



GRAAM

Grassroots Research And Advocacy Movement

Impact Analysis of the Youth for Governance (Y4G) Fellowship

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Purpose of the Present Study

The purpose of this research project was to understand the impact the Youth for Governance (Y4G) Fellowship had on the fellows who participated in the pilot program in 2022. The study aims to measure the effectiveness of the Y4G fellowship in achieving its goals and objectives of increasing youths' knowledge, attitudes, practices, and leadership toward civic engagement in their communities. The study was constructed to analyze the impacts on quantitative and qualitative perspectives. This report will summarize the findings and identify key elements of impact.

Analysis

Considering the study was mixed methods, both quantitative and qualitative perspectives, the quantitative results will be presented first, followed by the qualitative results, and then the cross-comparison analysis of the two methodologies.

Quantitative Analysis

At the end of the data collection, 18 out of the 21 fellows from the pilot cohort participated in the online questionnaire. 16 (88.89%) of the respondents provided optional demographic information. Of those respondents, their ages ranged from 21 to 26 years with 11 (68.75%) respondents identifying as female and 5 (31.25%) of respondents identifying as male. There was a variety in the area of study the respondents were from including anthropology, engineering social work, accounting, and public health.

The results show that, for most fellows, the impact on knowledge, attitudes, practices, and leadership regarding civic engagement could be attributed to the Y4G Fellowship. The scores for each question, indicator, and dimension could be calculated as such: the lowest score being 1 and the highest being 7. As *Figure 1* suggests, each dimension had averages above a score of 5 for each fellow and the average overall score for each fellow was 5.306 with a

standard deviation of 0.533. The lowest overall score for a fellow was 4.292 with the highest score identified as 5.924.

Figure 1

Overall Averages of the Fellows

Descriptive Statistics					
	KNOWLEDGE AVG	ATTITUDES AVG	PRACTICES AVG	LEADERSHIP AVG	TOTAL AVG
Valid	18	18	18	18	18
Missing	0	0	0	0	0
Mean	5.315	5.148	5.420	5.531	5.306
Std. Deviation	0.958	0.967	0.920	1.057	0.533
Minimum	3.500	3.167	3.556	3.556	4.292
Maximum	7.000	6.917	6.556	6.778	5.924

Looking at the individual dimensions of the questionnaire, Leadership was the dimension with the highest average score of 5.531, followed by Practices with an average score of 5.420, and then Knowledge with an average score of 5.315. The dimension with the lowest average scores among fellows was Attitudes, averaging 5.148.

The Attitudes dimension featured a total of four indicators and a total of 12 questions. Across the indicators, Intentions (INT) had the lowest mean score of 4.722, and Self-Efficacy (SE) had the highest mean of 5.611. Accountability (ACC) had a higher mean score of 5.185 above Public Interest (PI), which had an average score of 5.074. *Figure 2* offers descriptive statistics regarding the Attitudes dimension across the four indicators. Additionally, this dimension features one of two indicators in the entire questionnaire that did not receive the maximum score of 7 among any of the respondents: Public Interest (PI). PI also features the lowest minimum score of 2.333 reported among all the indicators in the questionnaire.

Figure 2

Attitudes Dimension: Public Interest (PI), Accountability (ACC), Self-Efficacy (SE), and Intentions (INT)

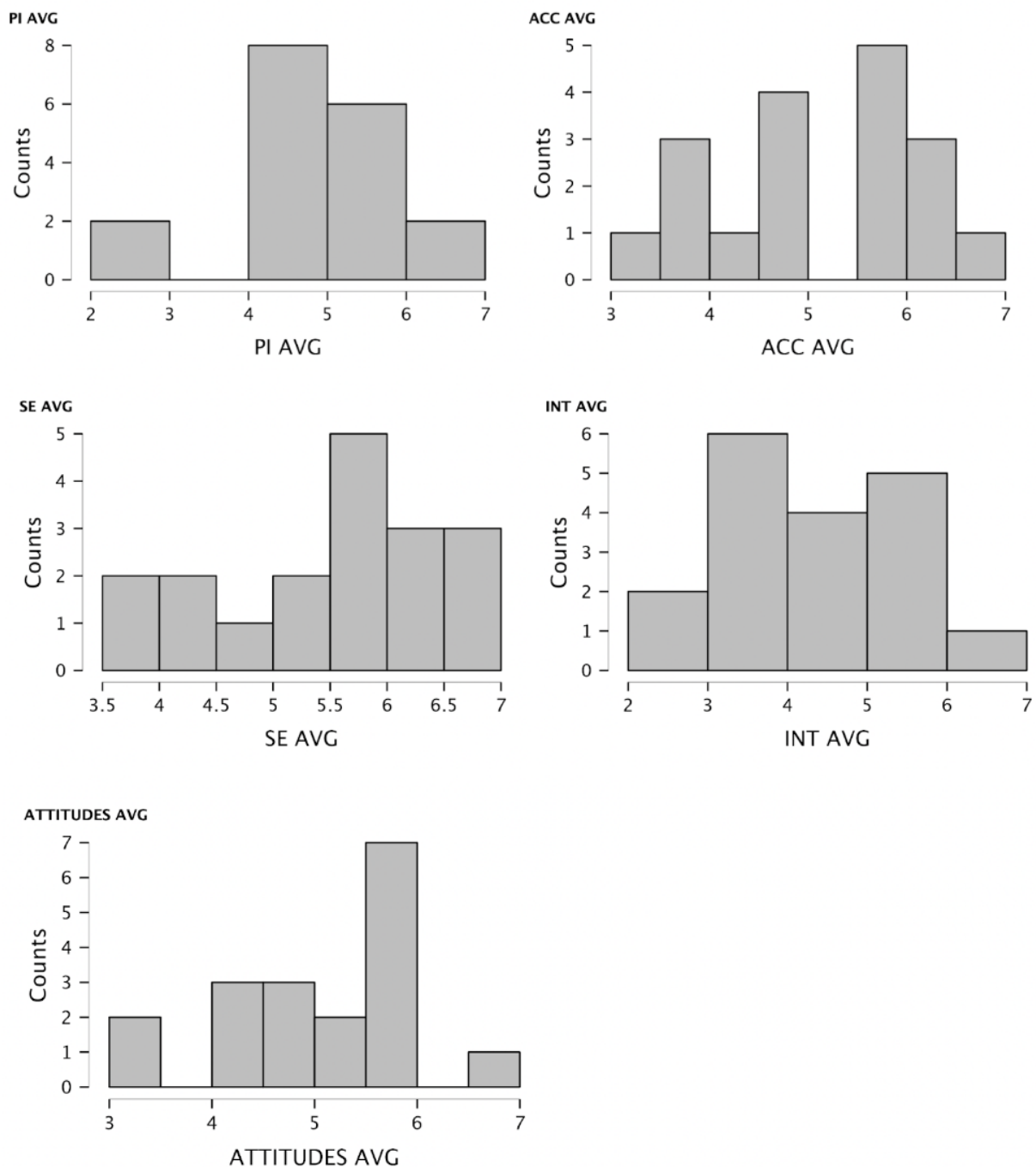
Attitudes Dimnesion: Public Interest (PI), Accountability (ACC), Self-Efficacy (SE), and Intentions (INT) Indicators

