PROGRESS REPORT
PEACEFUL CHANGE INITIATIVE

Despite the shelling and displacing, I have the right to learn.
Focused primarily to date on the challenging contexts in Libya and Syria, but with a developing programme in Ukraine, our work:

- Prevents the proliferation of violent conflict by helping communities establish their own conflict resolution mechanisms, which enable inclusion of different stakeholder groups, and foster dialogue and collaboration between them.

- Builds community resilience during violent conflict by supporting negotiations and mediations that save the lives of civilians, enable humanitarian access, and resolve ongoing disputes. Turn to page 12 to learn how our work with local communities in Syria helped resolve more than 50 violent conflicts, as well as securing the delivery of critical humanitarian aid to more than 50,000 internally displaced persons (IDP).

- Rebuilds relationships after violent conflict by convening cross-divide dialogues, and supporting communities and their leaders to develop peace plans and implement peace initiatives. Turn to page eight to read about the success of the Partnerships we established in 11 municipalities, which brought together over 350 local leaders — among them mayors, prominent business leaders, tribal elders, and local civil society activists — to develop and implement social peace plans in their communities.

Peacebuilding is a long-term commitment — by working together on resolving practical issues and delivering basic services, our programmes empower communities to develop the tools that help them feel safer, monitor tensions, and rebuild severed relationships.

Having helped found PCI, along with David Wood and Fleur Just, in February 2012, I am proud of what we have achieved. We began our work with a staff of just three and an annual income of less than £200,000. To date, we have been granted charitable status in the UK, employed around 30 members of staff working from five offices on three continents, and grown our annual income to just under £3.5 million.

Along with my fellow Trustees, I would like to thank all of PCI’s staff, partners and donors for working so hard, often under very challenging circumstances, to help make peaceful change a reality in the lives of communities affected by conflict, especially when they most need hope for a better future.

Adam Darby Chair of the Board of Trustees
ABOUT PCI

We work in some of the most unstable places in the world, before, during and after violent conflict. Our aims are:

**LOCALLY**
To save lives by building what is called ‘Social Peace’: reduction of violence and stronger relationships within local communities even during wider conflict;

**NATIONALLY**
To help mend fractured societies by creating and training country-wide networks of Social Peace practitioners;

**INTERNATIONALLY**
To assist international governments and organisations with analysis of how their work may help to resolve (or inadvertently to fuel) a specific conflict.

Peaceful Change initiative (PCI) was registered as a Charitable Company on 7 July 2015 (number 1162997). It has been registered as a Company Limited by Guarantee (number 07931944) since 1 February 2012. PCI is governed by a Memorandum of Incorporation dating from 1 February 2012 and Articles of Association as amended by special resolution dated 7 July 2015.

When PCI was first established in 2012, we began our work with a staff of just three and an income of £166,255 (FY2012–13). Today, we have around 30 members of staff working from five offices on three continents, implementing peacebuilding projects that are reflecting an annual income just under £3.5 million.

PCI’s financial situation continued to improve in 2017. This was due to our success in attracting awards from institutional donors, which are mainly the overseas aid agencies of a number of governments and the United Nations, to fund our portfolio of programmes. As our income has increased, so has our expenditure, much of it in support of activities undertaken by our partners in Libya and Syria.
MANAGEMENT

The Chief Executive Officer of PCI is Fleur Just. Fleur is supported by our Chief Operating Officer.

PCI is governed by a Board of Trustees, which works in accordance with the Charity Commission guidance laid out in its publications. The aim is to have an inclusive board, with a mix of experience in thematic peacebuilding, management, financial management, fundraising, business development, and legal/risk management.

The Board currently consists of:

- Adam Darby (Chair)
- James Freeman
- Michael Holland
- Anton Shihoff

The Charity has a risk management policy in place and the Trustees track risk trends and mitigation measures on an ongoing basis. In addition, the Charity has a range of insurance policies in place and enlists the services of specialist companies to help analyse risks in the specific areas in which we operate.

Financial controls are also in place, with the Board ultimately responsible for the Charity’s finances, and day-to-day responsibility for execution delegated to the Chief Executive Officer. The Board closely monitors the Charity’s accounts, analysing fund income and expenditure and planning overall spend against overheads. Appropriate policies and procedures are in place, and annual audits are carried out by our auditors.

