2024

THEORY OF CHANGE

ZEBRA GENERATION

(ZESTFUL EFFORTS BRINGING RELIEF AND ADVOCACY GENERATION)

INTRODUCTION

Zebra Generation is a Youth-led Community Based Organization dedicated to advocating for the rights of Youth, Children, and Environment. At the heart of our organization is a deep commitment to empowering young people and promoting sustainable development. We believe that every individual has inherent value and worth, and deserves to live a life of dignity and purpose. Guided by this conviction, we strive to create a society where youth, children, and the environment are valued, respected, and empowered to thrive.

THE RATIONALE OF OUR APPROACH

The rationale of our approach is rooted in our understanding of the complex challenges facing youth, children, and the environment. We recognize that these challenges are interconnected and require a holistic approach that addresses the root causes of poverty, inequality, and environmental degradation. Our approach is centered on empowering youth and communities to drive positive change in their own lives and in their surroundings. We believe that by equipping young people with the skills, knowledge, and confidence they need to succeed, we can create a ripple effect of positive change that benefits entire communities. Through our programs and services, we aim to promote youth empowerment, children's rights, and environmental sustainability, and to support the development of resilient and thriving communities.

Our approach is guided by a set of core values that reflect our commitment to inclusivity, participation, and community ownership. We believe that everyone deserves to be treated with dignity and respect, regardless of their background or circumstances. We strive to create a safe and supportive environment that allows young people to grow and thrive, and to provide opportunities for them to develop their full potential. As we choose to work together with communities, governments, and other stakeholders, we aim to create a brighter future for youth, children, and the environment. Our Theory of Change provides a framework for our work, outlining the key strategies and interventions that we believe are necessary to achieve our goals and create lasting impact.

OBJECTIVE AND USE OF THE THEORY OF CHANGE

The objective of Zebra Generation's Theory of Change (ToC) is to provide a framework for developing projects and programs that contribute effectively to the sustainable well-being of youth, children, and the environment. Our ToC outlines the critical elements that need to be considered in order to achieve holistic well-being, and it serves as a guide for our programming.

The ToC is not intended to be a one-size-fits-all approach. Rather, it provides a framework that can be adapted to different local contexts. Based on local needs and the strengths of a specific project, a local ToC will be developed that contextualizes our overall ToC and provides a justification for the selection of project elements. This approach allows us to tailor our interventions to the specific needs of each community, while still working towards our overall goal of promoting holistic well-being.

Multi-annual planning and phasing is a crucial aspect of our ToC. We recognize that sustainable development is a long-term process, and that different elements of our ToC may need to be addressed over a period of several years. Our strategy looks at phasing our interventions and prioritizing the most critical elements, we can ensure that our projects are effective and sustainable, and that they contribute to lasting positive change in the lives of youth, children, and the environment.

OUR TOC STEP BY STEP

A) What impact do we want to make?

At Zebra Generation, we envision a society where youth and children can live a life in dignity, with love, and enjoying a promising future. To achieve this, we believe that four domains of holistic well-being need to be addressed.

Empowered youth: Youth have the skills, knowledge, and confidence to drive positive change in their communities.

Protected and safe: Children and youth are protected from harm, exploitation, and abuse, and have access to safe and supportive environments.

Environmentally conscious: Youth and children understand the importance of environmental conservation and adopt sustainable practices in their daily lives.

Socially connected: Youth and children have strong social connections and support networks, and are able to build positive relationships with others.

B) Who contributes to this impact?

At Zebra Generation, we believe that creating a lasting impact requires a collaborative effort from various stakeholders. Our work focuses on empowering youth, supporting children, and promoting environmental sustainability. We recognize that achieving our mission requires the contributions of multiple actors, including;

Youth: As the leaders of tomorrow, youth play a critical role in shaping their own futures and the futures of their communities. We empower youth to take ownership of their development, build their skills and knowledge, and become active agents of change.