Descriptive Statistics					
	PI AVG	ACC AVG	SE AVG	INT AVG	ATTITUDES AVG
Valid	18	18	18	18	18
Missing	0	0	0	0	0
Mean	5.074	5.185	5.611	4.722	5.148
Std. Deviation	1.094	1.098	1.082	1.203	0.967
Minimum	2.333	3.000	3.500	2.500	3.167
Maximum	6.667	7.000	7.000	7.000	6.917

The distributions of the responses in the Attitudes dimension indicate an overall uniform distribution across the indicators except for the Public Interest (PI) indicator and the overall average of the Attitudes dimension which both suggest a right-skewed distribution as identified in *Figure 3*. However, despite the overall distribution, the respondents scored the lowest in this dimension.

Figure 3

Distribution Plots of the Attitudes Dimension



The Knowledge dimension consisted of the third-highest ranking average scores representing two indicators and a total of six questions. Among the indicators of Social Awareness (SA) and Understanding of Governance Structures (UGS), UGS had a higher mean of 5.519 overall, compared to SA's average of 5.111. This indicates that even among the Knowledge Dimension, the participants associated the Y4G Fellowship with their understanding and knowledge of governance more than social awareness. *Figure 4* illustrates the table of descriptive statistics for the Knowledge dimension. Additionally, it identifies the Social Awareness (SA) indicator as one of the indicators with the lowest minimum score reported of 3.000.

Figure 4

Knowledge Dimension: Social Awareness (SA) and Understanding of Governance Structures (USG) Indicators

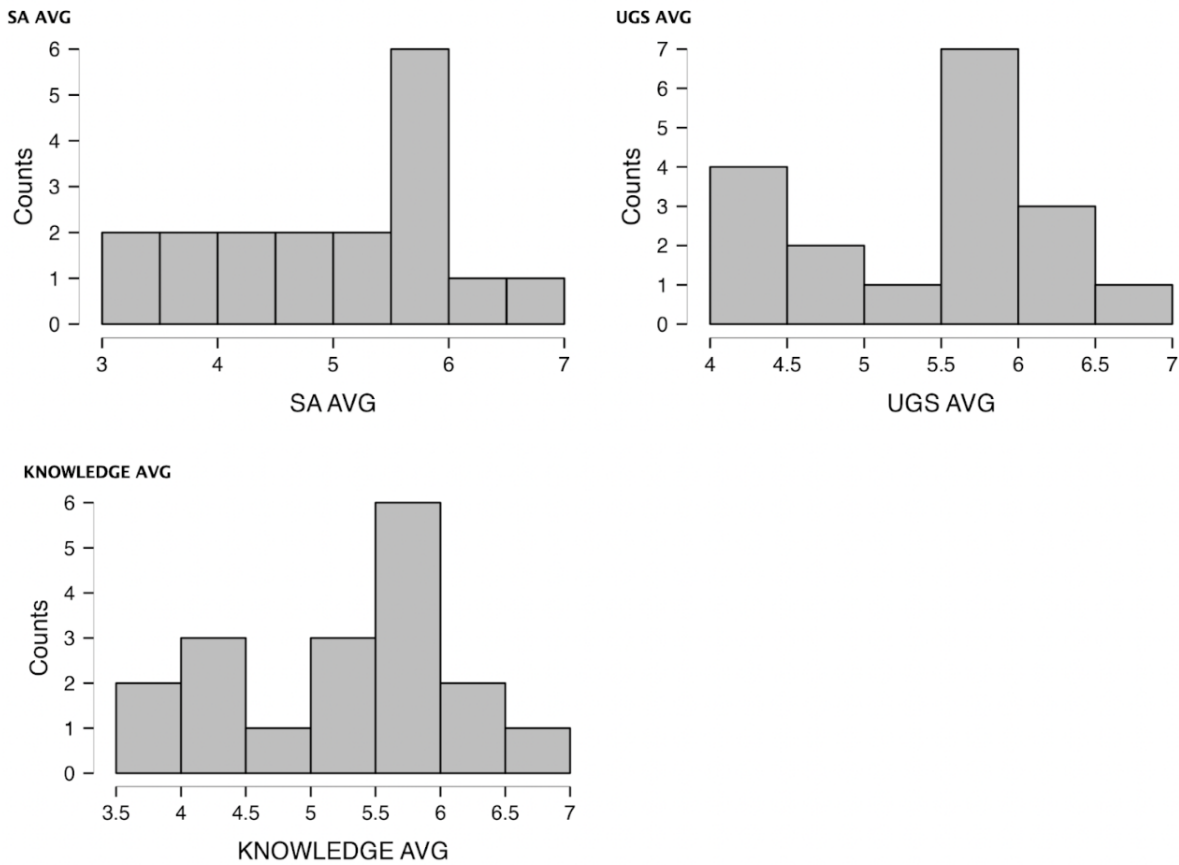
Descriptive Statistics			
	SA AVG	UGS AVG	KNOWLEDGE AVG
Valid	18	18	18
Missing	0	0	0
Mean	5.111	5.519	5.315
Std. Deviation	1.097	0.895	0.958
Minimum	3.000	4.000	3.500
Maximum	7.000	7.000	7.000

Furthermore, the distribution of responses in the Knowledge dimension reflects an overall uniform distribution. However, the Social Awareness (SA) indicator's distribution is slightly skewed to the left as reflected in *Figure 5*, which reflects the observation made of the minimum score of the SA indicator from *Figure 4*.

