Conference Report

OUT OF WAR

Global Insights to Support Strategies for the Reintegration of Ukraine's Frontline Returnees

London School of Economics
and Political Science

13-14 October 2023

CORIOLI INSTITUTE
Research. Reintegrate. Rebuild.

Report on the 1st Annual "Out of War" Conference

"Global Insights to Support Strategies for the Reintegration of Ukraine's Frontline Returnees"

October 13th and 14th 2023

London School of Economics and Political Science (LSE)

About the Organizers

Trust After Betrayal (TAB) is a UK Research and Innovation (UKRI) funded project led by Dr Erin McFee at the LSE Department of Geography and Environment. TAB focuses on understanding interpersonal trust dynamics in contexts of organized violence, particularly (re)integrating formerly armed actors (FAAs). The project applies interdisciplinary lenses from anthropology, organizational sciences, peacebuilding, security studies, and feminist studies. Partnering with grassroots initiatives and violence-affected populations worldwide, TAB combines research and interventions across various countries, aiming to transform conflicts, enhance reconciliation, and promote participatory measurement and evaluation.

The Corioli Institute is an emerging Research and Action NGO that carries forward the community-oriented and social change-driven approach championed by TAB beyond the expiry of the project's UKRI funding in January 2025. Building upon the knowledge and networks cultivated by TAB, Corioli focuses on forging international partnerships to (re)integrate formerly armed actors and foster trust within communities affected by violence. Leveraging insights gained from engaging with local populations in peacebuilding and development efforts, Corioli stands at the forefront of research in this field. Corioli's mission is to bridge the gap between grassroots initiatives and international donor streams by transferring administrative and communicative expertise. This ensures that effective, contextually grounded peacebuilding and (re)integration practices, often hidden from key benefactors, gain access to necessary resources.

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Background and Rationale

On October 13th and 14th, Trust After Betrayal and the Corioli Institute hosted the first annual "Out of War" conference, titled "Global Insights to Support Strategies for the Reintegration of Ukraine's Frontline Returnees," at the London School of Economics and Political Science (LSE). The conference convened academics, practitioners, policymakers, and formerly armed actors from 18 countries to elaborate on a plan of action addressing many of the existing social, economic, and psychological challenges Ukrainian veterans face when returning from the frontlines.

"Out of War" was conceived in the spirit of a global comparative perspective guided by the overarching, cross-boundary formerly armed actor (FAA) terminology. The term refers to all individuals who previously participated in the production of organized armed violence, including members of militias, gangs, criminal organizations, guerrillas, insurgents, and state militaries, among others. The conceptualization of FAAs expands beyond limited labels such as "ex-insurgent", "ex-cartel member", or "military veteran", allowing for a metalevel analysis of shared social, economic and psychological challenges among FAAs across armed group categories and geographies while acknowledging the contextual peculiarities of the situation of Ukrainian veterans. This approach made the debates accessible to those less familiar with the war in Ukraine and synchronised all participants' reasoning along a unifying theme.

The conference's framing enabled invited academics and practitioners working with distinct agents and settings of organized violence to have a common conceptual denominator that grounded the conference's generative exchanges. It facilitated a synthesis of expertise and epistemes from many walks of organized violence research to inform proposals aimed at helping Ukrainian veterans and their families. These proposals will be formulated in a policy paper drawing on insights from the conference's discussion sessions, which will be circulated to relevant stakeholders in government, international organizations, and civil society. By identifying the immediate and long-term needs of veterans highlighted by the Ukrainian partners present at the conference and developing recommendations grounded in the innovative convergence of ideas from multi-sited expertise, the paper aims to materialize the event's objective by providing concise yet comprehensive information on this complex field of action and effectively influencing policy priorities within it.

Event Structure

The first day, on October 13th, commenced with an inaugural Roundtable Discussion featuring Ganna Demydenko from the Ukrainian Women Veteran Movement, Yuliia Kirillova from the Ukrainian Veterans Foundation (UVF), and Kostiantyn Tatarkin from the International Research & Exchanges Board (IREX) who joined remotely. Dr. Marnie Howlett, Departmental Lecturer in Russian and East European Politics at the University of Oxford, moderated the discussion, providing an overview of current reintegration provisions, challenges, and priorities in

Ukraine. Topics of particular interest included reintegration programs for veterans residing abroad, the involvement of veterans' families in the integration process, the impact on veterans' children, and the readiness of Ukrainian society to welcome returning veterans. The day ended with a networking dinner at LSE.

The second day began with a speech by Aiden Aslin, a British veteran who served in the Ukrainian Marines, sharing his experiences from the early stages of the war, including his five-month captivity by Russian forces before being released in a prisoners exchange. Participants then engaged in six different breakout room sessions throughout the day (one AM and one PM session per person), discussing the topics "Identity-Based Challenges," "The Invisible Wounds of War," "The Long Shadow of War," "The Women of War," "Community-Based (Re)integration," and "Participatory Programme and Policy Design." Plenary reports following each session block ensured that the different groups could share their findings with one another, facilitated by a summary provided by the note-taker, allowing for the exchange of feedback and comments. After some closing remarks, the conference concluded with a dinner in the historic "Ye Olde Cheshire Cheese" London pub.

