

Online Appendix for “Be Explicit: Identifying and Addressing Misaligned Goals in Collaborative Research Teams,” by Nicholas Haas

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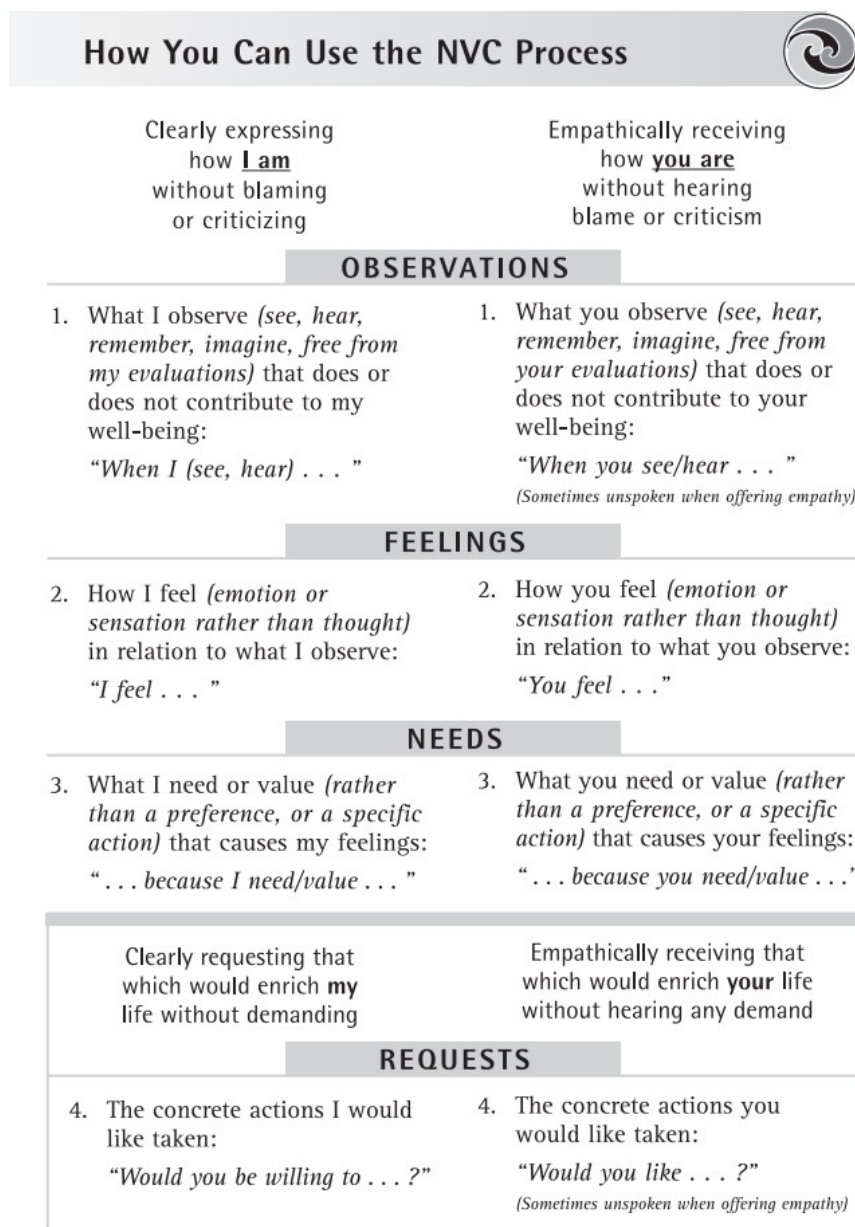
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A Additional Information on Program

This section contains additional information on NVC and program methodology, sample demographics, and the application process to participate in the program.

A.1 NVC and Program Methodology

Figure A1: The Four Steps of Nonviolent Communication



Source: <https://www.nonviolentcommunication.com>

Table A1: **Summary of Waves by Country**

	Wave 1	Wave 2	Wave 3	Wave 4
Bangladesh	Introduction, Basics (all participants women)	Advanced (all participants women)	Advanced (all participants women)	None
Maldives	Introduction, Basics (gender segregated)	Advanced (gender segregated)	Advanced (mixed gender session)	Training of trainers (gender segregated)
Sri Lanka	Introduction, Basics (gender segregated)	Advanced (gender segregated)	Advanced (mixed gender session)	Training of trainers (gender segregated)

Notes: Participants in Bangladesh and the Maldives completed 9 total session-days. Participants in Sri Lanka completed 10 session-days. All participants in Bangladesh were women, whereas participants were of different genders in the Maldives and Sri Lanka.

