

CEPF Final Completion and Impact Report

Organization's Legal Name:	Tropical Biology Association LTD - Kenya
Project Title:	Enhancing Biodiversity Conservation Capacity of Civil Society Organizations
Grant Number:	CEPF-109297
Hotspot:	Guinean Forests of West Africa
Strategic Direction:	4 Build the capacity of local civil society organizations, including Indigenous People's, women's and youth groups, to conserve and manage globally important biodiversity
Grant Amount:	\$484,490.95
Project Dates:	November 01, 2019 - June 30, 2022
Date of Report:	January 25, 2023

IMPLEMENTATION PARTNERS

Tropical Biology Association (TBA) – Grantee and implementer. Responsible for the project's overall management, coordination, delivery and reporting.

Birdlife Ghana – the Regional Implementing Team for the hotspot. Provided support and guidance in the project implementation process. The RIT worked closely with TBA at every stage of the project.

Resource Centre for Environment and Sustainable Development (RCESD), Cameroon in-country partner. Supported the project with In-country coordination of capacity building activities, helped in recruiting suitable CSOs in Cameroon for mentorship, providing mentorship to mentee CSOs, supported training and facilitation of workshops, and French – English translation of project documents and in zoom sessions and other necessary project communications.

Save Sahara Network (SSN) - Nigeria in-country partner. Supported the project with In-country coordination of capacity building activities, helped in recruiting suitable CSOs in Nigeria for mentorship, providing mentorship to mentee CSOs, supported training and facilitation of workshops, and communications support in reaching out to the mentee CSOs.

Save Ghana frogs (SGF) - Ghana in-country partner. Supported the project with In-country coordination of capacity building activities, helped in recruiting suitable CSOs in Ghana for mentorship, providing mentorship to mentee CSOs, supported training and facilitation of workshops, and communications support in reaching out to the mentee CSOs.

Mentors – 16 external mentors from Ghana, Nigeria, Cameroon, Sierra Leone, Liberia who mentored the Mentee CSOs at one-on-one level and during group mentoring session. Some of the mentors also joined and supported the face to face events. The five mentors of the women-led CSOs also supported the CSOs in implementing networking events on the ground and hosting Empowering Women in Conservation in Africa masterclass learning hubs in each of the five countries.

CONSERVATION IMPACTS

Planned Long-Term Impacts: 3+ years (as stated in the approved proposal)

Impact Description	Impact Summary
45 local CSOs, have improved organizational capabilities to strategically plan their operations and conservation actions, leading to increased successes in attracting funding and collaborators as demonstrated by the number of revised and/or new strategic plans developed, project proposals submitted for funding (including to CEPF) and draft Gender policy developed (against the mentoring programme survey baseline).	45 local CSOs (17 Cameroonian; 11 Ghanaian; 12 Nigerian; 2 Liberian; 2 Sierra Leonean; and 1 Togolese) benefitted from attending one or more of the 7 mentoring and training events, as well as targeted support under this project. The CSOs have improved their organizational capabilities for conservation actions. 50% of the CSOs adopted new or revised visions and mission statements applying skills gained from the project's mentoring. 89% of the CSOs reported that their fundraising capacity increased as a result of skills gained from the Programme. A spot check on 33 mentee CSOs indicated they successfully fundraised USD 3,467,225 for conservation in the last two years. These CSOs attributed 52% (USD 1,802,956.5) of their success to skills gained from this mentoring program. Amount raised include 8 small grants won from 30 proposals submitted to CEPF RIT for the hotspot. The CSOs also indicate they raised the funds from a variety of sources, including new ones that they had no past experience with. For instance, ABOYERD reported that "the WWF grant is proof of change considering ABOYERD had previously tried severally to no avail". All the 45 CSO developed new strategic fundraising plan (or improved on existing ones), and these contributed to the success in raising funds for conservation.
At least 50% of local CSOs under this project show deepened commitment for equality in governance and management structures resulting in more women and youth in key position of influence, as outlined in their gender and management policies	36 CSOs (80%) of the mentee CSOs developed or revised existing Gender policy, putting measures to enhance gender equality, and deepening commitment for promoting equality in their governance and management structures. 63% of the CSOS reported having sensitized their staff on gender issues, in an effort to increase the number of women and youth in key positions of influence. "This program is setting a pace for sustainable mentoring of future young women conservation leaders" Emem Umoh, WINCO, Nigeria

Impact Description	Impact Summary
CANCELLED Increased organisational capacity of the 3 in-country partners through their active participation in project activities and cross-sharing of skills and expertise and approaches to training beyond the project period.	
Conservation actions of at least 25 mentees CSOs gain improved profile and visibility across the hotspot and beyond, and their staff' are more recognized and have wider connections as a result of mainstreaming their new skills, as demonstrated by feedback on news pieces communicating CSOs impacts, and the number of advocacy/networking actions the CSOs participate in, and the number and gender of people that attend events they organize.	40 CSOs or (89% of mentee CSO) developed communication strategy to increase the visibility of their conservation actions and impacts. 53% of 45 CSOs developed new publication (including posters, brochures, and branded materials) to improve their profile and visibility across the hotspot. The CSOs and their staffs are more recognized and have wider connections e.g. Ajemalebu Self Help (AJESH) work was noticed at a UN meeting in New York, Community Assistance In Development (COMAID) presented their CEPF funded project at the African Protected Areas Congress (APAC) 2022 in Rwanda, and Loretta Alethea Pope of Foundation for Community Initiatives (FCI) represented Liberian CSOs at the Stockholm +50 conference in June. CSOs adopted online platform to communicate their impacts and appreciated the relevance of social media for increasing visibility, building networks and receiving feedback. 26% of the CSOs did not have websites but created after the training, 59% revised their existing websites to increase publicity. 72% either created or activated social media account(s) (Twitter, Facebook, LinkedIn) for their organizations. 10 women-led CSOs organized advocacy/networking events to practically build their profile while advocating for conservation in 5 project countries.
CANCELLED Improved conservation capabilities of at least 8 local CSOs working directly with indigenous people, women and or youth to strategically plan their operations and conservation actions leading to increased successes in attracting funding and collaborators as demonstrated by the number of revised and /or new strategic plans developed, project proposals submitted to funding (incl to CEPF) and draft Gender policy developed	

