understanding of policy and advocacy so that they can engage with the policy making system from a complexity and systems thinking perspective and develop “Systemic Insights for Policy” (SIP). These are policy proposals informed by their analysis of the complex social problems, the systemic solutions that they designed, and the policy-making knowledge acquired from the policy & advocacy workshops.

Youth are familiarized with:

1. The processes and formalities involved in policy formulation.
2. Linkages to external stakeholders at every level who better elevate their understanding and enable them to engage.
3. How to facilitate and participate in the development of policy proposals informed by both their analysis of the complex social problem of concern and the systemic solution designed.

The policy team used sound learning practices to design the Complexity and Public Policy Guide for Kenyan Youth and corresponding cognitive engagement activities.

*The team works to equip youth with an understanding of policy and advocacy so that they can engage with the policy making system from a complexity and systems thinking perspective...*

We ran four workshops with the fellows to go through the guide and activities. These interactive sessions were meant to facilitate learning and deepen collaboration between fellows and the SAYDS team. The youth gave feedback and personal reflections after each session to enable the instructors to improve the facilitation for future cohorts. The teams also developed “Systemic Insights for Policy” documents that they will use to engage relevant stakeholders and policy makers.



# Mentorship & Coaching

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The SAYDS fellows are taken through a mentorship program by a dedicated mentorship and coaching team that seeks to connect people (both young and old) who are highly adept in their profession, have specific skills and knowledge (mentors) with individuals (protégés) who need or want guidance to achieve progress in the performance of their activities or projects.

The program is aimed at having the mentees, who in this case are the fellows, acquire the skills and sensibilities to transform and activate their leadership potential as to further the realization of their organizations goals and objectives. During regular meetings, mentoring and coaching is:

1. Project-strategy focused.
2. Performance-oriented.
3. Centered on skill development.

Our approach combines hard and soft skill mentoring and coaching to emphasize achievement of short-term (3 month – year) project goals and enablement of teams to develop strategic long-term plans to deliver community-level impacts within their domains of interest.

Click [here](#) to learn more about this program and how you can partner with us.

# Diaspora for Africa's Youth (Day)

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This is the part of SAYDS that seeks to connect the diaspora and Africa's youth so that both parties can engage in designing solutions for complex social problems. Diaspora participate by mentoring the youth, serving as subject matter experts on projects or donating to the organization. In turn, youth actively carry out the projects and participate as concerned citizens that want to actively improve well-being in Africa on a larger scale beyond families and relatives.

SAYDS seeks to establish this link through its Diaspora for African Youth (DAY) program. On 5th December 2020, we were privileged to successfully host the SAYDS Diaspora for African Youth Open Day that brought together the diaspora and the Kenyan youth to talk about how we can push the youth leadership agenda forward through what SAYDS is doing. We have a lot of ways that diaspora can be directly or indirectly involved with us, most of which does not require stretching beyond what one can do.



We are looking forward to opening DAY networks in Florida, Atlanta and Dallas. Through DAY, we will be able to organize funded trips to African countries to work with the youth while working with stakeholders to have a meaningful impact on ongoing projects. We will launch and attend our annual symposium; mainly supposed to be held in Kenya and rotated around other African countries to work with youth in policy and advocacy issues. This will enable us to work with other diaspora in our annual symposium on designing systemic solutions for social problems that youth are working on in Africa.

*...we were privileged to successfully host the SAYDS Diaspora for African Youth Open Day that brought together the diaspora and the Kenyan youth to talk about how we can push the youth leadership agenda forward...*

Click [here](#) for more information about DAY and how you can partner with us.