Children: Children are at the heart of our work, and we believe that every child deserves the opportunity to thrive. We work with children to support their development, promote their well-being, and ensure that their rights are respected.

Communities: Communities are the backbone of our work, and we believe that they hold the key to creating lasting change. We work with communities to build their capacity, promote inclusive practices, and support community-led development.

Partners: We partner with local organizations, governments, private companies and international organizations to leverage their expertise, resources, and networks. These partnerships enable us to amplify our impact and support community-led initiatives.

Environmental stakeholders: We recognize the importance of environmental sustainability as we promote the well-being of children and youth. We work with environmental stakeholders to promote sustainable practices, conserve natural resources, and mitigate the impact of climate change.

Government agencies: Government agencies play a critical role in creating an enabling environment for our work. We partner with government agencies to advocate for policies and programs that support the well-being of children and youth, and promote environmental sustainability.

C) How will we reach this impact?

At Zebra Generation, we are committed to creating a lasting impact that benefits youth, children, and the environment. To achieve this, we have developed a strategic and multi-faceted approach that focuses on empowering youth, supporting children, and promoting environmental sustainability.

Empowering youth

We believe that youth are the leaders of tomorrow, and we are dedicated to empowering them with the skills, knowledge, and confidence they need to drive positive change in their communities. We provide skills training and mentorship to enable youth to become active agents of change. We also support youth-led initiatives and projects that promote positive change in their communities, and foster a culture of innovation and entrepreneurship among youth.

Supporting children

We are passionate about supporting the well-being and development of children. We provide access to quality education and healthcare for children, and support children's rights and well-being through advocacy and community-based initiatives. We also strive to create a safe and nurturing environment for children to grow and develop, and work with communities and partners to ensure that children's needs are met.

Promoting environmental sustainability

We recognize the importance of environmental sustainability in promoting the well-being of children, youth, and the environment. We support community-led initiatives that promote environmental conservation and

sustainability, and provide education and training on sustainable practices and environmental stewardship. We also collaborate with stakeholders to promote policies and practices that support environmental sustainability, and work to reduce our own environmental footprint.

OUR ASSUMPTIONS

Our Theory of Change (ToC) is based on a number of assumptions that are critical to achieving our desired impact. These assumptions relate to causal links, other actors, belief systems, and the context in which we operate.

Causal assumptions

1. **Youth empowerment:** We assume that empowering youth with skills, knowledge, and confidence will enable them to drive positive change in their communities.
2. **Community engagement**: We assume that engaging communities in our programs will lead to increased ownership and sustainability of our interventions.
3. **Partnerships**: We assume that partnering with local organizations and stakeholders will amplify our impact and leverage resources.
4. **Holistic approach**: We assume that addressing the multiple needs of youth and children in a holistic way will lead to improved well-being and resilience.

Assumptions on other actors

1. **Stakeholder Support**: We assume that stakeholders, including parents, community leaders, and local authorities, will support our programs and interventions.
2. **Partner Capacity**: We assume that our partner organizations have the capacity and motivation to work effectively with us to achieve our goals.
3. **Government Collaboration**: We assume that collaborating with government agencies will enhance the sustainability and impact of our programs.

Assumptions on belief systems

1. **Youth Potential:** We assume that all youth have the potential to drive positive change in their communities, given the right support and opportunities.
2. **Community Capacity:** We assume that communities have the capacity to support the well-being and development of their members, with the right guidance and resources.

Assumptions on the context

1. **Enabling Environment:** We assume that the context in which we operate is conducive to our programs and interventions, with minimal external barriers or challenges.
2. **Community Willingness:** We assume that communities are willing to participate in and support our programs, and that they see the value in our interventions.

STARTING POINTS

At Zebra Generation, we have identified three essential starting points that guide our work; Empowering young minds, Environmental stewardship, and Community engagement. These starting points are critical to ensuring that our programs are effective, sustainable, and responsive to the needs of youth, children, and their communities.

