



Stakeholder Engagement Plan

May 19, 2022

CEPF Grant 112640

IUCN

Conservation action planning of selected threatened conifers and palm species in the Dominican Republic

Dominican Republic

Grant Summary

- 1. Grantee organization:** International Union for the Conservation of Nature (IUCN)
- 2. Sub-project title:** Conservation action planning of selected threatened conifers and palm species in the Dominican Republic
- 3. Grant number:** 112640
- 4. Grant amount (US dollars):** \$113,467.5
- 5. Proposed dates of grant:** July 2022-July 2024
- 6. Countries where activities will be undertaken:** Dominican Republic, USA and the UK
- 7. Date of preparation of this document:** May 19, 2022

8. Introduction:

Overall, the project intends to gather new information concerning the conservation status of 18 species of palms and conifers that are endemic to Hispaniola and generate conservation action plans for use by the Ministry of Environment and Natural Resources in the Dominican Republic. This project is a collaboration of the following three organizations: IUCN, Grupo Jaragua and the IUCN Species Survival Commission Conservation Planning Specialist Group (IUCN SSC CPSG).

The project is comprised of three main components:

1. fieldwork within national parks to better determine the distribution and size of populations for the target conifer and palm species;
2. a participatory workshop to undertake conservation assessment through the use of the IUCN Red List system;
3. a participatory workshop to agree on conservation plans required to enable the restoration of populations of the target conifer and palm species.

There will be stakeholder engagement throughout the entire project, starting with sub-grants between the IUCN and (i) IUCN SSC Conservation Planning Specialist Group and (ii) Grupo Jaragua, both of which are non-governmental organisations based in the US (for the IUCN SSC CPSG) and the Dominican Republic (for Grupo Jaragua). In Component 1 fieldwork will be led mainly by Grupo Jaragua but may include other field researchers from different academic or NGO groups. Components 2 and 3 involve workshops that will engage with stakeholders from a variety of groups including NGOs, government, and academia.

9. Summary of previous stakeholder engagement activities:

In preparation for the project, IUCN has consulted and jointly defined the project approach and actions with Grupo Jaragua, a sub-grantee and partner in this proposal, based in Santo Domingo and Oviedo (within the study area). Grupo Jaragua is co-manager of Sierra de Bahoruco National Park jointly with the Ministry of the Environment. They in turn have also reached out to the National Botanical Garden (Jardín Botánico Nacional Dr. Rafael M. Moscoso) in Santo Domingo to consult the project approach and proposed actions. Locally, Grupo Jaragua also works closely with Park managers, INDECO (a local grass roots organization from Duvergé Municipality) and the Pedernales Ecological Association (Asociación Ecológica de Pedernales).

10. Project stakeholders:

The Dominican Republic's portion of Massif de la Selle – Sierra de Bahoruco – Hoya de Enriquillo Basin Binational Corridor is a sparsely populated area with limited livelihood activities. Grupo Jaragua has staff in each of these municipalities who participate in many of its actions. Also, Grupo Jaragua's governing body (Asamblea de Miembros) includes members from these provinces. They will be involved in project activities, especially field surveys, along with other community members during consultation workshops and results dissemination. The expeditions to the will have 10 team members (4 women) including conservation practitioners, plant experts, university students, and local community members to update distribution, relative abundance, and threats for target species

The workshops will also target other researchers and stakeholders in civil society, as well as some representation from government. Key stakeholder groups may include participant local communities, non-governmental organizations, local and national authorities, and private landowners. They can also include politicians, companies, labor unions, academics, religious groups, national social and environmental public sector agencies, and media agencies.

