



## 2023 DTP Alumni Network Survey Report

June - August 2023

### 1. Executive Summary

There are now over 3500 DTP alumni in over 50 countries. In August 2023, the Diplomacy Training Program (DTP) surveyed its alumni, seeking information and views on DTP alumni networking. DTP wants to learn more about whether DTP alumni currently network with each other, whether and how they would like to network in future and what support DTP could give to such networking.

This is a summary report of an alumni survey conducted by email in August 2023<sup>1</sup>. The survey included quantitative and qualitative questions.

From the survey responses it is clear networking among DTP alumni already happens, especially between those that participated in the same DTP program. There was also strong support for more networking and for DTP to be more engaged in facilitating and supporting networking among DTP alumni.

Through the survey, DTP Alumni made the following suggestions to DTP:

- Expanding DTP's online network by organising consistent, monthly or bi-annually alumni meetings through webinars, and establish a social media and communications team to organise and promote these events,
- Establish an official email group for alumni to converse or an official DTP email domain exclusive to DTP alumni,
- Organising annual national in-person workshops and programs to give alumni consistent access to updated human rights defenders training,
- Establish official online forums that connect alumni together from specific countries, regions, and for those addressing similar human rights issues and advocacy goals,
- Create a DTP database/directories of alumni project on the DTP's website,
- Use DTP's social media and website to promote and advertise campaigns of alumni.

The DTP alumni survey complements two DTP alumni workshops held in Fiji and Thailand in June 2023. DTP recognises the need to invest more in its alumni network and DTP will consider the survey outcomes and the outcomes of the alumni workshops in its strategic planning process.

***"It's a brilliant idea to connect with other DTP alumni inside and outside the country. It keeps good update on their working sectors, modality and contexts. Thus, organizing them into a thematic groups or networking and exchanging learning among them would be even more impactful to revive alumni."***

### 2. Background information

#### The Diplomacy Training Program (DTP)

Since its establishment in 1990, DTP has organised and facilitated over 150 human rights training programs, providing training to over 3500 individuals from over 50 countries. DTP's investment in

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<sup>1</sup> The survey was distributed through email and promoted through DTP's newsletter. As of June 2023, DTP had records of 3523 alumni. The survey was successfully delivered by email to 1572 DTP alumni. 645 alumni (41%) clicked onto the survey link, 285 alumni (18%) clicked through the survey, and 255 alumni (16%) completed the survey with written responses.

building the knowledge, networks and skills of these individuals has been an investment in the human rights movements of Asia and the Pacific.

DTP's training is participatory in its methodology, and since 2004 it has developed and delivered specialist thematic programs on Human Rights Defenders, The Rights of Indigenous Peoples, The Rights of Migrant Workers, Human Rights and Business, and Children's Rights. DTP has also developed and delivered country focused programs and thematic programs on Trade and Human Rights, Human Rights, the SDGs and Climate Change in the Pacific, Myanmar, and with Diaspora Communities. Some programs have been modular – working with a core group of participants over an extended period to build networks at the national level. Most recently DTP has introduced online programs (in response to COVID).

### **DTP Alumni**

DTP's training represents a significant investment in individuals and their organisations and movements. There are over 3500 DTP alumni now. In many countries across Asia and the Pacific the number of DTP alumni ranges from 50 – 200 plus, with over three decades of contribution to national, regional and international movements for human rights.

DTP recognises the importance of the DTP alumni network<sup>2</sup> – to DTP and to human rights movements in the region. There is unrealised potential in this network to strengthen and support movements for human rights in Asia and Pacific at this time when human rights defenders are at risk. There is a recognition of the value and need to build more horizontal communication and support between alumni, in addition to the communication between DTP and its alumni.

## **3. Survey Methodology**

### **3.1 Quantitative and Qualitative Questions**

This report includes a mix of quantitative and qualitative methods of data collection. Both forms of data have been represented visually through graphs and pie charts to showcase the data percentages and total responses to each question from the survey. The open-ended questions are summarised and presented without visual representation.

DTP also collected data of each alumni participant's country of work/focus. This information was included in the pie charts.

***“Alumni directory: Creating an online directory or database exclusively for DTP alumni could facilitate easier connection and communication. This directory could include alumni profiles, contact information, areas of expertise, and current professional roles. It would serve as a centralized platform for alumni to find and connect with each other based on shared interests or expertise.”***

### **3.2 Results per question (Quantitative)**

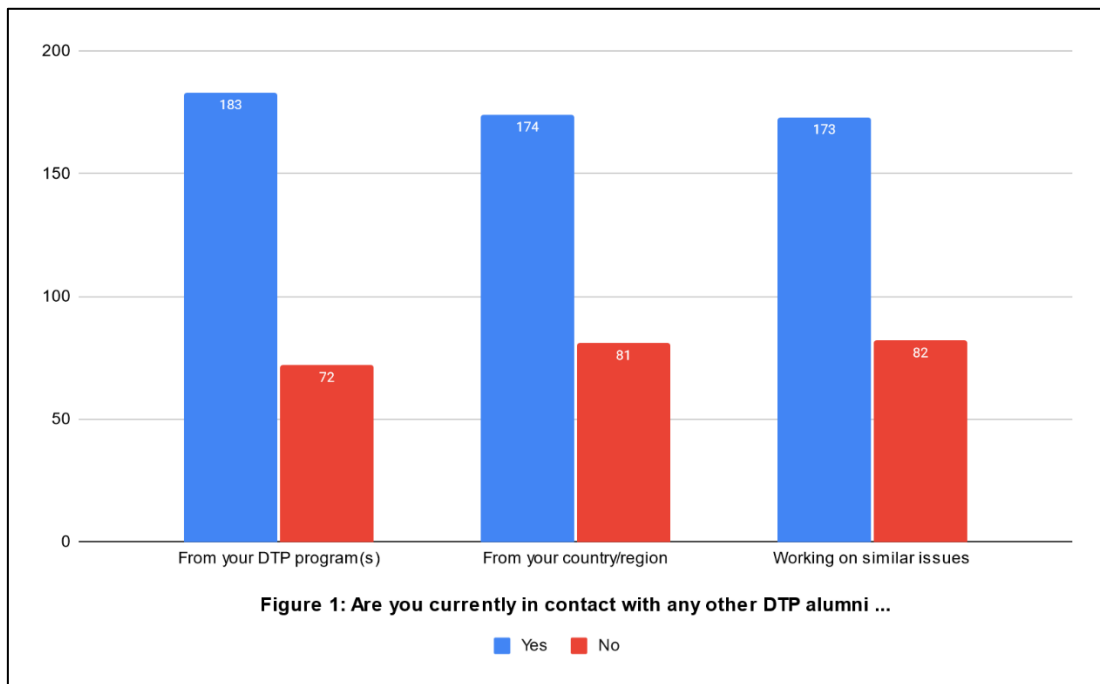
#### **3.2.1 Are you currently in contact with any other DTP alumni?**