Planned Short-Term Impacts: 1 to 3 years (as stated in the approved proposal)

Impact Description	Impact Summary
A new cohort of at least 30 individuals (a third being women and youth) each representing a local CSOs in the GFWA Hotspot report	137 individuals (41% women) from Ghana (13F:19M), Nigeria (14F:25M), Cameroon (23F:35M), Sierra Leone (3F:1M), Liberia (2F:0M)

Impact Description	Impact Summary
enhanced skills in project preparation and fundraising, institutional management and governance, integrating gender, and effective communication by end of year 2.	and Togo (1F:1M), who are staff of the 45 local mentees CSOs benefitted by having their skills enhanced. Of the total number of beneficiaries, 32% reported increased knowledge in identification of key conservation problems to address, in writing good project impact statements and choosing appropriate indicators as a result of attending the proposal development and fundraising masterclass. 80% of the CSOs reported that the skills their staff gained on institutional leadership, management, governance, and gender integration were beneficial to their organizations and the conservation work they do. 89% of the 67 participants (39% women and 61% males) on the communication masterclass reported that the training was very beneficial, and that was evident during the course. For example, they made posters and brochures about their conservation impacts. Staff from World Economy Skills and Agro Development (WESAD) made branded pens and shared with attending CSOs as a trigger for networking. Falaba District Women's Network (FDWN) from Sierra Leone, and Rural Integrated Centre for Community Empowerment (RICCE) of Liberia started using social media for the first time.
CANCELLED All participating CSOs report deepened understanding of gender issues and show commitment to integrating gender in their strategic organisational operations and programme planning as indicated by improved scores on the Gender Tracking Tool, adoption of new/revised/draft gender policies by end of the project (against yr 1 baseline).	
At least 25 CSOs (5 being women-led) have increased capacity to communicate the impacts of their work as indicated by draft/final communication strategies they develop/ adopt by end of project.	40 CSOs, 10 of them being women – led developed and adopted new communication strategies increasing the likelihood for communicating their impacts more effectively, and strategically. As a result, CSOs reported growth in skills levels from weak to good in sharing conservation impacts effectively, applying communication skills in advocacy, integrating evidence in communications, and developing communication strategy. e.g. Biakwan Light Green initiative (BLGI) has been advocating using radio (and other approaches) to foster citizen participation and stakeholder engagement in policy development. Cameroon Gender and environment Watch (CAMGEW) revised their visual materials and designed a very creative poster detailing their work and impacts after the masterclass.
At least 25 local CSOs (including 10 women-led) have strengthened organizational capacity	36 CSOs (including 8 women-led) developed Gender Policies for their organizations. 26% of policies were

Impact Description	Impact Summary
<p>and show commitment to integrating gender in their strategic organizational operations and programmes, as demonstrated by adoption of new/revised/draft gender policies, the increased CSTT scores, and GTT Scores at the end of the project, against scores at the beginning.</p>	<p>new, while 50% were revision of existing gender policies. These policies will help the CSOs promote gender equality in their organization operations and programmes. Already, 64% of the 36 CSOs have started sensitizing their staff on gender issues. Comparing before and after the project, the CSTT score participating CSOs increased by a between 16.22% and 27.54%, and GTT Scores by a range of 5.88 - 92.28%. This data was from 26 mentee CSOs. Overall, highest improvement in CSTT score (average 27.57%) was among mentee CSOs from Cameroon followed by CSOs from Togo (27.34%). Similarly, CSOs from Ghana had the highest increase in GTT score (ave 92.28%) followed by those from Nigeria (ave 84.16). The change in CSTT score by Resource Centre for Environment and Sustainable Development (85%) and GTT scores by Ajemalebu Self Help and Cameroon Gender and Environment Watch (70% each) suggest their capacity improved the most during the project.</p>
<p>At least \$250,000 in conservation funds raised by mentee CSOs participating in the project, as demonstrated by the number of successful grant applications, and completed/on-going on the ground actions, by end of project (against year 1 baseline)</p>	<p>USD 1,802,956.5 in conservation funds by mentees CSOs, and they attributed the amount to skills gained from the project. This amount is about 52% of USD 3,467,225 the respondent 35 CSOs successfully raised in the last two years. The funds include \$200,000 CEPF small grants to 8 mentee CSOs (3 from Cameroon, 2 Ghana and 3 Nigeria); the small grants were an integral part of the project delivery, and 30 proposal were submitted to CEPF RIT for consideration.</p>
<p>At least 4 indigenous people's - led organizations demonstrate strengthened organisational capacity as a result of participating in our mentoring programme, as demonstrated by the increased CSTT scores, and GTT Scores at the end of the project, against scores at the beginning</p>	<p>All the 45 mentee CSOs considered themselves indigenous-led. However, based on the latest World Bank definition, only Bagyeli's Cultural and Development Association (BACUDA) qualify as an indigenous people's - led organizations. Three staff of BACUDA participated in the mentoring Programme and as a result, the organisation managed to raise USD 160,000 for two projects for conservation actions near Campo-Ma'an National Park. BACUDA was also contracted to advise mitigation measures and to create conservation awareness among community members by a road construction company working in the area. BACUDA attributes these achievements to capacity gained from this project. "Our work is now aligned with the National Development Strategy 2020-2030 for structural transformation and inclusive development and Commission des Forêts d'Afrique Centrale (COMIFAC). We appreciated the support of Tropical Biology Association, Resource Center for the Environment and Sustainable Development and of</p>