Project stakeholders

Table 10.1: Project stakeholders

Stakeholder Group	Involvement in project	Interest	Influence	Component under which will be engaged
International CSOs: IUCN Species Survival Commission Conservation Planning Specialist Group	Provide guidance on the Red Listing process and lead the Red Listing workshops	High	High	Component 1, 2
Local CSOs: Grupo Jaragua Tody Tours Instituto para el Desarrollo Comunitario	Grupo Jaragua will lead fieldwork. All local CSOs will participate in the workshops.	High	High	Component 1, 2, 3
Academia: National Herbarium National botanical experts Conversation practitioners University	Involved in data collection and documentation of conifers and palms University students will take part in field expeditions and where space is available in the workshops.	Medium	Medium	Component 1, 2
Government: Ministry of Environment	At least two Ministry staff for each PA will be invited to participate in Conservation Action Planning workshops	Medium	High	Component 2, 3
Communities:	Community members are likely to participate in field work activities and be engaged with for general awareness	High	Medium	Component 1

Other interested stakeholders

National government agencies

The institutional landscape in project countries can be complex, with multiple agencies having overlapping authority over protected areas or other KBAs, and few overarching coordinating mechanisms, particularly at the operational level. It will be necessary to engage national government agencies responsible for biodiversity conservation and management of protected areas, as well as those with responsibilities related to management of forests, fisheries, water and other natural resources.

The Dirección de Áreas Protegidas (Protected Areas Department) of the Secretaría de Estado de Medio Ambiente y Recursos Naturales (Ministry of Environment and Natural Resources) is the principal authority in charge of the management of protected areas in the Dominican Republic. Following recent decentralization policies, city councils have been given greater authority for environmental management, including the power to declare areas for conservation within their territorial jurisdiction.

Other biodiversity and protected area stakeholders

There are several important NGOs and other CSOs operating within the biodiversity and conservation sphere in the Dominican Republic. Although they may not all exist within the Massif de la Selle – Sierra de Bahoruco – Hoya de Enriquillo Basin Binational Corridor or focus on the target species, the workshops may be of interest to them and where possible, will be engaged with.

Vulnerable Groups

Project activities will be taking place in a context of increased economic vulnerability and dependence on natural resources, meaning that identifying and providing opportunities for vulnerable groups within the local communities is critical. In this way, risks of elite capture and social exclusion can be mitigated. Vulnerable groups that will be considered will include, but not be limited to: women, unemployed young people, elderly, LGBTI persons, persons with disabilities, and Haitian immigrants.

11. Stakeholder engagement program:

The stakeholder engagement program aims to ensure equal opportunities for stakeholder groups to participate in discussions, and access information arising from activities of the project. Outputs to be produced and disseminated with stakeholders include non-technical summary documents, published GBIF databases, and the two Conservation Action Plans.

The Project will implement meaningful consultations. In the context of this Project, Meaningful consultation is a two-way process, that: Begins early in the planning process to gather initial views on proposals and inform the design of activities; Encourages stakeholder feedback, particularly as a way of informing the definition of activities and their scope, and engagement by stakeholders in the identification and mitigation of environmental and social risks and impacts; Continues on an ongoing basis, as risks and impacts arise; Is based on the prior disclosure and dissemination of relevant, transparent, objective, meaningful and easily accessible information in a timeframe that enables meaningful consultations with stakeholders in a culturally appropriate format, in relevant local language(s) and is understandable to stakeholders; (e) Considers and responds to feedback; (f) Supports active and inclusive engagement with project-affected parties; (g) Is free of external manipulation, interference, coercion, discrimination, and intimidation; and (h) Is documented and disclosed by the Borrower.

Stakeholder engagement mechanisms will vary depending on the group and their level of interest / influence. Table 11.1 below provides possible methods for engagement for stakeholder groups

identified above but is not a commitment to utilize all methods. The appropriate method for each engagement will be chosen.