COLLEGE OF ADVISORS

The College of Advisors was established in 2016, with membership comprising PCI’s Senior Peacebuilding Advisors, to provide:

- A platform for enhancing coordination and collaboration between Senior Advisors;
- A platform for driving organisational learning and the ongoing enhancement of PCI’s methodologies, approaches and tools;
- A forum for discussing the impact of PCI’s programmes and for sharing ideas/advice for how to increase/leverage impact;
- A forum for peer support and appraisal.

It meets quarterly and, on a rotational basis, each Senior Peacebuilding Advisor acts as Dean of the College for a period of six months, to, inter alia, act as the key point of interface with the Chief Executive Officer.
OUR WORK

With programmes in the Middle East (Syria), North Africa (Libya) and the Black Sea Region (Ukraine), our work focuses on:

- Strengthening the skills of local and national leaders who are able to build relationships across conflict divides;
- Supporting local leaders and civil society activists in practical actions to reduce violence and improve the sense of security of communities;
- Fostering working partnerships between communities and local authorities, as well as between different local and national groups across conflict divides, to build confidence in a shared future;
- Supporting civil society organisations to connect, share experiences, and be part of decision-making;
- Developing and sharing practical tools and methodologies for peacebuilding;
- Advising international agencies, NGOs, governments, and companies on how to achieve greater impact.
NORTH AFRICA | LIBYA

Created 14 Partnerships in the east, west and south, and trained around 500+ community members in Social Peace and Local Development (SPLD)

Trained a group of 20 Trainer Mentors in SPLD and other peacebuilding-related skills to provide constant and tailored support to the Partnerships

Created a Network of 44 peacebuilding practitioners who carry out peace actions involving 27 communities across Libya

Convened a Forum of 85 international organisations to improve understanding of how external assistance can influence conflict

MIDDLE EAST | SYRIA

Trained 60 volunteer ‘Peace Resources’ working in 32 communities in Syria and neighbouring countries

Supported 470+ activities that have stopped local conflicts, improved human security, contributed towards stabilisation, saved lives, and bridged societal divides to improve social peace

Supported Syrian civil society by strengthening skills for dialogue, negotiation, and advocacy

BLACK SEA REGION | UKRAINE

Trained 50+ civil society activists in peacebuilding and confidence building
LIBYA IN NUMBERS

14 Social Peace and Local Development Partnerships created in as many areas in the east, west and south

503 active Partnership members

10 Independently-generated Partnerships supported

44 Peacebuilding Practitioners Network members active in 27 areas across Libya

20 Trainer Mentors providing training and support to local leaders and peacebuilders

23 Peace actions delivered within and between communities

206 representatives of 85 international missions regularly attending Conflict Sensitive Assistance Forum

Two peer reviews conducted of 11 international organisations working on migration and local governance in Libya
THE CONTEXT
Since the Revolution in 2011, Libya has gone through a series of political and military crises. This has led to significant, ongoing violence across the country and resulted in the creation of three different governments, each of which is competing for – but has so far failed to achieve – nationwide legitimacy.

VIOLENCE BETWEEN RIVAL ARMED GROUPS
- Killings, kidnappings, damage to public buildings and homes, displacement, psychological trauma, limitations to freedom of movement.

TENSIONS AND VIOLENCE BETWEEN DIFFERENT TRIBES AND ETHNIC GROUPS
- Violence, hate speech, and divisive narratives undermine social cohesion and affect ordinary citizens’ safety and security.

LACK OF BASIC SERVICES
- Local authorities and service providers are under pressure but have limited capacity to provide electricity, security, jobs, housing, education, and healthcare.

LACK OF FUNCTIONING POLICE AND COURT SYSTEM
- Communities rely on prominent local people (e.g. peacebuilders, tribal leaders, elders, etc.) to help mediate disputes and conflicts.

DIVISIONS AND LIMITED FREEDOM OF MOVEMENT WITHIN THE COUNTRY
- Local peacebuilders and civil society from different communities have few opportunities to meet and coordinate action.

WHAT WE DO TO RESPOND TO THESE CHALLENGES

AT THE LOCAL LEVEL
- We create a safe space in which groups that have been in conflict can slowly rebuild trust and dialogue.
- We build working relationships and communication between community groups and local authorities, so that together they are better able to prevent conflict.
- We help local authorities deliver services and improvements that make communities feel safer and more resilient, while also building trust in government.
- We strengthen the skills of local leaders and peacebuilders that are able to build bridges across divides.