Concept and Methodology

The conference methodology was based on a comprehensive participatory approach, placing the guidance for its planning and execution in the hands of Ukrainian veterans, who were the subjects of the encounter, as well as the practitioners and policymakers involved in their support. The rationale behind employing a participatory methodology is that FAAs and those working directly with them are best suited to identify the issues impacting their proper context and hence determine the priorities and themes discussed during the conference. This was meant to put the agency of Ukrainian veterans at the heart of the format that incorporates a multitude of stakeholders generating ideas on provisions immediately concerning them, following the principle of "nothing about us without us".[1]

The conceptual framework of the conference, along with the themes and questions for the Saturday breakout room sessions, was informed by 33 interviews conducted in Ukraine by Corioli Institute researchers between August 23rd and September 23rd, 2023. These interviews involved veterans, reintegration program directors, caseworkers, civil society professionals, volunteers, and policymakers, among other actors (**See Annex**). The Corioli Institute's Research and Action approach adheres to the paradigm that research is not conducted merely "on" individuals. Instead, TAB engages with local stakeholders in a collaborative group, defining the issue to be investigated and collectively plan and execute the subsequent processes.[2] The preparatory work for the conference was hence done in close coordination with veteran and practitioner representatives of the Ukrainian

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[1] Walt Kilroy, *Reintegration of Ex-Combatants After Conflict* (London: Palgrave Macmillan UK, 2015), https://doi.org/10.1057/9781137428998.

[2] Kai A. Schafft und Davydd J. Greenwood, „Promises and Dilemmas of Participation: Action Research, Search Conference Methodology, and Community Development", *Community Development Society. Journal* 34, Nr. 1 (März 2003): 18–35, https://doi.org/10.1080/15575330309490101.

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partner organization that facilitated the fieldwork process and were attending the event – The Ukrainian Veterans Foundation of the Ministry of Veterans Affairs (MoVA), the Ukrainian Women Veteran Movement and the International Research & Exchanges Board (IREX).

The experiences, perspectives and focal points revealed in the interviews were then systematically coded, through which six salient themes informing the Saturday breakout room sessions, the methodological core of the conference, could be inductively identified:

1. **"The Long Shadow of War", i.e. reintegration in the context of ongoing violence**, as hostilities have been going on since Russia's annexation of Crimea in 2014 and a decisive and clear end to armed actions in Ukraine is unlikely in the near future. The interviews revealed that veterans and their families face a range of challenges including infrastructure issues, data gaps on veterans' locations, and intergenerational disparities. These are compounded by bureaucratic hurdles and extended front-line duty, particularly after the Russian invasion. It's crucial to differentiate peacebuilding and reintegration from "post-conflict" contexts, as ongoing instability is anticipated for years to come.

2. **"Identity-Based Challenges", i.e. the heterogeneity of veteran social and political identities like parent, professional, religious or community leader etc.** The interviews highlighted how these individuals move between multiple identities simultaneously, raising important questions about self-image, expectations, political alignments, and competing understandings of how war-related and reintegration experiences inform current life trajectories.

3. **"The Invisible Wounds of War", i.e. the psychosocial challenges of reintegration.** In the context of an intense and brutal war, mental health challenges particularly related to PTSD and moral injury, are expected to be a major concern after basic livelihood. Neglecting these issues may lead to various risks including violence, radicalization, and substance abuse. The results from the fieldwork suggest that mistrust in institutions, institutional service gaps, and resistance to internationally developed models of psychosocial support among veteran populations will present challenges for importing approaches that are not sufficiently aligned with cultural understandings of mental health and wellbeing.

4. **"The Women of War", i.e. the relevance of gendered reintegration experiences. Women experience distinct challenges, physically, psychologically, and socially, before and after leaving the conflict.** Exploratory interviews suggest that there is a lack of specialized medical and mental health care and a significant dissonance between how female fighters understand themselves (patriotic, involved in missions, occupying assault positions) and harmful stereotypes that have been applied to them (only in support roles, joining the military to find husbands). Additionally, wives, widows, and sisters play vital roles in supporting reintegration efforts through various leadership positions.

5. **"Community-Based Reintegration", i.e. social and economic reintegration utilizing the resources, support, and connections within local communities.** This approach emphasizes community involvement as a crucial aspect of the reintegration process. In the Ukrainian context, it allows for local funding to be more flexible and responsive to veterans' needs, separate from national strategies. Key elements of this approach encompass local support networks, mental health services, employment and education support, housing assistance, peer mentoring, legal and financial aid, recreational activities, community engagement, and family support.

6. **"Participatory Program and Policy Design", i.e. active participation, collaboration, and involvement of intended reintegration "beneficiaries".** Given that this was the methodological rationale behind the conference planning process, its execution was also discussed for the broader realm of programming aimed at Ukrainian veterans. It refers to a holistic and inclusive approach that emphasizes active participation, collaboration, and involvement of intended "beneficiaries", as well as the families, communities, and organizations in which they embed. The goal of participatory formerly armed actor reintegration is to foster a sense of ownership and responsibility among ex-combatants while promoting social cohesion and stability in transitioning societies. The interviews revealed challenges to participatory programming including marginalization by the public sector, in part due to war-time priorities, and in part due to the opacity of the state along multiple axes.

The breakout room session prompts and the related discussion questions grounded in the same data were adjusted and approved in close collaboration with the aforementioned Ukrainian partners involved in the fieldwork. The same applied for the conference framing document sent to invitees, any preparatory readings and materials distributed to them (many of which were issued by these organizations directly) as well as general consideration about the conference's formats, which besides the breakout room sessions encompassed two plenary report backs and an inaugural roundtable on the first day. Moreover, the organizers made sure that there was a balanced representation of Ukrainians in every breakout room session who were explicitly encouraged by the moderators to take the lead in the discussion and speak up if participants veered towards less relevant topics or if something would be misrepresented.