Impact Description	Impact Summary
CANCELLED At least 6 women-led CSOs have strengthened organisational capacity fostering gender equality in natural resource management as reflecting in their improved CSTT and GTT Scores at the end of the project, against scores at the beginning.	the Critical Ecosystem Partnership Funds (CEPF)." Menye Ondo Valery, BACUDA, Cameroon.
10 women-led CSOs are connected to existing national, regional or international women networks as confirmed by their new membership subscriptions for 2 years	The 10 women-led CSOs were connected and subscribed to 2 national, and 4 global networks they identified as priority/relevant for 2 years, in addition to at least two free-to-join networks for each. The women leaders also formed 5 local chapters of Women in Conservation Network (in Ghana, Cameroon, Nigeria, Sierra Leone and Liberia). Two women leaders in each country, and their mentor (under this project) constituted the Chapter's secretariat, and are working to engage other women working in conservation across the hotspot as members. Each chapter is running activities locally both face to face and virtual. The women leaders also launched a regional network of women in conservation in the hotspot called "West Africa Women in Conservation Network (WAWiCoN)", which brings together women from the 5 project countries. Overall, the women-led CSOS have embraced networking, and benefited a lot from the 10 small grants offered under this project. For example, Daraja Reube Mbororo Development Association (DAREM) and World Economy Skills and Agro Development (WESAD) (the two Women-led CSOs in Cameroon), who met for first time during this project, jointly organized a successful advocacy event for indigenous women livelihood empowerment in Buea, Cameroon.

Unexpected impacts (positive or negative)?

There were interesting positive unexpected impacts.

Mentees that met on the project started collaboration and implemented projects together e.g. Daraja Reube Mbororo Development Association (DAREM) and World Economy Skills and Agro Development (WESAD) of Cameroon did not know each other before the project. After they met at the face to face masterclass in Douala, they quickly decided to leverage on their different strengths. They jointly organized a successful advocacy event for indigenous women livelihood empowerment in Buea, Cameroon under the project small grant for women. They established (together with their mentor) the Women in Conservation Cameroon chapter which they jointly run. Currently they are working on a joint project proposal to further their collaboration to support indigenous women on snail farming.

We encouraged all the women leaders to join existing international women's networks that are free to join. They all joined Women in Nature Network (WINN) as a linkage from this project. The Nigeria CSOS now have their own local chapter with support from WINN

leadership, they organized and hosted a global online discussion about breaking biases on participation of women in environmental leadership (they only requested for zoom link from TBA). Due to their active participation in the regular virtual activities in WINN, two members from the Nigeria Network will participate in WINN annual conference this September in Nepal.

The newly formed Ghana Women in Conservation chapter, organized a virtual conference together with Africa Forestry in July 2022. The conference focus was on "Advancing women in African forestry in the context of climate change", and Dr Faith Muniale (Tropical Biology Association) was invited to lead a discussion.

After the communicating impacts masterclass in Cameroon CSOs took drastic actions while the course was going on and printed organizational branded materials, redesigned brochures and printed for sharing to disseminate in the masterclass, while some revised their organizational website. Some CSOs that did not have organizational websites also took a decision to create websites to enhance their organizational visibility.

The relationship between mentors and mentees grew beyond the mentoring period. For example, BIAKWAN Light of Nigeria recently wrote a joint grant application with a Cameroonian based mentors Mr. Mor Bakia whom they met during the group mentoring sessions. Agriculture and Bio-conservation Organization for Youth Empowerment and Rural Development (ABOYERD) met Dr. Taku when we assigned him to mentor the organization. After the mentoring period, the organization requested him to join their advisory board, a position he is serving till now. The mentors too said that their involvement in the project was mutually beneficial since they learnt from one another and improved how they have done mentoring before.

Biakwan Light Green initiative (BLGI) has been advocating for water conservation in Akwa Ibom State. They attribute the success of their work to the mentoring they received in this project. They won a grant for supporting WASH Policy after learning how to write a winning proposal from our project development and fundraising masterclass. Now they are applying the skills they learnt in the programme to implement the project. "We are utilizing the training on evidence-based policy advocacy, stakeholders' engagement and effective communication of results" Peter Bette, Biakwan Light

Some quotes from mentees;

"The mentoring helped me to focus on what is important; learning how to write a Vision and Mission statement, knowing who my target audience are and the appropriate means of communicating with them. Measuring the impacts of our projects. To mention but a few" Nyimale Grace Alawa, Biodiversity Preservation Center, Nigeria

"Now I have a clear path to deliver my expected outcomes since this program helped me develop three important institutional strategic documents i.e. fundraising plan, gender policy and personal leadership development plan." Gifty Baaba Asmah of Daasgift Quality Foundation Ghana

PROJECT RESULTS/DELIVERABLES

Overall results of the project:

The organizational capacity of 45 CSOS was improved though the successfully designed and delivered training by tailor made masterclasses and organizational focused mentoring. TBA with support from in-country partners, SSN, STFG and RCESD implemented a mentoring programme where CSOs from Cameroon (15), Ghana (9), Nigeria (10), Togo (1) and 10

women-led organizations; two from each of Ghana, Nigeria, Cameroon, Sierra Leone and Liberia were identified, recruited and enrolled. The process entailed assessing their capacity and ascertaining that the project would help build it. The CSOs expressed interest in the program and signed an MOU for engagement. We carried out assessment using CSTT and GTT, and a survey to assess the eLearning capacity the CSOs have to successfully participate in online learning.