A.2 Sample Demographics

Table A2: Sample Demographics by Country (Baseline Survey Only)

	Country											
	Bangladesh			Maldives			Sri Lanka			Total		
	Count	Col %	Cum %	Count	Col %	Cum %	Count	Col %	Cum %	Count	Col %	Cum %
Education												
ClassX	0	0.0	0.0	5	27.8	27.8	0	0.0	0.0	5	8.2	8.2
ClassXII	0	0.0	0.0	5	27.8	55.6	5	19.2	19.2	10	16.4	24.6
UG	17	100.0	100.0	8	44.4	100.0	21	80.8	100.0	46	75.4	100.0
Total	17	100.0		18	100.0		26	100.0		61	100.0	
Marital Status												
Single	15	88.2	88.2	2	11.1	11.1	15	57.7	57.7	32	52.5	52.5
Married	2	11.8	100.0	13	72.2	83.3	11	42.3	100.0	26	42.6	95.1
Divorced	0	0.0	100.0	3	16.7	100.0	0	0.0	100.0	3	4.9	100.0
Total	17	100.0		18	100.0		26	100.0		61	100.0	
Gender												
Male	1	5.9	5.9	2	11.1	11.1	11	42.3	42.3	14	23.0	23.0
Female	15	88.2	94.1	16	88.9	100.0	15	57.7	100.0	46	75.4	98.4
Non-binary	1	5.9	100.0	0	0.0	100.0	0	0.0	100.0	1	1.6	100.0
Total	17	100.0		18	100.0		26	100.0		61	100.0	
Any Children												
No	17	100.0	100.0	3	16.7	16.7	10	38.5	38.5	30	49.2	49.2
Not Relevant	0	0.0	100.0	0	0.0	16.7	12	46.2	84.6	12	19.7	68.9
Yes	0	0.0	100.0	15	83.3	100.0	4	15.4	100.0	19	31.1	100.0
Total	17	100.0		18	100.0		26	100.0		61	100.0	
Religiosity (Praying)												
Multiple times a day	4	25.0	25.0	2	11.8	11.8	14	53.8	53.8	20	33.9	33.9
Daily	3	18.8	43.8	5	29.4	41.2	11	42.3	96.2	19	32.2	66.1
Weekly	6	37.5	81.2	0	0.0	41.2	1	3.8	100.0	7	11.9	78.0
Monthly	2	12.5	93.8	2	11.8	52.9	0	0.0	100.0	4	6.8	84.7
Seldom/Never	1	6.2	100.0	0	0.0	52.9	0	0.0	100.0	1	1.7	86.4
More than 5 times a day	0	0.0	100.0	8	47.1	100.0	0	0.0	100.0	8	13.6	100.0
Total	16	100.0		17	100.0		26	100.0		59	100.0	
Own Mobile Phone												
Yes	17	100.0	100.0	17	100.0	100.0	23	88.5	88.5	57	95.0	95.0
No	0	0.0	100.0	0	0.0	100.0	2	7.7	96.2	2	3.3	98.3
Share One	0	0.0	100.0	0	0.0	100.0	1	3.8	100.0	1	1.7	100.0
Total	17	100.0		17	100.0		26	100.0		60	100.0	
Own Computer												
Yes	13	76.5	76.5	9	52.9	52.9	8	30.8	30.8	30	50.0	50.0
No	1	5.9	82.4	4	23.5	76.5	17	65.4	96.2	22	36.7	86.7
Share One	3	17.6	100.0	4	23.5	100.0	1	3.8	100.0	8	13.3	100.0
Total	17	100.0		17	100.0		26	100.0		60	100.0	
Internet/Data Access												
No	0	0.0	0.0	1	5.9	5.9	2	7.7	7.7	3	5.0	5.0
Limited/Slow	6	35.3	35.3	8	47.1	52.9	18	69.2	76.9	32	53.3	58.3
Yes	11	64.7	100.0	8	47.1	100.0	6	23.1	100.0	25	41.7	100.0
Total	17	100.0		17	100.0		26	100.0		60	100.0	
Comfort (Zoom)												
Not at all comfortable	0	0.0	0.0	1	5.9	5.9	0	0.0	0.0	1	1.7	1.7
A little comfortable	4	23.5	23.5	5	29.4	35.3	12	46.2	46.2	21	35.0	36.7
Very comfortable	12	70.6	94.1	9	52.9	88.2	13	50.0	96.2	34	56.7	93.3
Extremely comfortable	1	5.9	100.0	2	11.8	100.0	1	3.8	100.0	4	6.7	100.0
Total	17	100.0		17	100.0		26	100.0		60	100.0	
Other Programs												
No	8	47.1	47.1	12	80.0	80.0	22	84.6	84.6	42	72.4	72.4
Yes (estimated #):	9	52.9	100.0	3	20.0	100.0	4	15.4	100.0	16	27.6	100.0
Total	17	100.0		15	100.0		26	100.0		58	100.0	

Notes: Participants were only asked demographic questions in the baseline survey, so as to not repeat questions across survey waves and to reduce the time required to complete subsequent surveys. Sessions were completed online due to the COVID-19 pandemic.

A.3 Example Application Form (Bangladesh)

Online Training

on

“Nonviolent Communication for Building Social Cohesion”

Centre for Peace and Justice, Brac University is pleased to invite applications from the interested female students engaged with the Women Peace Café initiatives to participate in an online training on “Nonviolent Communication for Building Social Cohesion”. This training is being organised as part of the United Nations Development Programme’s (UNDP) “Preventing Violent Extremism (PVE) through Promoting Tolerance and Building Respect for Diversity” funded by European Union (EU) and supported by UN Women. The objective of the training is to build the nonviolent communication skills of local leaders and women in Bangladesh.

