



## Darwin Initiative Innovation Annual Report

To be completed with reference to the "Project Reporting Information Note":

(<https://www.darwininitiative.org.uk/resources/information-notes/>)

It is expected that this report will be a maximum of 20 pages in length, excluding annexes)

**Submission Deadline: 30<sup>th</sup> April 2024**

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### Darwin Initiative Project Information

Project reference	DARNV016
Project title	Promoting Equitable Gender Norms to Strengthen Conservation Governance and Impact
Country/ies	Kenya
Lead Partner	Fauna & Flora
Project partner(s)	Sera Wildlife Conservancy (SWC), Pate Marine Community Conservancy (PMCC), Northern Rangelands Trust (NRT), Kenya Wildlife Conservancies Association (KWCA), CARE Kenya, University College London (UCL) via Dr Emily Woodhouse
Darwin Initiative grant value	£199, 275
Start/end dates of project	01/07/2023 – 30/06/2025
Reporting period (e.g. Apr 2022 – Mar 2023) and number (e.g. Annual Report 1, 2, 3)	July 2023 to March 2024 Annual Report 1
Project Leader name	Helen [REDACTED]
Project website/blog/social media	<a href="https://www.fauna-flora.org/opinion/promoting-gender-equality-in-a-conservation-context/">https://www.fauna-flora.org/opinion/promoting-gender-equality-in-a-conservation-context/</a>
Report author(s) and date	Helen [REDACTED] and Ann [REDACTED] (Fauna & Flora) and Joyce [REDACTED] (KWCA), with input from Reuben [REDACTED] (SWC) and Veronicah [REDACTED] (consultant) and informed by discussions with Dorothy [REDACTED] (CARE) and Emily [REDACTED] (UCL) 30 April 2024

### 1. Project summary

Inequality has been identified as a barrier to addressing biodiversity loss and gender inequality is one of its most pervasive and persistent forms. Despite increasing evidence that gender equity strengthens governance, improving both social and conservation outcomes, women remain marginalised from most formal conservation decision-making. There are few conservation efforts where women's marginalisation is starker than in Kenya's well-established conservancy model, with serious implications for conservancies' capacity to conserve biodiversity. Social norms, and gender norms in particular, are one of the biggest systemic barriers to gender equality both generally and within biodiversity conservation but there is limited attention to and understanding of how gender norms influence governance and outcomes, how gender norms affect men and notions of masculinity, and in turn how these affect conservation.

This project is addressing these issues with an innovative approach to norms change developed by CARE called Social Analysis and Action (SAA). The project is adapting SAA to a conservation context, examining

gender norms relating to natural resource management and conservancy governance, including how they influence conservation effectiveness, and considering the realities of conservation programmes. Men and women in two conservancies (Annex 5) are being supported to identify, explore and challenge harmful gender norms and practices particularly as they relate to conservation governance. This will result in changes at both household and conservancy level that promote gender equity, for example through more joint decision making and sharing of both opportunities and workloads. All conservancy members will benefit, but women in particular will benefit through changes such as increased representation, voice and influence. The project will build an understanding of the mechanisms by which gender norms and in/equity affect conservation outcomes and will generate knowledge and practical 'user-friendly' guidance for conservationists on considering and promoting equitable gender norms for more equitable and effective biodiversity conservation.

## **2. Project stakeholders/partners**

SWC is one of Fauna & Flora's core partners and there is a longstanding relationship between the two organisations, as there is with NRT. The project was initiated by Fauna & Flora but it builds upon previous work with SWC to promote women's participation. Fauna & Flora staff and the conservancy manager are in regular contact to discuss project progress and planning and he has been very receptive. SWC staff, board and community members have been involved in the initial training and in subsequent meetings and discussions with consultants and Fauna & Flora staff, all on a voluntary basis. Action plans are developed and implemented by them, with guidance from the consultants. Engagement from the community has been particularly impressive with a cohort of 21 active champions facilitating dialogues (Annex 6). Demands on staff and board time means consistent engagement with them has been more challenging but more and more staff are now interested in the process and increasing numbers have attended discussions with consultants.

NRT staff were present at the start of the SAA training and both Fauna & Flora staff and the consultants have had meetings with NRT's Gender Director. A Samburu facilitator from NRT's Leadership and Management Programme (LAMP) joined the board/staff training in SWC to provide language and facilitation support and two local LAMP facilitators will support the process in PMCC. KWCA's gender officer has also supported project planning and learning and visited SWC in March 2024.

Following staff changes, engagement with CARE's technical advisor is now more regular and provides valuable insights and advice on the SAA process. As reported previously, CARE were unable to provide Samburu speaking SAA facilitators and they supported Fauna & Flora to contract an independent SAA consultant (an ex-CARE staff member) directly. Further details on this can be found in Lessons Learned. Whilst there have been many bilateral meetings between Fauna & Flora and all project partners, it has also been challenging to organise regular meetings with all partners present.

## **3. Project progress**

### **3.1 Progress in carrying out project Activities**

#### **Output 1: Men and women, including board, staff and members, in Sera and Pate conservancies have reflected and acted upon gender norms to increase gender equity in conservancy decision-making**

A working draft gender analysis (Activity 1.1) for Sera was developed in Q1 and used to adapt and 'contextualise' the SAA training content and methods. The analysis was due to be finalised in November 2023 following a visit by the project lead and coordinator but as additional information is being surfaced during the consultants' support visits it will be finalised following the final visit (in Q1 of year 2) and submitted with HYR2.

Two training workshops were carried out, the first for board and staff members and the second for a sample of conservancy (community) members. For the first training, all board members were invited and the conservancy manager decided which key staff to invite. For the second, the conservancy manager collaborated with board members on who to invite from community members. Criteria for the selection of community participants was agreed by the project team (Activity 1.2), including: equal representation from both SereOlipi and Losesia (the two group ranches that form SWC); balance of males and females; known, trusted and respected; agreeable to facilitate / put in the time, without incentives; committed to promoting development and good governance within the community and conservancy; and genuinely willing to reflect on his / her attitudes and practices. These criteria will be refined for PMCC based on our learning in SWC.

SAA training materials were adapted for the SWC context (Activity 1.3) and a training facilitation guide was developed by the project lead in close collaboration with the SAA facilitators and in particular the Samburu consultant, with input from other team members including KWCA (Annex 7). The guide suggested an

outline and tools for each day/session but was intended to be flexible and adapted according to the needs and responses of the participants at the time. It is particularly important that training of this nature is at a pace the participants are comfortable with and that external facilitators do not introduce particularly sensitive topics unless the participants raise it themselves. Attempts were made to ensure that the training was fully accessible to those participants with no formal education.

The SAA training (Activity 1.4) for board and staff members took place 19 – 22 September (Annex 8) and the training for conservancy members took place 25 – 29 September (Annex 9). The training was later than planned primarily due to delays in contracting SAA consultants. Attendance at the first training was good, with 37 attendees (27 male, 10 female) in the first 2 days of the training, but the numbers fluctuated due to other commitments (and despite the training dates being agreed in advance). Sera has 33 board members, 8 female and 25 male. All female board members remained for the duration of the training. 5 Sera staff attended, including 1 female staff member. In total, 26 (8 female, 18 male) participants completed the first training in full. A total of 31 (14 female, 17 male) conservancy members attended the second training, and all remained for the full 5 days. Attendance lists are at Annex 6. The training was very well received and the conservancy manager noted that it was different to other training that has been delivered in SWC. Despite the fact that not all board members stayed for the duration of the training, he was also impressed that a high number did.

Individual ‘champions’ have emerged or self-identified in the months since the initial training (Activity 1.5), based on their receptiveness to the training, their engagement with the project, and their availability and commitment to facilitating dialogues or promoting change. Amongst the community cohort there are now 21 champions (8 female, 13 male) regularly facilitating dialogues. They have formed into ‘dialogue groups’ of between 2 and 4 individuals, with those who can read/write supporting those who can’t. Some champions are more remote and not part of a group but are still active. Specific location and formation of dialogue groups was not an explicit criterion for selection of participants; this will be added for Pate.