Table 11.: Methods that will be used to consult and engage each stakeholder group

Stakeholder group	Possible methods for consultation and engagement
Local CSOs	Direct emails Face-to-face meetings ¹ Virtual meetings/ calls and WhatsApp messages Social media tagging Posting on Caribbean listservs IUCN / GJ webpage Workshops and webinars
Academic institutions	Face-to-face and virtual meetings and field expeditions Direct emails Engagement in project activities Posting on Caribbean listservs Social media IUCN / GJ webpage Regional databases Media
Local communities including, but not limited to women, unemployed young people, elderly, LGBTI persons, persons with disabilities, and Haitian immigrants	Face-to-face and virtual meetings Social media Media Specific pathways used by target local communities in and around the priority KBAs Safe space for groups that may require such spaces.
National government agencies	Face-to-face and virtual meetings Direct emails Engagement in project activities Posting on Caribbean listservs Social media IUCN / GJ webpage Regional databases Media

12. Consultation methods:

Consultations will occur with the project-affected stakeholders listed above. These consultations are to ensure equal opportunities for groups to participate in discussions, provide valuable information and access information arising from activities of the project. Consultations will occur mainly through direct emails, face-to-face meetings and virtual meetings/ calls and WhatsApp messages. Project-affected

¹ As a result of the ongoing COVID-19 pandemic, face-to-face meetings will adhere to the guidance established in the World Bank Technical Note: “Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints on conducting public meetings” March 20, 2020 as well as national-level COVID-19 transmission prevention guidelines.

stakeholders will form an important component of the workshop participants.

13. Other engagement activities:

Not applicable.

14. Timeline and resources:

Stakeholder engagement is an important element of this project. Table 14.1 below outlines the indicative timeline for SEP implementation. The budget for SEP implementation has been built into the project budget.

Table 14.1: Indicative timeline for SEP implementation

Action	Cost Estimate (USD)	Implementation Schedule									
		2022				2023				2024	
Visits to national herbariums and consultations with experts to support data collection and documentation of conifers and palms	c. \$5,000			X	X						
Engagement with communities and field researchers to conduct field work	c.\$3,000			X	X	X					
Red List and conservation planning process training	c. \$5,000							X			
Conservation Action Plans	IUCN staff time: c.\$16,000 Translation services: c.\$2,000			X	X	X					

15. Monitoring and arrangements:

The protected area managers will be surveyed during the conservation planning workshop.

16. Consultation:

Sections 11 and 12 above detail the consultation process that was done for the proposal and this plan, in collaboration with the Regional Implementation Team and the CEPF Secretariat.

17. Disclosure:

The stakeholder engagement plan will be made available through Grupo Jaragua – potentially disseminated via their website. To support accessibility by all stakeholders in the Dominican Republic, the stakeholder engagement plan will be translated into Spanish. Stakeholder engagement that occurs under the sub-project will be recorded via channels such as notes, photos, reports, logs, etc. Any reports

on stakeholder engagement will include a summary of feedback received and actions taken. This feedback will then be integrated into project design, as appropriate and the relevant stakeholder group informed of action taken as a result of their feedback. This information may be transmitted in writing or orally in meetings, as appropriate to the stakeholder group, or groups, in question.

18. Grievance mechanism (GM):

The following is the GM for the project to address concerns of IUCN’s external stakeholders. The GM will be translated into Spanish and made available to stakeholders, including via Grupo Jaragua’s website, once the project starts. Grievances that relate to project workers will be handled by a separate mechanism which is included as part of the project’s Labor Management Procedures.

This GM is streamlined, considering the limited scope of project activities at the community level and the low risk of adverse social impacts. The key measures will be to explain the purpose of any visit to stakeholders, explain the existence of the GM and make available contact information of IUCN and the CEPF Secretariat. This will be done through a printed handout or other locally appropriate means.

Objectives of the GM

The objectives of the GM are as follows:

1. Ensure that the World Bank ESSs are adhered to in all project activities.
2. Address any negative environmental and social impacts of all project activities.
3. Resolve all grievances emanating from project activities in a timely manner.
4. Establish relationships of trust between project staff and stakeholders.
5. Create transparency among stakeholders, including affected persons, through an established communication system.
6. Bolster the relationship of trust among the project staff and the affected parties.