# SAYDS

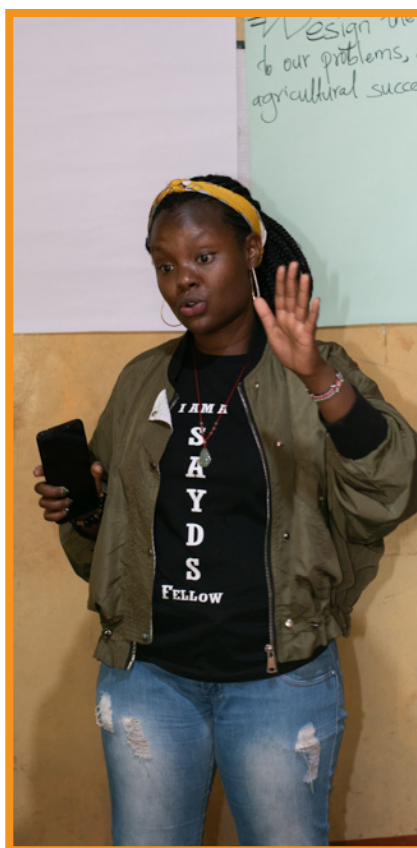
## Community Association

After the completion of our first round of the SAYDS Fellowship, the first cohort formed the founding team of SCA. This is the semi-autonomous arm of SAYDS that is fully run by youth who have completed the fellowship, but under the guidance of SAYDS. The aim of the association is to provide a unified voice for the youth to help advance issues they feel affect their societies.

This entity which is currently mid-registration through the Kenyan Government, serves as the main advocacy arm of the organization, pushing for the inclusion of youth indifferent spheres and for the implementation of their projects. The youth are now well on their way to creating Community Based Organizations (CBOs) and a consultation company that will be the vehicles through which they will implement the solutions they have been developing for the past year.

We have most recently been able to have teams travel to the rural areas of Murang'a to train local farmers on complexity and solve food security challenges are looking forward in the near future and beyond to offer more training sessions as well as partner with other organizations.

Click [here](#) to read more about SCA.



# Partnerships

The Partnerships and Affiliation Team is essential in building the SAYDS network from the ground up. They build and maintain strategic partnerships with both individuals and institutions that are aligned with the work that SAYDS does. Most recently we have formed partnerships with organizations such as Young Women Christian Association (YWCA) that will see SAYDS train the organization's staff and youth on designing lasting solutions through Complexity and Systems Thinking - as well as other growing collaborations with different individuals, companies and organizations.

We have also partnered with Teenseed - a youth funded women-led nonprofit organization fostering a cadre of young African women leaders empowered and inspired to advance social justice and transform their communities. SAYDS is partnering with them to share the complexity and systems thinking knowledge to be able to design their program in a Systems approach for youth empowerment programs and young women's leadership development.



# Join Us


Journeying through the First Cohort was definitely a great milestone. This would not have been possible without the support of donors, well wishers, staff, fellows and friends. The First Cohort has not only shown the viability of the program but also caused us to go back to the drawing board and think about what's next. We are excited to launch our Second Cohort this April and we would want you to be part of it.

Here are some of the ways you could join us:

- Join as a Mentor: Are you a subject matter expert and/or a soft skill coach and would be interested to be part of us? We would love it if you would join us in what we are doing through Mentorship and Coaching.
- Refer a young person to our program - Our Second Cohort launches in April and we would appreciate it if you would spread the word to a young person within your influence whom this program would suit.
- Partner with us financially/ give in-kind donations (Venues in Nairobi, laptops, etc) - Our program runs through a hybrid approach and thus resources are allocated to not only enable the youth to connect physically in a common area but also virtually through funding them with equipment such as laptops as well as network subscriptions. We welcome any kind of support towards this to ensure efficient facilitation of the program.
- Join a youth project or co-design solutions with youth - One of our core values as SAYDS co-designing, we strive to work together with youth to analyze complex social problems and design solutions with them. In our pursuit to link the diaspora and Africa's we invite not only local but most importantly international collaborators to build holistic solutions.

Contact us at [info@sayds.co](mailto:info@sayds.co) for more information or if you have any questions!

Join us as we Plant Seeds of Change.

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# SAYDS

## NEWSLETTER

MID-YEAR ISSUE 2021



We welcome a new **SAYDS**  
Cohort

We partner with **TEENSEED** to  
train challenged teenage girls

**SCA** records significant milestones



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# Founder's Reflection

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At SAYDS, we take delight in being a learning community. We strive to equip young people not only to be systems leaders and cultivate spaces of learning for them, but to also implement what we ourselves have learned and iterate on the feedback we receive. When we completed our prototype last year, we took the feedback we had received, reflected extensively and created an improved version of the SAYDS Fellowship Program.

At the start of this year, we set out on a journey to bring in a new cohort of youth to the iterated version of our program. We put out a call for applications, ran a rigorous application review and interviewing process and selected a brilliant group of young people from Nairobi, Kisumu and Siaya.