It has been harder to engage with the board for various reasons; some are not based in SWC or Samburu, some have full time jobs / businesses, others are just not engaged with the process in some cases likely due to their wanting to protect their position. In addition, the lead consultant misinformed both board and staff during the initial training so they thought that their role was to support the community dialogues rather than to engage in and lead dialogues themselves. Despite these challenges, a core group of 10 (7 female, 3 male) board members have emerged and have committed to both supporting dialogues at community level and raising gender issues and discussions at board level. Five SWC staff attended the SAA training and over the course of the project more staff have engaged and this has generated some momentum and commitment. In March, 17 senior staff (2 female, 15 male) were identified as being most engaged.

During their visits the facilitators and FFI staff have supported the participants to identify entry points (Activity 1.6) for dialogues and action. Over the course of the project participants have been encouraged to be more focused and targeted and to carry out multiple dialogues with the same people over a period of time, as well as and rather than focusing on one-off dialogues. Entry points for community dialogues include water points (for women), church grounds, VSLA meetings and other venues/events around which people gather (Annex 6). Board members have committed to continue discussions during their regular meetings (at both group ranch and SWC board level). Staff have identified issues that they want to focus on during their meetings and have been using their learning from the training to influence their daily decisions. Following the training in September 2023, the facilitators have visited SWC in December 2023, February 2024, and March 2024 (Activity 1.7). FFI staff visited in November 2023 and in March 2024. KWCA’s gender officer participated in the latter visit. Reports of the facilitators visits are available in Annexes 11, 12 and 13. During these visits the participants shared actions to date, including challenges faced, and updated action plans for the coming months.

Almost weekly bilateral meetings have been held between the project leader with both the project coordinator and KWCA’s gender officer, and regular meetings have been held with the conservancy manager and with the consultants including CARE’s technical advisor. It has been challenging to get all project partners online at the same time (Activity 1.8). For year two, PSG meetings every two months have already been scheduled and the weekly / regular bilateral meetings will continue in-between. Discussions to date have focused primarily on planning and reviewing progress but data analysis is ongoing and a draft Theory of Change is under development (Activity 3.1).

## **Output 2: Practical guidance on gender norms and gender transformative change, including factors that facilitate scalability, is accessible for conservation practitioners in Kenya and beyond**

Data analysis is ongoing (Activity 2.1), primarily by the project lead with input from the project coordinator, CARE’s technical advisor, the UCL representative, and the Samburu consultant. The form in which the data has been received has been challenging (see lessons learned). The development, review and Darwin Initiative Innovation Annual Report Template 2024

completion of practical guidance (Activity 2.2) and its dissemination (Activity 2.3) is planned for Year 3 Q1 but a dialogue guide (Annex 14) has been drafted for active community, staff and board members in Sera. The contents of this have been shared during support visits but the guide itself has not yet been translated into Samburu. As many participants have no formal education the final guide will be shared with group leads only, as a resource for them to support ongoing dialogues. The dialogue guide, and feedback from those who use it, will inform the practical guidance to be developed in year 3. Some project learning has already been shared (Activity 2.4) via a blog, produced to coincide with International Women's Day on 8<sup>th</sup> March (link above).

### **Output 3: A robust, evidenced-based Theory of Change, developed by experts, articulates how equitable gender norms benefit conservation and is widely accessible to peers for future application**

Review and analysis of data is ongoing (Activity 3.1) and an initial draft of the Theory of Change (ToC) is currently being worked on and will be shared at a PSG meeting scheduled for mid-May. Whilst development of the ToC through collaborative (online) workshops (Activity 3.2) will be a main focus towards the end of year 2 drafting it now will enable the exploration of specific gaps or issues in the coming months. The first workshop has been postponed until after the final support visit to Sera (scheduled to take place in late May). The project lead has however had a number of bilateral calls with several experts individually and has shared some initial findings. Dissemination of the ToC (Activity 3.3) is planned for Year 3.

## **3.2 Progress towards project Outputs**

### **Output 1: Men and women, including board, staff and members, in Sera and Pate conservancies have reflected and acted upon gender norms to increase gender equity in conservancy decision-making**

Progress towards indicator 1.1: A total of 66 participants from SWC (23 women, 43 men) from SWC attended SAA training in September 2023 where they were facilitated to reflect on their own attitudes, values and practices and were given training on how to facilitate dialogues and discussions on gender issues (Annex 8 and 9). In March 2024, 39 participants (15 women, 24 men) attended additional training and reflection sessions in March 2024. Of these, 11 participants (2 women, 9 men) had not attended the original training.

Progress towards indicator 1.2: There are currently 21 active community champions (13 male, 8 female) who are conducting dialogues (Annex 6). SWC staff and board members are not facilitating formal dialogues but report that they are now more reflective and are considering gender issues in their decision-making (Annex 15).

Progress towards indicator 1.3: To date, the champions have conducted at least 53 dialogues (Annex 6) reaching around 1233 people (563 males, 670 females). It is challenging to gather accurate data on the details of the dialogues. A template for reporting on each dialogue was shared with the champions but not all are using this; some dialogues are impromptu and not all champions can read/write. Details of the dialogues are shared by the champions during support visits including date, venue, numbers of participants, main issues discussed and challenges. Initially the champions were carrying out one-off dialogues but we have encouraged them to carry out regular dialogues with the same group of people, to increase impact. Whilst this will make double counting more likely, we are confident that we have already exceeded our target of 100 people (men and women).

Progress towards indicator 1.4: We are re-considering this indicator because of the challenges in collecting this data. We can collect data on actions and changes initiated by the champions themselves, but with the current project resources and capacity it is not possible to gather accurate data from those that the champions are dialoguing with. The champions are sharing their personal reflections and action as well as observations of changes, some of which they attribute to the project, but the specific details of changes and action in the wider community are not available. Statements and evidence of change to date can be found in Annex 15, clearly showing that the project is indeed generating reflection and action to challenge harmful gender norms.

Progress towards indicator 1.5: Progress is positive. In March 2024 100% of respondents responded yes to the question 'Do you think women and men should have equal access to conservancy resources and opportunities?' When asked whether women and men should have equal rights and receive the same treatment, 56% responded no in September 2023 vs 0% responding no in March 2024. All attitudes that correspond with harmful gender norms which limit women's access to conservancy opportunities and resources, including leadership, have decreased since the training in September 2023, some to zero. Results of the attitude and norms tests, including limitations associated with the test, are in Annex 16.

Progress towards indicator 1.6: SWC staff shared that following the SAA training, discussions on the challenges that women face at the conservancy are more frequent. Since the inception of the project, senior staff feel that they have become more aware on the inclusion of women and have made a deliberate effort on creating an enabling working environment for women (such giving more consideration to female rangers living quarters). Examples were given of decisions they have made which they attribute to the project (Annex 15).

**Output 2: Practical guidance on gender norms and gender transformative change, including factors that facilitate scalability, is accessible for conservation practitioners in Kenya and beyond**

The practical guidance (Indicator 2.1) will be produced and disseminated (Indicator 2.2) at the end of the project, informed by data and learning from both sites. The project is on track to achieve this output. A dialogue guide for 'SAA champions' has been drafted for use in Sera, and elements of this will inform the practical guidance.

**Output 3: A robust, evidenced-based Theory of Change, developed by experts, articulates how equitable gender norms benefit conservation and is widely accessible to peers for future application**

The first Theory of Change (ToC) workshop has been postponed until mid-2024 (Indicator 3.1 >10 gender experts working in conservation/NRM and related fields have participated in annual Theory of Change workshops). As reported above, a draft ToC is currently being developed based on data collected and analysed to date. Informed by data and learning from both sites, this will be finalised (Indicator 3.2) and disseminated (Indicator 3.3) by project end.

### 3.3 Progress towards the project Outcome

**More gender equitable and effective natural resource governance in 2 community conservancies in Kenya and learning on promoting and scaling gender transformative change generated and disseminated for wider conservation programming**

Progress towards indicator 0.1: Promoting meaningful change is a long-term process but some significant progress is being made. As evidenced by the statements and reflections of participants (Annex 15), women are feeling more confident to vie for leadership positions and in voicing their concerns, men are more aware of women's rights and capabilities and are more confident to support them, and male staff and board members are giving women more opportunities and space to speak. *"Women are getting recognised. The chairman...nowadays he recognises women and gives them a chance to speak in meetings."* (Female board member)

Progress towards indicator 0.2: This will be explored in more depth during the PIA towards project end but there is some evidence that at least some individuals believe that women's effective participation will bring conservation benefits. For example, the rangeland manager shared that previously only men were involved in rangeland management activities and the outcome was limited, but that women have taken their lessons into action and are also more likely to share their learning.