Empowering young minds

We believe that every child and youth has inherent potential and capacities that can be developed and nurtured. However, due to various factors such as lack of access to quality education, skills development, and mentorship, many young people are unable to realize their full potential. Our strategy is to empower young minds by providing them with the skills, knowledge, and confidence they need to thrive. We work with children and youth to develop their cognitive, social, emotional, and spiritual abilities, and provide them with opportunities to participate in decision-making processes that affect their lives. As we empower and support young minds, we believe that we can create a brighter future for individuals, communities, and society as a whole.

Environmental stewardship

We recognize that the environment plays a critical role in the well-being of children and youth. Therefore, we are committed to promoting environmental stewardship and sustainability in all our programs. We believe that by working together with communities, organizations, and stakeholders, we can reduce the negative impact of human activities on the environment and promote sustainable practices that benefit both people and the planet. Our approach to environmental stewardship includes promoting eco-friendly practices, reducing waste, conserving natural resources, and supporting community-led initiatives that protect the environment. By prioritizing environmental stewardship, we believe that we can help ensure a healthy and sustainable future for generations to come.

Community engagement

We believe that community engagement is essential for creating positive change in the lives of children and youth and in environmental conservation. Therefore, we work in a participatory way, engaging community members, organizations, and stakeholders in all aspects of our programs. We involve them in the design, implementation, monitoring, and evaluation of our projects, ensuring that their needs and perspectives are taken into account. As we do so, we empower communities to take ownership of their development and become active agents of change. Our community engagement approach recognizes that different community members have different needs and perspectives, and we strive to ensure that all voices are heard and valued. It is our believe that, working together with communities can create sustainable and meaningful change that benefits children, youth, and their communities.

WITH WHOM?

At Zebra Generation, we believe that collaboration is key to achieving our mission of empowering youth, children, and their communities. We work with a diverse range of partners to leverage their expertise, resources, and passion for creating positive change.

Our Partners

a) **Local Partner Organizations**: We partner with local organizations that have a deep understanding of the community context and culture. These partners are well-positioned to support community-led initiatives and provide valuable insights that inform our programs.
b) **Communities**: We work closely with communities to understand their needs, strengths, and aspirations. By engaging with community members, we can design and implement programs that are responsive to their needs and promote sustainable change.
c) **Other Stakeholders**: We collaborate with a range of stakeholders, including churches, private sector organizations, research institutes, and other NGOs. These partnerships enable us to tap into specialized expertise, resources, and networks that can enhance the impact of our programs.
d) **Governments**: We work with governments at local, regional, and national levels to support the delivery of essential services and promote policies that benefit children, youth, and their communities. By partnering with governments, we can help ensure that our programs are aligned with national priorities and can be scaled up to achieve greater impact.

BUILDING LASTING IMPACT

At Zebra Generation, we are committed to creating projects that have a lasting impact on the lives of children, youth, and their communities. To achieve this, we work in different phases, each with its unique focus and objectives.

Emergency Response Phase

In the emergency response phase, we provide critical support to individuals and communities affected by crisis. Our primary focus is on addressing immediate needs, ensuring safety, and providing lifesaving assistance. This phase is characterized by a rapid response to the crisis, with the goal of stabilizing the situation and providing essential services.

Transition and recovery phase

The transition and recovery phase marks a shift from emergency response to longer-term recovery and development. During this phase, we work with communities to build capacity, restore essential services, and promote resilience. Our goal is to support communities in recovering from the crisis and laying the foundation for sustainable development.

Long-term development phase

In the long-term development phase, we work with communities to develop sustainable solutions that promote lasting change and self-sufficiency. This phase is characterized by a focus on community-led development, capacity building, and promoting inclusive and equitable practices. Our goal is to support communities in achieving long-term development that benefits children, youth, and their communities.

Our Approach

Throughout these phases, we work closely with communities, partners, and stakeholders to ensure that our projects are responsive to their needs and priorities. We prioritize community-led development, inclusive participation, and sustainable practices, and strive to build strong institutions and community mechanisms that can support long-term development.