AT THE NATIONAL LEVEL
- We foster networking and collaboration opportunities between peacebuilders from across Libya, so that they can build relationships between different communities, learn from one another, and work together.

AT THE INTERNATIONAL LEVEL
- We help international governments, NGOs, multilateral agencies, and companies better understand how their work might contribute to either resolving or furthering conflict in Libya’s fast-changing, complex environment.
HOW IT WORKS IN PRACTICE

LOCAL PARTNERSHIPS
Partnerships build the trust and relationships that make peace possible and durable.
Partnerships at the local level bring together different community groups and local authorities

Partnership members work together to map relationships, monitor tensions, and identify community needs

The Partnership model encourages people to focus on common goals by negotiating different interests and needs

Once relationships are in place, the Partnership becomes a resource for managing community issues and conflicts

Partnerships deliver peace actions that build social cohesion, reduce violence, and increase trust in government

PEACE ACTIONS WITHIN COMMUNITIES
Peace actions enhance communities’ safety and resilience by delivering tangible improvements, while also building people’s trust in government.

Tiji — a local radio programme for residents to report issues to municipal authorities. Examples of response are increased supermarket inspections and police patrols in critical areas.

Bani Walid — a public park and playground created to provide a safe recreational space for over 400 children, bringing together local and internally displaced families.

Nalut — renovation of public building to be used for literacy schooling programme targeting illiterate women, increasing their ability to participate in peace actions and public life.

Obari — renovation of public building to be used as joint meeting centre by groups in conflict (Tebu, Arabs and Tuareg), providing a neutral space to rebuild trust.

Partnership members from Kikla, practicing a ‘trust building’ exercise during a training
THE STRUCTURE

14 PARTNERSHIPS
Bani Walid
Suq Aljuma
Sebratha
Tiji
Nalut
Zliten

NETWORK OF PEACEBUILDING COMMUNITIES
Aljameel
Misrata
Kufra
Obari
Sabra
Tripoli
Suq Aljuma
Waddan
Wadi Albawanees

Bani Walid
Ajdabiya
Benghazi
Albayda
Derna
Ghadames
Jadu

Obari
Murzuq
Wadi Albawanees
Alsaheel
Tobruq
Benghazi
Waddan
Ajdabiya

Wershafena
Zliten
Zintan
Zuwarah
El Houamed
Sebratha
Tawergha
Jarda Elabeed
Betin Eljabal
Zawiya
Eljabal
INTERNATIONAL FORUM
The Forum helps the international community deliver assistance to Libya that strengthens peace.

Through regular conflict analysis and peer reviews of the work of international organisations in Libya, the Forum helps ensure that any international assistance to Libya (e.g. humanitarian aid) does no harm and, if possible, contributes to resolve conflict.

Peer Reviews of international assistance in the local governance and migration sectors: Two Peer Reviews involving a total of 11 international organisations delivering assistance to Libya assessed whether local governance and migration programmes were contributing to promoting inclusion and accountability in Libya, as well as being effective interventions in their own field. The Peer Reviews offered the organisations involved an opportunity to reflect on their experience, compare lessons with other practitioners working in the sector, and identify practical recommendations that would make their work more likely to contribute to peace.

TRAINING AND MENTORING
Regular training and tailored support provided to local leaders and peacebuilders in mediation and negotiation, gender inclusion, leadership, peacebuilding, and other practical tools to make their work more effective.

National Peacebuilders’ Network The Network provides space for collaboration between peacebuilders from different communities.

Workshops and dialogue sessions to help peacebuilders and local leaders who are making a difference locally to connect, learn from one another, and work together, broadening the reach and impact of individual peace initiatives.

PEACE ACTIONS BETWEEN COMMUNITIES
Peace actions reduce violence and rebuild trust between communities across conflict divides.

Benghazi — Tripoli Rugby 2018 brought together players from east and west under the motto ‘We play for unity’, building a cross-national team and deterring youth from fighting.

Bani Walid — Sabha Bani Walid delivered medical aid to Sabha, as the local hospital struggled to treat casualties of clashes between tribes, and Bani Walid Elders endorsed the truce.
Halima, 37 years old, member of an Arab family affected by violence in Murzugh

The Partnership has helped Halima overcome trauma after her family experienced violence and abuse from members of the Tebu community. Now she has found the strength to rebuild relationships with the Tebu and is using her experience to promote mutual respect between the two groups.