1. Masterclasses. A series of four masterclasses was planned and delivered successfully;
 - a) Project development and fund-raising masterclass; which covered project design and measuring impacts; how to develop quality projects that deliver impact on the ground; effective project impacts monitoring and evaluation; incorporating social diversity and stakeholder engagement; addressing issues of governance, transparency and accountability in conservation; fundraising for sustainability with emphasis on proposal writing, fundraising from diverse sources and managing project funds. A total 70 individuals identified as qualified staff were nominated from 36 mentee CSOS to join the Masterclass. Trainers were team from TBA and in country partners. 30 CSOs (86%) of the eligible CSOs submitted LoI for consideration by CEPF for the small grant call released at the time.
 - b) Institutional management and leadership masterclass; which focused on creating effective organizational strategy including integrating strategic planning; leadership and governance; how to strengthen decisions making and achieve inclusivity in management, and to develop competences and confidence in leadership; integrating gender equality, communities and social diversity into CSOs operations and work in order to increase conservation effectiveness and impact. The 36 Mentee CSOs were represented by 58 individuals comprising the leaders and managers. The CSOS developed/revised their vision and mission statements and gender policies.
 - c) Communicating Conservation Impacts masterclass; which focused on building organizational profiles and communicating impacts; developing communication strategies; writing skills including structuring conservation messages and presenting data; communicating with local communities so as to earn trust and credibility; sharing success stories through the press and other popular media. This were face to face trainings held in Nigeria, Cameroon and Ghana implemented in partnership with in-country partners and the RIT. A total of 68 participants from the 45 CSOs from across the five project countries received the training and developed communication strategies for their organizations.
 - d) Empowering Women in Conservation in Africa masterclass; we designed and executed the masterclass which focused on women contribution in natural resource management, strategic planning, leadership and management, gender issues in conservation, gender quality and equity, and women empowerment (SDG 5). 26 representatives from the 10 women -led CSOs from Ghana, Nigeria, Cameroon, Liberia and Sierra Leone and their affiliate networks participated in the masterclass. Through the support of the women-mentors we facilitated learning hubs where the masterclass participants learnt together in their respective countries.
- For all masterclasses, together with the in-country partners and the women mentors, we arranged logistical support for all the trainees to enable them participate smoothly in the masterclasses. We also designed and carried out pre & post training surveys with all the trainees to assess the level of their skills before and after the training. The details are in the respective masterclasses' reports.
2. Organizational mentoring - The organizational mentoring was designed to have each mentee CSO attached with a mentor to walk through six months in a one-on-one mentoring journey. 16 external mentors were recruited from experts and practitioners in the project countries to work together with the TBA and in-country partners team. Each CSO was matched with a mentor based on their strengths and expertise. The mentee – mentor pair defined their mentoring goals and timelines for meeting guided by the mentoring protocols developed for the program. We also organized 5 group mentoring sessions where mentee CSOs and teams of mentors discussed topics of interest to the mentees. The common topics

identified by the mentee CSOS were strategic communications, CSO financial sustainability, strategic networking and partnership for CSOs, stakeholder engagement, effective organizational and team management. 51 staffs from the mentee CSOs participated. The details are in the report focusing on this component of the capacity building program.

3. The delegates' sharing workshops - The project organized two delegates sharing workshops in Cameroon and Ghana to consolidate the mentees projects impacts and lessons learnt. The 45 mentees CSOs participated in this project were invited to share and learn from one another. They outlined successes and challenges facing grassroot conservation in the hotspot to help stimulate new ideas. The workshops also provided local CSOs an opportunity to strengthen contacts and explore how they can have a greater impact in conservation in the hotspot. The workshop gave the participants an opportunity to discuss the vision for the Guinean Forests Hotspot region, and the opportunities they have for collaborations. 34 individuals including 28 representatives from 15 mentee CSOs attended the workshop in Cameroon. In Ghana, a total of 38 individuals including 27 representatives of mentee CSOs from Ghana, Nigeria, Sierra Leone, and Liberia attended. The details are in the lessons learnt report

4. On-going support and feedback - We provided the mentee CSOs and their staff support in applying the new skills they learnt from the masterclasses. We offered support their various grant proposal applications by helping to review them. We offered project management advice when the CSOs approached us with questions, and consciously shared targeted information on opportunities relevant to the mentee CSOs e.g. calls for funding, tools and resources on CSOs capacity development. We also gave personal references in support of their grant applications. CSOS that received grants from CEPF, we supported them in preparation of various project documents including the Budget Logframe &Implementation Plan (BLIP) and supported them in implementation phase. As part of on-going support, the in- country partners visited some of the CSOs especially in the grand north Cameroon where they had challenges setting up virtual learning platforms at the beginning.