About the Training:

The training is aimed to enable community leaders to learn the tools of nonviolent communication for conflict resolution, peace promotion and increase their understanding of women’s needs & gender inequality. It will also help to develop capacity on how to work cooperatively with male leaders and community members on issues relating to social cohesion and peace. The participants will be skilled to facilitate conversations utilizing the nonviolent communication approach within their own communities to promote social cohesion, reconciliation and common understandings.

Upon completion of this training, the participants will be able to:

- Understand the basic features of Nonviolent Communication
- Become aware of cultural conditioning that promotes violence and work on overcoming it
- Learn the basics of how to resolve conflicts peacefully personal, public, and domestic
- Offer self-evaluation that promote personal growth
- Transform criticism and blame into compassionate connection, for peace and cohesion
- Identify the social problem and innovative ways to address the problem
- Establish themselves as compassionate community leaders.

Key Features and Benefits of the Training:

- Fully funded online training
- Stipends for participants upon successful completion of the training
- Innovative learning for promoting peace and cohesion
- Renowned and experienced international trainers

- Participatory learning approach
- Training certificate for successful participants
- Limited number of seats

Training Date: 26 September-15 November, 2021

Training Time:

Target Group: A total of 15 female students currently engaged with the Women Peace Café Initiative facilitated by the Centre for Peace and Justice, Brac University will be selected through a competitive process.

Who Can Apply?

Currently enrolled any female students engaged with Women Peace Café Initiative facilitated by the Centre for Peace and Justice, Brac University;

- Minimum 3-6 months experience of voluntary work or extra-curricular activities
- Potential leadership ability with innovative ideas
- Interested to work for a just, peaceful and inclusive society
- Has a compatible device (e.g. smartphone, laptop, desktop) with an internet connection
- Flexible to attend the training as per trainers schedule.

*** New Peace Café members from the University of Dhaka and Brac University are also encouraged to apply.

How to Apply?

Interested students are requested to fill this online Google form with appropriate and relevant information and submit it by,.....2021. The application form will be available at CPJ Website and Social Media.

Note: Please submit your application only when it is 100% final and complete. Applications cannot be edited after submission.

Deadline of Submission:.....

Application Link: [Redacted]

Deadline of Submission, 2021

QR Code: [Redacted]



Confidentiality:

Please kindly note that all your information will be kept secured and only be used for official purposes.

Application Form

Personal information:

1. Full Name (As per academic certificate):
2. Present Address:
3. Permanent Address:
4. Social Media Link (e.g. Facebook, Twitter, Instagram, LinkedIn):
5. Mobile No:
6. Email Address:
7. Upload copy of your NID/Birth Certificate/Student ID Card (Rename this file in the following format: Your name_University)

Academic information:

1. Department:
2. Year/Semester:
3. University:

Other relevant information:

Q1. What makes you interested to participate in this training? (Write max 150 words in Bangla/English)

.....
.....
.....

Q2. What is your expectation from this training? (Write max 150 words in Bangla/English)

.....



.....
.....

Q3. How do you think this training will benefit you to pursue your future career objective?
(Write max 150 words in Bangla/English)

.....
.....
.....

Q4. Please describe your involvement with other social works and extra-curricular activities including your roles (max 100 words)

.....
.....
.....

Q5. Do you have any compatible devices with internet service? (Multiple response is possible)

- Smartphone

- Tab

- Laptop

- Desktop Pc

Q6. Have you been involved with any kind of online activities (e.g. online course/ Training/ Social media literacy/ soft skill etc.) in the last 6 months; please list down the name of the training and its provider? (max 100 words)

.....
.....
.....



A.4 OP Project Background

See below for an excerpt from the project background provided by the OP:

The ultimate goal of this training programme will be to enable community leaders to learn the tools of nonviolent communication to conduct peace and conflict resolution, to increase their understandings of women's needs, gender inequality, and how to work cooperatively with women leaders and community members on issues relating to social cohesion and peace, and for these actors to be able to facilitate conversations utilizing the nonviolent communication approach within their own communities to promote social cohesion, reconciliation, and common understandings.

Bangladesh, the Maldives and Sri Lanka have experienced trends in factors relating and contributing to violent extremism including hate speech, social and religious intolerance, the marginalization of minorities, and violent incidents fueling intolerance and extremism. Underpinning these factors are gender stereotypes that are used to radicalize and recruit men and women, as well as girls and boys, to violent extremist groups. Research conducted by UNDP and UN Women on the relationship between masculinities, femininities and violent extremism in Asia found that gender power dynamics and harmful constructions of what it means to be a man and a woman fuel and shape violent extremism across Asia...