Of the 255 respondents, for the question 'Are you currently in contact with any other DTP alumni?' the responses were the following: (1) *From your DTP Programs(s)?* 183 alumni said YES and 72 alumni said NO (2). *From your Country/Region?* 174 alumni said YES and 81 alumni said NO. (3)

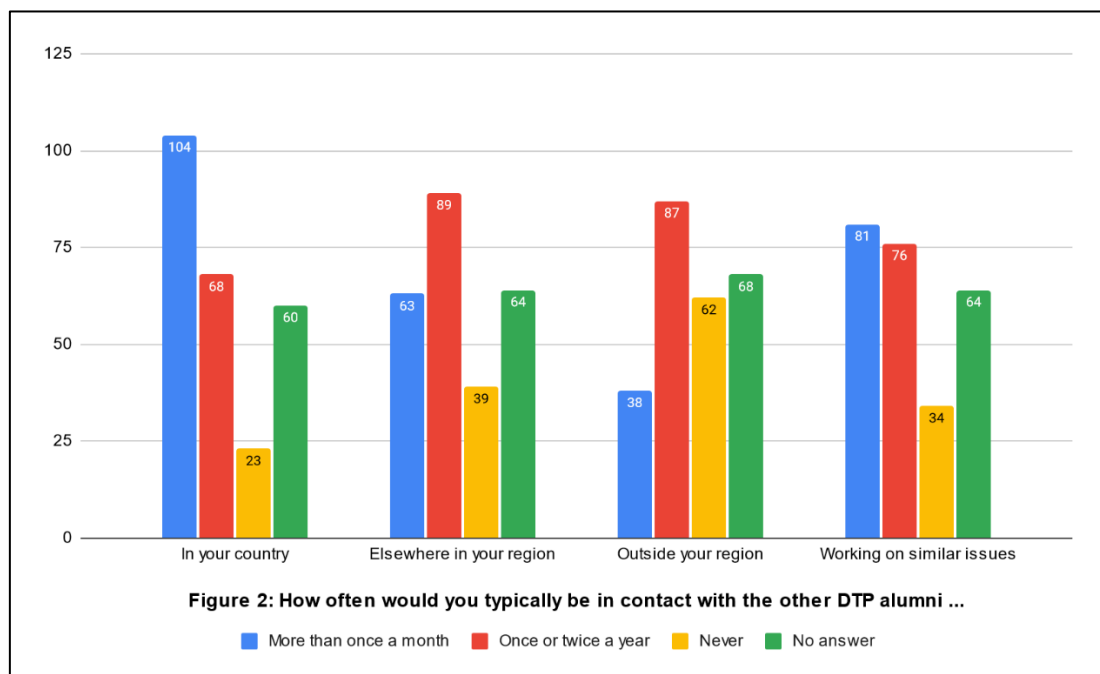
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<sup>2</sup> All of DTP's programs are held in collaboration with DTP alumni and their organisations. DTP alumni return to teach and train on DTP's programs. DTP stays in touch with its alumni through its fortnightly eNews that feature alumni profiles and news from alumni.

*Working on similar issues?* 173 alumni said YES and 82 alumni said NO. The majority of respondents stay in touch with other DTP alumni within their country/region, from shared DTP programs, and with those alumni working on similar issues. (See Figure 1)



### 3.2.2 How often would you typically be in contact with the other DTP alumni?



### 3.2.3 How many other DTP alumni are you in contact with?

Overall responses showed that the majority of survey respondents were in touch with other DTP alumni. The responses were the following:

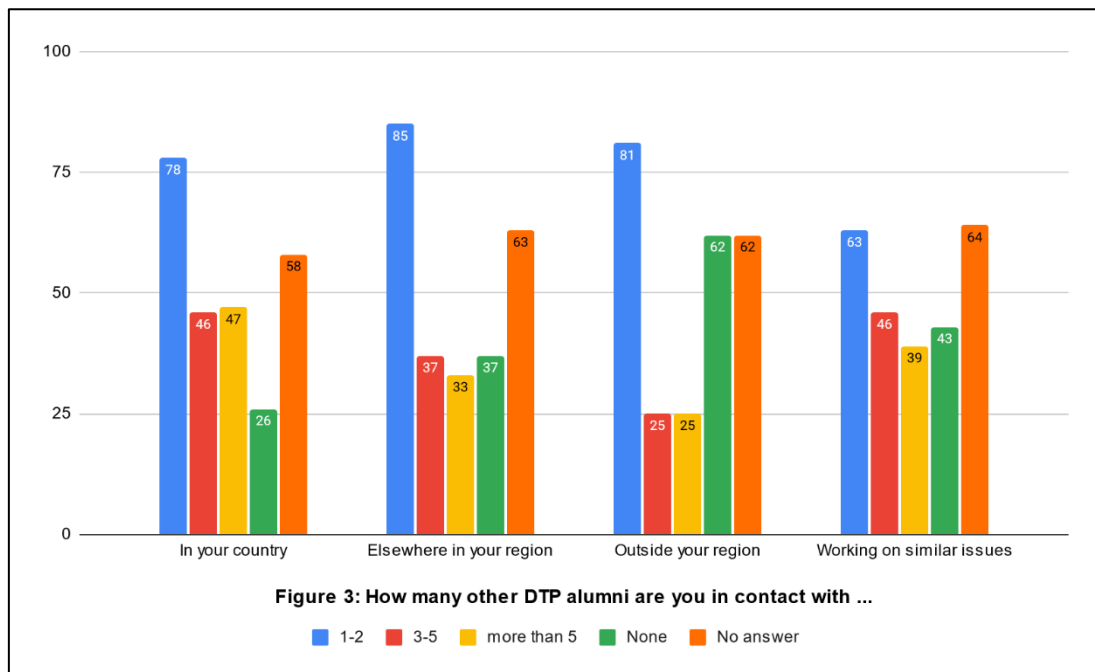
(1) *In your country*; 78 alumni were in contact with between 1-2 other alumni, 46 alumni were in contact with between 3-5 other alumni, 47 alumni were in contact with *more than 5* other alumni, 26 alumni were in contact with no other alumni (*none*), and 58 alumni did not respond to the question. A total of 197 alumni out of 255 answered the question.