The breakout room discussions were carried out in a horizontal, conversational style, loosely structured around the guiding questions for each theme. The moderators let the conversation develop organically but ensured equal participation of all attendees across areas of regional expertise to fully engage the diversity in the room. Participants discussed the topics drawing from their diverse range of knowledge, while also integrating comparative perspectives on formerly armed actors in other regions of the world with the Ukrainian case while critically recognizing the peculiar nature of the latter. The aim of each session was to collaboratively devise fitting policy or program recommendations that address the challenges identified by the prompt and set adequate priorities.
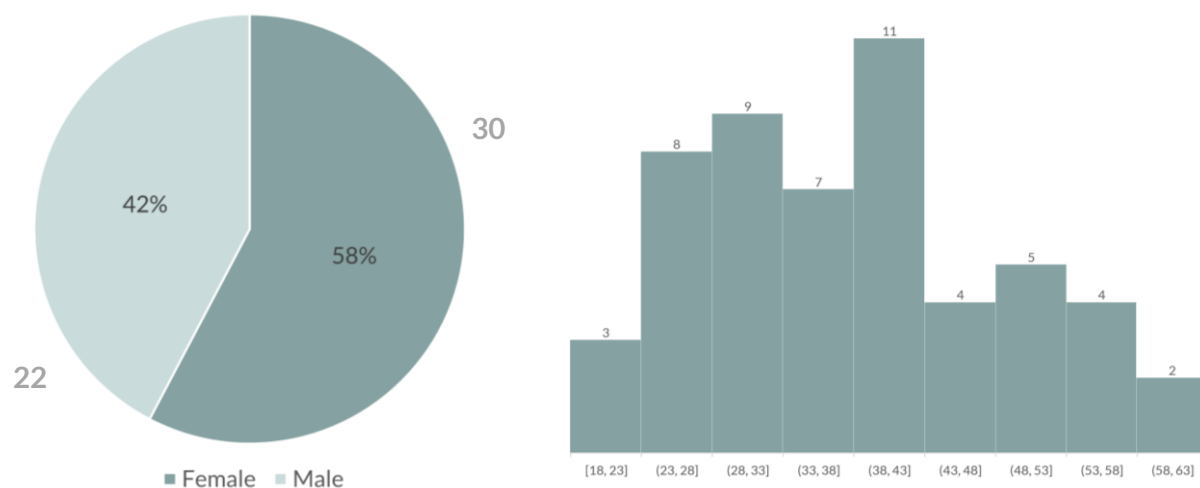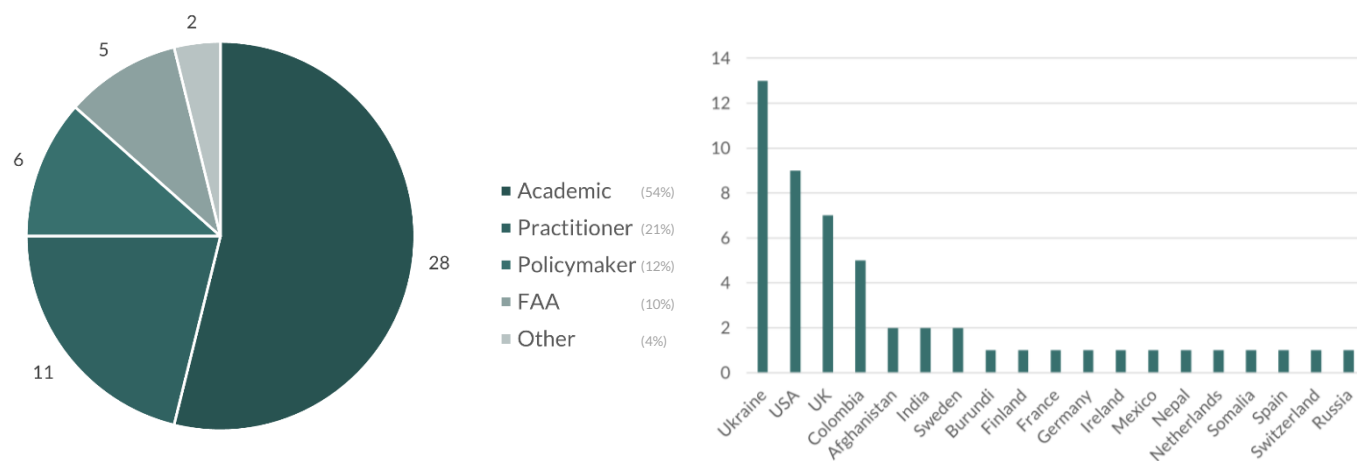
As an extension of the participatory logic applied to the Ukrainian leadership of the conference design, all participants were given the opportunity to comment on the drafted breakout session outlines before the event. Moreover pre- and post-conference surveys have served as a mechanism to evaluate the epistemic impact of the discussions and incorporate feedback on format, logistics and communication into future iterations of the "Our of War" franchise. Additionally, the event included two dinners to facilitate a blend of both structured and casual interactions among participants. This allowed for additional informal learning opportunities and encouraged intensive networking.[3]

The detailed notes taken during the Saturday breakout rooms, which accommodate a wide range of ideas and proposals for reintegration provisions in Ukraine across various governance and sectoral levels, as well as comparative empirical examples from diverse global contexts, serve as the foundation for the final policy paper resulting from the conference and the recommendations it puts forth. Similar to the process employed in conference planning, this paper will undergo multiple rounds of editing and review, all conducted by Ukrainian veterans and reintegration professionals. By deducting the core recommendations of the policy paper from a multinational and interdisciplinary encounter designed and executed in a profoundly participatory manner, it will be dedicated to the most immediate priorities and challenges shaping the experience of Ukraine's frontline returnees.