A key recommendation of the report is that in order to build the resilience and capacity of communities to address violent extremism, programming to tackle harmful gender constructions leading to violent extremism requires a relational gender-transformative approach which involves the inclusion of men and boys. While many preventing violent extremism (PVE) programmes have focused on promoting gender-based approaches to PVE through the empowerment of women and girls, UNDP and UN Women research findings emphasize that these programmes also need to be working with and addressing the negative gender stereotypes that are held by and negatively impact boys and men. In this vein, UNDP is seeking to develop a programme that works with local community leaders to understand, analyze and reconstruct harmful community power structures that can contribute to gender inequality as well as the factors contributing to violent extremism...

Nonviolent communication (NVC) is an approach to building common understanding and empathy towards oneself and others through the use of various language, deep listening, communication and consciousness skills. Nonviolent Communication helps people recognize their deeper needs as well as those of others, to contribute to one another's well-being. Its ultimate aim is to build positive social connection and compassion and has been used in a variety of applications ranging from education, communication, personal growth, the workplace, and conflict resolution and prevention. NVC has had a lot of success in the field of social change and recognizes that discrimination against members of the community happens when human beings fail to recognize their common humanity. When applied to the context of confronting discrimination and marginalization, the NVC approach emphasizes that any time we attempt to meet our needs at the expense of the needs of others, we will fail to meet our long-term needs because we are interconnected, interdependent, and interrelated.

B Survey Materials: Baseline Survey

Baseline Survey UNDP Final

Start of Block: Intro

Welcome! You have been invited to participate in a short survey due to your involvement in a forthcoming training program, jointly piloted by UNDP and UN Women, on Nonviolent Communication. The program will be conducted as part of the UNDP's EU-funded program "Preventing Violent Extremism (PVE) through Promoting Tolerance and Building Respect for Diversity".

இந்த ஆய்வை தமிழில் எடுக்கலாம் என்பதை நினைவில் கொள்க; தமிழ் விரும்பினால், பக்கத்தின் மேல் வலதுபுறத்தில் உள்ள மொழியை

ஆங்கிலத்திலிருந்து தமிழுக்கு மாற்றவும். මෙම අධ්‍යයනය සිංහල භාෂාවෙන් හෙ හැකි බව සලකන්න; ඔබට සිංහල අවශ්‍ය නම් පිටුවේ ඉහළ දකුණේ ඇති භාෂාව ඉංග්‍රීසි භාෂාවෙන්; සිංහල ලෙස වෙනස් කරන්න.

We are interested in the opinions, expectations, and hopes of those who will be participating in the program. We will ask a number of questions that are personal in nature, regarding your background, experiences, and thoughts on sensitive subjects. We ask these questions in order to evaluate the program's impacts, for different types of people and in different issue areas. However, if you feel uncomfortable answering a question, you may choose not to respond where it is an option; we will also provide you with an opportunity at the end of the survey to share your experience completing it. Please alert us if any question made you feel uncomfortable. You must be at least 18 years of age and have received an invitation to complete this survey to participate.

The confidentiality of your records and identity will be strictly maintained. Identifying information appears only on this consent form, which will be saved in a password-protected folder only accessible to the researcher evaluating this project, and which will be destroyed three years after the completion of the evaluation. To preserve the anonymity of the data, each person is assigned a random code number that will be used to keep track of data produced by the survey. Results of the study in any presentation or publication will include only group results, and no identifying information will ever be used.

We estimate that the survey should take you approximately 15-20 minutes to complete.

If there is anything about the survey that is unclear or that you do not understand, if you have questions or wish to report a research-related problem, you may contact Nicholas Haas at

[REDACTED]

By clicking the button below, you acknowledge that your participation in the survey is voluntary, you are at least 18 years old, and that you are aware that you may choose to terminate your participation in the survey at any time and for any reason.

Please note that this survey will be best displayed on a laptop or desktop computer. Some features may be less compatible for use on a mobile device.

- I consent, begin the survey
- I do not consent, I do not wish to participate

Page Break

Display This Question:

If Welcome! You have been invited to participate in a short survey due to your involvement in... =
I consent, begin the survey



If you feel comfortable providing us with your name, please specify your name below:

Display This Question:

If Welcome! You have been invited to participate in a short survey due to your involvement in... =
I consent, begin the survey



Please provide your birthdate (please use the format month-day-year, that is MM/DD/YYYY):

End of Block: Intro

Start of Block: Demographics

In this Section, we will ask you some questions about your background.

What is your gender?

- Male
- Female

Display This Choice:
If GeoIP Location CountryName != Maldives

- Non-binary

Display This Choice:
If GeoIP Location CountryName != Maldives

- Please Specify if Other: _____
- Prefer Not to Answer

Display This Question:
If If GeoIP Location Location From Map Is Sri Lanka



What is your religion?

- Buddhist/Neo Buddhist
- Hindu
- Muslim
- Christian
- No religion
- Please Specify if Other: _____

Display This Question:
If If GeoIP Location Location From Map Is Bangladesh



What is your religion?

- Muslim
- Hindu
- Christian
- Buddhist/Neo Buddhist
- No religion
- Please Specify if Other: _____



What is the highest level of education you have attended?

- No Education
- Preschool
- Primary
- Secondary
- Higher

What is your occupation?