We now have an incredible team, a brilliant group of fellows, and a great vision to realize. Our priority in this remaining part of the year is to strengthen our foundation and keep improving our program. We would like to reiterate our commitment to building the necessary structures that will push us closer to the dream we have for young people, our country, our continent and the world at large.



**Dr. Levy Odera**

*Founder & President, SAYDS*

We are deeply impressed by the passion our fellows and team have for social change, the love they have for their communities, their desire to learn and the vibrance of the community that they are building.

We are off to a great start and look forward to what the next couple of months have in store. From the bottom of our hearts, we say thank you to all those who have been a part of this journey and to all those who have just come on board. It is only upwards and onwards from here.

# Launch of the 2nd Cohort

There was tremendous joy when the 1st SAYDS Fellowship graduated after successful completion of our systems thinking training/prototype early in 2020. Shortly afterwards, things were brought to a grinding halt as the Coronavirus pandemic swept through the world, changing normal times as we knew them. Plans to start another cohort were subsequently postponed with little clarity about the immediate future. During this time, the SAYDS team regrouped and took the much needed time to address suggestions, feedback, ideas and adjustments that emerged from the prototyping cohort. This was the key process that aligned our objectives and guided us in planning for a new cohort.

We are happy to announce that on the 22nd of May, 49 fellows met together for the first time to officially commence the 2nd SAYDS Fellowship program! 36 youth gathered at YWCA centre in Nairobi, and another 13 at Kisumu for an orientation session that welcomed them and outlined the training program that they will be covering for the next year.

In the brief time that the SAYDS team interacted with these new Fellows, there was a unanimous observation that they seemed more eager, challenged and anticipatory than we'd seen before. On closer examination, we pinpointed this change to the thorough application process that the SAYDS team used to select these Fellows. We received 195 applications, shortlisted and interviewed 92 and finally selected 49 youth.

Watch [this](#) video of a few of them at the Orientation held in Nairobi.









## Teenage Girls Systems Leadership Program

As a result of the Covid-19 pandemic lockdown, the country experienced a high number of school drop-outs and early pregnancies among teenagers in the informal settlement. Most young girls have already been through one form of gender-based violence or another, setting their well-being at risk.

SAYDS, in partnership with TEENSEED - a grassroots organization for empowering young women and girls for leadership roles, designed a systems leadership program for teenage girls in informal settlement to help them fight societal challenges (drug abuse, early pregnancy and gender-based violence). This holiday's program aims to support girl child leaders from 6 villages of Kiambu

informal settlement by taking them through the systems leadership program for developing solutions for social complex problems and by teaching them about their sexual and reproductive health rights. At the end of the program, we celebrated these young girls for completing the first phase of the program as well as for their commitment and passion in mentoring other young girls. We were able to impact more than 100 teenage girls in a month.







## SAYDS Community Forum

The SAYDS Community Association has marked significant milestones over the past few months, one of them being the completion of the SIP (Systemic Insights for Policy) briefs for 4 teams that have already undergone systems training. This is an advancement of the SAYDS Fellowship toolkit where teams polish their solutions to meet standards required for implementation.

These 4 teams have also successfully been registered as CBOs (Community Based Organization) after a thorough application process. Certificates of registration have since been awarded to them. The ongoing processes include presentation of these SIP briefs to relevant stakeholders in the represented counties.

Partnerships in this regard are welcome from interested stakeholders who would like to partner with these, and future, teams to implement systems-designed solutions to complex social problems



# SAYDS Fellowship Timeline

This timeline is designed to ensure that fellows have adequate time for the three main parts of the program: complexity analysis, systemic intervention, and systemic policy formulation. Below are the key stages and dates.

TOOLKIT	STAGE	DATE
Complexity Analysis Toolkit	CAT Part 1	15 June - 27 June
	CAT Part 2	28 June - 11 July
	CAT Part 3	12 July - 25 July
	CAT Part 4	26 July - 8 August
	CAT Workshop	7 August
	CAT Community Consultation	9 August - 22 August
	CAT Narrative	23 August - 29 August
	Team building	28 August
Systemic Intervention Toolkit	SIT Part 1	30 August - 12 September
	SIT Part 2	13 September - 26 September
	SIT Part 3	27 September - 18 October
	SIT Part 4	18 October - 25 October
	SIT Workshop	30 October
	SIT Community Consultation	25 October - 15 November
	SIT Narrative	15 October - 29 November
	Team building	27 November
Policy & Advocacy	Complexity and Public Policy Training	After completion of both toolkits
	Complexity and Public Policy Training	