Progress towards indicator 0.3: Women are already benefiting from changes generated by the project, for example through increased voice and confidence (Annex 15).

The project is on track to generate enough data and learning to meet indicator 0.4 (By project end, learning has informed guidance for conservation practitioners on gender transformative approaches and factors that facilitate scaling, and guidance has been disseminated) and indicator 0.5 (By project end, learning has informed an updated working theory of change on how gender equity improves conservation effectiveness, and theory of change has been disseminated).

### 3.4 Monitoring of assumptions

Assumption 1: CARE's Social Analysis and Action methodology can be effectively linked to gender norms relating to biodiversity conservation and natural resource management. Comments: This assumption holds true. SAA is very adaptable and the harmful gender norms that constrain women's participation in conservation and natural resource management are the same norms that contribute to their marginalisation within the household and community generally.

Assumption 2: Participants can effectively articulate their reasoning regarding improved governance leading to improved conservation outcomes. Comments: This assumption has not been tested but will be explored further in year 2 and particularly through the PIA.

Assumption 3: Conservancy staff, board and committee members continue to remain interested in strengthening conservancy governance including issues of gender equity. Comments: This holds true for conservancy staff and community members, as evidenced by their statements shared during the training and consultants support visits. Whilst some board members are actively engaged in the project there are others who are less committed. Continued support to those who are committed will help to maintain the momentum for change.

Assumption 4: Socio-political environment permits holding community meetings; and the Covid-19 pandemic does not restrict face-to-face meetings/interviews. Comments: SWC has been affected by insecurity and rains which has affected meetings to some extent, although dialogues at local level have continued (See updated risk register).

Assumption 5: Conservancy staff, board and committee members have the time and will to meaningfully engage in the SAA process. Comments: This holds true for staff and community members and a core group of board members, as evidenced by the ongoing dialogues (Annex 6) and personal statements and evidence of change (Annex 15).

Assumption 6: Local level facilitators / influencers (champions) emerge from the original cohorts of trainees. Comments: This assumption has held true (as per 3.2).

Assumption 7: Conservancy members have the time and will to meaningfully engage in the SAA process. Comments: This assumption has held true (as per 3.2). Whilst external support is provided the SAA process is being led by the champions themselves.

Assumption 8: SAA process generates enough qualitative data and learning to enable and inform the development of the guidance. Comments: The SAA process is generating a wealth of learning that will inform the guidance. As noted in Lessons Learned (7), Sera is a particularly challenging context and yet significant gains have been made (3.2. and 3.3 and Annex 15).

Assumption 9: Participants willingness to share their experience of the project. Comments: As evidenced by the consultants reports (Annexes 11 and 12) and statements in Annex 15, participants are willingly sharing their own reflections and stories and their experiences of the project.

Assumption 10: SAA process generates enough qualitative data to enable workshop participants to adequately analyse and increase understanding of how norms influence gender equity and conservation effectiveness. Comments: A draft Theory of Change is currently being developed and will be critically analysed during the expert workshop in Q2 and Q4 of year 2.

### **3.5 Impact: achievement of positive impact on biodiversity and poverty reduction**

The intended impact is: **Conservation actors across Kenya and beyond are achieving greater social and biodiversity impacts as a result of applying innovative and gender transformative approaches for more equitable and effective governance.** Direct conservation impact cannot be measured within the project timescale but favourable gender norms that enable the meaningful participation of women in sufficient numbers, including representation in leadership, leads to improved resource governance and conservation outcomes, as well as improved social outcomes, due to gendered differences in the experience, use, knowledge and value of natural resources. Through the analysis and documentation of project generated data and learning, conservation actors will have access to a resource that will support them to apply gender transformative approaches for more equitable and effective conservation governance. In the long term, the changes generated by the project will benefit all conservancy members in both SWC and PMCC, and potentially beyond, but women in particular will benefit through changes such as increased access to information, increased representation, voice and influence, and reduced unintended/negative outcomes from conservancy initiatives. Annex 15 provides evidence that in SWC some of these changes are starting to take effect.

## **4. Project support to the Conventions, Treaties or Agreements**

Through participatory and community-led actions to challenge harmful gender norms and promote systemic change to sustainably strengthen conservancy governance and equitable benefit-sharing the project is supporting Kenya to fulfil its obligations under the CBD, and especially Target 23 (Ensure Gender Equality and a Gender-Responsive Approach for Biodiversity Action). The project directly contributes to all expected outcomes of the CBD Gender Plan of Action.

The Nagoya protocol recognises “the vital role that women play in access and benefit-sharing and affirm[s] the need for the full participation of women at all levels of policymaking and implementation for biodiversity conservation.” This project promotes the inclusion of women’s knowledge, their use of and access to natural and genetic resources, and equitable and transparent benefit-sharing mechanisms. It is also contributing to the SDGs regarding poverty (Goal-1), health (through a reduction in gender-based violence)

and wellbeing (Goal-3), gender equality (Goal-5), life below water (Goal-14), life on land (Goal-15), inclusive societies and institutions (Goal-16), and partnerships to achieve these goals (Goal-17).

The project supports Kenya’s NBSAP Guiding Principle of ‘Good Governance’ by promoting natural resource governance that is ‘participatory...equitable and inclusive...and that views of minorities are taken into account.’ FFI will collaborate with KWCA to promote gender within Kenya’s updated NBSAP which is currently being developed. Evidence to support these contributions are as in 3.2 above.

## 5. Project support for multidimensional poverty reduction

In Year 1, the direct project beneficiaries are those SWC staff, board and community members (52 male/ 25 female) who have attended the initial training and support visits have benefited as well as the immediate household members of the emerging champions. Wider community members who have attended champion facilitated dialogues have also benefited (563 male / 670 female) and in the longer term the changes generated by the project will benefit all conservancy members and particularly women.

Benefits identified to date include: increased sharing of workload and a reduction in women’s time and work burden; more joint decision-making and improved relations at household level, increased confidence of women, increased women’s voice and leadership, men’s increased awareness of and confidence to speak for women’s rights, increased awareness of and willingness to address Gender-Based Violence; increased access for women to employment and other opportunities within the conservancy, increased awareness of and recognition of women’s rights, and an increase in the election of women. Evidence of these changes are included in Annex 15.

## 6. Gender Equality and Social Inclusion (GESI)

Please quantify the proportion of women on the Project Board <sup>1</sup> .	Over 80% (9 of 11) of Project Steering Committee representatives are women.
Please quantify the proportion of project partners that are led by women, or which have a senior leadership team consisting of at least 50% women <sup>2</sup> .	One of the project partners (CARE Kenya) is led by a woman. 50% of FFI’s Senior Leadership team are women.

GESI Scale	Description	Put X where you think your project is on the scale
<b>Not yet sensitive</b>	The GESI context may have been considered but the project isn’t quite meeting the requirements of a ‘sensitive’ approach	
<b>Sensitive</b>	The GESI context has been considered and project activities take this into account in their design and implementation. The project addresses basic needs and vulnerabilities of women and marginalised groups and the project will not contribute to or create further inequalities.	
<b>Empowering</b>	The project has all the characteristics of a ‘sensitive’ approach whilst also increasing equal access to assets, resources and capabilities for women and marginalised groups	
<b>Transformative</b>	The project has all the characteristics of an ‘empowering’ approach whilst also addressing unequal power relationships and seeking institutional and societal change	X

Most efforts to promote gender equality pay insufficient attention to the harmful gender norms and practices that maintain inequality, and often have limited impact on the status quo. This project is directly addressing this, and contributing to systemic change, by supporting men and women to reflect on and challenge harmful gender norms and promote more equitable alternatives. Personal reflections and statements gathered from the project participants (Annex 15) demonstrate the progress made to date. For example, from one male participant: *“The dialogues have changed my perception on women leadership. The majority*

*of the people believed women can't be leaders but from our dialogues people are slowly accepting that women can, and are ready to elect women into leadership. I have no doubt in my mind that in the upcoming AGM and elections some women will be elected into the board. The community perception on women leadership is slowly changing.*" As reported above (4) the project is having a range of positive impacts on both men and women and on the relations between them. Whilst the focus of the project is on gender equity, participants are also reflecting on the needs and rights of other marginalised groups. One male board member shared that during the training one session in particular made him think of disabled community members, and youth and especially girls. He now realises that their voices also count and that the conservancy board should provide space for everyone.