First Level of Redress

1. *Receive Grievance:* At the project level, all complaints should be received by the Human Resources Officer at IUCN North America Regional Office. Complaints can be made in person, in writing, verbally over the phone, by email or any other suitable medium. Complaints can be filed anonymously. The point of receipt of complaints is listed below:

Contact	
Telephone	(202) 464-0931
Email address	HRsupportUS@iucn.org
Physical address	1630 Connecticut Ave NW, Washington, DC 20009

At the local and national level, all complaints should be addressed to:

Contact	
Telephone	(809) 472-1036 (Santo Domingo)
Email address	info@grupojaragua.org.do
Physical address	c. San Juan Bautista 69, Atala, Santo Domingo (Miguel Abreu) and/or c. Paseo Paradí, Pangola, Oviedo (Olga Vidal)

All grievances received by IUCN staff should be forwarded to the Human Resources Officer at IUCN North America Regional Office within 24 hours of receipt.

2. *Acknowledgement:* All grievances will be acknowledged by telephone or in writing by the Human Resources Officer at IUCN North America Regional Office within 48 hours of receipt and the complainant will be informed of the approximate timeline for addressing the complaint, if it can't be addressed immediately. The Human Resources Officer at IUCN North America Regional Office will seek to ensure the speedy resolution of the grievance. If the grievance cannot be resolved at this level, it is taken to the next level.
3. *Record:* The grievance will be registered in IUCN's grievance file, including relevant documents.
4. *Notification:* Communication of the grievance as follows:
 - a. If it is concerning the project, communication to the Manager IUCN-CI Biodiversity Assessment Unit at IUCN North America Regional Office
 - b. Notification will also be made to the CEPF Grant Director and Regional Implementation Team Manager within 15 days.
 - c. If it is concerning general IUCN operations/activity, communication to Human Resources Officer at IUCN North America Regional Office.
5. *Assessment:* A decision is made on the nature of the investigation that will take place.
6. *Investigation:* Appropriate investigation of the grievance by an internal team assigned to this task (for example, this may include staff directly involved as well as the Manager IUCN-CI Biodiversity Assessment Unit. The investigation may include meetings with the complainant and other stakeholders and a review of relevant documents. An impartial party shall be involved in meetings with the complainant. Community representatives or representatives of the complainant will be allowed to sit in on these meetings. Minutes of meetings and documents will be added to the grievance file.
7. *Resolution:* Depending on the findings of the investigation:
 - a. A resolution is decided immediately
 - i. The complaint is rejected
 - ii. A response is agreed
 - iii. The complaint is referred to as appropriate
 - b. A resolution cannot be achieved, and the case is presented to the CEPF Grant Director or IUCN's Grievance Committee for further input
8. *Communication:* Once a resolution has been reached, the decision is communicated to the complainant in writing. Documents are added to the grievance file.
9. *Satisfaction:* If the complainant is not satisfied with IUCN's response, it can be taken to the second level of redress. At all stages, documents are added to the grievance file.

NB: The complainant may request that the issue be transferred to the second level of redress if he/she does not feel that the grievance is being adequately addressed by the Grant Director for the Caribbean Islands Biodiversity Hotspot.

Second Level of Redress

If claimants are not satisfied with the way in which their grievance has been handled at level one, they will be given the opportunity to raise it directly with the CEPF Grant Director for the Caribbean Islands Biodiversity Hotspot, who can be contacted as follows:

Contact	
Title	Grant Director for the Caribbean Islands Biodiversity Hotspot
Telephone	+1-703-341-2400
Email address	cepf@cepf.net
Physical address	Critical Ecosystem Partnership Fund, 2011 Crystal Drive, Suite 600, Arlington, VA 22202

Third Level of Redress

If claimants are not satisfied with the way in which their grievance has been handled at level two, they can contact the CEPF Executive Director via the CI Ethics Hotline (telephone: +1-866-294-8674 / web portal: <https://secure.ethicspoint.com/domain/media/en/gui/10680/index.html>).

If the complainant does not accept the solution offered by the CEPF Executive Director, then the complaint is passed on to the fourth level. Alternatively, the complainant can access the fourth level at any point. It is expected that the complaint will be resolved at this level within 35 working days of receipt of the original complaint. However, if both parties agree that meaningful progress towards resolution is being made, the matter may be retained at this level for a maximum of 60 working days.