QUARTERLY EDITION



SAYDS

Systems Acumen for Youth-led  
Development Solutions

**The Learning  
Journey**

**SAY  
DS**

**N E W S L E T T E R**

OCT 2021

**Meet the  
Fellows**

**SAYDS Team  
Building**







## The Learning Journey

At SAYDS, our greatest desire is to ensure that young people have the tools they need to be able to improve their lives, their communities and their nation, and consequently make a difference in the world. Our vision is to equip youth to be future systems leaders in their communities. Over the past three months, we have worked diligently to create and facilitate a life-changing educational experience for our group of around 50 fellows who hail from the capital of Kenya, Nairobi and two major regions in the Western part of the country, Kisumu and Siaya.

It has been an exciting process of getting to know the fellows, understanding what societal problems they are passionate about and looking to design solutions for.

The youth are organized in 9 groups of around 3-5 people, with each group geared towards addressing a specific social issue in their community. The social issues they selected are **poor housing, unemployment and poor-quality employment, lack of proper mentorship, rape culture, social injustices in children's growth, poor waste management, drug and substance abuse, poor maternal and child health (nutrition), and teenage pregnancy.**





The first stage of the process required them to go through our Complexity Analysis Toolkit, which equips them to understand the complex nature of the social issues that their groups are trying to address. This has been an eye-opening experience that has allowed them to learn and develop a deeper understanding about the systems in which they live and within which the complex problems exist.

One of the great changes that came with the COVID-19 pandemic was the rapid shift to utilizing digital spaces for work and education. Our hybrid mode of facilitation has enabled us to host smaller teams in-person learning gatherings as well as leverage online digital spaces to facilitate effective learning for the youth. Every week, we host a virtual fellowship-wide session which allows all teams in the country to join and learn together. This session is structured as an interactive lecture where they read a part of the toolkit beforehand, complete their individual work, and then come to learn and ask questions during the meeting. After this, they go back to their smaller teams, complete synthesis activities to consolidate what they have learned and then do practical activities where they apply the theoretical concepts to their specific issue. Each week, we have around 25-30 fellows attending the session. The donations from our generous donors enable us to facilitate both in-person and virtual gatherings by ensuring our youth have funds for transport, refreshments and internet bundles.