(2) *Elsewhere than your country*; 85 alumni were in contact with between 1-2 other alumni, 37 alumni were in contact with between 3-5 other alumni, 33 alumni were in contact with *more than 5* other alumni, 63 alumni were in contact with no other alumni (*none*), and 63 alumni did not respond to the question. A total of 192 alumni out of 255 answered the question.

(3) *Outside your region*; 81 alumni were in contact with between 1-2 other alumni, 25 alumni were in contact with between 3-5 other alumni, 25 alumni were in contact with *more than 5* other alumni, 62 alumni were in contact with no other alumni (*none*), and 62 alumni did not respond to the question. A total of 193 alumni out of 255 answered the question.

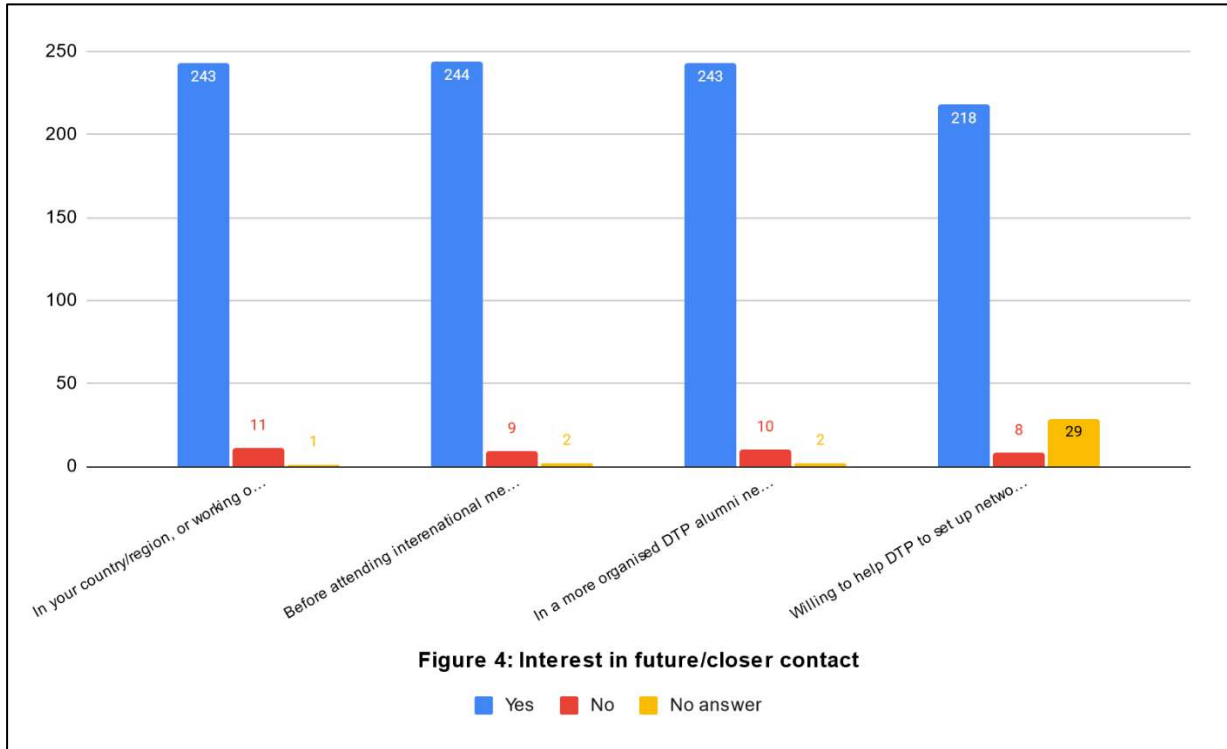
(4) *Working on similar issues*; 63 alumni were in contact with between 1-2 other alumni, 46 alumni were in contact with between 3-5 other alumni, 39 alumni were in contact with *more than 5* other alumni, 43 alumni were in contact with no other alumni (*none*), and 64 alumni did not respond to the question. A total of 191 out of 255 alumni answered the question.

(See Figure 3).