Demographics

The "Out of War" conference was attended by 52 people from 19 countries, 30 (58%) of which were women and 22 (42%) men with an approximate average age of 39 years. The most prominent nationalities present by number of attendees were Ukraine (13), USA (9), UK (7) and Colombia (5). Most participants were academics (28 [54%]), followed by practitioners (11 [21%]), policymakers (6 [12%]), formerly armed actors (5 [10%]) and other (2 [4%]) (**see figures below**). Conference participants were mostly existing contacts of the Trust After Betrayal project/Corioli Institute network and their recommended candidates or invited through online searches on people active in pertinent subject areas. Besides Ukrainian practitioners from the abovementioned veteran-related organizations, the conference was joined by representatives currently or formerly affiliated with the International Organization for Migration (IOM), Peace Research Institute Oslo (PRIO), Institute for International Conflict Resolution & Reconstruction (IICRR), Inclusive Peace, the German Institute for Global and Area Studies (GIGA), Fundación Coppel, among others. Academic attendance included faculty members from LSE, the University of Oxford, King's College London (KCL), the University of Chicago, the Carter School for Peace and Conflict Resolution at George Mason University and the Universidad de los Andes.
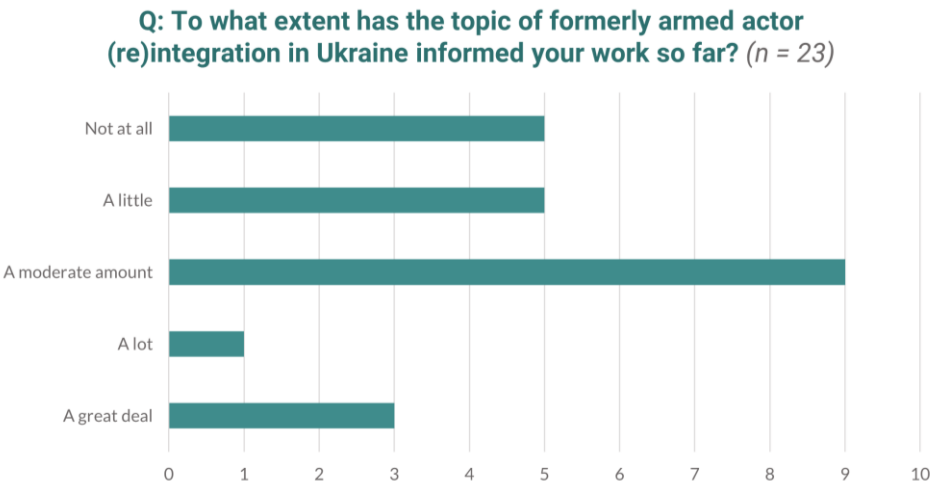
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[3] Michael R. Fulcher u. a., „Broadening Participation in Scientific Conferences during the Era of Social Distancing", *Trends in Microbiology* 28, Nr. 12 (Dezember 2020): 949–52, https://doi.org/10.1016/j.tim.2020.08.004.

Figures 1 and 2: Participant Age and Gender Composition

Figures 3 and 4: Participant Backgrounds and Countries of Origin

Pre-Conference Survey

While the overwhelming majority of conference participants had a background in peacebuilding practice, peace and conflict studies or organized violence research, not everyone was actively dedicated in their work to the particular subject of formerly armed actor (FAA) reintegration. Out of 23 respondents, 10 (37%) stated that their work had been informed little or not at all by concerns of FAA reintegration thus far. Most answers (9 [32%]) indicated "a moderate amount" of influence with only one person answering "a lot" and three individuals stating that it had informed their work "a great deal" (**figure 5**). The purpose of the conference was to equally open up the discussion to individuals with lower degrees of involvement with FAA reintegration, to draw their attention to its importance in Ukraine and elsewhere and encourage them to consider it more frequently in their future research/practice.
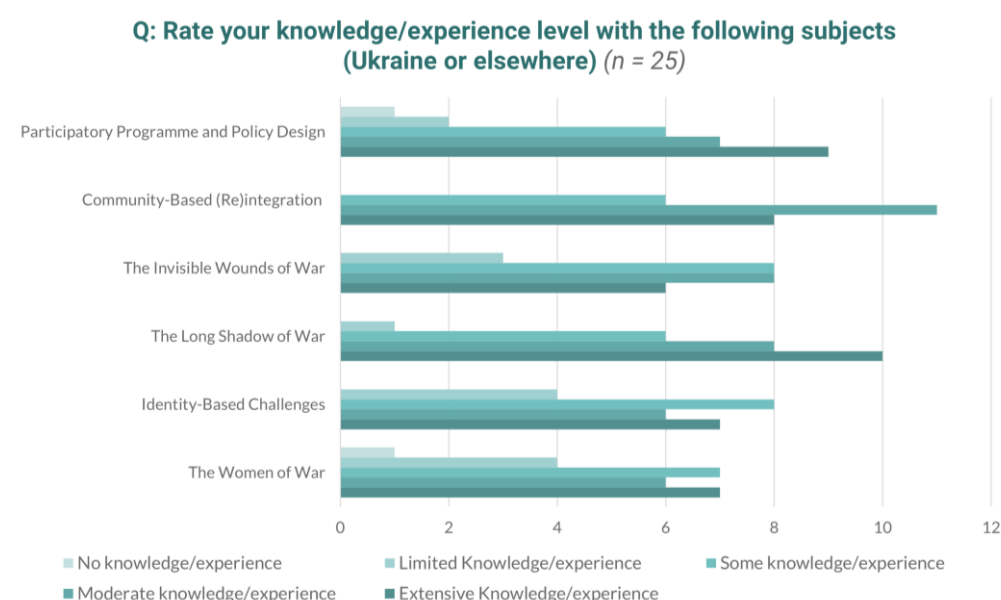
Figure 5