## **7. Monitoring and evaluation**

Project monitoring and the analysis of data is primarily the responsibility of the project leader, with support from the project coordinator and other PSG members. Data is collected by the consultants, as well as Fauna & Flora staff, through support visits, during which the project participants are encouraged to reflect on their progress and to plan for the next period. Due to the nature of the project some of the indicators will not be measured until the PIA towards the end of the project. An 'attitude and norms' test has been developed and applied (Annex 16), to track changes in relation to the components of gender norms (i.e. individual beliefs, normative expectations and sanctions) that inhibit gender equity within the conservancy.

A number of M&E challenges have been faced this year. The quality of the main consultant's reports have been poor, with some major gaps in information. This is due, in part, to language with many of the discussions being in Samburu meaning that some details and nuances are lost in translation. However some information was just not obtained or has been mislaid, for example the results of some of the attitude tests were not sex-disaggregated. Another challenge has been that individuals use multiple names which has caused some confusion in analysing the data. Some of these gaps are gradually being filled by the Samburu consultant retrospectively. Early on we realised that it was not feasible to collect written reports from the champions, not only because many of them have no formal education but also because they struggled to record the necessary detail. It has proven more effective for the consultants to facilitate a discussion with the champions in small groups to draw out their reflections and learning. These challenges are being discussed and M&E processes improved for Pate in year two.

## **8. Lessons learnt**

- What worked well, and what didn't work well, this past year?

One early challenge faced was that CARE Kenya was not able to provide Samburu speaking SAA facilitators, despite this being a known requirement when planning the project. We contracted an independent SAA facilitator, recommended by CARE, and the cost savings enabled us to recruit an additional Samburu consultant. The quality of the SAA consultants work was not as expected which has hindered progress to some extent, for example data analysis is taking longer than planned as we are retrospectively filling in some gaps. The contract with the consultant was terminated in March and the SAA process is now being facilitated by the Samburu consultant. Additional support is being provided by a Samburu facilitator from NRT's LAMP initiative, which is working well and will be replicated in Pate. Due to the challenges with sourcing an SAA consultant, the SAA process in SWC lacks some rigour compared to how it is implemented in some CARE projects but, as demonstrated in this report and annexes, progress is being made in challenging some deeply entrenched gender norms. Valuable technical advice is being provided by CARE's Gender Coordinator and shared learning with KWCA is very beneficial.

- If you had to do it again, what would you do differently?

On reflection, the project may have benefited from starting in Pate rather than in Sera. A Fauna & Flora staff member is based in Lamu, which will make project coordination on the ground easier. In addition, Sera is a particularly challenging context with both governance and cultural issues and the project is navigating these whilst implementing a new and innovative approach.

- What recommendations would you make to others doing similar projects, for example tackling the same issues or working in the same geographical area?

The project effectively had very little choice of consultant as no Samburu speaking SAA facilitators exist and we relied on the CARE staff member's recommendation. In the event, the involvement of LAMP facilitators has and will strengthen the project, as has the involvement of the Samburu facilitator. Attention should be paid to how participants are selected, including criteria relating to the formation of champion groups (e.g. location, literacy). Female champions have fed back that men should be targeted more than women and that their husbands should be trained. It would indeed be valuable to involve the spouses and other family members of both male and female participants. KWCA's gender officer noted the effectiveness of the champions in making the most of existing entry points where people gather, such as water points and men's games meetings, rather than mobilising community members specifically to conduct dialogues.



Further consideration needs to be given to capturing the data from these dialogues given that some of them will be spontaneous and / or more difficult to facilitate according to a defined plan.

- How are you going to build this learning into the project and future plans?

We have refined the criteria for the selection of participants in Pate. Here, CARE staff members will facilitate the SAA process, based CARE's current / updated guidance. As noted, they will be supported by two local LAMP facilitators to ensure that the process is culturally appropriate. We will refine our M&E processes in Pate, and Fauna & Flora's local staff member will support the collection of data. Going forwards, we will seek additional funding to enable the momentum generated at Sera to be maintained and to train and reach a wider number of people, including spouses of existing and future champions.

- Are you going to change your plan next year as a result of this learning? Do you plan to submit a Change Request?

We are considering submitting a change request for a project indicator due to the challenges of collecting data from dialogues with community members.

## **9. Actions taken in response to previous reviews (if applicable)**

A response to the feedback on the project application was submitted with HYR 1.

## **10. Risk Management**

An updated risk register is included with this report. The wider Sera landscape has historically experienced conflicts in extremely dry periods due to competition for the scarce pasture and water. Cattle theft incidences are also high after dry periods as communities' try to restock. Insecurity that was contained within Samburu West has recently spread to Samburu East and is now affecting SWC, as is the Kenya government response. In March, meetings went ahead as planned but the location and numbers of participants was affected. Fauna & Flora's Nairobi office has a security protocol in place. Before any activity in the field, a risk assessment is done in consultation with National Security advisory teams and local intelligence to inform planning and field visits. This has been effective, and no incident has been recorded regarding the project. Another risk is that during periods of heavy rainfall flash floods occur. Our security protocol has been used when planning activities in rainy seasons which includes planning meetings in safe areas and permitting community members not to travel if they do not feel safe. To date no incident has been recorded regarding the project.

## **11. Sustainability and legacy**

Gender norms are maintained through the gradual socialisation of people through everyday practice until certain practices become 'the norm' (e.g. the lack of women in conservancy governance). Through a proven approach, this project is promoting more gender equitable norms as the new normal; to dismantle the barriers women face in participating in and benefiting from conservancy decision-making. Gender equitable governance will be more effective, resulting in sustained social and biodiversity outcomes. Annex 15 contains some of the changes to date as well as the commitment of the participants. *"As an SAA champion, I am committed to taking the lead in engaging with members of our community to promote gender transformation"* (Male community member).

We have made efforts to integrate the process into existing conservancy and community structures, so that they are more likely to be sustained. Over time, the project could generate a snowball effect with the champions (early adopters) being influencers within their peer groups, thus diffusing changes in attitudes, values and practices across the conservancy. There is an appetite for more training and support.

Both KWCA and NRT are committed to this project and to post-project follow-through. NRT's Gender Director is engaging with the project and the involvement of LAMP facilitators will contribute to project learning being shared and the LAMP approach strengthened. In the future, elements of SAA will hopefully be incorporated into the LAMP curriculum. The learning from this project will strengthen KWCA's ability to promote and support SAA within conservancies. FFI has been supporting KWCA's gender work for around 5 years now, and this relationship will continue beyond the project end.

Through practical guidance and the Theory of Change, project learning will be disseminated and freely available online for an unlimited time, supporting the scaling of change beyond the focus sites. The Outcome and Impact of this project are inherently about sustainability of results into the future.

## **12. Darwin Initiative identity**

Darwin Initiative funding has been acknowledged in FFI's March 2024 blog post (for International Women's Day) and participants have been informed and are aware of the source of funding. Both FFI and Darwin logos were used on lessons for IWD celebrations.