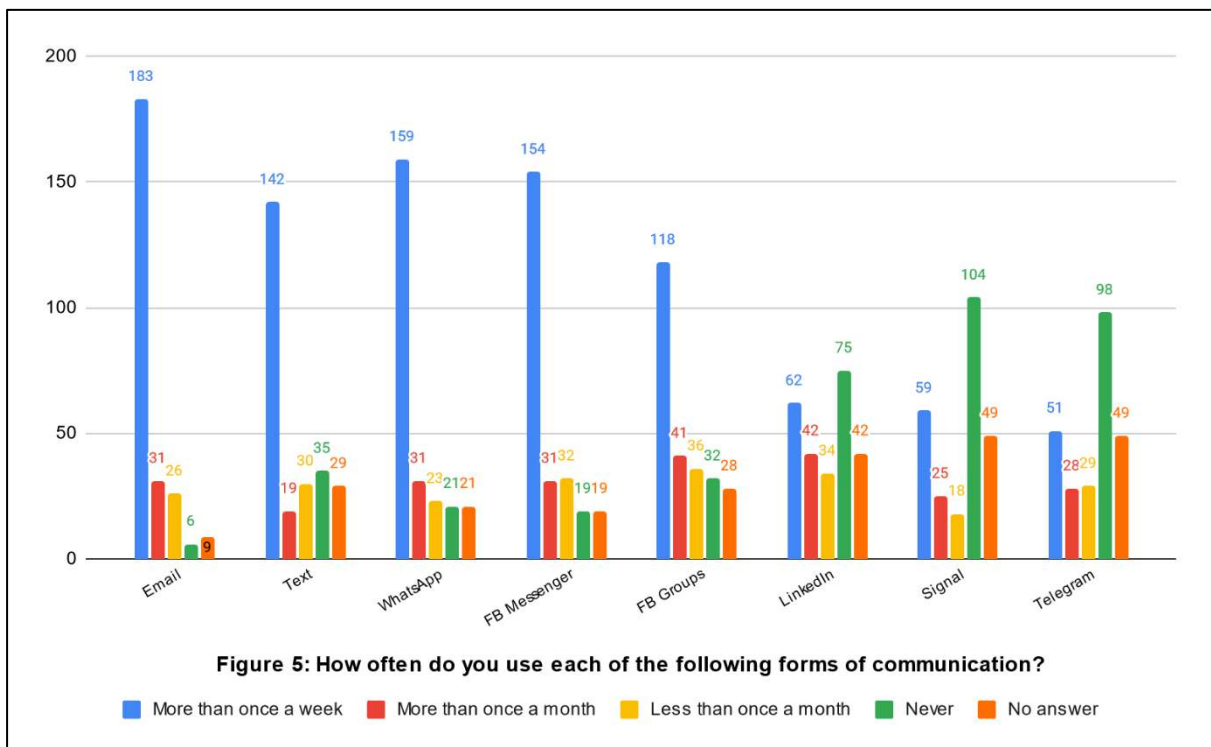


### 3.2.4 Interest in future/closer contact with other alumni

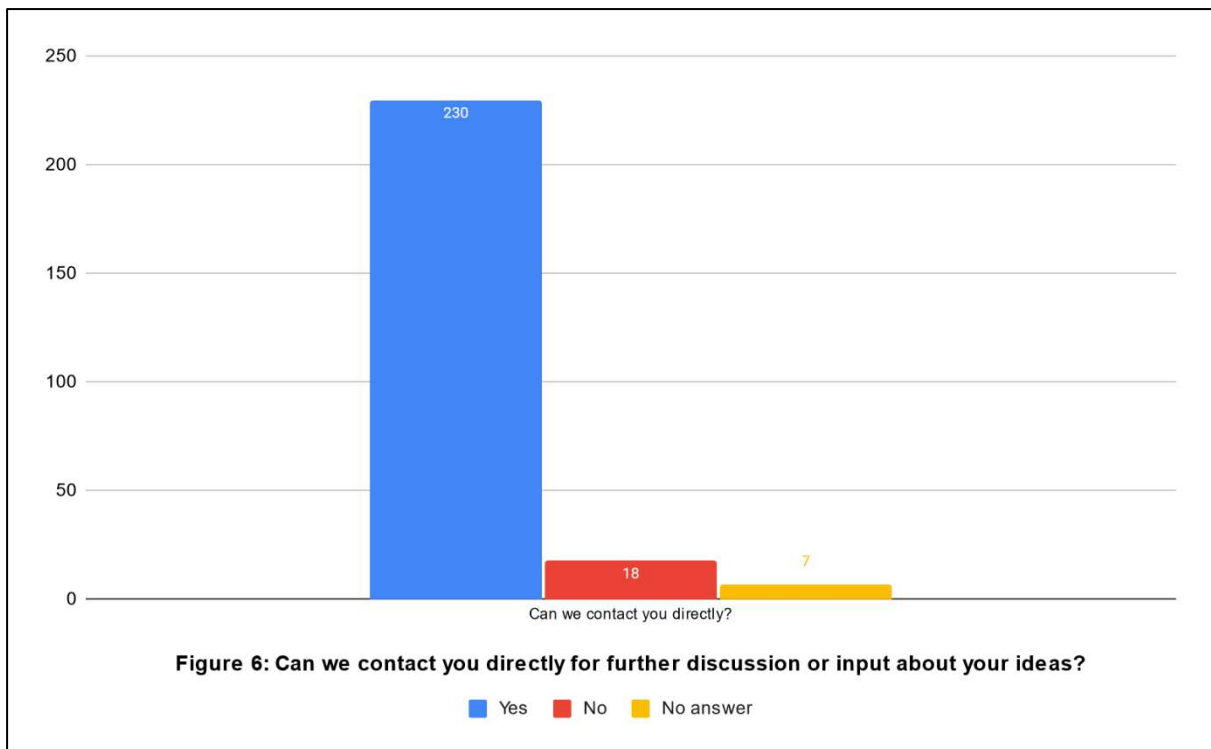
The majority of respondents are interested in future/closer contact with other alumni in all 4 different ways suggested by DTP, although a smaller number would be willing to help DTP set up the network compared to the other suggestions. (See Figure 4)



### 3.2.5 How often do you use each of the following forms of communication?



### 3.2.6 Can we (DTP) contact you directly?



### 3.3 Results per question (Qualitative)

There were 202 responses to this open-ended question, with many varied answers – some of which are included in this survey report. The top 5 responses have been grouped into this summary.