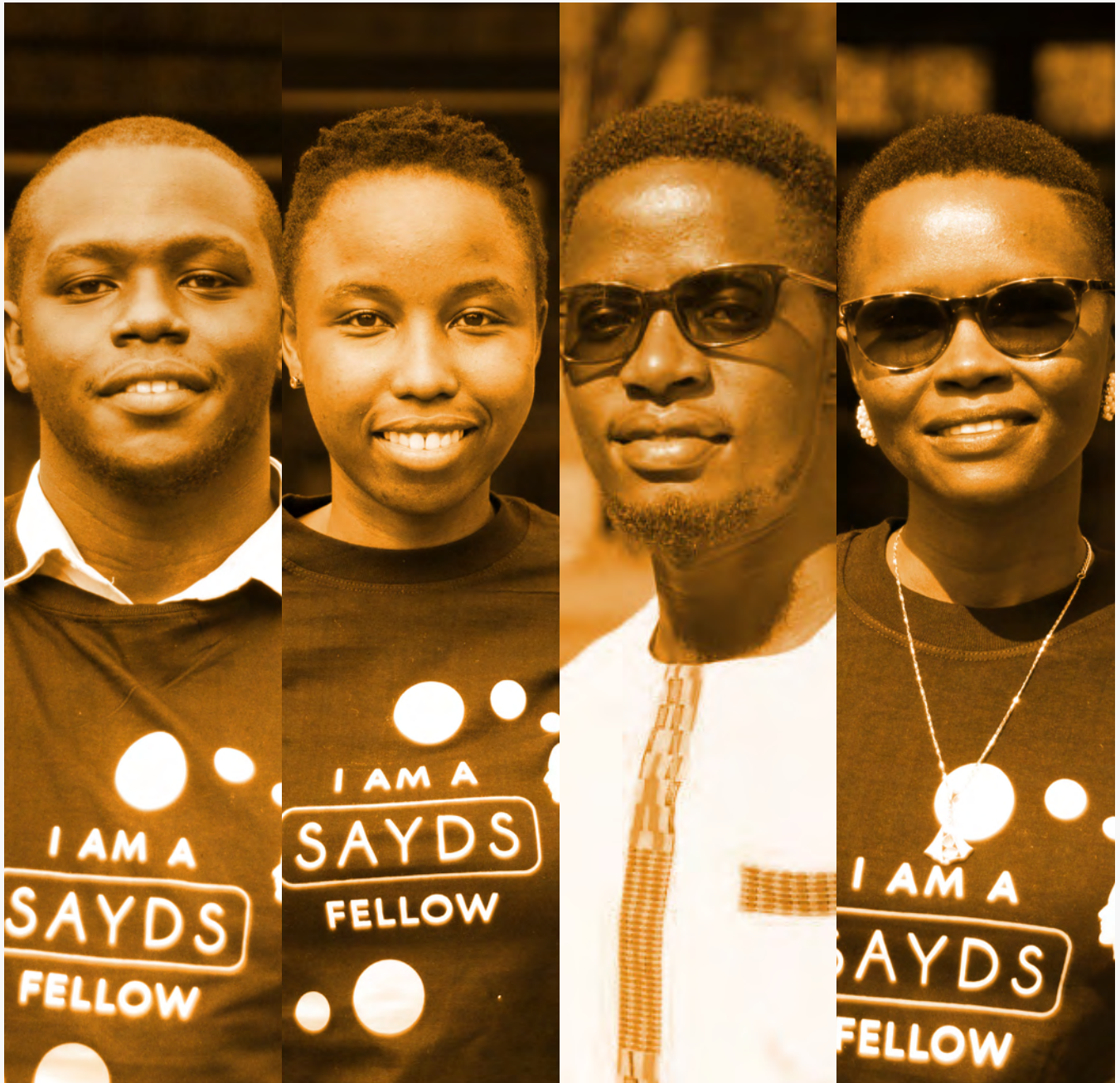






# Meet the Fellows

Allow us to introduce you to the amazing young people who are at the impact of our work as an organization.







## Karl Martin Shompa

My name is Karl Martin Shompa, I am a SAYDS Fellow from Kiambu County. I believe in youth participation at the community level, particularly in dealing with complex issues, some of which, according to our nation's history, have persisted since independence. I have enjoyed the program so far. It has spurred me to be more proactive and courageous in engaging my community, so much so, that I joined the Mathare Social Justice Centre where we are working to fight against human rights violations such as police brutality inside the informal settlements which are prevalent but are rarely addressed beyond the occasional public uproar when incidences of police brutality hit the news cycle.

I have learnt a lot from the Complexity Analysis Toolkit that we have been covering. The toolkit has taught me a new perspective on analyzing phenomena within society, along with the need for and value of research. Carrying out adequate research is necessary for one to truly understand a system and how different things, such as components, interactions, interconnections and stakeholders factor into creating the system within which the complex problem exists. I look forward to engaging with information from different disciplines which I wouldn't ordinarily interact with such as economics and sociology.

The complexity tool kit was based on understanding the anatomy of the social problem. I presume the next part of the program will be adding on to that by giving us the framework and knowledge to be able to intervene by designing and implementing solutions and not spectating as I and other young people have been made to in the past.



## Joyce Ngeso

My name is Joyce Ngeso, I am a SAYDS Fellow from Umoja, in Nairobi County. The reality is that we are a developing country and some of the challenges we face individually and communally cannot be addressed solely by the government, therefore, it is important for young people to actively take part in improving their communities and championing social change. I believe I can make a difference and that my efforts will in turn, help both my fellow countrymen, Africans and people in the world to deal with complex social problems because we share common problems.

Joining the program has not only introduced me to complexity and systems thinking but has challenged me to be an active and engaged member of the community. So far, my experience of the program has been amazing although I have had a few challenges here and there. I have interacted with great minds from different backgrounds who have challenged me to be and do better. I have learnt to stay focused and motivated. I'm better than my former self. I have learnt about interactions, interconnections and how structures come about. Through these three I have had a better understanding of myself. I have been able to break certain patterns that hold me back. My relationships with the people I interact with has immensely improved since I have a better understanding of systems thinking. I have really enjoyed learning about complexity and systems thinking. The fact that through it I am able to understand a system, its complexities, and come up with possible strategies and solutions to the problem is phenomenal. I have also found systems thinking very practical and applicable to my everyday life. Last but not least, meeting like minded people who are passionate about and interested in social change has been delightful.