Figure 5

Distribution Plots of the Knowledge Dimension

Distribution Plots



The Practices dimension represented the second-highest average among all four dimensions featuring three indicators and a total of nine questions. Within this dimension, Planning Solutions (PS) had the highest average of 5.611, which is one of the highest across all the dimensions. Change Implementation (CI) follows with an average of 5.370 and lastly Community Engagement (CE) with a mean of 5.278. As indicated in *Figure 6*, CI has one of the lowest minimum scores, tied with Community Mobilization (CM) in the Leadership dimension. This dimension also features the other indicator in the questionnaire that did not receive a maximum score of 7 like the Public Interest (PI) indicator in the Attitudes dimension, which is Change Implementation (CI).

Figure 6

Practices Dimension: Community Engagement (CE), Planning Solutions (PS), and Change Implementation (CI)

Practices Dimension: Community Engagement (CE), Planning Solutions (PS), and Change Implementation (CI)

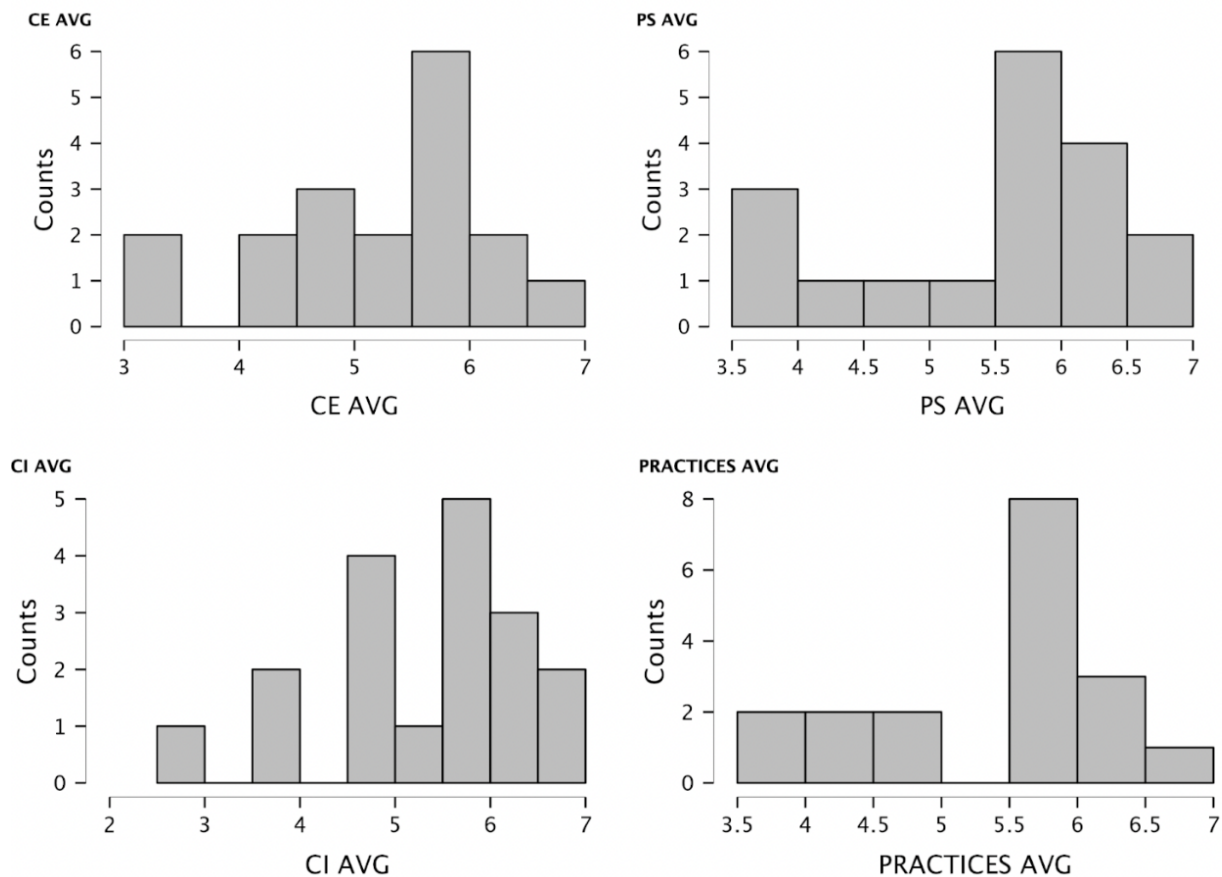
Descriptive Statistics				
	CE AVG	PS AVG	CI AVG	PRACTICES AVG
Valid	18	18	18	18
Missing	0	0	0	0
Mean	5.278	5.611	5.370	5.420
Std. Deviation	1.092	1.018	1.090	0.920
Minimum	3.000	3.667	2.667	3.556
Maximum	7.000	7.000	6.667	6.556

Distribution-wise, the Practices dimension also has overall uniform distributions except for the Planning Solutions (PS) indicator and the overall average of the dimension, which is skewed to the right as demonstrated in *Figure 7* below.

Figure 7

Distribution Plots of the Practices Dimension

Distribution Plots



Finally, the Leadership Dimension, with the overall highest averages features three indicators and nine questions like the Practices dimension. Consensus Building (CB) is the indicator with the highest mean across all dimensions. CB is followed by Leadership Efficacy (LE) with an average of 5.556 and then Community Mobilization (CM), which has an average of 5.407. Despite being the dimension with the highest average scores, it features the indicator, Community Mobilization (CM), with one of the lowest minimum scores reported of 2.667. However, the Leadership dimension represents the dimension with the highest mean scores consistent with its indicators as demonstrated in *Figure 8*.