***Q: If you were able to be in more regular contact with other DTP alumni (as part of a more formal network), how do you think this would help you in your work?***

*75 alumni (37%) said it allows alumni to share knowledge, skills, and experience with each other.*

*Learning and sharing experiences with other DTP alumni will help shape collective agenda in deepening democracy and human rights. It will help my work in terms of acquiring knowledge, information and resources that are relevant to our policy advocacy and community intervention both local, national and international level.*

*I would really appreciate learning from each other's experiences so I improve my skills and knowledge to keep adapt and adopt different strategies on how to deal with challenges and issues as issues are very critical and sensitive which needs better collaboration.*

*Knowledge sharing: Regular contact with other DTP alumni would allow me to exchange valuable insights, experiences, and information related to my field of work. This knowledge sharing can help me stay updated on emerging trends, best practices, and innovative solutions.*

*Professional development: Interacting with other DTP alumni who are working in various sectors and industries can expose me to different perspectives and approaches. This exposure can contribute to my professional growth, enabling me to enhance my skills and broaden my expertise.*

*I will appreciate to be in regular contact with other DTP alumni for sharing of updates and experiences/lessons learned. Plan out possible actions that we all can work together, and address the issue of campaign sustainability, too.*

45 alumni (22%) said it would help to strengthen and expand the network/connections among DTP Alumni.

**Our struggle and works we do are quite relatable thus connectivity is much needed to build up networking and solidarity. With strong network, its easier to share, learn and support from each other.**

**The DTP Alumni have been working in the different part related with human rights issues... it can be Indigenous Peoples rights, migration, climate change, human rights and business etc. those issues are frequently facing by the communities. so we can share each other those above issues, feedback, suggestions, coordination, collaboration in the national, regional and international.**

38 alumni (19%) said it would give potential opportunities for collaborations/partnerships.

**In my experience, raising the voice of the voiceless on Human Rights Abuses with more than one voice from different organizations whether it be on the same issues or different issues has a definite impact and influence on the authority, whether it be the government or corporate companies or disciplinary forces or government sectors. Therefore it is powerful to work together and raise up the truth on human rights abuses..**

**The Prevalence issue of gender-based violence in Timor-Leste is still critical and I believed more support and collective advocacy are vital to make changes in Timor-Leste and also across the regions or globe. For instance, collectively, we can share our advocacy work, learning from evidence-based practices, building networks, and develop resources, etc. Therefore, having a space for alumni DTP to discuss, establish more connection and continue the strong solidarity between DTP alumni is very important.**

**If I were able to be in more regular contact with other DTP alumni as part of a more formal network, it would greatly assist me in updating myself on issues related to my work.**

**Collaboration opportunities: Building connections with fellow alumni creates potential collaboration opportunities. I may discover synergies and areas of mutual interest, leading to collaborative projects, research initiatives, or joint efforts to address common challenges in my field.**

**I would think mainly about 2 things, knowledge sharing and collaboration. Knowledge sharing would be good to share about the lesson learned and best practices of another country context, and if there are any opportunities for training/workshop/CPD event, it would certainly help each other grows. Collaboration in terms of doing project together or sharing information about funding opportunities.**

31 alumni (15%) said it would help acquire new knowledge/innovations/ strategies (professional growth, identifying best practices) to be utilised towards current work/training

**Mentoring and peer support: Encouraging a culture of mentoring and peer support among DTP alumni would be beneficial. Establishing mentorship programs or mentor matching initiatives would enable experienced alumni to guide and support newer members in their professional development. Peer support networks could be formed to create smaller groups focused on specific areas of interest or expertise, allowing for more focused discussions and collaboration.**

**This will help me in my work to be updated on current issues and innovations/strategies that other organizations are doing in order to effectively address issues faced by local communities.**

**Expanded professional network: By being part of a formal network, I can expand my professional contacts and establish meaningful relationships with professionals from diverse backgrounds. This expanded network can open doors to new opportunities, partnerships, and connections in my field.**

**Mentorship and guidance: Within a formal network, I may find more experienced alumni who can serve as mentors or guides, providing valuable advice, support, and guidance based on their own experiences. Their insights can help me navigate obstacles, make informed decisions, and progress in my career.**

***In summary, being in regular contact with other DTP alumni through a formal network would assist me in staying updated on work-related issues, fostering professional development, facilitating collaboration, accessing mentorship, and expanding my professional network.***

***Enhanced learning and professional development: Regular contact with fellow DTP alumni would provide a platform for continuous learning and professional development. We could exchange insights, experiences, and innovative approaches to diplomacy and human rights work. This exposure to diverse perspectives and expertise would broaden my knowledge base and help me stay up-to-date with the latest trends and best practices in the field.***

28 alumni (14%) said it would create stronger/more effective advocacy/lobbying when working together to raise awareness on issues regarding human rights as a whole and achieve goals as a collective.

***Furthermore I believe, a strong networking among DTP alumni can create a strong force to face challenges or obstacles in the near future and also by having this strong networking, we can easily send our complaints to the concern stakeholders***

***In my experience, raising the voice of the voiceless on human rights abuses with more than one voice from different organizations whether it be on the same issues or different issues has a definite impact and influence on the authority, whether it be the government or corporate companies or disciplinary forces or government sectors. Therefore it is powerful to work together and raise up the truth on human rights abuses.***

***As we have similar issues and agendas we can form a strong national and international statements and articulate our advocacy better. The projects and organizational interest may vary as a part of our each institutions but as a separate entity/network of alumni we can create a space to negotiate our agendas for the protection, promotion and fulfilment of human rights within and among other institutions.***

***DTP alumni from various regions should unite to work on the same issues and create campaigns to advocate at the global or regional level. The DTP program should support these advocacy campaigns by helping in finding funds for the implementation of the campaign activities. This can be a further step forward for the DTP program to harvest the actions and results from the longstanding training provided to their alumni.***

**Q. Do you have any further comments or suggestions about connecting with other DTP alumni?**

The answers for this question were open-ended and answered by 158 participants, with many suggestions from alumni resulting in several varied responses that have been grouped below. The top responses have been summarised.

101 alumni (64%) said that they would like to continue and establish consistent communication both online and/or in country DTP meetings.