“...The psychological support and encouragement I received from the Partnership and PCI were very important. Participating in the activities, workshops, and discussions made me feel more self-confident and regain trust in others. My perceptions of the Tebu community have now changed, and I have started rebuilding relationships with them. My way of looking at our differences has also changed; I can now have discussions with them, express my views freely, and accept and respect our diversity.

“I was inspired by the way in which the Partnership values social diversity as a source of creativity and development. My goal through this initiative [that I have designed] is to contribute to building a violence-free generation that sees cultural and social diversity positively.”
51,000 refugees in Syria have access to water and food thanks to negotiations to provide humanitarian access

366 civilians released from arbitrary detention by armed groups through 22 separate negotiations, without any money being paid

PCI works in partnership with the Syrian organisation Center for Civil Society and Democracy (CCSD)

470 peacebuilding initiatives in Syria

928 partnership meetings in 32 communities across Syria with 7,321 local leaders to discuss the community’s safety, and to make plans for civil peace actions

77% of surveyed community members who report that their community is more likely to use dialogue as a method of conflict resolution instead of violence attribute this result to the conflict management mechanisms that have been set up by the Network

76% of surveyed community members who report that there are improved relationships in their communities attribute this result to peacebuilding initiatives and partnership meetings conducted by the Network

80% of surveyed community members who report that they feel safer attribute this result to PCI’s work encouraging dialogue as a means for solving conflict and problems
SYRIA

THE CONTEXT
The peaceful revolution that began in 2011 quickly turned violent and has descended into a full-scale civil war. This chaos has provided fertile ground for the proliferation of extremist armed groups, while the intransigence of the government, splits between opposition groups, and competing regional interests have made finding an overall peaceful solution difficult.

HOW ORDINARY CITIZENS EXPERIENCE THE CONFLICT

LARGE-SCALE VIOLENCE
Government forces and some armed groups either deliberately target or negligently hit civilians.

BREAKDOWN IN LAW AND ORDER
In many areas, police and judiciary systems are not functioning properly. Crime is rising and minor disputes easily escalate into major violent conflicts.

DISPLACEMENT
Millions of Syrians have fled their homes to new areas within Syria or into neighbouring countries. Tensions between host communities and refugees/IDPs are rising.

DESTRUCTION OF THE SOCIAL FABRIC
Before the conflict, different ethnic and religious groups relied on and supported each other. The conflict has increased divisions and mistrust.

HUMAN RIGHTS ABUSES
Ordinary people suffer from widespread human rights abuses such as arbitrary arrest, and restrictions on freedom of speech and of movement.

WHAT WE DO TO RESPOND TO THESE CHALLENGES

AT THE COMMUNITY LEVEL
- We save lives by negotiating ceasefires between rival armed opposition groups, the release of kidnapped or detained civilians, safe passage for civilians through hostile territory, and the safe delivery of humanitarian aid.
- We reduce violence by establishing conflict resolution committees that can resolve local disputes before they escalate into violence and that help communities address key challenges they are facing (e.g. the arrival of large numbers of displaced people or a collapse in law and order).
- We support stability in opposition-held areas by helping local institutions to deliver better services. Our work also helps communities push back against some extremist Islamist armed groups to carve out more civilian space (e.g. in schools).
- We promote coexistence by rebuilding relationships between different groups within communities and supporting communities to rebuild the social fabric at a local level, and by training and convening local leaders to be resources for peace within their communities.

AT THE NATIONAL LEVEL
By convening community representatives from across Syria, we facilitate and mediate conversations on how to build peace at a national level. In this way, Syrian civilians on different sides of the conflict can speak with a strong and more cohesive voice during peace negotiations.

AT THE INTERNATIONAL LEVEL
We help international governments, NGOs, multilateral agencies, and companies better understand how their work might contribute to resolving or, inadvertently, furthering conflict in Syria’s fast-changing environment.
IDLIB TAKING A STAND AGAINST EXTREMIST ARMED GROUPS
In Idlib Province, a powerful militia group linked to Al-Qaeda stopped a number of girls from going to school. The Peace Resources Network convened key community leaders and the local civilian education authorities to confront the militia group and demand that the girls be allowed to return to school. Over the course of several meetings, the Peace Resources not only convinced the militia that the girls have the right to education, but also obtained the group’s agreement that education is a civilian issue and not a sphere in which they should interfere in the future. In addition, the Peace Resources facilitated the development of a standardised curriculum based on moderate religious principles as opposed to the extremist religious curriculum previously imposed by some armed groups.