Figure 8

Leadership Dimension: Leadership Efficacy (LE), Consensus Building (CB), and Community Mobilization (CM)

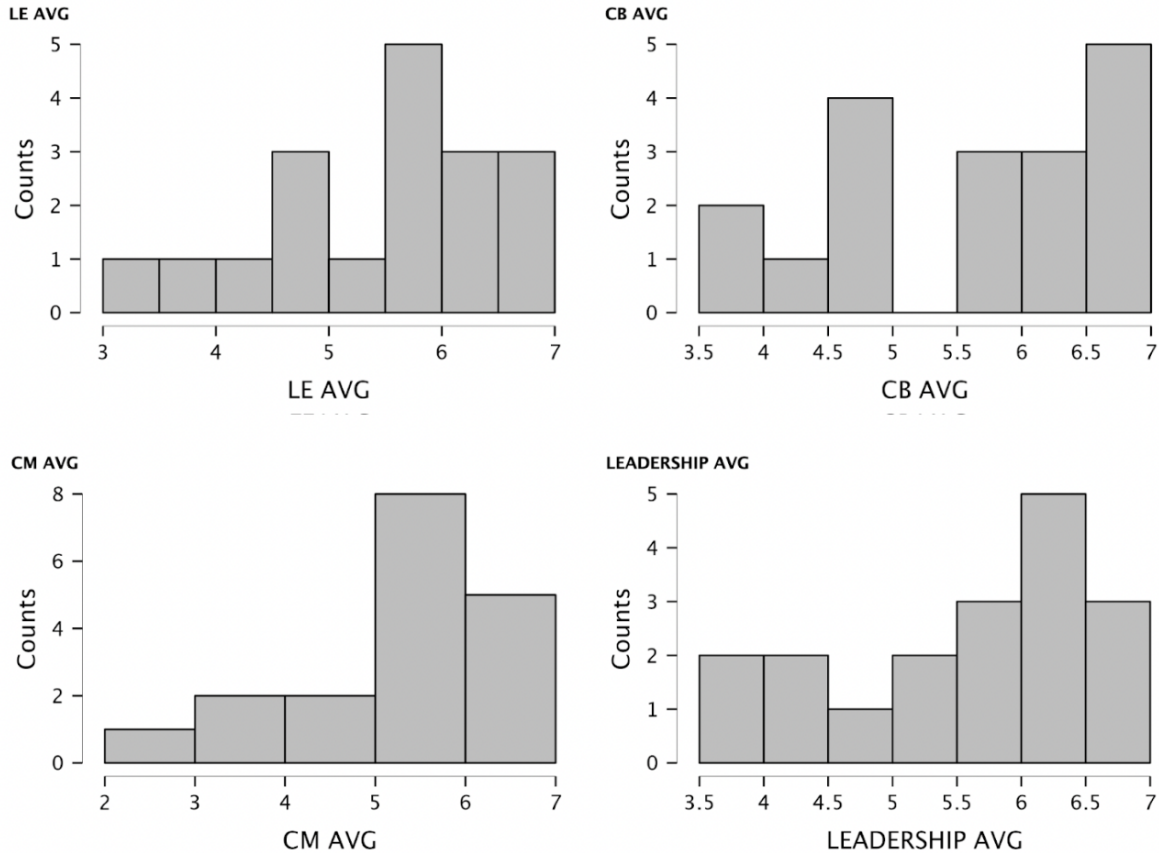
Descriptive Statistics				
	LE AVG	CB AVG	CM AVG	LEADERSHIP AVG
Valid	18	18	18	18
Missing	0	0	0	0
Mean	5.556	5.630	5.407	5.531
Std. Deviation	1.073	1.102	1.208	1.057
Minimum	3.000	3.667	2.667	3.556
Maximum	7.000	7.000	7.000	6.778

The distribution of scores was skewed to the right for all of the indicators as well as the overall dimension. *Figure 9* demonstrates this observation for the dimension in which participants felt the Y4G Fellowship had the strongest influence. Interestingly, despite Consensus Building (CB) having the highest overall average score, the distribution indicates a split even with the right-skewed distribution. Among all the dimensions, the Leadership Dimension has the most gradual and consistent right-skewed distribution.

Figure 9

Distribution Plots of the Leadership Dimension

Distribution Plots



In addition to the individual analyses of each dimension and indicator. The correlation between dimensions was also analyzed. According to Pearson’s Correlations in *Figure 10*, all of the dimensions have significant relationships with one another in a positive direction with a p-value of < 0.001.

Figure 10

Correlation Table Between Dimensions

Pearson's Correlations

Variable	KNOWLEDGE AVG	ATTITUDES AVG	PRACTICES AVG	LEADERSHIP AVG
1. KNOWLEDGE AVG				
Pearson's r	—			
p-value	—			
2. ATTITUDES AVG				
Pearson's r	0.804***	—		
p-value	< .001	—		
3. PRACTICES AVG				
Pearson's r	0.936***	0.824***	—	
p-value	< .001	< .001	—	
4. LEADERSHIP AVG				
Pearson's r	0.907***	0.799***	0.958***	—
p-value	< .001	< .001	< .001	—