5. Strengthening women networking - The 10 Women-led CSOs together with their women mentors formed 5 new women in conservation networks, one in each of the project countries; Ghana, Nigeria, Cameroon, Liberia and Sierra Leone. They invited more women to the network from within their countries and created social media platforms where they share useful information and hold virtual meetings. The women used their small grant from TBA to strengthen those in country networks. The women leaders joined existing international women's networks that run regular virtual activities and are free to join. Due to their active participation, Nigerian CSOs who joined Women in Nature Network (WINN) as a linkage from this project, now have their own local chapter. A new network called West Africa Women in Conservation Network (WAWiCoN) was formed with members from Ghana, Nigeria, Cameroon, Liberia and Sierra Leone

Results for each deliverable:

Component		Deliverable		
#	Description	#	Description	Results for Deliverable
1.0	Organizational capacity of 15 Cameroonian, 10 Ghanaian, 10 Nigerian, and 10 women-led local CSOs built.	1.1	TBA-led mentoring programme for CSOs designed and finalised, and signed MoUs with 45 selected CSOs	Completed Capacity building programme for CSOs designed and implemented. 45 CSOs recruited and signed MOU to participate in the programme.
1.0	Organizational capacity of 15 Cameroonian, 10 Ghanaian, 10 Nigerian, and 10 women-led local CSOs built.	1.2	At least 25 small grant proposals submitted to CEPF RIT/others funders by the participating 45 CSOs from Nigeria, Cameroon, and Ghana	Achieved 30 small grant proposals submitted to CEPF RIT by the 35 CSOs from Nigeria, Cameroon, and Ghana on the first phase of the project In the last two years the 45 CSOs have submitted a total of 137 to different donors with 68% success rate (83 proposals)
1.0	Organizational capacity of 15 Cameroonian, 10 Ghanaian, 10 Nigerian, and 10 women-led local CSOs built.	1.3	A training report combining data from pre&post training surveys shows a max.40 individuals (representing 35mentee CSOs) gained practical skills in project development and fundraising by participating in one of the master classes organised under this theme	Achieved A training report combining data from pre&post training surveys shows that 70 individuals (representing 36mentee CSOs) gained practical skills in project development and fundraising by participating in the master class organised under this theme
1.0	Organizational capacity of 15 Cameroonian, 10 Ghanaian, 10 Nigerian, and 10 women-led local CSOs built.	1.4	A training report integrating data from pre & post training surveys show 35 individuals from mentee CSOs in Ghana, Cameroon, Liberia, Sierra Leone, and Nigeria have improved organisational management & leadership after participating in one of the two masterclasses;	Achieved A training report integrating data from pre & post training surveys show 84 individuals from mentee CSOs in Ghana, Cameroon, Liberia, Sierra Leone, and Nigeria have improved organisational management & leadership after participating in one of the two masterclasses;

Component		Deliverable		
#	Description	#	Description	Results for Deliverable
			organisational management & leadership	Institutional Management and Leadership (58 individuals) or Empowering Women in Conservation in Africa (26 individuals)
1.0	Organizational capacity of 15 Cameroonian, 10 Ghanaian, 10 Nigerian, and 10 women-led local CSOs built.	1.5	A training report containing data from pre & post training surveys prove that a max. 50 individuals (representing 45 mentee CSOs) gained new skills in communication and advocacy by participating in one of the master classes organised under this theme	Achieved A training report containing data from pre & post training surveys prove that 67 individuals (representing 45 mentee CSOs) gained new skills in communication and advocacy by participating in the master classes called Communicating Conservation Impacts
1.0	Organizational capacity of 15 Cameroonian, 10 Ghanaian, 10 Nigerian, and 10 women-led local CSOs built.	1.6	At least 25 drafts/revised mission & vision statements, gender policies, communication and advocacy strategies by the mentees participating in the master classes, and backed by action plans demonstrating how drafts will be operationalised by CSOs	Achieved 35 drafts/revised mission & vision statements 36 gender policies 40 communication strategies The gender and communication strategies incorporate the specific actions how the policies will be operationalized by the CSOs
1.0	Organizational capacity of 15 Cameroonian, 10 Ghanaian, 10 Nigerian, and 10 women-led local CSOs built.	1.7	At least 10 women-led CSOs linked to new/existing local, national and international women's networks, as confirmed by their membership subscription acknowledgement, and are	Achieved 10 women-led CSOs were linked to local, national and international women's networks, some of which are free to join, and each of the 10 women leaders also got 2 years membership subscription for a paid-up professional network.

Component		Deliverable		
#	Description	#	Description	Results for Deliverable
			actively contributing to dialogues in natural resource management, as demonstrated	The 3 local/national networks have planned regular activities and the CSOs are actively contributing to running of the networks and their activities. For example, Cameroon network is building capacity of indigenous women in snail farming, the Nigeria network held an online discussion about breaking biases on participation of women in environmental leadership. Ghana is organizing a virtual workshop about women and climate change nexus.
1.0	Organizational capacity of 15 Cameroonian, 10 Ghanaian, 10 Nigerian, and 10 women-led local CSOs built.	1.8	A new "women for Guinean Forests" network formed and members actively involved in network activities as demonstrated by publication of the network and interim officials in the website of at least one women-led CSO, and members' engagements analysis.	Achieved A new network called West Africa Women in Conservation Network (WAWiCoN), was formed and draws members from Ghana, Nigeria, Cameroon, Liberia and Sierra Leone. It has proposed regular activities and a coordination structure. The members have actively been involved in designing the network activities The network is published in the website of World Economy Skills and Argo Development a Cameroon based member CSO https://wesad.org/women-in-conservation-network-for-africa/
2.0	Strengthen conservation knowledge, experience sharing and consolidating lessons learned of at least 45 CSOs in the Hotspot	2.1	Lessons learned report demonstrate 45 mentee CSOs improved their conservation and management knowledge,	Achieved Lessons learned report (delegates workshops) demonstrate 43 mentee CSOs improved their conservation and management knowledge, and connections by participating in the project