### 13. Safeguarding

Has your Safeguarding Policy been updated in the past 12 months?	Yes
Have any concerns been investigated in the past 12 months	<p>Yes, but not as a result of project activities or the actions of project participants or staff.</p> <p>During the SAA training one of the female participants shared that she had experienced GBV at home. With the support of other participants, the individual sought referral to local leaders to deal with her case. The project team has sought advice from CARE and will explore engaging with the spouses of SAA champions to ensure their involvement does not increase the threat of GBV.</p>
Does your project have a Safeguarding focal point?	<p>Yes Helen [REDACTED]</p>
Has the focal point attended any formal training in the last 12 months?	<p>Yes</p> <ul style="list-style-type: none"> <li>• Safeguarding essentials - Online</li> <li>• Code of conduct - Online</li> <li>• Fauna &amp; Flora's safeguarding children &amp; vulnerable adults policy training - Online</li> </ul>
What proportion (and number) of project staff have received formal training on Safeguarding?	<p>Past:</p> <ul style="list-style-type: none"> <li>• Safeguarding essentials – 74% (14/19)</li> <li>• Code of conduct – 47% (9/19)</li> <li>• Fauna &amp; Flora's safeguarding children &amp; vulnerable adults policy training – 95% (18/19)</li> </ul> <p>Planned: 100% of FFI staff</p>
Has there been any lessons learnt or challenges on Safeguarding in the past 12 months? Please ensure no sensitive data is included within responses.	<p>There are currently no clear guidelines to report safeguarding issues within some of the partner organisations or between them and the lead partner. This project had planned to develop its own Grievance Mechanism but to avoid confusion and duplication, and to ensure sustainability beyond the project end, it will come under the umbrella of NRT's safeguarding and social safeguards mechanisms. Under the auspices of another project (DAREX006) Sera's conservancy manager attended training in March, alongside other NRT staff, on social safeguards, stakeholder engagement and grievance mechanisms. This was facilitated by the safeguarding focal point and was also attended by two FFI staff who will be supporting this project in PMCC.</p>
Does the project have any developments or activities planned around Safeguarding in the coming 12 months? If so please specify.	<p>Work with partners to improve their safeguarding policy and procedures has been prioritised by Fauna &amp; Flora staff working with the same partners on other larger projects (DAREX006 and 29-008) which this project will benefit from. NRT has drafted its Grievance Mechanisms policy and procedure which will be rolled out across member conservancies, including SWC and PMCC.</p> <p>KWCA has just published its <a href="#">guidance on GBV for conservancies</a> (which was drafted on their behalf by the project lead). The project will provide support to SWC and PMCC on implementing this guidance. FFI will also adapt and update the guidance for its own use (globally) as it is currently specific to Kenyan conservancies.</p>

## 14. Project expenditure

Table 1: Project expenditure during the reporting period (1 April 2023 – 31 March 2024)

Project spend (indicative) since last Annual Report	2023/24 Grant (£)	2023/24 Total Darwin Initiative Costs (£)	Variance %	Comments (please explain significant variances)
Staff costs (see below)				
Consultancy costs				
Overhead Costs				
Travel and subsistence				Local costs were lower than budgeted, particularly travel costs due in part to exchange rates. Travel at site for consultants was lower than budgeted as SWC provided their vehicle.
Operating Costs				
Capital items (see below)				
Others (see below)				
<b>TOTAL</b>	<b>86,612</b>	<b>85,054</b>		

Table 2: Project mobilised or matched funding during the reporting period (1 April 2023 – 31 March 2024)

	Secured to date	Expected by end of project	Sources
Matched funding leveraged by the partners to deliver the project (£)			KWCA and UCL staff time spent on the project
Total additional finance mobilised for new activities occurring outside of the project, building on evidence, best practices and the project (£)			

## 15. Other comments on progress not covered elsewhere

The fluctuating exchange rate (from 133.4807 KES to 1 GBP at the time of budgeting to 204.5804 in February 2024 and back down to 165.4508 in April) has made managing local expenditure challenging. One advantage has been that more KES were realised than initially anticipated. This enabled the project to carry out two additional activities that contribute directly to the project outputs. Additional training was carried out in March for the most activity community, staff and board members (Annex 13) to bolster their skills and commitment. The second activity was to support 38 female staff and community members to attend an International Women's Day event in Isiolo town. For some of the women this was the first time they had travelled out of Sera and the first time they had seen and met with women from outside of Samburu. One woman said that it is true the Samburu saying that 'Nkong'u Natejeiyie ng'en' (an eye that has traveled is knowledgeable). This initiated a discussion comparing the distances travelled by men. One of the male champions is in a similar situation – no formal education, young, and from a rural area – but male. He shared that he travelled to Isiolo, Nanyuki, and Maralal. The men are more mobile than women

and it was agreed that the majority of them would fit the saying above. The champions shared that women’s work restricts them to the home and they do not think that there is life outside their immediate environment.

**16. OPTIONAL: Outstanding achievements or progress of your project so far (300-400 words maximum). This section may be used for publicity purposes**

One elder male board member with no formal education reported that of all the trainings and events he has attended it was the first time he felt that he could fully participate; that normally information is shared with illiterate participants after it has been presented, giving them little opportunity to comment and discuss. It was also appreciated by all participants that discussions were facilitated in Samburu; normally training is delivered in Swahili but most people, and especially women, are more comfortable speaking in Samburu (and especially on potentially sensitive issues) even if they can speak Swahili. This is a significant achievement for the project because it will generate ownership and commitment to the process going forwards. The elder male board member spoke at the end of the training, stating “We cannot continue like this forever! We must change.” Using his own initiative, he organised a meeting for the day after the training (a Saturday) for his fellow board members that were still in town to reflect on what had been discussed during the training.

During one of the facilitators visits he shared the following, which demonstrates the impact the project is having. *“There are a lot of transformation changes taking place in me. With my two wives I have been forcing things in my family and I was the sole decision maker, but since the training I decided to have a dialogue with my wives and my family at large. My wives are now making very good decisions regarding family issues unlike before when they would sit back and wait for me to make even very simple decisions since they knew I wouldn’t agree with them if they made such decisions. The training humbled me and I have become more consultative rather than being very rigid like before. My second wife is amazed and always asks me what changed you since you attended the training, you no longer harass us as before, you are now very consultative, you do allow us to advise you.”*

I agree for the Biodiversity Challenge Funds to edit and use the following for various promotional purposes (please leave this line in to indicate your agreement to use any material you provide here).

<b>File Type (Image / Video / Graphic)</b>	<b>File Name or File Location</b>	<b>Caption including description, country and credit</b>	<b>Social media accounts and websites to be tagged (leave blank if none)</b>	<b>Consent of subjects received (delete as necessary)</b>
				Yes / No
				Yes / No
				Yes / No
				Yes / No
				Yes / No

## 17. Annex 1: Report of progress and achievements against logframe for Financial Year 2023-2024

Project summary	SMART Indicators	Progress and Achievements April 2022 - March 2023	Actions required/planned for next period
<p><b>Impact</b></p> <p>Conservation actors across Kenya and beyond are achieving greater social and biodiversity impacts as a result of applying innovative and gender transformative approaches for more equitable and effective governance</p>		<p>Direct conservation impact cannot be measured within the project timescale but favourable gender norms will improve conservation governance, leading to improved social and conservation outcomes. Changes generated by the project will benefit all conservancy members in both SWC and PMCC, and potentially beyond, but women in particular will benefit through changes such as increased representation, voice and influence. Annex 15 provides evidence that in SWC some of these changes are starting to take effect.</p>	
<p><b>Outcome</b></p> <p>More gender equitable and effective natural resource governance in 2 community conservancies in Kenya and learning on promoting and scaling gender transformative change generated and disseminated for wider conservation programming</p>	<p>0.1 By project end, 80% of both female and male respondents feel that governance processes within their conservancy have improved compared to project start (e.g., increased sense of fairness, more inclusive, greater transparency)</p> <p>0.2 By project end, 80% of both male and female respondents perceive that improvements within conservancy decisionmaking have or will lead to improved conservation outcomes and can articulate why</p> <p>0.3 By project end 80% of women surveyed report improved subjective wellbeing as a result of more gender</p>	<p>0.1 Women are feeling more confident to vie for leadership positions and in voicing their concerns, men are more aware of women's rights and capabilities and are more confident to support them, and male staff and board members are giving women more opportunities and space to speak.</p> <p>0.2 There is some evidence that at least some individuals believe that women's effective participation will bring conservation benefits. For example, the rangeland manager shared that previously only men were involved in rangeland management activities and the outcome was limited, but that women have taken their lessons into action and are also more likely to share their learning (Annex 15).</p>	<p>The activities below will contribute this outcome but a key focus for this forthcoming period will be on improving project monitoring and the analysis of project data.</p>