Addressing Sexual Exploitation and Abuse and Sexual Harassment

The specific nature of sexual exploitation and abuse and of sexual harassment (SEA/SH) requires tailored measures for the reporting, and safe and ethical handling of such allegations. A survivor-centered approach aims to ensure that anyone who has been the target of SEA/SH is treated with dignity, and that the person's rights, privacy, needs and wishes are respected and prioritized in any and all interactions.

The Grantee will specify an individual who will be responsible for dealing with any SEA/SH issues, should they arise. A list of SEA/SH service providers will be kept available by the project. The Grantee should assist SEA/SH survivors by referring them to Services Provider(s) for support immediately after receiving a complaint directly from a survivor.

To address SEA/SH, the project will follow the guidance provided on the World Bank Technical Note "Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing Involving Civil Works". This Grantee will follow the official WB definitions described on the Technical Note as shown below:

Sexual Abuse (SEA) is an actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions

Sexual Exploitation (SE) refers to any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

Sexual harassment (SH) is any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.

Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) service provider is an organization offering specific services for SEA/SH survivors, such as health services, psychosocial support, shelter, legal aid, safety/security services, etc.

The survivor-centered approach is based on a set of principles and skills designed to guide professionals—regardless of their role—in their engagement with survivors (predominantly women and girls but also men and boys) who have experienced sexual or other forms of violence. The survivor-centered approach aims to create a supportive environment in which the survivor's interests are respected and prioritized, and in which the survivor is treated with dignity and respect. The approach helps to promote the survivor's recovery and ability to identify and express needs and wishes, as well as to reinforce the survivor's capacity to make decisions about possible interventions.

SEA/SH grievances can be received through any of the available channels and will be considered as "High-profile grievances - that if not resolved promptly may represent significant risks to the environment or community". A list of SEA/SH service providers is available at the RIT's page: <https://canari.org/wp-content/uploads/2021/11/CEPF-II-GBV-Service-Providers-DR.pdf>.

Additionally, if an incident occurs, it will be reported as appropriate, keeping the anonymity and confidentiality of the complainant and applying the survivor-centered approach.² Any cases of SEA/SH brought through the Grantee will be documented but remain closed/sealed to maintain the confidentiality of the survivor. The CEPF will be notified as soon as the designated persons from the Grantee organization learn about the complaint.

If a SEA/SH related incident occurs, it will be reported through the Grantee, as appropriate and keeping the survivor information confidential. Specifically, following steps will be taken once an incident occurs:

ACTION 1: COMPLAINT INTAKE AND REFERRAL

If the survivor gives consent, the designated person responsible from the Grantee fills in a complaints form, excluding any information that can identify the survivor:

- The nature of the allegation (what the complainant says in her/his own words without direct questioning)
- If the alleged perpetrator was/is, to the survivor's best knowledge, associated with the project (yes/no)
- The survivor's age and/or sex (if disclosed); and,

² The survivor-centered approach is based on a set of principles and skills designed to guide professionals—regardless of their role—in their engagement with survivors (predominantly women and girls but also men and boys) who have experienced sexual or other forms of violence. The survivor centered approach aims to create a supportive environment in which the survivor's interests are respected and prioritized, and in which the survivor is treated with dignity and respect. The approach helps to promote the survivor's recovery and ability to identify and express needs and wishes, as well as to reinforce the survivor's capacity to make decisions about possible interventions.

- If the survivor was referred to services

If the survivor does not want to provide written consent, her consent can be verbally received. If needed or desired by the survivor, the designated person responsible for the Grantee refers her/him to relevant SEA/SH service providers, identified in the mapping of SEA/SH service providers and according to preestablished and confidential referral procedures. The survivor's consent must be documented even if it is received verbally. The service providers will be able to direct survivors to other service providers in case the survivor wishes to access other services. The designated person responsible for the Grantee will keep the survivor informed about any actions taken by the perpetrator's employer. If the survivor has been referred to the relevant SEA/SH service providers, received adequate assistance, and no longer requires support; and if appropriate actions have been taken against the perpetrator or if the survivor does not wish to submit an official grievance with the employer, the designated person responsible from the Grantee can close the case.