Component		Deliverable		
#	Description	#	Description	Results for Deliverable
			and connections by participating in the project	
3.0	CEPF project management and monitoring for compliance	3.1	Increased understanding of gender issues of Tropical Biology Association, as evidenced by comparison of Civil Society and Gender Tracking Tools' scores at project start and end	Tropical Biology Association increased understanding of gender issues by learning from the CSOs the issues they deal with in their work.
3.0	CEPF project management and monitoring for compliance	3.2	Stakeholder Engagement Plan effectively implemented and monitored as evidenced by the dedicated section of the programmatic report submitted every January and July to CEPF	Achieved
3.0	CEPF project management and monitoring for compliance	3.3	CEPF financial and programmatic reports submitted online on time and accurately	Achieved
3.0	CEPF project management and monitoring for compliance	3.4	Project impacts monitored and reported online at project end as evidenced by the Final Completion Report	Achieved
3.0	CEPF project management and monitoring for compliance	3.5	Communication materials are shared with the RIT per email or other online data transfer software	Achieved

Component		Deliverable		
#	Description	#	Description	Results for Deliverable
4.0	Project execution effectively managed and coordinated	4.1	Strong in-country partners & suitably qualified mentors procured resulting in the achievement of the project objectives by the end of funding	Achieved

Tools, products or methodologies that resulted from the project or contributed to the results:

We build on the mode of delivering masterclasses. We started with online-offline where materials are shared with participants, after studying them and submitting assignments, the trainers we would each engage the mentees/participants with feedback. We later went on to use Moodle learning platform (<https://tropicalbiologyassociation.mylearningapp.com/?redirect=0>), a journey that we and masterclass participants gladly went through. With synchronized zoom learning sessions and asynchronous self paced learning, and online assignment submission and review.

PORFOLIO INDICATORS

Portfolio Indicator Number	Portfolio Indicator Description	Expected Numerical Contribution	Expected Contribution Description	Actual Numerical Contribution	Actual Contribution Description
4b	Number of civil society organizations, including at least 10 Indigenous People's, women's and/or youth groups, demonstrate improvements in organizational capacity (target: At least 50).	35	Organizational capacity of 15 Cameroonian, 10 Ghanaian and 10 Nigerian local CSOs have strengthened organizational capacity , as demonstrated by the increased CSTT scores, and GTT Scores at the end of the project, against	45	Organizational capacity of 45CSO, 10 of which are women led CSOs, and 3 of which are indigenous people focused i.e. Bagylis Cultural and Development Association (BACUDA), Community Assistance In Development (COMAID) and Daraja Reube Mbororo Development Association (DAREM). The 45 CSOs are from the following countries:- 17

Portfolio Indicator Number	Portfolio Indicator Description	Expected Numerical Contribution	Expected Contribution Description	Actual Numerical Contribution	Actual Contribution Description
			scores at the beginning		Cameroonian, 11 Ghanaian and 12 Nigerian, 1 Togolese, 2 Sierra Leone and 2 Liberian local CSOs have been strengthened as demonstrated by their CSTT scores, and GTT Scores at the beginning and at the end. Comparing before and after the project, the CSTT score participating CSOs increased by a between 16.22% and 27.54%, and GTT Scores by a range of 5.88 - 92.28%. This data was from 26 mentee CSOs. Overall, highest improvement in CSTT score (average 27.57%) was among mentee CSOs from Cameroon followed by CSOs from Togo (27.34%). Similarly, CSOs from Ghana had the highest increase in GTT score (ave 92.28%) followed by those from Nigeria (ave 84.16). The change in CSTT score by Resource Centre for Environment and Sustainable Development (85%) and GTT scores by Ajemalebu Self Help and Cameroon Gender and Environment Watch (70%)

Portfolio Indicator Number	Portfolio Indicator Description	Expected Numerical Contribution	Expected Contribution Description	Actual Numerical Contribution	Actual Contribution Description
					each) suggest their capacity improved the most during the project.
4.1	Number of local civil society organizations, including at least 10 Indigenous People's organizations, demonstrate strengthened capacity with regard to financial, institutional and project management, organizational governance, and fundraising (target: At least 50).	35	35 mentee CSOs in Ghana, Cameroon and Nigeria have improved organisational management & leadership and gained practical skills in project development & fundraising by participating in the mentorship programme	35	In total 35 Mentee CSOs in Ghana, Cameroon and Nigeria; among them two indigenous people focused CSO, Bagylis Cultural and Development Association (BACUDA) and Community Assistance In Development (COMAID) have improved organizational management & leadership and gained practical skills in project development & fundraising by participating in the mentorship programme. USD 1,802,956.5 in conservation funds by mentees CSOs, and they attributed the amount to skills gained from the project. This amount is about 52% of USD 3,467,225 the respondent 35 CSOs successfully raised in the last two years. Biakwan Light Green initiative (BLGI) has been advocating for water conservation in Akwa Ibom State. They attribute the success of their work to the mentoring they received in