	<p>equitable norms, attitudes and Practices</p> <p>0.4 By project end, learning has informed guidance for conservation practitioners on gender transformative approaches and factors that facilitate scaling, and guidance has been disseminated</p> <p>0.5 By project end, learning has informed an updated working theory of change on how gender equity improves conservation effectiveness, and theory of change has been disseminated</p>	<p>0.3 Women are already benefiting from changes generated by the project, for example through increased voice and confidence (Annex 15).</p> <p>The project is on track to generate enough data and learning to meet indicator 0.4 and indicator 0.5.</p>	
<p><b>Output 1.</b></p> <p>1. Men and women, including board, staff and members, in Sera and Pate conservancies have reflected and acted upon gender norms to increase gender equity in conservancy decision-making</p>	<p>1.1 By end of Q1 Yr1 &gt;40 men and women in Sera, and by end of Q1 Yr2 &gt;20 men and women in Pate, have reflected on gender norms in relation to their own lives and conservancy resources and have been trained to facilitate dialogues within their own sphere / communities</p> <p>1.2 By end of Q3 Yr1 &gt;20 male and female 'champions' in Sera, and by end of Q3 Yr2 &gt;10 male and female 'champions' in Pate, are facilitating dialogues within their own sphere /communities to encourage and enable reflection and action on gender norms</p> <p>1.3 By project end &gt;100 men and women in Sera and &gt;50 men and women in Pate have</p>	<p>1.1 A total of 66 participants from SWC (23 women, 43 men) from SWC attended SAA training in September 2023 where they were facilitated to reflect on their own attitudes, values and practices and were given training on how to facilitate dialogues and discussions on gender issues (Annex 8 and 9). In March 2024, 39 participants (15 women, 24 men) attended additional training and reflection sessions in March 2024 (Annex 13). Of these, 11 participants (2 women, 9 men) had not attended the original training.</p> <p>1.2. There are currently 21 active community champions (13 male, 8 female) who are conducting dialogues (Annex 2). SWC staff and board members are not facilitating formal dialogues but report that they are now more reflective and are considering gender issues in their decision-making (Annex 15).</p> <p>1.3. To date, the champions have conducted at least 53 dialogues (Annex 6) reaching around 1233 people (563 males, 670 females). It is challenging to gather accurate data on the details of the dialogues. Initially the champions were carrying out one-off dialogues but we have encouraged them to carry out regular dialogues with the same group of people, to increase impact. Whilst this will make double counting more likely, we are confident that we have already exceeded our target of 100 people (men and women).</p> <p>1.4. We are re-considering this indicator because of the challenges in collecting this data. We can collect data on actions and changes initiated by the champions themselves, but with the current project resources and capacity it is not possible</p>	

	<p>reflected upon gender norms in relation to their lives and conservancy resources</p> <p>1.4 By project end &gt;50 men and women in Sera and &gt;25 men and women in Pate have taken action to address gender norms and practices that exclude women and other marginalised groups within their conservancies</p> <p>1.5 By project end at least 70% of both male and female participants report increased agreement with the concept that males and females should have equal access to conservancy resources and opportunities</p> <p>1.6 By project end at least two specific examples are recorded of changes at each conservancy, in decision making structures, processes, practice or policies that promote gender equity and/or address the exclusion of women</p>	<p>to gather accurate data from those that the champions are dialoguing with. The champions are sharing their personal reflections and action as well as observations of changes, some of which they attribute to the project, but the specific details of changes and action in the wider community are not available. Statements and evidence of change to date can be found in Annex 15.</p> <p>1.5. In March 2024 100% of respondents responded yes to the question ‘Do you think women and men should have equal access to conservancy resources and opportunities?’ When asked whether women and men should have equal rights and receive the same treatment, 56% responded no in September 2023 vs 0% responding no in March 2024. All attitudes that correspond with harmful gender norms which limit women’s access to conservancy opportunities and resources, including leadership, have decreased since the training in September 2023, some to zero (Annex 16).</p> <p>1.6. SWC staff shared that following the SAA training, discussions on the challenges that women face at the conservancy are more frequent. Since the inception of the project, senior staff feel that they have become more aware on the inclusion of women and have made a deliberate effort on creating an enabling working environment for women (such giving more consideration to female rangers living quarters). Examples were given of decisions they have made which they attribute to the project (Annex 15).</p>	
<p>Activity 1.1 Collate, review and update existing gender and power analyses for Sera and Pate conservancies (desk-based)</p>		<p>A working draft gender analysis for Sera was developed in Q1 and was used to adapt and ‘contextualise’ the SAA training content and methods.</p>	<p>The analysis will be finalised following the final support visit (in Q1 of year 2) and submitted with HYR2.</p>
<p>1.2 Set criteria for and identify participants to attend Social Analysis and Action (SAA) ‘ToT’ training</p>		<p>Two training workshops were carried out, the first for board and staff members and the second for a sample of conservancy members. All board members were invited and the conservancy manager decided which key staff to invite. For the second</p>	<p>These criteria are being refined for PMCC based on our learning in SWC.</p>



	training criteria were developed by the project team and the conservancy manager collaborated with board members on who to invite. Attendance at the training was voluntary.	
1.3 Adapt SAA training materials for the conservancy / conservation context	A training facilitation guide was developed by the project, with input from other team members including KWCA (Annex 7).	The facilitation guide is being updated and contextualised to the Pate context.
1.4 SAA 'Training of Trainers' training for board, staff and members at Sera Conservancy (Y1) and for board and staff at Pate Conservancy (Y2)	The training for board and staff members took place 19 – 22 September (Annex 8) and the training for conservancy members took place 25 – 29 September (Annex 9).	Planning for training in Pate is currently underway.
1.5 Identify / support the emergence of 'early adopters' (champions) to lead local group dialogues and action	Amongst the community cohort there are now 21 champions (8 female, 13 male) regularly facilitating dialogues. Despite challenges, a core group of 10 (7 female, 3 male) board members have emerged and have committed to both supporting dialogues at community level and discussing gender at board level. Five staff attended the SAA training and over the course of the project more staff have engaged. In March, 17 senior staff (2 female, 15 male) were identified as being most engaged with the project.	The champions in Sera will receive one more support visit and will then be supported remotely.  Champions will emerge in Pate following the training, scheduled for Q1 in year 2.
1.6 Identify entry points for local dialogue and action with champions and conservancy staff (e.g. existing conservancy and/or community events, meetings, activities, groups, committees)	Entry points for community dialogues include water points (for women), church grounds, VSLA meetings and other venues/events around which people gather (Annex 6). Over the course of the project participants have been encouraged to be more focused and targeted and to carry out multiple dialogues with the same people over a period of time, as well as and rather than focusing on one-off dialogues. Board members have committed to continue discussions during their regular meetings and staff have identified	The champions in Sera will receive one more support visit and will then be supported remotely.  Entry points in Pate will be identified during the training.

		issues that they want to focus on during their meetings and have been using their learning from the training to influence their daily decisions.	
1.7 Conduct facilitator and FFI monitoring/support visits to support local champions and groups in facilitating dialogues, planning actions, and implementing and reviewing actions		The facilitators have visited SWC in December 2023, February 2024, and March 2024. FFI staff visited in November 2023 and in March 2024. Reports of the facilitators visits are available in Annexes 11, 12 and 13.	One more facilitator visit is planned for Sera, in Q1 of year 2.  Support visits to Pate will follow after the training.
1.8 Hold monthly meetings of Project Steering Group (PSG) to monitor and review SAA and project progress, adapt as necessary, and analyse data generated by the SAA process		Almost weekly bilateral meetings have been held between the project leader with both the project coordinator and KWCA's gender officer, and regular meetings have been held with the conservancy manager and with the consultants including CARE's technical advisor.	For year two, PSG meetings every two months have already been scheduled and the weekly / regular bilateral meetings will continue in-between.
1.9 Complete Participatory Impact Assessment to compare 'before and after' norms, attitudes and behaviours and perceptions of how these link to stronger conservation governance and outcomes		Planned for Year 3, Q1	
<b>Output 2.</b> Practical guidance on gender norms and gender transformative change, including factors that facilitate scalability, is accessible for conservation practitioners in Kenya and beyond	2.1 By end of project practical guidance is produced  2.2 Practical guidance is disseminated through >6 FFI's networks (including working groups) and is accessible on FFI's website and open access Capacity for Conservation website	The practical guidance (Indicator 2.1) will be produced and disseminated (Indicator 2.2) at the end of the project, informed by data and learning from both sites. The project is on track to achieve this output. A dialogue guide for 'SAA champions' has been drafted for use in Sera, and elements of this will inform the practical guidance.	
Activity 2.1 Review and analysis of the data generated by the SAA process with key findings and issues discussed at PSG meetings		Data analysis is ongoing, primarily by the project lead with input from the project coordinator, CARE's technical advisor, the UCL representative, and the Samburu consultant.	Ongoing
Activity 2.2. Development, review and completion of practical guidance		This activity is planned for Year 3 Q1 but a dialogue guide (Annex 14) has been drafted for active community, staff and board members in Sera.	The dialogue guide, and feedback from those who use it, will inform the practical guidance to be developed in year 3.