Display This Question:

If If GeoIP Location Location From Map Is Bangladesh



What languages can you speak? (Select all languages you speak, drag them to the box, and rank them in order of your comfort speaking them. Your mother tongue should be ranked first.)

Rank the Languages You Speak by Proficiency:

- Bangla
- Urdu
- Hindi
- English
- Please Specify if Other:

Display This Question:

If GeolP Location Location From Map Is Sri Lanka



What languages can you speak? (Select all languages you speak, drag them to the box, and rank them in order of your comfort speaking them. Your mother tongue should be ranked first.)

Rank the Languages You Speak by Proficiency:

- Sinhala
- Tamil
- English
- Please Specify if Other:

Display This Question:

If GeolP Location CountryName = Maldives



What languages can you speak? (Select all languages you speak, drag them to the box, and rank them in order of your comfort speaking them. Your mother tongue should be ranked first.)

Rank the Languages You Speak by Proficiency:

- Dhivehi
- Arabic
- English
- Please Specify if Other:

What is your marital status?

- Single
- Married
- Divorced
- Widowed
- Separated

Do you have any children?

- No
- Yes
- Not Relevant

Page Break

Display This Question:
If Do you have any children? = Yes



How many of your children are daughters?

Display This Question:
If What is your marital status? = Married

Do you live with:

- Nuclear family ONLY (spouse and any children)
- Extended family (spouse, children, and additional family)
- Please Specify if Other: _____

Display This Question:
If What is your marital status? = Single
Or What is your marital status? = Divorced
Or What is your marital status? = Widowed
Or What is your marital status? = Separated

Do you live:

- Alone
- With family
- With friends or colleagues
- Please Specify if Other: _____

Display This Question:

If What is your religion? != No religion

And What is your religion? != No religion

Typically, would you say that you pray:

- More than 5 times a day
- Multiple times a day
- Daily
- Weekly
- Monthly
- Seldom/Never
- Don't Know

*

What is your household monthly income (in local currency)?

Do you own a mobile phone?

- I own a private mobile phone
- I share a mobile phone
- No

Do you own a computer?

- I own a private computer
 - I share a computer
 - No
-

How would you describe your access to high-speed Internet and/or Data?

- I do not have access
 - I have access, but it is limited and/or slow
 - I have uninterrupted access
-

How would you describe your comfort using online tools such as Zoom or Skype?

- Not at all comfortable
 - A little comfortable
 - Very comfortable
 - Extremely comfortable
-

Display This Question:

If GeoIP Location CountryName != Maldives

In what type of area/locality do you live?

- Village
- Town
- Small city
- Big city

Display This Question:

If GeoIP Location CountryName = Maldives

In what type of area/locality do you live?

- Rural island
- Urban island
- Capital
- Other (please specify): _____

Display This Question:

If If GeoIP Location Location From Map Is Sri Lanka

Do you feel closer to one of the political parties specified below?

- Ahila Ilankai Thamil Congress (AITC)
- Eelam People's Democratic Party (EPDP)
- Jathika Jana balawegaya (NPP)
- National Congress (NC)
- Samagi Jana Balawegaya (SJB)
- Sri Lanka Muslim Congress (SLMC)
- Thamil Makkal Thesiya Kuttani (TMTK)
- United National Party (UNP)
- All Ceylon Makkal Congress (ACMC)
- Illankai Tamil Arasu Kadchi (ITAK)
- Muslim National Alliance (MNA)
- Our Power of People Party (OPPP)
- Sri Lanka Freedom Party(SLFP)
- Sri Lanka Podujana Peramuna (SLPP)
- Thamil Makkal Viduthalai Pulikal (TMVP)
- Other Party _____
- I do not feel closer to any political party

Display This Question:

If If GeoIP Location Location From Map Is Bangladesh

Do you feel closer to one of the political parties specified below?

- Awami League
- Bangladesh Nationalist Party
- Jatiya Party
- Jamaat-e-Islami
- Islami Andolan Bangladesh
- Workers Party of Bangladesh
- Other Party _____
- I do not feel closer to any political party

Display This Question:

If GeoIP Location CountryName = Maldives

Do you feel closer to one of the political parties specified below?

- Maldivian Democratic Party (MDP)
- Dhivehi Raiyyithunge Party (DRP)
- Adhaalath Party
- Jumhooree Party (JP)
- Progressive Party of Maldives (PPM)
- Maldives Development Alliance (MDA)
- Maldives Thirdway Democratic (MTD)
- Maldives Labour and Social Democratic Party (MLSDP)
- People's National Congress
- Maldives Reform Movement
- Other Party _____
- I do not feel closer to any political party

Page Break

Display This Question:

If Do you feel closer to one of the political parties specified below? != I do not feel closer to any political party

And Do you feel closer to one of the political parties specified below? != I do not feel closer to any political party

And Do you feel closer to one of the political parties specified below? != I do not feel closer to any political party

How close do you feel to this party?