***“The first connection channel should be arranged by DTP secretariat then we can take on from there as some of the alumni outside my communication radar may be interested and influential (maybe I am out of radar for many others). The senior alumni (some of them) may not be in position to contribute personally in field but we can utilize the strength of their name and fame in advocating. And it possible if their association with the alumni is formally enlisted in any official public domain”.***

***“To connect with other DTP alumni, I suggest utilizing online platforms and attending alumni events to expand my network. Initiating conversations, actively participating in discussions, and exploring mentorship or collaboration opportunities would help me stay engaged. By fostering these connections, I can tap into valuable knowledge, support, and collaborative potential within the DTP alumni community”.***



**I think the best in country meet is to set up a human rights meeting with country Human Rights office and have DTP Alumni attend as an event or if any Alumni is in a position of coordinating a National Consultation meeting then it would be best to invite DTP alumni to attend**

**I would suggest to have a group chat or social media groups e.g., Facebook group for ongoing communication. Face to face gathering is also recommended at least once a year or in case it's not possible once within two years.**

**Please establish network group to allowing each member in Facebook group, WhatsApp and Facebook Messenger.**

Around 30 alumni (19%) want more DTP workshops and capacity building programs in remote countries and create DTP exposure to more countries.

**Organizing of DTP alumni meeting (in person) at least once in a year. DTP can develop joint project proposal which can be implemented by Alumni in their respective countries.**

**DTP can organize one conference for their alumni to share their expertise and their focus, hence we know DTP alumni that we can collaborate. Maybe the format not only limited to conference, but it can be webinar.**

**DTP can also has platform or channel to share some works, achievement, publication, grants information, information about fellowship or scholarship or solidarity news to DTP fellow. It can be mailing list format. the format should be not too require intensive communication (given the daily work that most DTP alumni). What is important, DTP alumni know there is a communication forum when needed.**

15 alumni (9%) expressed their 'Thank You's' and appreciation for the work provided by DTP.

**DTP doing well. sharing newsletter every month. thank you DTP and team**

**I would like to thank you DTP that always used my personal email to share DTP's activities around the world. Thank You.**

**DTP secretariat is doing well and inventing interesting tools for communication with alumni. I strongly support these system and hope all ex fellows of DTP will be regular to share opinions for better achievement.**

7 alumni (4%) wanted to have an established alumni database to highlight achievements by alumni as well as to provide a directory for alumni projects.

**If it's possible please share more details about DTP alumni regional wise so we would reach each other for effective and strong activities.**

Around 3 alumni (2%) - termed 'other' mentioned very specific suggestions.

**It is great, if the DTP could organize specific group and selected topics of work/issue together.**

**Connecting with alumni can be a valuable endeavor that can greatly benefit our works.**

**1. Leverage Online Platforms: Utilize online platforms and social media networks specifically designed for alumni, such as LinkedIn, alumni association websites or dedicated alumni groups. These platforms make it easier to find and connect with fellow alumni, expanding our reach and opportunities for engagement.**

**2. Attend Alumni Events: Participate in alumni events, reunions and gatherings. These events provide an excellent opportunity to reconnect with former mates and network with professionals in our field. We can take advantage of these occasions to exchange contact information, discuss shared experiences, and explore potential collaborations or mentorship opportunities.**

**3. Engage with Alumni Associations: We can join and actively engage with our alumni association.**

**4. Reach Out Personally: We can take the initiative to reach out to alumni individually.**

**5. Seek Mentorship: We can identify alumni who have achieved success in our desired field and reach out to them for mentorship. A mentor can provide valuable insights, offer advice, and support our works through their experience and expertise.**

2 alumni (1%) asked for DTP to address the hardships in doing advocacy HR work in remote areas/countries.

**I am from Fiji but currently working in Nauru. If there are DTP alumni in Nauru, I would love to connect and work with them**

## 4. Conclusion

The goal of this report was to seek the views of DTP alumni on what DTP should do to build and support alumni networks, so that DTP can better support human rights defenders and their movements for human rights and justice.

The survey found:

- the majority of responding alumni were in contact with at least 1 other alumni in their country, outside their country, and/or working on similar issues.
- the majority of responding alumni would be interested in future/closer contact with other alumni and expect that DTP would play a role in this networking through email, Signal, Linked-In, FB, Messenger and WhatsApp.
- Alumni see benefits of networking / more consistent communication with other alumni, including help in sharing skills, knowledge, and experiences, and strengthening and expanding their networks.
- DTP alumni would like to network through other alumni through continuing training, online and in-country DTP workshops and meetings.

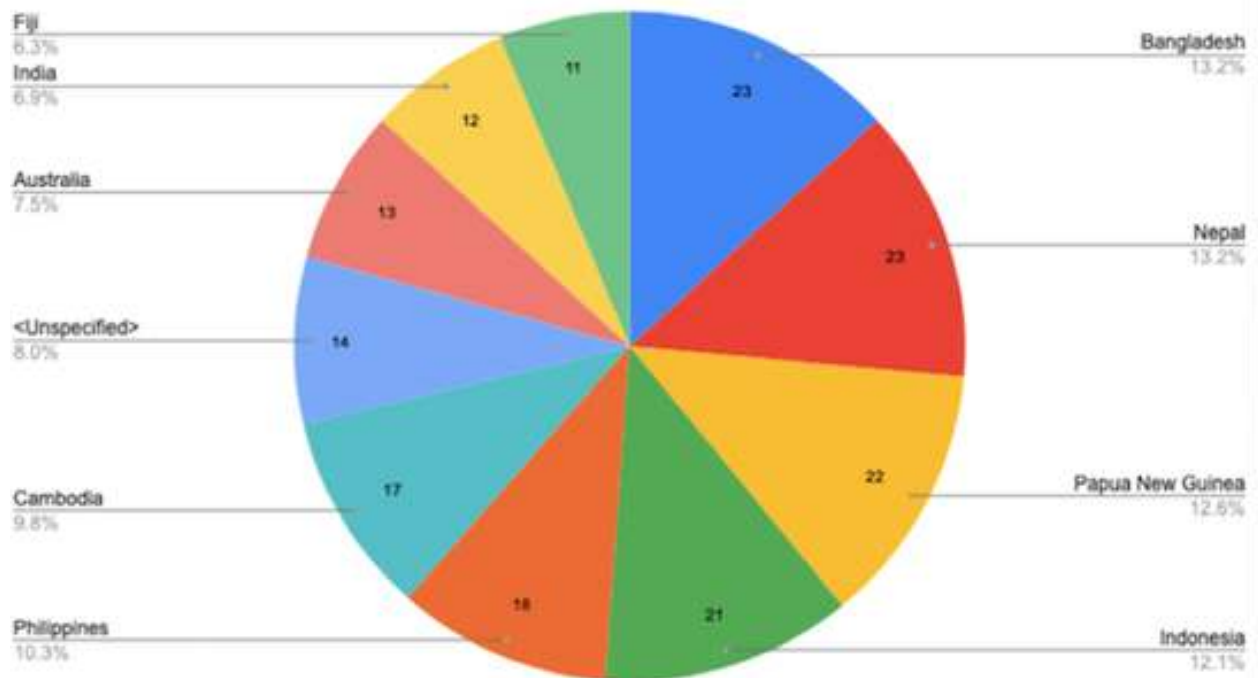
On the basis of this survey DTP should increase its engagement and support to alumni, and develop a strategy of building DTP alumni networks and seek funding for this work.