2.3 Disseminate practical guidance via FFI's website, gender networks (e.g. Conservation International's Gender and Environment Working Group) and the open-access Capacity for Conservation website	Planned for Year 3 Q1.	
2.4 Share project learning through blogs (one per year) on FFI and KWCA websites	A blog was produced to coincide with International Women's Day on 8th March.	A second blog will be written in year 2, to coincide with either IWD or 25 November (International Day for the Elimination of Violence Against Women)
<b>Output 3.</b> A robust, evidenced-based Theory of Change, developed by experts, articulates how equitable gender norms benefit conservation and is widely accessible to peers for future application	3.1 >10 gender experts working in conservation/NRM and related fields have participated in annual Theory of Change workshops (Y1/Y2)  3.2 By end of project, project generated data and learning has been used to update a working Theory of Change on how gender equity improves conservation to include how gender norms enable or hinder aspects of gender equity and conservation effectiveness  3.3 By end of project, updated theory of change disseminated through >6 FFI and UCL networks/working groups	3.1. The first Theory of Change (ToC) workshop has been postponed until mid-2024.  3.2. A draft ToC is currently being developed based on data collected and analysed to date.  3.3. The TOC will be finalised and disseminated by project end.
Activity 3.1 Review and analyse the data generated by the SAA process with key findings and issues discussed at PSG meetings		An initial draft of the Theory of Change is currently being worked on and will be shared at a PSG meeting scheduled for mid-May.
3.2 Collaborative workshops (annual, virtual) with experts to share and analyse data and further develop Theory of Change on how gender equity improves conservation		The first workshop was initially scheduled to take place in Q4 of year 1 but this has been postponed until after the final support visit to Sera (scheduled to take place in late May).
3.3 Disseminate the updated Theory of Change via FFI and UCL networks		Planned for Year 3 Q1

## Annex 2: Project’s full current logframe as presented in the application form (unless changes have been agreed)

Project summary	SMART Indicators	Means of verification	Important Assumptions
<b>Impact:</b> Conservation actors across Kenya and beyond are achieving greater social and biodiversity impacts as a result of applying innovative and gender transformative approaches for more equitable and effective governance			
<b>Outcome:</b> More gender equitable and effective natural resource governance in 2 community conservancies in Kenya and learning on promoting and scaling gender transformative change generated and disseminated for wider conservation programming	<p>0.1 By project end, 80% of both female and male respondents feel that governance processes within their conservancy have improved compared to project start (e.g. increased sense of fairness, more inclusive, greater transparency)</p> <p>0.2 By project end, 80% of both male and female respondents perceive that improvements within conservancy decision making have or will lead to improved conservation outcomes and can articulate why</p> <p>0.3 By project end 80% of women surveyed report improved subjective wellbeing as a result of more gender equitable norms, attitudes and practices</p> <p>0.4 By project end, learning has informed guidance for conservation practitioners on gender transformative approaches and factors that facilitate scaling, and guidance has been disseminated</p> <p>0.5 By project end, learning has informed an updated working theory of change on how gender equity improves conservation effectiveness, and theory of change has been disseminated</p>	<p>0.1 Participatory Impact Assessment (PIA) report</p> <p>0.2 PIA report, Key Informant Interviews with conservancy staff, board and committee members</p> <p>0.3 PIA report, interviews with a sample of female participants</p> <p>0.4 Practical guidance, records of dissemination</p> <p>0.5 Updated theory of change document, records of dissemination</p>	<p>CARE’s Social Analysis and Action methodology can be effectively linked to gender norms relating to biodiversity conservation and natural resource management</p> <p>Participants can effectively articulate their reasoning regarding improved governance leading to improved conservation outcomes</p> <p>Conservancy staff, board and committee members continue to remain interested in strengthening conservancy governance including issues of gender equity</p> <p>Socio-political environment permits holding community meetings; and the Covid-19 pandemic does not restrict face-to-face meetings/interviews</p>

<p><b>Output 1</b></p> <p>Men and women, including board, staff and members, in Sera and Pate conservancies have reflected and acted upon gender norms to increase gender equity in conservancy decision-making</p>	<p>1.1 By end of Q1 Yr1 &gt;40 men and women in Sera, and by end of Q1 Yr2 &gt;20 men and women in Pate, have reflected on gender norms in relation to their own lives and conservancy resources and have been trained to facilitate dialogues within their own sphere / communities</p> <p>1.2 By end of Q3 Yr1 &gt;20 male and female 'champions' in Sera, and by end of Q3 Yr2 &gt;10 male and female 'champions' in Pate, are facilitating dialogues within their own sphere /communities to encourage and enable reflection and action on gender norms</p> <p>1.3 By project end &gt;100 men and women in Sera and &gt;50 men and women in Pate have reflected upon gender norms in relation to their lives and conservancy resources</p> <p>1.4 By project end &gt;50 men and women in Sera and &gt;25 men and women in Pate have taken action to address gender norms and practices that exclude women and other marginalised groups within their conservancies</p> <p>1.5 By project end at least 70% of both male and female participants report increased agreement with the concept that males and females should have equal access to conservancy resources and opportunities</p> <p>1.6 By project end at least two specific examples are recorded of changes at each conservancy, in decision making structures, processes, practice or policies that promote gender equity and/or address the exclusion of women</p>	<p>1.1 SAA training reports</p> <p>1.2 Reports from lead facilitator support visits, feedback from local facilitators (gender champions)</p> <p>1.3 PIA report</p> <p>1.4 PIA report, Key Informant Interviews</p> <p>1.5 PIA report</p> <p>1.6 Key Informant Interviews with conservancy staff, board members, and other committee members</p>	<p>Conservancy staff, board and committee members have the time and will to meaningfully engage in the SAA process</p> <p>Local level facilitators / influencers (champions) emerge from the original cohorts of trainees</p> <p>Conservancy members have the time and will to meaningfully engage in the SAA process</p> <p>Mitigation: the SAA process is designed to be led by men and women at a pace they dictate and has proven to be effective in many countries and contexts</p>
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<p><b>Output 2</b></p> <p>Practical guidance on gender norms and gender transformative change, including factors that facilitate scalability, is accessible for conservation practitioners in Kenya and beyond</p>	<p>2.1 By end of project practical guidance is produced</p> <p>2.2 Practical guidance is disseminated through &gt;6 FFI's networks (including working groups) and is accessible on FFI's website and open access Capacity for Conservation website</p>	<p>2.1 Practical guidance</p> <p>2.2 Records of dissemination, FFI website analytics</p>	<p>SAA process generates enough qualitative data and learning to enable and inform the development of the guidance</p> <p>Participants willingness to share their experience of the project.</p>
<p><b>Output 3</b></p> <p>A robust, evidenced-based Theory of Change, developed by experts, articulates how equitable gender norms benefit conservation and is widely accessible to peers for future application</p>	<p>3.1 &gt;10 gender experts working in conservation/NRM and related fields have participated in annual Theory of Change workshops (Y1/Y2)</p> <p>3.2 By end of project, project generated data and learning has been used to update a working Theory of Change on how gender equity improves conservation to include how gender norms enable or hinder aspects of gender equity and conservation effectiveness</p> <p>3.3 By end of project, updated theory of change disseminated through &gt;6 FFI and UCL networks/working groups</p>	<p>3.1 Attendance records from 2 Theory of Change workshops</p> <p>3.2 Reports from collaborative workshops x 2 and updated Theory of Change document</p> <p>3.3 Records of dissemination, website analytics</p>	<p>SAA process generates enough qualitative data to enable workshop participants to adequately analyse and increase understanding of how norms influence gender equity and conservation effectiveness</p>
<p><b>Activities</b> (each activity is numbered according to the output that it will contribute towards, for example 1.1, 1.2 and 1.3 are contributing to Output 1)</p> <p><b>Output 1: Men and women, including board, staff and members, in Sera and Pate conservancies have reflected and acted upon gender norms to increase gender equity in conservancy decision-making</b></p> <p>1.1 Collate, review and update existing gender and power analyses for Sera and Pate conservancies (desk-based)</p> <p>1.2 Set criteria for and identify participants to attend Social Analysis and Action (SAA) 'ToT' training</p> <p>1.3 Adapt SAA training materials for the conservancy / conservation context</p> <p>1.4 SAA 'Training of Trainers' training for board, staff and members at Sera Conservancy (Y1) and for board and staff at Pate Conservancy (Y2)</p> <p>1.5 Identify / support the emergence of 'early adopters' (champions) to lead local group dialogues and action</p> <p>1.6 Identify entry points for local dialogue and action with champions and conservancy staff (e.g. existing conservancy and/or community events, meetings, activities, groups, committees)</p> <p>1.7 Conduct facilitator and FFI monitoring/support visits to support local champions and groups in facilitating dialogues, planning actions, and</p>			