- Not at all close
- Not so close
- Quite close
- Very close



If a new family moved to your neighborhood, would it make it easier or harder for you to get along with them if they were:

	A lot easier	Easier	Neither easier nor harder	Harder	A lot harder
Rich	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Of a different religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Speakers of a different language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supporters of a different political party	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Demographics

Start of Block: Receptivity and Expectations

In this Section, we will ask you some questions about the training program.



Which of the following are reasons you are interested in participating in the Nonviolent Communication Training Program? (Select all reasons that apply to you, drag them to the box, and rank them in order of how much they influenced your decision. The top reason should be ranked first.)

Rank Your Reasons for Attending Nonviolent Communication Training

- It sounds interesting
- It sounds fun
- The financial incentive
- A desire to be involved in programs affecting my community
- A desire to be involved in UN programs
- Its potential to produce positive change
- A desire to hear what others have to say
- A desire to share my thoughts with others
- To learn new skills
- For my CV
- Please Specify if Other:

How would you rank the following in terms of changes you hope the program will help promote? (Drag to the top your first priority, and so on with the other priorities.)

- Reduced gender inequality
- Improved social cohesion
- Greater common understandings
- Reduced violent extremism
- Reduced gender-based violence
- Please Specify if Other:

Have you participated in other training programs on similar topics or also sponsored by the UN?
(If yes, please enter the number of trainings attended.)

No

Yes, I have participated in (write the total number, as you can best remember):

End of Block: Receptivity and Expectations

Start of Block: Attitudes and Beliefs

In this Section, we are going to ask you for your opinion on a number of issues. Please pay close attention to the questions. We want to know your opinion: remember that there are no right or wrong answers. Also note that these questions do not necessarily reflect our opinions or thoughts on any of the below issues.

Please state how much you agree with each of the following statements.

Most men are better suited emotionally for politics and decision making than are most women.

Strongly disagree

Somewhat disagree

Neither agree nor disagree

Somewhat agree

Strongly agree

No matter differences in gender or religion, we are all human beings with the same needs and desires.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

Women and men should stick to their prescribed roles.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

Women are better listeners than men.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

For people to behave in a way that benefits society, there must be clear punishments for bad behaviors and rewards for good behaviors.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

It is possible to resolve most conflicts without establishing a clear winner and loser.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

The only way to defeat violent extremism is with violence.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

Income earned by a married woman should be considered the property of her husband.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

If people understand each other and their needs better, most conflicts would be resolved.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

Improving social cohesion requires challenging, and changing, many widespread beliefs in society about what behaviors are acceptable and desirable.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

In our country today, women and men have equal opportunities to live a rewarding and fulfilling life.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

In our country today, people have equal opportunities to live a rewarding and fulfilling life, no matter their religion or what language they speak at home.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

In a household, how should a husband and wife make decisions about how to raise, or bring up, their children?

- The wife should make all the decisions
- The husband should make all the decisions
- They should decide together, but the wife should have final say (where there is disagreement)
- They should decide together, but the husband should have final say (where there is disagreement)
- They should decide together, but someone else in the family (in-law, siblings, parents, etc.) should have final say (where there is disagreement)
- They should decide together, but someone outside the family (doctor, teacher, etc.) should have final say (where there is disagreement)
- They should decide together, and only make decisions where they both agree
- No opinion

End of Block: Attitudes and Beliefs

Start of Block: Behaviors

In this Section, we will ask you some questions about your everyday life.

.....

Which of the following best applies to the sharing of household work:

- I do much less than my fair share of the household work
- I do a bit less than my fair share of the household work
- I do roughly my fair share of the household work
- I do a bit more than my fair share of the household work
- I do much more than my fair share of the household work

People living together sometimes disagree about household issues. How often do you and members of your household disagree about everyday decisions such as: how to divide housework; money; or the amount of time spent on paid work?

- Never
 - Less than once a month
 - Once a month
 - Several times a month
 - Once a week
 - Several times a week
 - Every day
 - Don't Know
 - Decline to Answer
-

I generally feel comfortable expressing my needs and opinions to others.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

Display This Question:

If Do you have any children? = Yes

And What is your marital status? = Married

And What is your gender? = Female

I generally feel comfortable requesting my husband to get helping looking after the children.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree



People react in different ways when they are angry. Which of the following are ways you react when you are angry? (Select all ways you react, drag them to the box, and rank them in order of how often you react to anger in that way. The way you most frequently react to anger should be ranked first.)

Rank the Ways You React to Anger (by Frequency)

- _____ I beat the person I am angry with
- _____ I beat a person who is dependent on me (wife/child)
- _____ I beat an animal
- _____ I shout at the person I am angry with
- _____ I shout at a person who is dependent on me (wife/child)
- _____ I shout at an animal
- _____ I simply shout
- _____ I swallow my anger
- _____ I try to guess why the other person acted like this
- _____ I sit with the person I am angry with and discuss the issue

When you and members of your household make decisions about everyday issues such as occasional more expensive purchases for the household, or how to divide housework, who generally gets their way?

- Always someone else in my household
 - Usually someone else in my household
 - About equal
 - Usually me
 - Always me
 - Don't Know
 - Decline to Answer
-

How often do you have discussions with other people about political or social topics on which you disagree?

