

# The YIELD Collective Action Learning Hub Action Learning Groups

## Terms of Reference



## Background

Young people want and deserve the power to make decisions about their bodies, lives, and futures. It is both their right and their responsibility. But making this a reality requires youth partnership at every level of adolescent and youth sexual and reproductive health and rights (AYSRHR) decision-making and implementation, such that young people are engaged as partners and leaders in all efforts.

Over the past four years, the Youth Investment, Engagement, and Leadership Development (YIELD) Project has generated practical learning and engaged stakeholders around shared priorities to improve and expand the practice of youth partnership to advance AYSRHR. In addition to undertaking and promoting field- building research, the YIELD Project has cultivated a global cross-stakeholder community that bridges youth activism and global development practice. This core group is committed to improving and systematically integrating the practice of meaningful youth engagement and partnership in AYSRHR at all levels and in all expressions.

The YIELD Hub is dedicated to evolving the adolescent and youth sexual and reproductive health and rights (AYSRHR) field through collective action learning processes from one that is for youth to one that is with youth. Emerging from the YIELD Project research and engagement and launched in 2022, the YIELD Hub is bringing together youth, funders, and researchers to create change. The YIELD Hub increases young people's partnership in AYSRHR by facilitating cross-stakeholder action learning processes and influencing norm change.

## What is Action Learning?

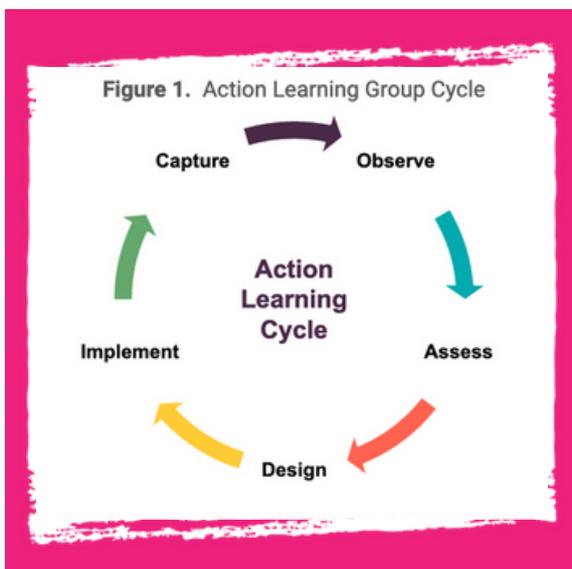
Action learning is a dynamic, interactive process of bringing together a group of people with varied perspectives and skills to analyze an actual problem, challenge a goal, and develop and test related action plans to address the issue. Collective action learning processes, described in more detail below, are used to allow diverse stakeholders to come together to collectively address persistent barriers that they and the broader field have identified. Through these processes, existing knowledge and experience will be harnessed and built upon to generate new collective learning and solutions.



## How The Action Learning Groups Function

By focusing on comprehensive AYSRHR field-driven priorities, the Hub facilitates action learning processes and influences norm change on specific issues within the broad 'tracks' of Measurement, Practice, and Resourcing. The Hub supports each action learning group through cycles made up of the following stages:

1. **Observe:** In this initial stage of the action learning process, a small core group of cross stakeholders focuses on a priority area or dimension of an issue to address collectively.
2. **Assess:** The core action learning group then analyzes the identified problem or issue from different cross-stakeholder perspectives.
3. **Design:** Each core action learning group member then develops, or codesigns, an action plan to address the issue from their perspective and within their institution during this phase of the process.



4. **Implement:** This is when action learning group members begin to take action to address issues or priorities in real time to bring learning back to the group.

5. **Capture:** New knowledge based on action learning is captured and shared back to the action learning group for feedback and further analysis.

6. **Repeat:** The action learning cycle can be repeated as necessary until the issue is resolved or the goal is achieved.

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## Invitation

**We invite funders, researchers, implementers, INGOs, and youth-led organizations to express their interest in joining our action learning groups.**

The goal of cross-stakeholder action learning is to work together to push through barriers that hold back the practice of quality youth partnership in AYSRHR, improving institutional performance and building the field. The Hub offers a unique space and approach for committed stakeholders to come together to learn, share and align for normative change.



## Commitment

The commitment expected from members of the Action Learning Group includes **dedicating approximately 6-8 hours per month for a period of 7 months**. This time will be spent participating in the action learning cycle, which involves a combination of virtual collective and individual online and offline work.

Members of the Action Learning Group should be willing and able to share their knowledge, experience, ideas, and new learning generated through the collective action learning process with a wider network of AYSRHR actors. They should also be willing to apply their new learning in processes of institutional change and progress, with a focus on genuine partnership with youth in the implementation of AYSRHR efforts.

By participating in these cross-stakeholder action learning processes, group members will have opportunities for real-time problem-solving, networking, and partnerships with a diverse range of stakeholders. Additionally, they will gain professional and institutional visibility as contributors to the field.



## Action Commitments from Action Learning Group Members

We encourage members to actively engage in the action learning process and apply action learning outcomes to their work.

We do not require public commitment as a prerequisite to participate in an action learning group. However, your organization will be requested to implement the output of the design phase in order to continue with the implementation and capture phases of Action Learning (see phases of Action Learning Cycle below).

We encourage members to include public accountability to the youth or mutual advocacy engagements as part of the action learning closing process. The Hub will feature and amplify such commitments on its website and other social media channels.

## Composition of Action Learning Groups

The Hub will cultivate an action learning group (involving two (2) representatives from each institution) from different stakeholder groups representing youth, funders, practitioners and researchers for each action learning topic. The group members will be assembled through a combination of invitation and open application opportunities. A core group of experienced and committed individuals will be brought together to lead and drive the action learning group cycles and overall collective processes, contributing with consistency and regularity.

While the role of the YIELD Hub staff is to facilitate the work of core group members, the process of action learning itself will be led by the members of the group.

## Compensation

Action learning group members will be offered a stipend in recognition of their contributions. More information about compensation will be provided at the orientation session.