Q: To what extent has the topic of formerly armed actor (re)integration in Ukraine informed your work so far? *(n = 23)*

Participants indicated a high intermediate level of prior knowledge/experience with the six breakout room themes of the conference (Out of 25 responses, an average of 3.81 points on a scale from 1 [lowest] to 5 [highest]) (**figure 6**). Throughout the themes, "extensive knowledge/experience" was most frequently selected (47 times), followed by "moderate knowledge/experience" (46 times), "some knowledge/experience" (41 times), "limited knowledge/experience" (14 times), while "no knowledge/ experience" about a given theme was indicated only twice overall. Respondents were most familiar with the topics of "The Long Shadow of War" and "Community-Based Reintegration," both averaging 4.08 points. Among these, the former received the highest number of "extensive" responses (10), while the latter had the highest count of "moderate" responses (11) in the section. Likewise, "Participatory Program and Policy Design" scored an average of 3.84, "The Invisible Wounds of War" of 3.68 and "Identity-Based Challenges" of 3.64 while participants were least familiar with the topic of "The Women of War" (3.56 average). "The Women of War" was also the theme with the most evenly distributed or "leveled" degree of knowledge/experience among participants (1.47 standard deviations [SDs] from the mean), followed by "Identity-Based Challenges" (2.11 SDs) and "Participatory Policy and Program Design" (2.14 SDs). Despite participants only

participating in their two assigned breakout rooms, the conference facilitated knowledge spillovers across groups with the plenary report backs adjacent to the sessions and the informal social events of the conference. The general increase in familiarity with the conference themes among attendees was captured by the post survey.

Figure 6

Q: Rate your knowledge/experience level with the following subjects
(Ukraine or elsewhere) *(n = 25)*

Participants expressed various motivations and objectives for attending the conference, including wanting to help Ukrainian veterans and their families while having the opportunity to gain new insights, build academic and professional connections, and share their relevant thoughts, knowledge, and experiences with peers. Understanding the Ukrainian reintegration situation served as a key driver for many, with a specific interest in directly learning from the involved stakeholders and veterans present. Participants also appreciated the policy-oriented format of the conference and were keen on contributing to the design of practical solutions that address immediate necessities on the ground. One respondent formulated their objectives as follows:

"Learning to understand what the main challenges are at the moment, what has been done in the past and what Ukrainians with should be done going forward, how we can translate urgent proposals into concrete policy."

Moreover, attendees signaled interest in the international, cross-sectoral, and comparative nature of the event and the possibility of learning about other reintegration contexts to inform their own work. Their objectives were to better conceptualize common challenges faced by formerly armed actors globally, debate reintegration practices and policies applicable in Ukraine and beyond while strengthening their global networks with academics, policymakers, and practitioners in the field. Additionally, the objective to apply bottom-up, participatory approaches when elaborating on policy for Ukrainian veterans was emphasized. As one candidate, incorporating several of these motivations, put it:
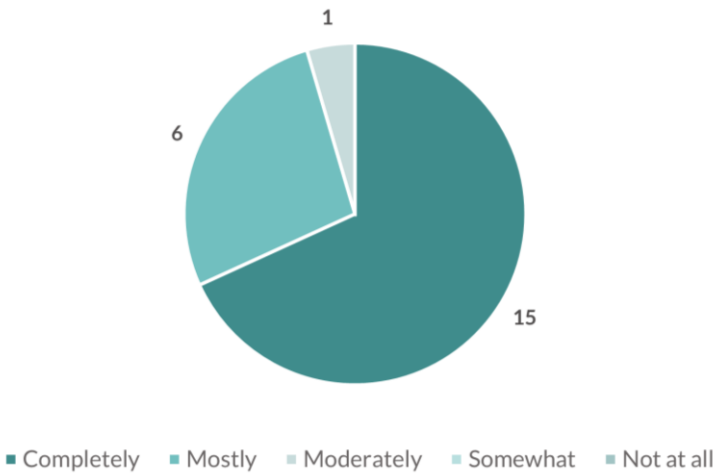
"I see the challenges of successfully reintegrating ex-combatants as fundamental to a society's ability to make the transition from war to peace, to prevent a return to war, and to deal with its aftermath. I have not studied reintegration in a context such as Ukraine but feel that important lessons can be learned from each context, which will help for better planning. While an end to war in Ukraine sadly still looks very far away, it's never too soon to start planning for reintegration and the other connected tasks in peacebuilding. I am particularly interested in participatory approaches to planning and reintegration; to understanding the many interconnected processes of reintegration through the lens of social capital (norms, networks, and trust); and the links between reintegration and transitional justice. I very much welcome the opportunity to take part in a conversation about all these issues, and to make connections and build relationships with others working in this area."