I am looking forward to staying committed during the entire program and even after. I am also looking forward to applying the knowledge I acquired from SAYDS in problem solving and decision making in future, in regards to social change.



## Ambrose Otieno Raywe

My name is Ambrose Otieno Raywe, a SAYDS Fellow from Siaya County. I'm passionate about charity and climate change. Through my local church, together with my fellow youth, I have participated in charity drives that were geared towards helping the more vulnerable members of my community. I believe that a little goes a long way and that the little each of us does, goes a long way into helping someone and uplifting them. I have also participated in tree planting exercises to improve the tree coverage in my area.

I have loved my experience of the fellowship program so far. I have particularly enjoyed the weekly interactive lectures, working with my group mates and the team building activities we have had. I love the new ideas we have been introduced to - complexity and systems thinking. The topics that have resonated with me the most are the differences between a complex problem and a complicated problem, feedback and feedback loops, along with interactions and interconnections.

I am excited about the coming interactive lectures. I find they are such a beautiful learning space. My long-term goal is to become well-practiced in utilizing complexity and systems thinking to bring effective changes to the problems that are menacing our communities and I know that with the skills and knowledge equipped through the program, I will be able to actualize this goal.





## Zipporah Kyusya

My name is Zipporah Kyusya I am a SAYDS Fellow from South B, Nairobi County. I believe that change is inevitable and consistently unfolding all around, as such, it is imperative that we as young people join in and become part of the driving force of change, rather than the victims of it. I want to create the change I want to see in the world and this desire is what has fueled my passion for participating in the social change movement, particularly through the work SAYDS is doing.

SAYDS has ignited a fierce passion in me for tackling complex social problems and creating positive change in my community. My experience in the fellowship has been an eye opener on social problems in general and how they affect different communities and members of those communities. I have experienced a complete paradigm shift in how I view social problems. I not only appreciate the adverse effects of these problems, but the possibility of well structured solutions to those problems. My new outlook presents me with the perspective that is necessary to create lasting social change.

So far, I have enjoyed a lot of things about the program. I have enjoyed interacting with the Complexity Analysis Toolkit. I like the language used in writing the reading material. I find it simple and clear. The case studies used help me understand the concepts easily. I love how the coordinators and the SAYDS team seek to listen and understand without judgment, offer support and guidance. The team building session we had was great. It has helped me network, meet new people, socialize and learn.

Now that we are almost done with CAT, I look forward to the next part. I believe by the end of this journey, I will have acquired the necessary skills and knowledge that will help me address the complex issues to bring a positive impact in the community. I greatly look forward to the great future that lies ahead.



# Team Building

As an organization, we are and remain committed to creating and facilitating lasting social change through the work we are doing with the youth in Nairobi, Siaya and Kisumu. We are intimately aware of the persistent nature of the social problems our work is geared to address and design solutions for and the intensive and extensive work that goes into the systemic approach that we are employing and teaching the youth to adopt.

While we stand by the efficacy of our program, we understand that lasting social change is often a steady march, as opposed to a sprint, which requires the participants in the process to stop, rest, recharge, re-evaluate then re-engage. To this end, we have intentionally carved in team building sessions to the fellowship program and to our calendar as an organization to create an opportunity to not only pause, rest and recharge, but to communally practice wellness as well.

The team building sessions have served as a platform for individuals to get to know each other better in a less formal setting, have fun and build team spirit. We are looking forward to curating more spaces for our fellows to take a breather and get into some nice, clean good old fun!











# Upcoming Events

## Complexity Analysis Toolkit Workshops.

We are planning to host a series of workshops where fellows will influence social change initiatives by equipping social change agents with the knowledge that they have acquired on complexity thinking. For instance, if a group is looking to address the issue of drug and substance abuse, they will identify a registered Community-Based Organization or Non-Profit that is working on the same issue and facilitate a learning workshop where they equip them with the systems thinking skills they have learned and work together to identify a more holistic approach.







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