Portfolio Indicator Number	Portfolio Indicator Description	Expected Numerical Contribution	Expected Contribution Description	Actual Numerical Contribution	Actual Contribution Description
					this project. They won a grant for supporting WASH Policy after learning how to write a winning proposal from our project development and fundraising masterclass. Now they are applying the skills they learnt in the programme to implement the project.
4.2	Number of women-led conservation and development organizations, associations and networks are established and strengthened to foster gender equality in natural resource management and benefit sharing (target: At least 20).	4	At least 4 women-led CSOs linked to new/existing local, national and international women's networks, membership subscription acknowledgement have strengthened their capacity fostering gender equality in natural resource management	10	10 Women-led CSOs are now linked to 5 new local networks in each of the project countries, the Women led mentors are coordinating them and recruiting women conservation leaders in the countries. The 10 are also linked to 1 regional network bringing the women led CSOS and the in-country networks of Women in conservation together. All the 10 CSOs are also linked to existing international women's networks that are free to join and regular activities. In addition, each of the 10 CSOs have paid up membership subscriptions for two years. This has strengthened their capacity to foster gender

Portfolio Indicator Number	Portfolio Indicator Description	Expected Numerical Contribution	Expected Contribution Description	Actual Numerical Contribution	Actual Contribution Description
					equality in natural resource management and increase women networking where they access continuous support. The diverse networks increase sustainability even after the project.
4.3	Number of local civil society organizations demonstrate increased communication capacity in ways that support the delivery of their mission (target: At least 20).	35	Communication skills of 35 mentee CSOs improved their profile and visibility across the hotspot and beyond demonstrated by feedback on news pieces communicating CSOs impacts, and the number of advocacy/networking actions the CSOs participate in	40	The Communication skills of 40 mentee CSOs improved as of their staff attending one of the 3 tailored masterclasses on communicating conservation impact; 9 Advocacy/networking events organised by the women-led CSOs, and engagements during the project's delegates' workshop. Their profile and visibility across the hotspot and beyond have increased since they are effectively and widely sharing their conservation impacts and collecting/receiving feedback on their communication pieces. For instance, Foundation for Community Initiatives a woman-Led CSOs from Liberia exhibited some of the communication material they developed about their

Portfolio Indicator Number	Portfolio Indicator Description	Expected Numerical Contribution	Expected Contribution Description	Actual Numerical Contribution	Actual Contribution Description
					work at the final assessment workshop, and got two organisations interested to collaborate in their work.

GLOBAL INDICATORS

Protected Areas

Protected areas that have been created and/or expanded as a result of the project. Protected areas may include private or community reserves, municipal or provincial parks, or other designations where biodiversity conservation is an official management goal.

Name of Protected Area	WDPA ID*	Latitude	Longitude	Country	Original Total Size (Hectares) **	New Protected Hectares ***	Year of Legal Declaration or Expansion

*World Database of Protected Areas

**If this is a new protected area, 0 should appear in this column

*** This column excludes the original total size of the protected area.

Key Biodiversity Area Management

Key Biodiversity Areas (KBAs) under improved management—where tangible results have been achieved to support conservation—as a result of the project.

KBA Name	KBA Code	Size of KBA	Number of Hectares with Improved Management

Production Landscapes

Production landscapes with strengthened management of biodiversity as a result of the project.

A production landscape is defined as a site outside a protected area where commercial agriculture, forestry or natural product exploitation occurs.

Name of Production Landscape	Latitude	Longitude	Hectares Strengthened	Intervention

Benefits to Individuals

- Structured Training:**

Number of Men Trained	Number of Women Trained	Topics of Training
81	56	The beneficiaries were training in the following masterclasses and mentoring topics; 1) Project Development and Fundraising 2) Institutional Management and Leadership 3) Communicating Conservation Impacts 4) Empowering Women in Conservation in Africa 5) Group Mentoring on: Strategic communications for small CSOs; CSO sustainability – (focusing on financial sustainability); Strategic networking and partnership for CSOs; Stakeholder engagement; and Effective organizational and team management.

- Cash Benefits:**

Number of Men – Cash Benefits	Number of Women – Cash Benefits	Description of Benefits

Benefits to Communities

View the characteristics column below with the following corresponding codes:							View the benefits column below with the following corresponding codes:						
1- Small Landowners							a.	Increased Access to Clean Water					
2- Subsistence Economy							b.	Increased Food Security					
3- Indigenous/ Ethnic Peoples							c.	Increased Access to Energy					
4- Pastoralists / Nomadic Peoples							d.	Increased Access to Public Services					
5- Recent Migrants							e.	Increased Resilience to Climate Change					
6- Urban Communities							f.	Improved Land Tenure					
7- Other							g.	Improved Use of Traditional Knowledge					
							h.	Improved Decision-Making					
							i.	Improved Access to Ecosystem Services					

Community Name	Community Characteristics							Type of Benefit							Country	Number of Males Benefitting	Number of Females Benefitting
	1	2	3	4	5	6	7	a	b	c	d	e	f	g	h	i	

Characteristics of "Other" Communities:

Policies, Laws and Regulations

View the topics column below with the following corresponding codes:													
A- Agriculture	E- Energy	I- Planning/Zoning	M- Tourism										
B- Climate	F- Fisheries	J- Pollution	N- Transportation										
C- Ecosystem Management	G- Forestry	K- Protected Areas	O- Wildlife Trade										
D- Education	H- Mining and Quarrying	L- Species Protection	P- Other										

No.	Name of Law	Scope	Topics														
			A	B	C	D	E	F	G	H	I	J	K	L	M	N	O

"Other" Topics Addressed by the Policy, Law or Regulation:

No.	Country/ Countries	Date Enacted/ Amended	Expected impact	Action Performed to Achieve the Enactment/ Amendment

Companies Adopting Biodiversity-friendly Practices

A company is defined as a for-profit business entity. A biodiversity-friendly practice is one that conserves or uses natural resources in a sustainable manner.