Post-Conference Survey

Out of 22 respondents, 15 (68%) indicated that they "completely" accomplished their goals for this conference. Meanwhile 6 people (27%) stated they had accomplished them "mostly" and one person "moderately" (5%) (**figure 7**). This reveals an overall high satisfaction with the diverse outcomes of the conference with regards to the initial goals and motivations of rigorous learning, experiential contribution, peer-to-peer intellectual exchange, and international networking, among others.
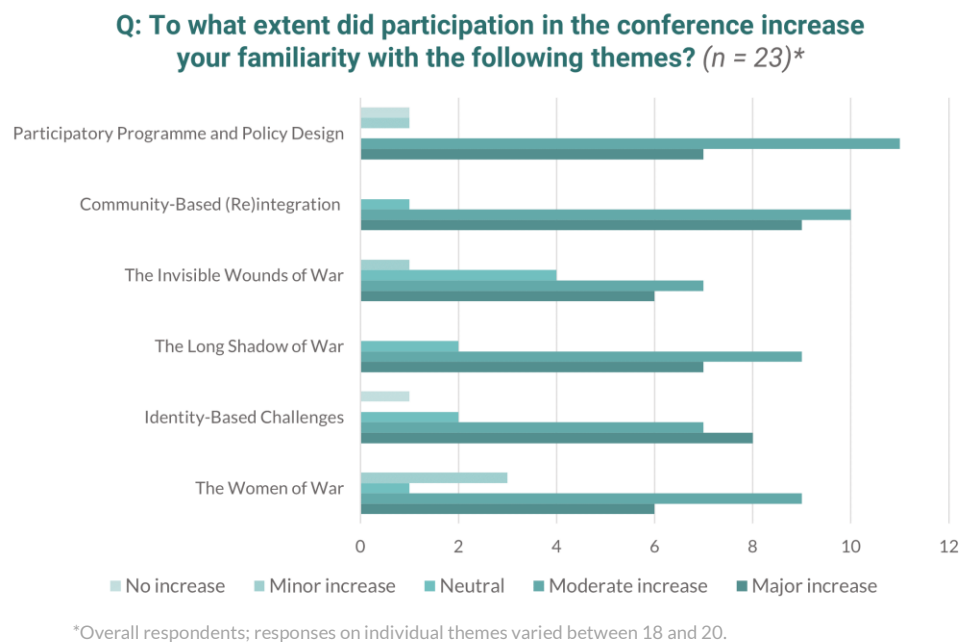
Figure 7

Q: To what extent did you accomplish your goals for attending this conference?

■ Completely   ■ Mostly   ■ Moderately   ■ Somewhat   ■ Not at all

In the post-survey, participants could indicate an increase in familiarity with the six conference themes where they deemed relevant (**figure 8**). Across themes, a "moderate increase" in familiarity was selected 53 times, a "major increase" 43 times, "neutral" 10 times, and a "minor increase" and "no increase" just 5 and 2 times respectively. The most significant increase in familiarity was associated with "Community-Based reintegration" (average of 4.4 points, 20 respondents), followed by "The Long Shadow of War" (4.27 average, 18 respondents), "Identity-Based Challenges" (4.16 average, 18 respondents), "Participatory Program and Policy Design" (4.1 average, 20
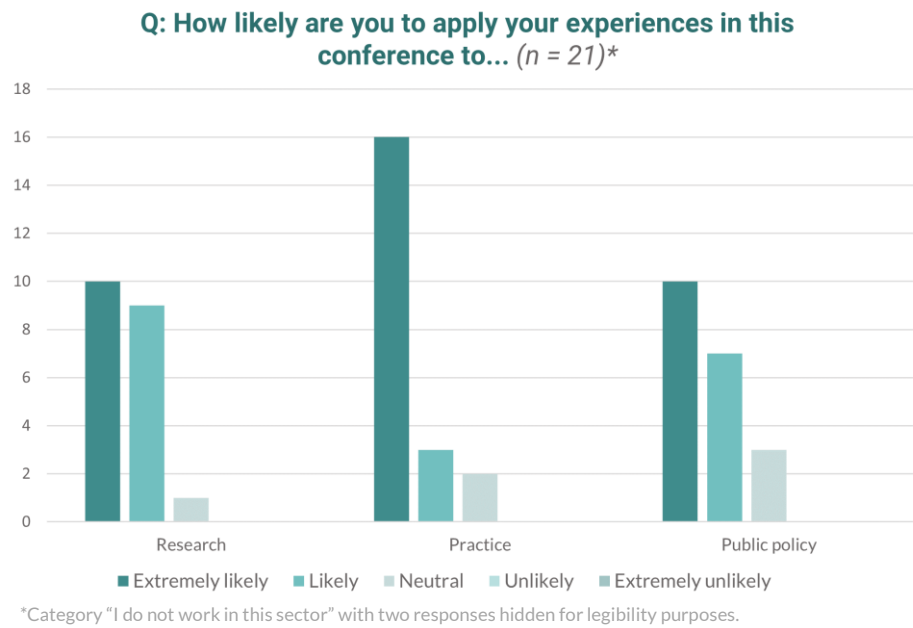
respondents) and "The Invisible Wounds of War" (4.0 average, 18 respondents). Only "The Women of War" scored marginally below 4 with an average of 3.94 (19 respondents). Notably, this order correlates with the sequence of prior knowledge/experience averages captured in the pre-conference survey with a comparable margin (0.46 vs 0.52 points), which implies the enhancement of preexisting expertise in a consistent manner among participants. This association is based on a common cognitive tendency and reinforced by the fact that the breakout rooms were assigned partly based on attendees' preferences and personal backgrounds. The distribution of responses beyond just participants' corresponding breakout rooms, however, evidence the aforementioned intra-group knowledge spillovers during the conference. Overall, a mean increase in familiarity of 4.14 points across themes suggests that the event was highly successful in developing participants' expertise in the diverse subtopics it covered – with the slight caveat that solely progress perceived relevant to attendees was captured, omitting a portion of less significant/non-existent changes in familiarity.
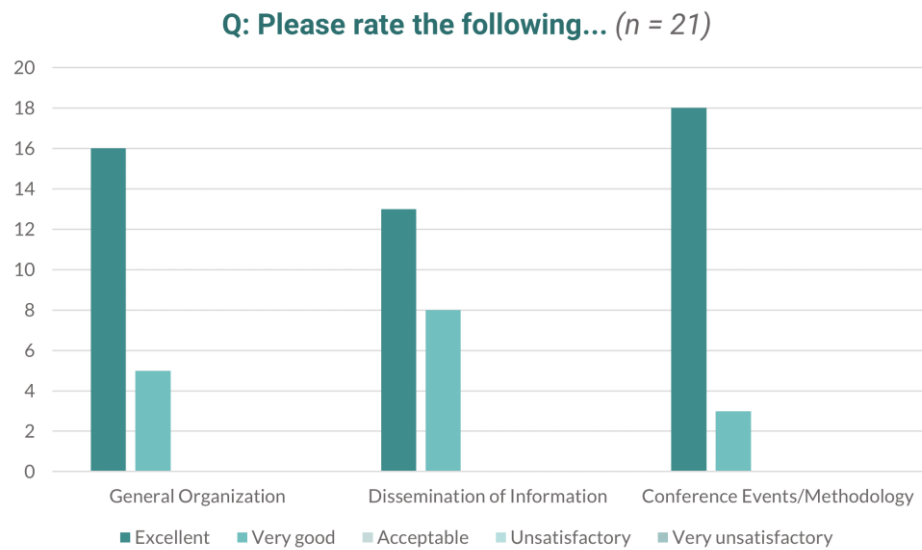
Figure 8