- Never
 - Less than once a month
 - Once a month
 - Several times a month
 - Once a week
 - Several times a week
 - Every day
 - Don't Know
 - Decline to Answer
-

Display This Question:

If What is your gender? = Female

Take a moment to think back over life in your community in the last month. During that time, can you remember any incidents in which a woman in your community, including yourself, was a victim of violence?

- Yes
- No
- Prefer not to answer

Display This Question:

If What is your gender? = Male

Take a moment to think back over life in your community in the last month. During that time, can you remember any incidents in which a woman in your community was a victim of violence?

- Yes
- No
- Prefer not to answer

I generally feel that people in my household listen to me and understand me.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

I generally feel that people different from me listen to me and understand me.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

I become irritated when someone cries:

- Never
 - Rarely
 - Sometimes
 - Often
 - Always
-

In the past month, I have tried to facilitate dialogue and promote change in my community on difficult issues:

- Yes, but only rarely
 - Yes, frequently
 - No
-

I am skilled at listening and understanding others, even those from very different backgrounds than myself.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

When I am upset, I can usually figure out and communicate why.

- Strongly disagree
 - Somewhat disagree
 - Neither agree nor disagree
 - Somewhat agree
 - Strongly agree
-

When a friend starts to talk about his/her problems, I try to steer the conversation towards something else:

- Never
- Rarely
- Sometimes
- Often
- Always

End of Block: Behaviors

Start of Block: Facts, Knowledge, Norms

In this community and elsewhere, people have different ideas about what constitutes acceptable behaviour, and the best ways to achieve societal goals. In this Section, we will ask you whether MOST men or women aged 18 years or older in your community, **not including yourself**, would agree with the following statements, according to your perception. We understand that you may not know the exact beliefs of most other people in your community, but please do your best to answer.

If you had to guess, what percentage of WOMEN aged 18 years or older in your community do you think would agree with the following statement? Statement: **Improving social cohesion requires challenging, and changing, many widespread beliefs in society about what behaviors are acceptable and desirable.**

- Less than 10% of women
 - Between 10% and 50% of women
 - Between 50% and 90% of women
 - More than 90% of women
-

If you had to guess, what percentage of MEN aged 18 years or older in your community do you think would agree with the following statement? Statement: **Improving social cohesion requires challenging, and changing, many widespread beliefs in society about what behaviors are acceptable and desirable.**

- Less than 10% of men
 - Between 10% and 50% of men
 - Between 50% and 90% of men
 - More than 90% of men
-

If you had to guess, what percentage of WOMEN aged 18 years or older in your community do you think would agree with the following statement? Statement: **Women and men should stick to their prescribed roles.**

- Less than 10% of women
 - Between 10% and 50% of women
 - Between 50% and 90% of women
 - More than 90% of women
-

If you had to guess, what percentage of MEN aged 18 years or older in your community do you think would agree with the following statement? Statement: **Women and men should stick to their prescribed roles.**

- Less than 10% of men
 - Between 10% and 50% of men
 - Between 50% and 90% of men
 - More than 90% of men
-

Page Break

The following two questions will probe your knowledge of Nonviolent Communication. If you do not know an answer, please select that you do not know.

Which of the following are stages of Nonviolent Communication? (Select all that apply)

- Observations
 - Feelings
 - Demands
 - Requests
 - Needs
 - Discussion
 - Agreement
 - Do not know
-

Interpreted through the lens of Nonviolent Communication, how might you describe the significance of the image below?



- Do Not Know
- I would say (please write description below):

End of Block: Facts, Knowledge, Norms

Start of Block: Follow

We will now ask you two short, final questions.

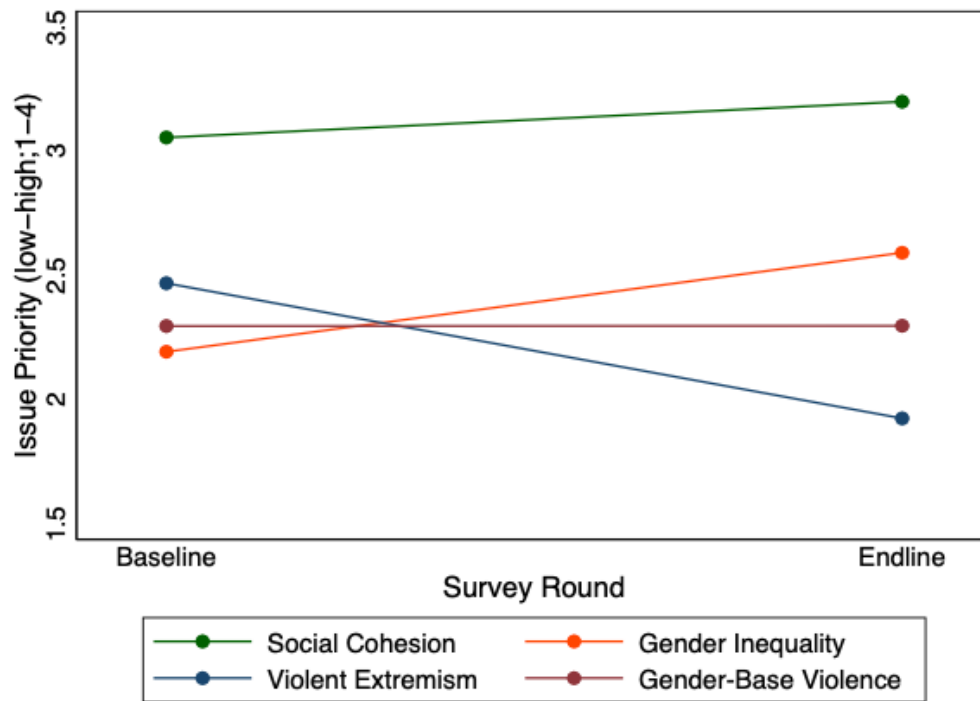
In your own words, what do you hope to gain or achieve from the training program?