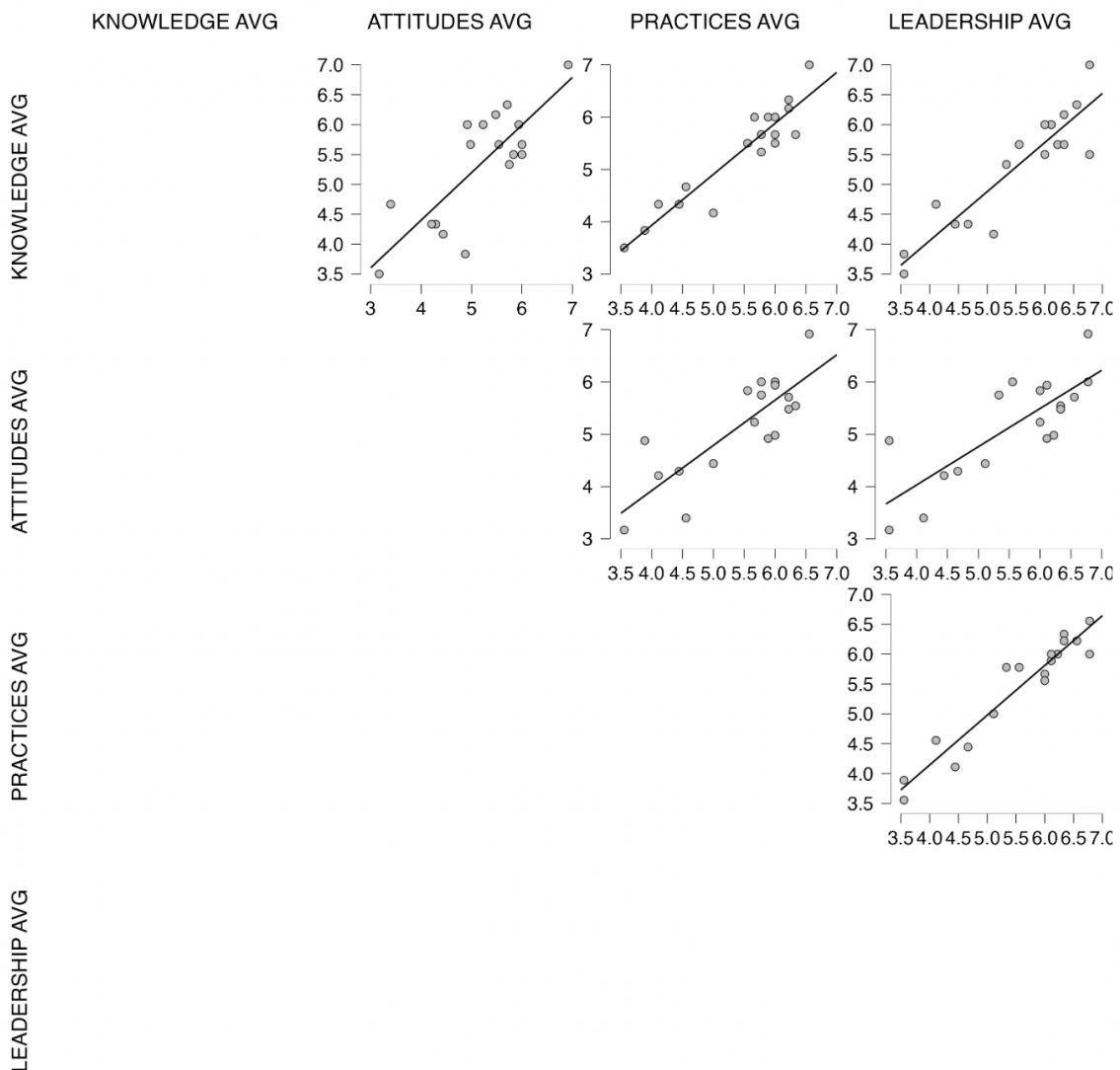
* p < .05, ** p < .01, *** p < .001

However, among these relationships, the Leadership dimension and the Attitudes dimension correlation are the weakest with a coefficient of 0.799. The strongest correlation is between the Leadership dimension and the Practices dimension with a coefficient of 0.958. These results indicate that the Y4G Fellowship has contributed impact to each of these dimensions. This also follows the civic engagement model we created in which each dimension builds off of each other and relies on each other to create a comprehensive measure of civic engagement. The positive relationships between each dimension can be observed in the correlation plots below.

Figure 11

Correlation Plot Between Dimensions

Correlation plot



The overall results from the quantitative data suggest that the Y4G Fellowship had a positive impact on the fellows who completed the pilot fellowship in 2022. Furthermore, there were positive average scores across all four dimensions of the civic engagement model created, indicating that the objectives of the fellowship were achieved through a comprehensive perspective. Among the four dimensions, the Leadership dimension reported the highest overall average scores among the participants and the Attitudes dimension reported the lowest overall mean scores. However, the average score of the respondents for the total questionnaire was 5.306 out of 7, indicating there was an overall impact.

Furthermore, strong correlations between the dimensions were also found. This supports the civic engagement model that was created which aimed to ensure that civic engagement was measured in an overarching manner. Without one dimension, achieving strong civic engagement would be difficult. The questionnaire results found that because there were high scores and strong correlations across the dimensions, the impact of the Y4G Fellowship positively contributed to the fellows' civic engagement.

Qualitative Analysis

In terms of the qualitative data, there were 9 fellow interviews, 2 coordinator interviews, and 1 organizer interview conducted. Due to the limitations of the timeline for this project, the qualitative analysis prioritized the fellow interviews, and the coordinator and organizer interviews were not analyzed. 9 out of the 21 (42.86%) fellows from the pilot cohort participated in the interviews. 4 (44.44%) of those interviews were conducted in person, while the remaining 5 (55.56%) were conducted over virtual platforms such as Zoom and Google Meet. The interviews were semi-structured which included formatted questions as well as follow-up questions asked based on the situation. 8 (88.89%) of the interviewees identified as female with