Q: To what extent did participation in the conference increase your familiarity with the following themes? (n = 23)*

*Overall respondents; responses on individual themes varied between 18 and 20.

The majority of 21 respondents reported it to be "extremely likely" that they would apply their experiences from the "Out of War" conference to research (10 [47%]), practice (16 [76%]) and public policy (10 [47%]) while 9 (42%), 3 (14%) and 7 (33%) respectively considered it "likely". Only 6 candidates responded neutrally overall, and none fell below this category (**figure 9**). This illustrates how the conference successfully inspired attendees to integrate this new knowledge into their own work or cross-sectoral areas of interaction, whether related to the Ukrainian case, comparative FAA reintegration, or settings of organized violence in general. "Out of War's" impact is thus expected to catalyze novel meaningful engagements with these topics in the future and promote innovative approaches and informed decision-making across attendees' diverse professional domains. Participants' notable emphasis on applying the insights from the event to practice reflects the action-oriented and hands-on nature of the conference, aligning with the intentional design of its formats by the organizers.

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Figure 9

Q: How likely are you to apply your experiences in this conference to... *(n = 21)**

■ Extremely likely ■ Likely ■ Neutral ■ Unlikely ■ Extremely unlikely

*Category "I do not work in this sector" with two responses hidden for legibility purposes.

Participants also provided outstanding feedback on the execution of the conference by rating it either "excellent" (74.6%) or "very good" (25.4%) across general organization, dissemination of information and conference events/methodology (**figure 10**). The latter category, arguably the most important aspect of the conference, stood out as the most highly acclaimed one with 18 respondents (86 %) rating it "excellent" and 3 respondents (14%) "very good". "Dissemination of Information" had the most balanced rating (62% "excellent" vs. 38% "very good"), which highlights the necessary focus on refining the communication strategy in future conferences organized by the Corioli Institute.

Figure 10

Q: Please rate the following... *(n = 21)*

■ Excellent ■ Very good ■ Acceptable ■ Unsatisfactory ■ Very unsatisfactory

In the written remarks on the strengths of this encounter, participants commended the conferences' global and inter-disciplinary approach, enabling creative solutions to emerge from exchanges between individuals facing similar challenges but within different contexts. The smooth and carefully planned organization of the event also received praise for its effective use of time and scope and the incorporation of diverse informal networking opportunities in comfortable venues with good catering. Moreover, attendees appreciated the diverse, well-balanced, and majority female mix of attendees, representing policymakers, practitioners, veterans, and researchers offering a vast range of experiences and expertise. The Ukrainian-led nature of the event was also positively pointed out:

"The conference was an exceptional confluence of individuals who care deeply about impact and research, and it was a wonderful experience to engage with researchers and practitioners with varied experiences who were open to sharing lessons learned while also listening to the voices from Ukraine, trying to truly understand the situation. It was great to have perspectives from Ukraine present both to understand the current situation as well as to understand their responses to researchers' perspectives particularly with respect to reintegration."

"The wide range of academics, practitioners, and those directly affected by the war allowed for substantive discussion beyond theoretical framing and allowed each group to dig deep into the shortfalls and solutions of veteran reintegration in Ukraine."

Additionally, participants underscored the suitability of the conference's discussion formats with small breakout rooms allowing for more profound and focused exchanges, facilitated by the provision of preparatory materials and a moderation that would guide and catalyze the conversations appropriately. Overall, the strengths outlined in the survey feedback reflect the success of the conference in fostering dynamic exchanges and meaningful connections among diverse participants while engaging them in a holistic and comparative perspective on the issue of Ukrainian veterans' reintegration. The most salient objective of the conference, that attendees take fruitful and valuable experiences home, has been accomplished according to numerous testimonials:

"After learning the challenges that the veterans are facing, this will change in the way I used to misinterpret their behaviors. I will develop an understanding spirit and commit myself to their support instead of judging them. I say that because I used to criticize many of my veteran acquaintances, and I used to consider them as irresponsible, careless, and things like that."

"A very valuable event. Lots of food for thought; discussion and debate has sparked several ideas that I will run with and actively look to build into project design and implementation in my day-to-day role. I met several people whom I will be continuing to speak and meet with, including in Ukraine, to progress ideas, collaboration, and coordination. To have such a breadth and depth of knowledge and experience in one relatively small group (i.e. small enough to be conducive to discussion, to foster professional relationships etc.) was really impressive. Thank you very much!"