**Being in regular contact with the DTP Alumni will help amplify human rights issues and violations or the progress of defending and promoting human rights, as most Alumni are already part of platforms and spaces where a deeper understanding of human rights is maximized. The network and human rights network expands.**

**I think it helps me expand the DTP alumni network of like-minded people, who work on similar issues and areas, to know better and how we could complement to resolve the (common) issues/challenges in our country or region.**

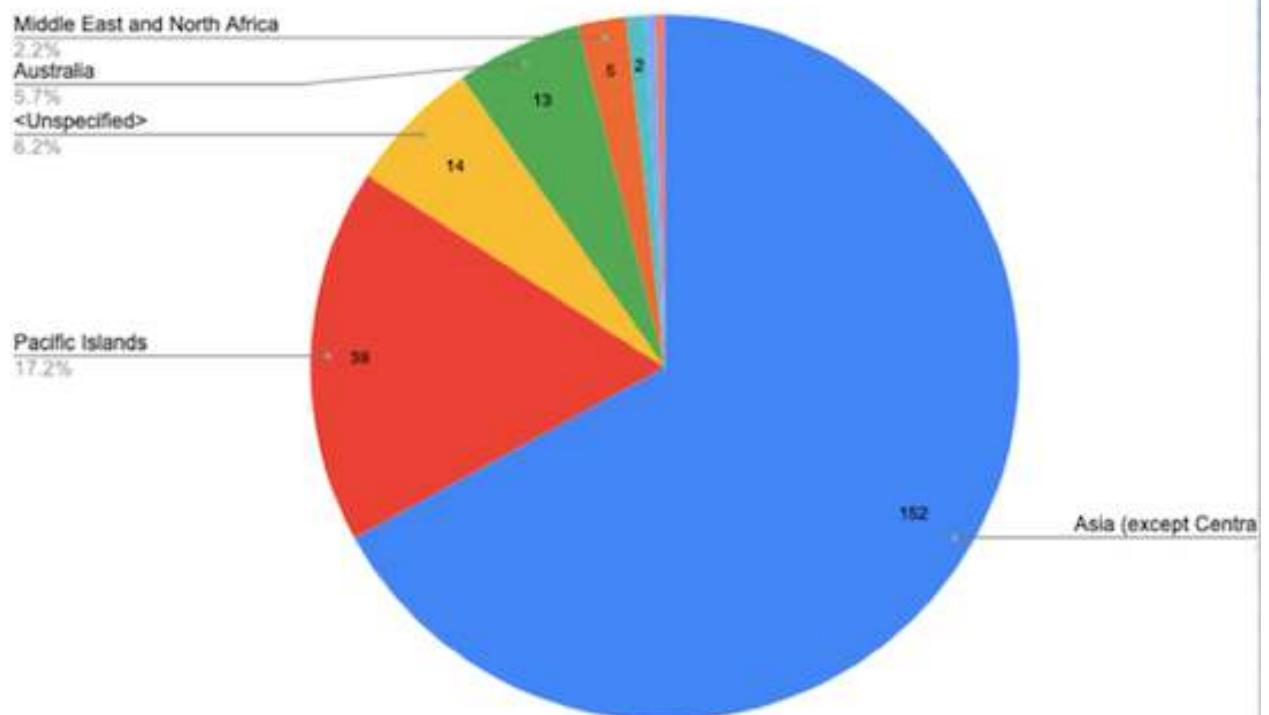
**Appendix 1: Information on Survey Respondents:**