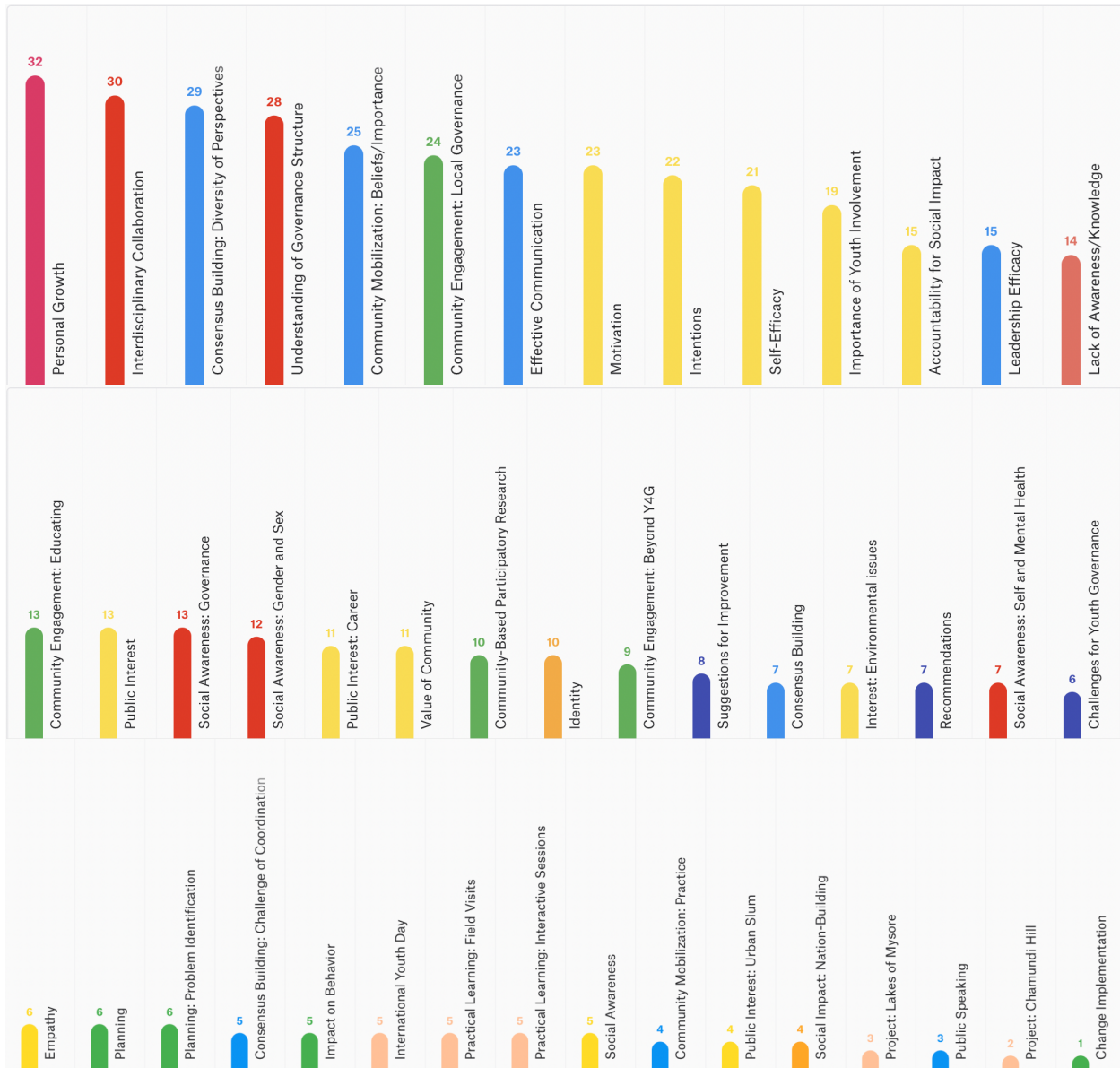
7 (77.78%) coming from a Master's of Public Health background. The remaining two interviewees came from environmental engineering and social work backgrounds.

Thematic analysis was conducted for the qualitative data using ATLAS.ti. Using the AI code function, 423 codes were initially identified. Following those identifications, manual analysis was done to reduce similar, redundant codes and incorporate the civic engagement model that was developed for this study. The final analysis consisted of 45 total codes across 5 dimensions: Knowledge, Attitudes, Practices, and Leadership—following the civic engagement model and one to represent specific aspects of the Y4G Fellowship. While most of the codes were grouped into one dimension, 4 codes were cross-listed to reflect the comprehensive nature of those codes. However, 3 of the codes were not grouped into any dimensions, they are: Challenges for Youth Governance, Recommendations, and Suggestions for Improvement. This was because these codes did not fit into any dimension under the civic engagement model and are more independent from the impact aspect of the study. *Figure 12* demonstrates the distribution of quotes from interviews across the 45 codes. The colors correspond to the themes that were identified primarily based on the civic engagement model.

- Red - Knowledge
- Yellow - Attitudes
- Green - Practices
- Blue - Leadership
- Pink - Fellowship-Specific
- Orange - Knowledge & Attitudes
- Purple - Dimensional-less
- Magenta - All 4 Dimensions.

Figure 12

Bar Chart of Codes with the Number of Quotations Associated with Each Code



Themes were chosen to align with the civic engagement model’s dimensions to ensure that a comparative analysis could be conducted across the quantitative and qualitative data. In line with the developed civic engagement model, indicator patterns could also be identified in the data, so they were incorporated as codes. Even within the indicators, further distinctions could be

made so certain codes began with the same indicator but were further characterized in certain quotations.

Within the theme of Knowledge, Understanding of Governance Structures and Interdisciplinary Collaboration codes had the highest number of quotations. Fellows reported that through the fellowship, they gained more knowledge on what governance looked like and how these structures are established. Furthermore, many specifically attributed the knowledge they gained to the Y4G Fellowship. The different levels of understanding governance was also a key theme as demonstrated by these participants.

FELLOW 1 - MPH, FEMALE, AGE 26: “Governance is not like, you know, doing some huge things...even [in] the small things we can find governance...So instead of going to the public, start from your own house or place and then go to the public, that was something we learned from this workshop.”

FELLOW 2 - MPH, FEMALE, AGE 24: “So, we had this field visit to Mysore City Corporation...I got to know more about actually what they do. So the MCC, they work closely with all the divisions. So be it health, environment, road safety, pollution aspects, all of those things...it’s not easy for them to like, you know, cover 100% of issues.”

Many quotes similarly expressed how participants learned about governance from an institutional perspective but also understood the importance of governance at an individual and grassroots level. In addition to governance structures, a key sub-theme in Knowledge was Interdisciplinary Collaboration. Participants mentioned the value of broadening their perspectives on social and community issues. By working with individuals from different disciplines, they were able to strategize in an interdisciplinary manner. In addition to working with their fellows from other backgrounds, the fellows also mentioned the significance of

involving perspectives from the community to come up with solutions. Many interviewees discussed how through the fellowship, they were able to incorporate various perspectives beyond their own to come up with comprehensive solutions, as demonstrated by the following quotes.

FELLOW 9 - MSW, MALE, AGE 23: “Interactions with the people present, I learned new ideas interaction or what ideas to have towards governance.”