Participants also provided valuable feedback on how the conference experience could be enhanced. Several suggestions revolved around the need for more time with a desire for more/longer breakout room sessions and additional opportunities for networking interaction. The idea of extending the conference to cover two full days

instead of one and a half was frequently suggested, also highlighting concerns about feeling fatigued by the busy schedule. Additional time, as one participant pointed out, would also provide the opportunity to create more tangible outputs on the spot, such as plenary reports following breakout sessions. Attendees also expressed a desire for more in-depth coverage of specific topics such as employment and retraining, educational programs, and family reintegration and to involve additional experts in the breakout rooms, possibly through online participation. The Corioli Institute will plan its next "Out of War" conference to take place on two entire days, to add more discussion formats, networking opportunities and to spread out instances of intense deliberation over a longer time period. This would maximize the benefits for participants taking the time to arrive from all over the world at a just marginally higher cost.

Annex 1: Overview of Summer 2023 Interviewees in Ukraine

Date	Location	Individual/ Group	Gender	Role(s)	Organization	Sector
23. Aug 23	Warsaw	I	M	Sector Official	Independent	Defense and Security
24. Aug 23	Kyiv	I	M	Communications / Former CEO	International Legion, Battlebuddy	Military
24. Aug 23	Kyiv	I	M	Advisor	Prostir Mozhlyvostei	Government / NGO
25. Aug 23	Kyiv	I	M	President	Pislya Sluzhby	NGO
25. Aug 23	Kyiv	I	F	Volunteer	Pislya Sluzhby	NGO
25. Aug 23	Kyiv	I	M	Case Worker (Employment and Education)	Pislya Sluzhby	NGO
25. Aug 23	Kyiv	I	F	Case Worker (Psychosocial counselling)	Pislya Sluzhby	NGO
25. Aug 23	Kyiv	I	M	DDR-Lead	IOM	International Development
25. Aug 23	Kyiv	I	M	Lead	Freedom of Russia Legion	Military
25. Aug 23	Kyiv	I	M	Veteran in Rehabilitation	Rehabilitation Center	Individual
25. Aug 23	Kyiv	I	M	Veteran in Rehabilitation	Rehabilitation Center	Individual
26. Aug 23	Kyiv	I	F	Project Manager: Demining & Documentation of War Crimes	ICC	Humanitarian Aid
26. Aug 23	Kyiv	I	M	Program Director	IOM	International Development
26. Aug 23	Kyiv	I	F	Cash Transfers	Humanitarian Response	Humanitarian Aid
26. Aug 23	Kyiv	I	M	Disaster Relief Reduction	Mercy Corps	Humanitarian Aid
28. Aug 23	Kyiv	I	F	Staff	Legal NGO & Women's Veterans Network	NGO
28. Aug 23	Kyiv	I	F	Director	Women's Veterans Network	NGO
28. Aug 23	Kyiv	I	F	Ex-Minister for Veterans Affairs, Coordination Group	Coalition of Veterans' Spaces	Government / NGO
28. Aug 23	Kyiv	I	F	Program Manager	International Renaissance Foundation	NGO
29. Aug 23	Kyiv	I	F	Public Council Member; Leader	Public Council - Ministry of Veterans Affairs; Vesta	Government / NGO
29. Aug 23	Kyiv	I	F	Research & Analysis	Ukraine Veterans Foundation	Government
29. Aug 23	Kyiv	I	F	Translator; Projects	Ukraine Veterans Foundation	Government
29. Aug 23	Kyiv	I	M	Veteran; Projects; Agriculture	Ukraine Veterans Foundation	Government

30. Aug 23	Kyiv	I	M	Veteran in Rehabilitation	Pislya Sluzhby	Individual
19. Sep 23	Kalush	I	M	Deputy Mayor	Kalush City Government	Government
19. Sep 23	Kalush	I	F	Mother of soldier on frontlines	Brattia Z Prykarpottia	NGO
19. Sep 23	Kalush	I	M	War Priest (still serving/volunteering)	Formerly MoD, now volunteers for frontlines through church	Military/NGO (Planned)
19. Sep 23	Kalush	G	M, F	Participants in Brattia Z Prykarpottia (Volunteers)	All veterans but all volunteered after the full-scale invasion began, were not military-affiliated before that	Military/NGO
19. Sep 23	Kalush	G	M	Members, Veterans	Anti-Terrorist Operation Union of Veterans	Military/NGO
20. Sep 23	Kalush	G	M, F	Leaders; one is a veteran	Brattia Z Prykarpottia	NGO
21. Sep 23	Kalush	I	F	Founder & Leader	Protection (Or Defense, depending on translation)	NGO
10. Aug 23	Kostiantynivka	I	M	Active Foreign Legion Fighter (German)	N/A	Special operations
07. Aug 23	Kyiv	I	M	Active Foreign Legion Fighter	N/A	Foreign Legion
07. Aug 23	Kyiv	I	M	Documentarian	Independent	Media
11. Aug 23	Kostiantynivka	I	M	Active Foreign Legion Fighter	N/A	Special operations
11. Aug 23	Kostiantynivka	I	M	Active Foreign Legion Fighter legion	N/A	Foreign Legion
11. Aug 23	Kostiantynivka	I	M	Active Foreign Legion Fighter	N/A	Foreign Legion
11. Aug 23	Kostiantynivka	I	M	Active Foreign Legion Fighter	N/A	Foreign Legion
11. Aug 23	Kostiantynivka	I	M	Active Foreign Legion Fighter legion	N/A	Foreign Legion
13. Aug 23	Kyiv	I	M	Active Foreign Legion Fighter (U.S.)	N/A	Foreign Legion
13. Aug 23	Kyiv	I	F	Planning to open a theater company in Kyiv	U.S. State Department	Arts

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