Name of Company	Description of Biodiversity-Friendly Practice	Country/Countries where Practice was Adopted

Networks and Partnerships

Networks/partnerships should have some lasting benefit beyond immediate project implementation. Informal networks/partnerships are acceptable.

Name of Network/Partnership	Year Established	Country/ Countries	Established by Project?	Purpose
West Africa Women in Conservation Network (WAWiCoN)	2022	Cameroon; Ghana; Liberia; Nigeria; Sierra Leone	Yes	The 10 women led organization who are pioneers of the network met in the project, 2 organizations from each of the five countries. After six months of interaction in the project activities including masterclasses, they desired to continue learning together and

Name of Network/Partnership	Year Established	Country/ Countries	Established by Project?	Purpose
				sharing opportunities. So the network was formed as a platform to keep these women leaders connected to one another and learning together. It is a support system and for building collective capacity and a channel for raising regional conservation issues.
Women in Conservation Ghana	2022	Ghana	Yes	The network was formed by the two women led organizations in Ghana that were mentees in this project together with their mentor. They brought in other women in conservation in Ghana especially the staff from the other mentee CSO and other organizations. The network is a forum for sharing relevant and useful information to build one another. They hold regular online activities and have also organized an online conference where they invited experts to discuss issues of climate change.
Women in Conservation Nigeria	2022	Nigeria	Yes	The network was formed by the two women led organizations in Nigeria that were mentees in this project together with their mentor and Grace Alawa, a staff from Biodiversity Preserve Centre (BPC) who were mentees in the project. They brought in other women in conservation in Nigeria especially the staff from the other mentee CSO. The network is a forum for sharing relevant and useful information to build one another. They hold regular online activities and they also joined a global forum for women in nature network where they were incorporated as country chapter. They are more focused on mentoring younger women in conservation.
Women in Conservation Cameroon	2022	Cameroon	Yes	The network was formed by the two women led organizations in Cameroon that were mentees in this project together with their

Name of Network/Partnership	Year Established	Country/Countries	Established by Project?	Purpose
				mentor. They brought in other women in conservation in Cameroon including a few government officials and the staff from the other mentee CSO. The network is a forum for sharing relevant and useful information to build one another. They did a joint project for training women on backyard snail farming and also mentoring young girls by creating awareness on conservation.
Women in Conservation Liberia	2022	Liberia	Yes	The network was formed by the two women led organizations in Liberia that were mentees in this project together with their mentor. They brought in other women in conservation in the country and some university students studying conservation courses. The network is a forum for sharing relevant and useful information to build one another.
Women in Conservation Sierra Leone	2022	Sierra Leone	Yes	The network was formed by the two women led organizations in Sierra Leone that were mentees in this project together with their mentor. They brought in other women in conservation in the country, they use the forum for sharing relevant and useful information to build one another.

Sustainable Financing

Sustainable financing mechanisms generate funding for the long-term (generally five or more years). These include, but are not limited to, conservation trust funds, debt-for-nature swaps, payment for ecosystem services (PES) schemes, and other revenue, fee or tax schemes that generate long-term funding for conservation.

Name of Mechanism	Purpose	Date Established	Description	Country/ Countries	Project Intervention	Delivery of Funds?
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Globally Threatened Species

Globally threatened species (CR, EN, VU) on the IUCN Red List of Threatened Species, benefitting from the project.

Genus	Species	Common Name (English)	Status	Intervention	Population Trend at Site
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LESSONS LEARNED

It was a great experience for TBA.

One thing we would want to do differently next time is about linking small grant with the mentoring program. The CSOs in the mentoring programme went through the masterclass on project development and fund raising and submitted LoIs for CEPF small grant. As usual being a competitive project, not all got the funding. This affected the overall participation of some CSOs in other activities of the program. For example we had a difficult getting the endline CSTTs and GTT from some CSOs and they quoted that they did not expect us to ask for the same since they did not get funding from small grant applications they made.

SUSTAINABILITY/REPLICATION

The skills that the participants got from the four masterclasses and organizational mentoring, are useful across all the work that CSOs do.

The networks that women in conservation in GFWA formed are going to be sustainable because they are linked to other global networks with regular virtual activities.

ENVIRONMENTAL AND SOCIAL SAFEGUARDS/STANDARDS

The project endeavored to ensure the people participating were socially safeguarded. We developed a grievance mechanism that gave clear information about how any participant could raise an issue if they feel aggrieved by any aspect of the project. All the mentee organizations and project in country partners were sensitized about it and received a copy of the same for reference.

All through the project there was no grievance reported by any of the participants and beneficiaries.

ADDITIONAL COMMENTS/RECOMMENDATIONS

The project was generally big with multiple layers of impacts on CSOs work. We observed that the receptiveness of the CSOs was key to how much they benefited. Some would reach out to us requesting for recommendation letters as they applied for grants from calls we had shared in the follow up support.

ADDITIONAL FUNDING

Total Amount of Additional Funding Actually Secured (USD)	
Breakdown of Additional Funding	

INFORMATION SHARING AND CEPF POLICY

CEPF is committed to transparent operations and to helping civil society groups share experiences, lessons learned and results. For more information about this project, you may contact the organization and/or individual listed below.

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