Do you have any other thoughts or concerns you would like to share with us?

End of Block: Follow

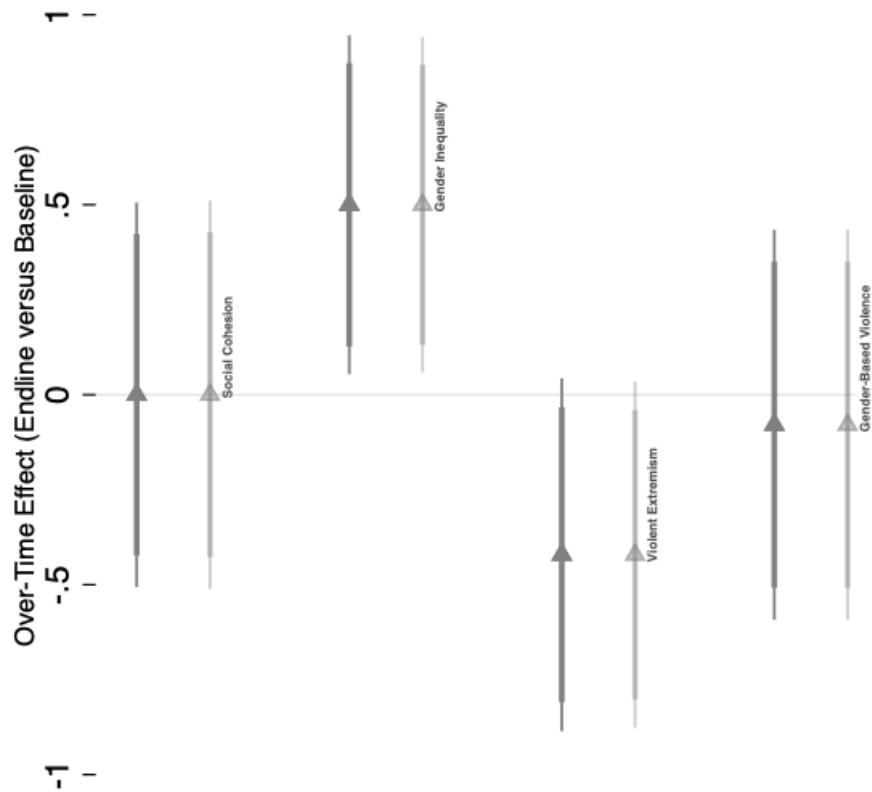
C Additional Results and Robustness

Figure C2: Over-Time Changes in Participants' Perceived Program Priorities



Notes: This figure displays raw changes in individuals' rankings of expected and perceived program issue impact areas. To ease interpretability, rankings are recoded so that higher values indicate a higher perceived program priority.

Figure C3: Replication of Figure 2 Limited to Same Set of Participants



Notes: This figure displays changes in individuals' rankings of expected and perceived program issue impact areas. For each issue area, I regress rankings (dependent variable) on an indicator variable for whether data is from the endline survey (=1) or from the pre-program, baseline survey (=0). To ease interpretability, rankings are recoded so that higher values indicate a higher perceived program priority. Solid lines show regression results without country fixed effects, and light lines show results with country fixed effects. Both 90% and 95% confidence intervals are shown. I limit analysis to individuals who completed both the baseline and endline surveys, so as to ensure that results are not driven by differences in the respondent population between survey waves.

D. Ethical Considerations

This study received Institutional Review Board approval. Participants in the program were invited to complete the survey and were assured that the survey was voluntary so as to avoid undue pressure. They then read a statement on what the survey would entail and their informed consent was elicited. The consent form and survey could be taken in the language of a participant's choosing so as to ensure that they understood the content. All data was kept separate from any identifying information and it is not possible to connect individuals' answers to their identities.

Regarding the larger study program, one of my aims in this manuscript is to evaluate possible approaches to improving goal and expectation alignment among research team members and the populations they study. It is my hope that through such efforts, research projects can provide more ethical outcomes for all involved parties. In addition, the program leaders themselves took special effort to ensure that the program did not cause undue harm to participants. In particular, local program coordinators were present at all sessions, and the NVC intervention leader took care not to push unwanted topics or methods onto study participants.