implementing and reviewing actions

1.8 Hold monthly meetings of Project Steering Group (PSG) to monitor and review SAA and project progress, adapt as necessary, and analyse data generated by the SAA process

1.9 Complete Participatory Impact Assessment to compare 'before and after' norms, attitudes and behaviours and perceptions of how these link to stronger conservation governance and outcomes

**Output 2: Practical guidance on gender norms and gender transformative change, including factors that facilitate scalability, is accessible for conservation practitioners in Kenya and beyond**

2.1 Review and analysis of the data generated by the SAA process with key findings and issues discussed at PSG meetings

2.2 Development, review and completion of practical guidance

2.3 Disseminate practical guidance via FFI's website, gender networks (e.g. Conservation International's Gender and Environment Working Group) and the open-access Capacity for Conservation website

2.4 Share project learning through blogs (one per year) on FFI and KWCA websites

**Output 3: A robust, evidenced-based Theory of Change, developed by experts, articulates how equitable gender norms benefit conservation and is widely accessible to peers for future application**

3.1 Review and analyse the data generated by the SAA process with key findings and issues discussed at PSG meetings

3.2 Collaborative workshops (annual, virtual) with experts to share and analyse data and further develop Theory of Change on how gender equity improves conservation

3.3 Disseminate the updated Theory of Change via FFI and UCL networks

## Annex 3: Standard Indicators

The Biodiversity Challenge Funds (BCFs) use high quality and accessible Monitoring, Evaluation and Learning (MEL) to enable scaling, replication and increase the impact of the funds and the projects we support.

By asking project teams to report against a minimum of three Darwin Initiative Standard Indicators, we aim to increase our contribution to the global evidence base for activities that support biodiversity conservation, poverty reduction and capability & capacity.

The tables below are provided to assist project teams in reporting against Standard Indicators. Please report against the Standard Indicators that you have selected specifically for your project in Table 1 below. Refer to the Standard Indicator Guidance & Menu available on the [Darwin Initiative](#) website for guidance on how to select indicators, as well as how to disaggregate reporting within your chosen indicators.

For projects submitting their first Annual Report, you should complete the Y1 column and also indicate the number planned during the project lifetime. Older projects should copy and paste the information from previous years and add in data for the most recent reporting period.

We recognise that the Standard Indicators in our menu are by nature general. We also ask you to develop your own Project Indicators. These should be more specific and relevant to your project. See our BCF MEL guidance on best practices for selecting and developing Project Indicators.



**Table 1 Project Standard Indicators**

DI Indicator number	Name of indicator using original wording	Name of Indicator after adjusting wording to align with DI Standard Indicators	Units	Disaggregation	Year 1 Total	Year 2 Total	Year 3 Total	Total to date	Total planned during the project
DI-A01	By end of Q1 Yr1 >40 men and women in Sera, and by end of Q1 Yr2 >20 men and women in Pate, have reflected on gender norms in relation to their own lives and conservancy resources and have been trained to facilitate dialogues within their own sphere / communities	Number of people from Sera and Pate completing structured and relevant training.	People	Sex	77 (25 females, 52 males)			77 (25 females, 52 males)	60
DI-A04	By end of Q3 Yr1 >20 male and female 'champions' in Sera, and by end of Q3 Yr2 >10 male and female 'champions' in Pate, are facilitating dialogues within their own sphere /communities to encourage and enable reflection and action on gender norms	Number of people reporting that they are applying new capabilities (skills and knowledge) 6 (or more) months after training.	People	Sex	21 (8 female, 13 male)			21 (8 female, 13 male)	30
DI-B04	By project end at least two specific examples are recorded of changes at each conservancy, in decision making structures, processes, practice or policies that promote gender equity and/or address the exclusion of women	Number of new/improved plans, processes or practices that promote gender equity and /or address the exclusion of women	Number	None	2			0	4
DI-B05	By project end >50 men and women in Sera and >25 men and women in Pate have taken action to address gender norms and practices that exclude women and other marginalised groups within their conservancies	Number of women and men who report and cite examples of women's increased participation in conservancy activities and decision making	People	Sex					This is a new indicator. We will submit a change request with targets.
DI-C01	By end of project practical guidance is produced  By end of project, project generated data and learning has	Number of best practice guides and knowledge products on gender norms and gender transformative approaches and	Number	None	0			2	2

	been used to update a working Theory of Change on how gender equity improves conservation to include how gender norms enable or hinder aspects of gender equity and conservation effectiveness	produced and disseminated for conservation practitioners							
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**Table 2      Publications**

<b>Title</b>	<b>Type</b> (e.g. journals, best practice manual, blog post, online videos, podcasts, CDs)	<b>Detail</b> (authors, year)	<b>Gender of Lead Author</b>	<b>Nationality of Lead Author</b>	<b>Publishers</b> (name, city)	<b>Available from</b> (e.g. weblink or publisher if not available online)

## Annex 4: Onwards – supplementary material (optional but encouraged as evidence of project achievement)

The following annexes are available through [REDACTED]

Annex 5: Map of project sites

Annex 6: Log of dialogues at March 2024

Annex 7: SAA at SWC - training facilitation guide

Annex 8: Report of SWC board and staff training September 2023

Annex 9: Report of SWC community members training September 2023

Annex 10: SAA training participants lists

Annex 11: First support visit to SWC December 2023

Annex 12: Second support visit to SWC February 2023

Annex 13: Training and support visit to SWC March 2024

Annex 14: SWC dialogue guide (draft)

Annex 15: Statements and evidence of change

Annex 16: Results of attitudes and norms tests

### Checklist for submission

	Check
Different reporting templates have different questions, and it is important you use the correct one. Have you checked you have used the <b>correct template</b> (checking fund, type of report (i.e. Annual or Final), and year) and <b>deleted the blue guidance text</b> before submission?	Yes
<b>Is the report less than 10MB?</b> If so, please email to <a href="mailto:BCF-Reports@niras.com">BCF-Reports@niras.com</a> putting the project number in the Subject line.	Yes
<b>Is your report more than 10MB?</b> If so, please discuss with <a href="mailto:BCF-Reports@niras.com">BCF-Reports@niras.com</a> about the best way to deliver the report, putting the project number in the Subject line.	N/A
<b>Have you included means of verification?</b> You should not submit every project document, but the main outputs and a selection of the others would strengthen the report.	Yes
If you are submitting photos for publicity purposes, do these meet the outlined requirements (see section 16)?	N/A
Have you involved your partners in preparation of the report and named the main contributors	Yes
Have you completed the Project Expenditure table fully?	Yes
Do not include claim forms or other communications with this report.	