HAMA PREVENTING SECTARIAN VIOLENCE
A dispute arose between an Ismaili and an Alawite family over land rights in the Syrian province of Hama. This dispute escalated into a violent conflict that spread along sectarian lines and claimed the lives of several people. The Peace Resources Network was able to stop the violence by involving respected Ismaili and Alawite religious leaders in a peacebuilding process and by successfully mediating an agreement between the two disputing families to cease hostilities, establishing a committee to oversee the continuation of the peace process.

ALEPPO BUILDING SOCIAL COHESION
In the Afrin area of Aleppo Province Peace Resources helped local authorities and NGOs prepare for a massive influx of displaced civilians from Aleppo city and developed a social media campaign to manage tensions between local community members and the newcomers (who were of a different ethnic origin). The campaign received more than 124,000 views.

SOUTHERN SYRIA MEDIATING TRIBAL DISPUTES
Two tribes in Southern Syria were engaged in a long-running tit-for-tat series of kidnappings and killings. Peace Resources in the area spent months doing ‘shuttle diplomacy’ between the two tribes to finally negotiate a peace agreement.

ACROSS SYRIA PROTECTING CIVILIANS
Peace Resources negotiated with armed groups to stop using schools and other civilian structures in urban areas as barracks. This reduced the incidence of the targeting of civilian areas by Syrian Government forces and allies.

HOW IT WORKS IN PRACTICE
Peace Resources from across Syria and neighbouring countries, trained and supported by PCI, work in a network to plan and deliver peace initiatives that reduce violence and mitigate the impact of conflict on ordinary citizens.

We identify Peace Resources within communities — individual local leaders who get involved in preventing, managing, and resolving conflict.

We train them in peacebuilding skills (conflict analysis, negotiation and mediation, confidence building) to improve their effectiveness.

We convene Peace Resources from different parts of Syria to build trust and collaboration; by working in a network and engaging in joint analysis and planning, they are better able to address conflict challenges within communities across Syria.

With mentoring and financial support, Peace Resources undertake negotiations, mediations, campaigns, and a range of initiatives that reduce violence and mitigate the impact of conflict on ordinary Syrians.

The network works with local decision-makers and power-holders to improve community safety at a local level and to help deliver critical services to people.

The methodologies used by the network rebuild broken relationships and recreate dialogue-based ways of managing conflicts without violence.

We then measure whether our work is making a positive change by surveying people in the target communities to understand if they feel more resilient to the conflict.
Bridging Gender Divides

In Idlib Province, conservative elements of society have been opposed to the idea of women performing public service roles within the Provincial Council. The Network of Peace Resources in Idlib teamed up with another network that focuses on women’s empowerment to promote the role of women in local decision-making. In order to change the mindset of local leaders who were blocking the participation of women in local institutions, the Peace Resources Network leveraged its existing relationships to arrange a series of meetings with conservative influencers in the Province. The process took over six months, but the end result was the establishment of a Women’s Commission, which has the status of sub-committee in the Idlib city local administrative body. It was a ground-breaking achievement locally, being the first time that women were given formal representation within the civil administration structure, with the ‘space’ to express their concerns and recommendations.

According to a member of the Network from another area:

“This is a good example for all of us, in how to include women more in the governance of our society, and should be replicated elsewhere.”
UKRAINE

THE CONTEXT
Since the street protests that unseated the country’s president in 2014, Ukraine has experienced armed conflict that has led to the formation of two de facto states on its territory, separated from the rest of the country by a militarised contact line.

HOW ORDINARY CITIZENS EXPERIENCE THE CONFLICT

POLARISATION IN SOCIETY
Divisions and distrust leave little space for constructive engagement between different sides, with significant parts of the population feeling unrepresented in politics.

DISPLACEMENT
More than 1.4 million people have been displaced inside the country, having to restart their lives without the support of their usual social networks.

REDUCED FREEDOM OF MOVEMENT
Hundreds of thousands of people experience military checkpoints on a regular basis when travelling for work, education or essential services.

PHYSICAL INSECURITY
Repeated ceasefire violations and widespread remnants of war pose ongoing insecurity challenges to communities in the east of the country.

WHAT WE DO TO RESPOND TO THESE CHALLENGES

AT THE LOCAL LEVEL
PCI and its implementing partners are working with representatives of civil society organisations to build their skills as dialogue facilitators.