FELLOW 8 - ENVIRONMENTAL ENG UG, FEMALE, AGE 21: “So, even though we were in such varied fields, and I never had the opportunity in my academic career to like, understand how these different fields could, you know, contribute together or could work together, this was a very good opportunity for me to see it in action.”

FELLOW 2 - MPH, FEMALE, AGE 24: “...instead of just making the decision, I would rely, not just rely, I would, you know, I would consider speaking to more other people who are concerned with particular issues, and then try to bring about a better solution to it...”

There was also social awareness that was reported by the fellows. Unlike the original civic engagement model, three sub-themes were identified throughout the thematic analysis. The three forms of social awareness identified were governance, self and mental health, and gender and sex. The social awareness regarding governance touched on the importance of it and how essential community awareness is. Many fellows also talked about the first few modules of the fellowship, which focused on self and mental health. They found this to be a good base and emphasized how much of their own identity they learned about. Most of the female interviewees mentioned their increased awareness about sex and gender. Learning more about the Sexual Harassment of Women at Workplace Act through scenarios helped them become more aware of

what sexual harassment looks like. In addition, learning more about how gender affects one's identity was also a consistent theme.

Under the theme of Attitudes, many sub-themes were highly consistent among the interviews. Codes such as Intentions, Self-Efficacy, and Accountability were strong in many interviews. In addition to the codes featuring indicators from the civic engagement model, sub-themes of Motivation and the Importance of Youth Involvement were also prevalent. Despite not being in the original civic engagement model, motivation to understand governance before the fellowship was expressed by many. However, there were indications that motivations to further engage with the community also increased due to the fellowship.

FELLOW 4 - MPH, FEMALE, AGE 26: "Like, after joining this fellowship, it made me to look into matter that what people are suffering, or what people are lacking, really. And it made me also to volunteer in some of the other organizations also, and to develop myself in contributing towards the society."

FELLOW 6 - MPH, FEMALE, AGE 25: "I think knowing about governance would make me easier to know how I can make a change, like how...whom to approach and what change can be done."

Self-Efficacy was also a consistent sub-theme throughout the qualitative data. Many individuals reported that they felt confident to engage with the community and address issues after the knowledge and skills they had gained through the fellowship. Many also expressed that with this knowledge, they were empowered and wanted to go on to empower their communities to engage in governance.

FELLOW 3 - MPH, FEMALE, AGE 26: “If there's any instance that where I'm put into a place where I have to help the community, I think I'll definitely put my foot forward and help the community in the challenges they face and apply all the aspects of governance.”

FELLOW 5 - MPH, FEMALE, AGE 26: “How the structure is working, how the hierarchy is there, and what we can do if we are facing any problems or if there are some communities who are facing problems but they don't have any kind of knowledge. so how we can contribute to them. We can help them or we can empower them. So that was the understanding which I got after at the end of the fellowship.”

The importance of youth involvement was also another sub-theme that was significant despite not being in the original civic engagement model. Many participants were able to detail why they believed youth in civic engagement and governance was especially important. This sub-theme was also frequently cross-listed with Accountability for Social Impact. Once many fellows realized the importance of youth participation, they also felt a sense of responsibility. Empathy and the Value of Community were also identified as sub-themes. Many fellows empathized with the communities that they wanted to help and also expressed the importance of the community they gained through their Y4G fellows.

Overall, the theme of Practices was the weakest of the four dimensions in the civic engagement model. However, community engagement, specifically regarding local governance, was a sub-theme identified in the top ten codes. The decision to separate community engagement into three separate subcategories was made because there were three primary ways in which the fellows were engaging with the community. Subtypes of community engagement featured local governance, educating the community, and beyond the Y4G Fellowship. Community

engagement at the local level featured beliefs of listening to the community and approaching them first to address issues. This is highlighted by some of the fellows below.

FELLOW 1 - MPH, FEMALE, AGE 26: Again, I think starting from the grassroots level is very important because they are the ones that are very much vulnerable to the stress situation, so we have to start from the grassroots level and climb up to the top and understanding their issues and everything.”

FELLOW 3: MPH, FEMALE, AGE 26: “Yeah, I think to target any problem first, we need to know what is the like the baseline of it and to know that any problem like any solution should be according to the needs of the community. So we first need to explore what are the challenges that the community faces, what are their needs, and then come up with a solution. So even they can proactively participate in that.”

Beyond the local governance level, many fellows also discussed the importance of working from the grassroots level by educating the community so that they can engage in governance on their own. One fellow talked about a governance project that she did after the Y4G Fellowship in which she had community-based participation.

FELLOW 1 - MPH, FEMALE, AGE 26: “We went to the community, we taught them, and even they have taught us a lot of new things and then we made display also of the photos which we have taken through the participants.”

While there was some indication of community engagement beyond the fellowship, there were fewer individuals who engaged in separate community projects or efforts outside of the Y4G Fellowship. One fellow did a project on breast cancer survivors and their quality of life. She reported that through the Y4G Fellowship, she gained the skills and knowledge to conduct community-based participatory research. Another participant went to Bandipur National Reserve

with her theatre club every year and would perform plays to raise awareness for forest fires and human-wildlife-animal conflict. This fellow found that they started engaging with the local villagers on these issues and gaining their perspectives to incorporate into their plays.

There were also lots of fellows that discussed problems in their community that they would like to solve. Problems such as resources for urban slums and infrastructural issues were mentioned. However, in terms of change implementation, there was only one instance in which an individual implemented the change that they planned in their workplace. This indication of the lack of change implementation suggests that while many know the importance of governance and have a problem they want to solve, there is still a barrier to the final step of implementation.

The Leadership dimension or theme was one of the stronger themes overall. Among this theme, the sub-themes of Consensus Building: Diversity of Perspective and Community Mobilization: Beliefs/Importance were very prevalent among the participants. Consensus building, especially from the perspective of valuing the diversity of views from peers from different background as well as voices from the community were highlighted.

FELLOW 2 - MPH, FEMALE, AGE 24: “So, you know, actually, and...our solution that we had, as health professionals might have been, you know, challenging or complicated or might not be so easily doable, but with everybody's contribution to formulate a solution, so you know, that we we talk about interprofessional collaboration. So that was, that was like a live experience that we had...I would actually, you know, try to work on with collaborating or, you know, connecting with people from different backgrounds. So that, you know, if, you know, there are people who work on one cause, irrespective of whichever background they are in, we'd be able to bring a lot of, you know, solutions or like, you know, things to the table.”

