



TOMORROW'S WOMEN THEORY OF CHANGE



Summary:

Our theory of change is that young women in Israel, Palestine, and the U.S. will become collaborative leaders and equitable partners in conflict mitigation at all levels of society if they engage in clearly defined opportunities for peacebuilding. When young women seek out and are offered continuous relationship-based support, mentorship, and guidance they are most likely to sustain the process and stay invested in its outcome. And finally, when young women learn how to share and promote their stories and solutions on relevant platforms and with key individuals across all sectors, they are more likely to be acknowledged and included in all places where decisions are made.

Problem:

Lack of bi-national, cross-group equity, connection and relationships in conflict areas. Young women need leadership skills and gender equity to act as agents of positive change.

Assets:

- Unique, transferable model
- Work grounded in research
- Longevity
- Specific focus on young women
- Experienced Staff
- Engaged board and volunteer corp
- Supportive individual donor base

Interventions:

- Transformational Engagement (Camp)
- Leadership Training
- Gender and Justice Education
- Media Engagement
- Alumnae Engagement
- Scaling the TW model



Outcomes:

1. Young women have emotional intelligence, personal awareness and the ability to regulate emotions using a blend of courage and vulnerability
2. Young women have mutual respect, cultural understanding, reduction of biases, and act as role models, publicly standing together with the other side and willingly expressing diverse opinions
3. Young women have leadership skills in public speaking, community organizing, project implementation, conflict resolution
4. Young women's outreach inspires others to promote peace, equity, justice
5. Messages about shared power, peaceful coexistence reach families and communities
6. Bi-national, cross-group peacemaking/social justice projects initiated by young women as a model of cooperation and partnership
7. Network of bi-national, cross-group women is established to further facilitate cooperation and partnerships
8. Young women become peacemaking/social justice professionals
9. Young women have emotional resilience and ability to maintain passion and persistence through wars and violent conflicts
10. The TW collaborative leadership model is transferable and shared with organizations working in areas of conflict

Indicators:

- Alumnae who enter peacemaking-related fields such as journalism, social entrepreneurs, activists, or government leaders
- Length of time TW alumnae remain connected to the organization
- Number of attendees/beneficiaries at events including social media engagement
- Alumnae projects impacting the health, education, economic independence, and overall equality/equity of girls and women
- Alumnae attending speaking tours including local & global forums
- Strong emotional foundation with a respectful understanding of cultural contexts

Long Term Goal:

Young women are collaborative leaders and equitable partners in justice and peacemaking, acting as agents of positive change at the interpersonal, community, and societal levels.