**Respondents by Country (top 10)**



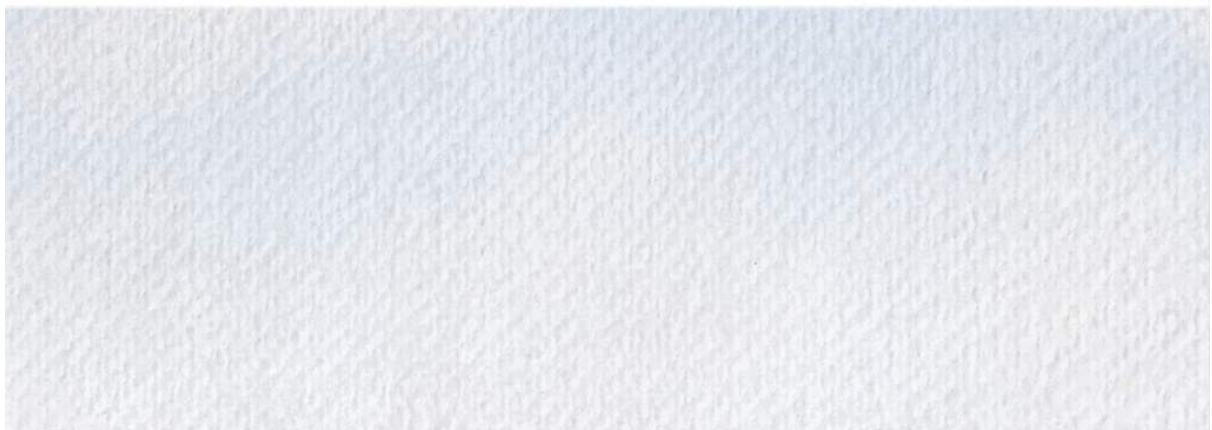
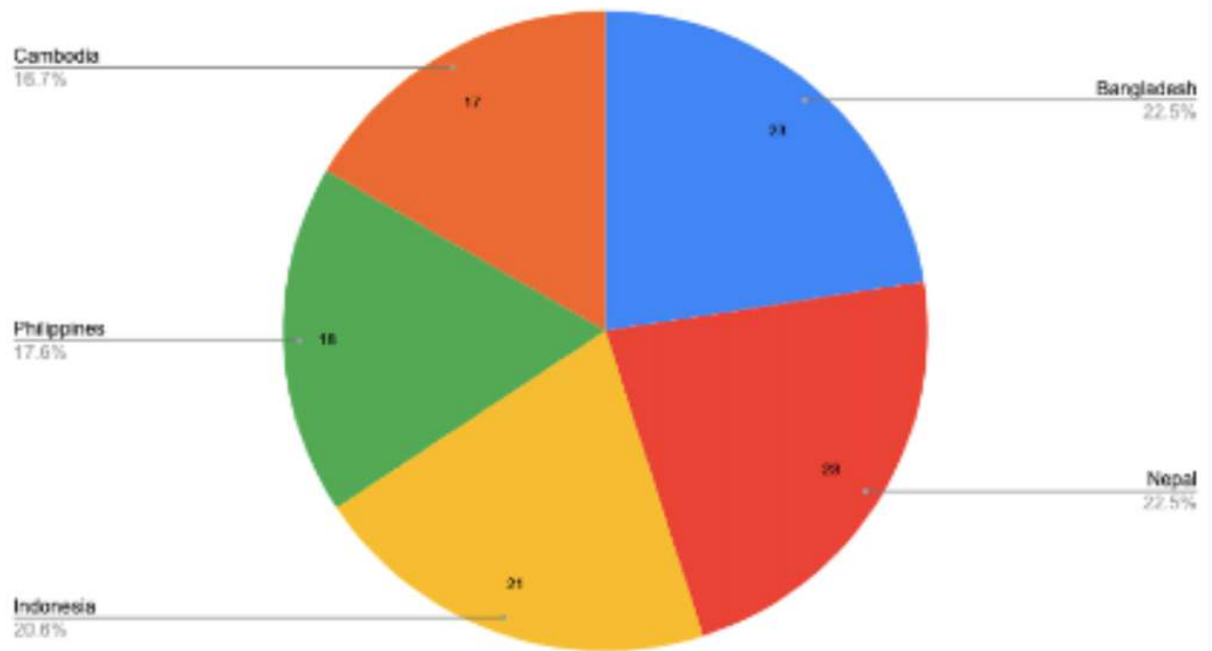
The top 5 countries of respondents are (1) 23 alumni from Bangladesh and (2) 23 alumni from Nepal, (3) 22 alumni from Papua New Guinea (4) 21 alumni from Indonesia, and (5) 18 alumni from the Philippines. (See figure 9)

**Respondents by Region**

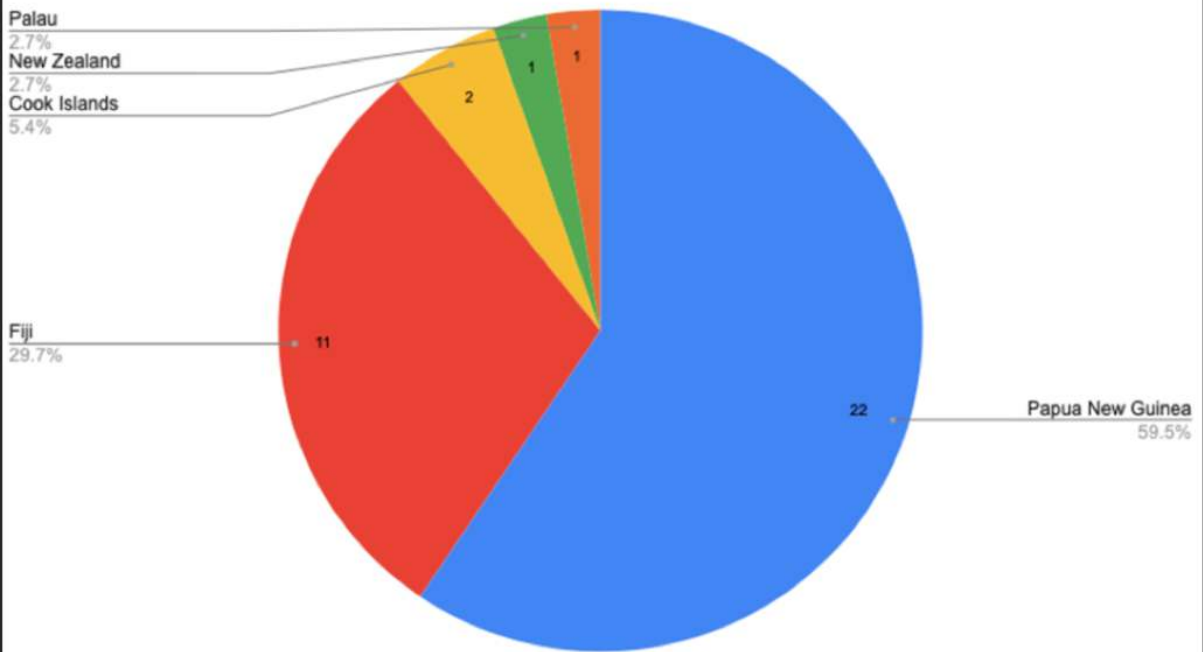




### Asia Respondents (top 5)



### Pacific Islands Respondents (top 5)



### Respondents by Most Recent Program