FELLOW 8 - ENVIRONMENTAL ENG UG, FEMALE, AGE 21: “So like through this way I, again understood that, that it's very important that I stay in this line of work, not make every all of my decisions, all of my thinking, [be] very participatory, [and] try to get more opinions from the people.”

The importance of community mobilization was also emphasized by many fellows. While there are strong beliefs about including the community in decision-making processes, there is yet not many actions that have been taken toward this belief. Many individuals learned through the fellowship that the incorporation of community opinions and concerns was a priority in local governance.

FELLOW 5 - MPH, FEMALE, AGE 26: “So like through this way I, again understood that, that it's very important that I stay in this line of work, not make every all of my decisions, all of my thinking, [be] very participatory, [and] try to get more opinions from the people.”

FELLOW 4 - MPH, FEMALE, AGE 26: “...but after I finish with my PH studies I was planning to involve in community for better understanding and for their mental health so that they can participate actively in governance policies and community participation.”

However, fewer fellows practiced community mobilization compared to those who believed in the importance of it. Additionally, fellows also voiced that they learned how to effectively communicate with various stakeholders but the sub-theme of Leadership Efficacy was not as strong compared to Self-Efficacy. This may be because many participants had just learned what governance meant on an individual level and were still becoming familiar with leading governance on a community level. Public speaking skills were also mentioned by a few fellows

Overall, the theme of Leadership was strong in consensus building, beliefs towards community mobilization, and effective communication.

The top code was Personal Growth. The decision was made to cross-list it under all 4 dimensions because this growth could be seen through multiple perspectives. This also aligns with the correlations between the dimensions in the quantitative analysis. Many participants shared how their attitudes towards community engagement and identity have grown as well as the concepts of what governance is. This personal growth stretches across two or more dimensions as highlighted by these participants.

FELLOW 6 - MPH, FEMALE, AGE 25: “One thing, which has impacted me personally, is to stand up for something, if you feel it's wrong, or to tell something to appreciate something, which is right. So I've started implementing more in my life. Constructive criticism, giving constructive criticism, I used to hesitate before telling someone you're wrong. Now, I think that hesitation has not vanished, but it has decreased. And I think it has helped me a lot in my professional aspect or career as well, because my public health includes policymaking health policymaking as well...”

FELLOW 3 - MPH, FEMALE, AGE 26: “It's good for their personality development. And also it gives a better understanding about what role a citizen should play and how the community plays a role into it and how you should develop the community.”

Fellow 6 expressed how they grew in respect to attitudes as well as actions in communicating and leadership by standing up for what they believe. Similarly, Fellow 3 explains that she grew on an awareness level of the Knowledge dimension but also through the Attitudes dimension in the aspect of accountability. In addition to comprehensive personal growth, some sub-themes featured both the Knowledge and Attitude dimensions. The codes underneath that

were social impact from the perspective of nation-building and identity. Quotations under those categories discuss how the knowledge they have gained from the fellowship has changed their attitudes either towards themselves or society.

The Fellowship-Specific sub-theme mentioned aspects of the fellowships that stood out to the fellows. This included some of the practical learning sessions as well as the projects the fellows undertook and big events such as International Youth Day. The practical learning sessions such as the field visits or sessions in which there were interactive components were voiced as some of the most memorable aspects of the fellowship. However, fellows also recalled International Youth Day as one of the most impactful events that they had taken part in as well.

Cross-Comparative Analysis

There are common patterns that can be observed between the quantitative and qualitative data analyses. The impact of the fellowship can be shown through both analyses. Impact on leadership was the highest scored in the quantitative analysis but it was also a prevalent theme in the qualitative analysis as well. Consensus Building was the strongest indicator and sub-theme in both the quantitative and qualitative analyses. In the qualitative portion of the data, the appreciation of the diversity of perspectives was highlighted which could not be seen in the quantitative data. However, the belief and importance of community mobilization were emphasized more in the qualitative data than the quantitative data, where Community Mobilization had the lowest average score in the Leadership dimension.

Another observation between the two types of data is that while the quantitative data indicated that the Attitudes Dimension was the weakest overall dimension, the qualitative data showed many sub-themes in the top 12 reflected impacts on attitudes. In the quantitative analysis, the Intentions indicator had the lowest overall scores among participants, while in the qualitative data, motivation and intentions were the highest in reflecting changes in attitudes.

Additionally, through the qualitative analysis, attitudes regarding self-efficacy, accountability, and the importance of youth involvement were also prevalent which was also reflected in the quantitative analysis.

Knowledge was a strong theme in terms of understanding governance structures and interdisciplinary collaboration in the qualitative data. While interdisciplinary collaboration was not measured through quantitative data, it was the sub-theme with the second most relevant quotations. Fellows shared how they appreciated and learned from different perspectives. Similarly, many fellows expressed across both the qualitative and quantitative data that they attributed an understanding of governance structures through the fellowship. However, the qualitative data offered more insight into the specific types of governance structures such as the Mysore City Corporation.

Despite the Practices dimension having the second-highest average overall in the quantitative data, it was one of the weaker themes in the qualitative data. In the quantitative data, the Planning Solutions indicator had the highest average in the dimension while Community Engagement had the lowest average within the dimension. However, in the qualitative analysis, community engagement on a local governance level was the most prevalent sub-theme in the Practices theme. This may be because the questionnaire asked questions in a more-surface level way in which community engagement was measured by asking about structured positions the fellows held. The interviews revealed that community engagement could occur more on a local and personal level. Finally, Change Implementation was the indicator that had the lowest minimum score overall in the quantitative analysis. Similarly, the implementation of change was only noticeable in one fellow during the interviews. This suggests that while there is an understanding of governance structures and problems that participants have identified, there is

still a struggle to go out and implement changes. This may either be because the fellows are still in the process of active civic engagement or the fellowship could also help the fellows practice the implementation of plans and changes through different projects or exposure. All in all, the pilot Y4G Fellowship program has had a positive impact on the participants.