ACTION 2: INCIDENT REPORTING

The designated person responsible for the Grantee needs to report the anonymized SEA/SH incident as soon as it becomes known, to the Executive Director who will in turn inform the CEPF.

Complaint Forms and other detailed information should be filed in a safe location by the designated person responsible for the Grantee. Neither the designated person responsible for the Grantee nor the Executive Director should seek additional information from the survivor.

SEA/SH incident reporting is not subject to survivors' consent but the designated person responsible from the Grantee needs to provide ongoing feedback to the survivor at several points in time: (1) when the grievance is received; (2) when the case is reported to designated person responsible from the Grantee and CEPF; (3) when the verification commences or when a determination is made that there is an insufficient basis to proceed; and (4) when the verification concludes or when any outcomes are achieved or disciplinary action is taken.

As long as the SEA/SH remains open the designated person responsible from the Grantee and/or Executive Director should update the CEPF on the measures taken to close the incident.

ACTION 3: GRIEVANCE VERIFICATION AND INVESTIGATION

Each SEA/SH incident should be verified to determine if it was related to the CEPF-funded project. The designated person responsible for the Grantee should form a SEA/SH verification committee comprised by her/him, one member of the Grantee organization, one member of a local service provider and a representative of the contractor (if relevant). The designated person responsible from the Grantee should notify the SEA/SH Committee of the incident within 24 hours of its creation. The SEA/SH verification committee will consider the SEA/SH allegation to determine the likelihood that the grievance is related to the project.

If after the committee review, SEA/SH allegation is confirmed and it is determined that it is linked to a project³, the verification committee discusses appropriate actions to be recommended to the

³ Project actors are: (a) people employed or engaged directly by the Grantee to work specifically in relation to the project (direct workers); (b) people employed or engaged through third parties (Project staff, subcontractors, brokers, agents or intermediaries) to perform work related to core functions of the project, regardless of location (contracted workers); (c) people employed or engaged by the Grantee's primary suppliers

appropriate party—i.e., the employer of the perpetrator, which could be the designated person responsible from the Grantee or a contractor. The designated person responsible from the Grantee will ask contractors to take appropriate action. The committee reports the incident to the perpetrator's employers to implement the remedy/disciplinary action in accordance with local labor legislation, the employment contract of the perpetrator, and their codes of conduct as per the standard procurement documents.

For SEA/SH incidents where the survivor did not consent to an investigation, the appropriate steps should be taken to ensure the survivor is referred to/made aware of available services and that the project mitigation measures are reviewed to determine if they remain adequate and appropriate or if they require strengthening.

If the survivor is interested in seeking redress and wishes to submit an official complaint with the employer, or with entities in SVG legal system, the designated person responsible from the Grantee should provide linkages to the relevant institutions. Ensuring due legal process is up to the police and the courts, not the SEA/SH verification committee. Unlike other types of issues, the designated person responsible from the Grantee does not conduct investigations, make any announcements, or judge the veracity of an allegation.

Any cases of SEA/SH brought through the Grantee will be documented but remain closed/sealed to maintain the confidentiality of the survivor. Here, the GM will primarily serve to:

- Refer complainants to the SEA/SH Services Provider; and
- Record the resolution of the complaint

The Grantee will also immediately notify both the CEPF and the World Bank of any SEA/SH complaints **WITH THE CONSENT OF THE SURVIVOR.**

A list of GBV service providers for the Dominican Republic can be accessed through the Regional Implementation Team's (RIT's) project page at this link <https://canari.org/wp-content/uploads/2021/11/CEPF-II-GBV-Service-Providers-DR.pdf> and will be defined prior to the contracting of workers, will be kept available by the GBV trained individual, the Project Managers, Project Coordinators, and Social Specialists.

(primary supply workers); and (d) people employed or engaged in providing community labor such as voluntary services or participation in project activities and processes (community workers).