We are working with local government officials to see how dialogue approaches and other restorative practices can be institutionalised in the community.

We are accompanying community groups to deal with practical issues in constructive ways.

AT THE NATIONAL LEVEL
We are bringing conflict experts from a variety of contexts to share their experience with Ukrainian ministry officials on policies in countries that have experienced violent conflict.

We are holding round-table discussions on conflict issues with Ukrainian officials and parliamentary deputies, exposing them to a wider range of approaches to addressing social divisions.

AT THE INTERNATIONAL LEVEL
We have commissioned research and convened discussions to inform the international response to the crisis in Ukraine and to determine how assistance can contribute to addressing the underlying drivers of conflict.

Members of Dialogue Initiative Groups from four communities in eastern Ukraine take part in a training on advanced facilitation from PCI’s partners, Institute for Peace and Common Ground.
TECHNOLOGY FOR PEACEBUILDING

In meeting some of the challenges of working in conflict-affected areas, we have sought innovative solutions that support our Peace Resources, colleagues, and partners to work as effectively — and safely — as possible. The use of technology has proven to be particularly crucial in making our resources available for peacebuilding practitioners, and in providing constant support remotely, as well as in person.

ONLINE PEACEBUILDING KNOWLEDGE HUB

The Knowledge Hub is designed to complement the face-to-face trainings provided to Trainer Mentors and PCI members working on the Social Peace and Local Development programme in Libya.

libya.elva.org

The Hub is regularly updated with new resources, providing peacebuilders working in the field with access to online learning and training materials in a range of peacebuilding subjects — from PCI’s Social Peace and Local Development methodology and tools, to international best-practice and evidence-based approaches in mediation and negotiation, conflict sensitivity, gender inclusion, and others.
ONLINE PLATFORM FOR CONFLICT SENSITIVITY FORUM

OPSECA is an online analysis and data management platform developed by our partner organisation, humanidev.tech, in order to improve information sharing and coordination among international missions and agencies delivering assistance to Libya. As well as storing the analysis on conflict trends produced by participants during PCI-facilitated Forum sessions, the platform provides users with practical conflict analysis tools that they can use in their work.

opseca.humanidev.tech

COMMUNITY PEACEBUILDING TRAINING PORTAL

The Community Peacebuilding Training Portal is designed to develop the knowledge and skills of the Syria Peace Resources Network members who are based in Syria and in refugee communities in Turkey and Jordan. All members of the Network can consult, download, and share the materials. Over the past year, PCI has further developed the Portal with the addition of more interactive video resources:

Relationship Mapping 
youtu.be/l1Na4Qpfy0U
PIN Tool 
youtu.be/6alnrzoCgLg
Contact Hypothesis 
youtu.be/6KRSv2XhEmE
Key Messages 
youtu.be/ltGZ0hcXzLA
FINANCIAL REVIEW

PCI was successful in attracting awards from institutional donors in Financial Year 2017. Mainly from the overseas aid agencies of a number of governments and the United Nations, these awards funded our portfolio of programmes in Libya and Syria. Start-up funds for our programme in Ukraine were provided from Organisational Administration funds.

INCOME

£3,451,841

- Restricted funds £3,446,615
- Unrestricted Funds £5,226

EXPENDITURE

- PEACEBUILDING ACTIVITIES £3,317,115 96% of total income
- ORGANISATIONAL ADMINISTRATION including start-up expenditure for Ukraine Programme £108,330 3% of total income
- LIBYA PROGRAMME £2,096,072 61% of total income
- SYRIA £1,221,043 35% of total income

WE RECEIVED FUNDING FROM

- The UK Foreign and Commonwealth Office
- The European Union
- The Swiss Federal Department of Foreign Affairs
- The United Nations Development Programme
- The US Department of State (via CCSD)
- The Civic Capital Charity Foundation
OUR STAFF

PCI's team includes a core of highly committed and competent professionals working alongside a network of trusted peacebuilding consultants.

Our team is international and inclusive of different genders, as well as of a range of cultural and professional backgrounds. We believe that our diversity makes our work stronger, by bringing different strengths and skills together and by offering different lenses through which to look at peacebuilding.

We are proud to have several women in top and middle management positions within the organisation. Our programmes are owned and led by local management, and supported by local teams that reflect the diversity of the communities concerned.