

**Critical Ecosystem Partnership Fund
34th Meeting of the CEPF Donor Council
Conservation International
2011 Crystal Drive, Suite 600
Arlington, VA 22202, USA
18 February 2019
8:00 a.m. – 11:00 a.m. Eastern Standard Time**

Gender: How is CEPF addressing gender in its grant-making program?

Background

CEPF began integrating gender concerns into its program in 2015. The impetus for considering gender arose because of donors' interest and commitment to addressing gender issues, and CEPF's growing internal awareness about the importance of gender. At that time, several of CEPF's global donors had their own gender policies, and general interest in the conservation community was increasing about gender issues in the workplace, within projects, and in the overall results generated by the Fund. CEPF's efforts to address gender issues are described below.

Gender policy

Modeled on Conservation International's (CI) gender policy and adopted in late 2015, this policy succinctly describes CEPF's commitment to integrating gender into all levels of the Fund. Specifically, the policy explains why gender is important, and lists the actions that CEPF will take to ensure that Secretariat staff, regional implementation teams and grantees understand, and take into account, the different roles of men and women in CEPF-related activities at all scales. The policy sets out CEPF's commitment to gender with regard to training, monitoring and best practice. The policy was translated into Spanish, French and Portuguese, and publicized via the CEPF website, where it is now posted. The policy has been distributed to, and discussed with, all regional implementation teams.

Training

In line with CEPF's commitment to "provide and encourage training and professional development on gender among staff of the CEPF Secretariat, regional implementation teams (RITs) and grantees as part of CEPF's learning efforts," the CEPF Secretariat developed training materials and has delivered more than 28 trainings to both the Secretariat and the RITs since 2016, including trainings on the CEPF Gender Policy, Gender Tracking Tool and Gender Toolkit. Training about gender is now standard practice for all new RITs, and it is delivered periodically to the current RITs and the Secretariat. Additionally, the CEPF

Monitoring Evaluation Outreach Unit has participated in four different gender discussions delivered by CI, and has joined gender training courses and CI's gender steering committee.

Monitoring framework

In 2016, CEPF reviewed its existing monitoring framework and determined that revisions and clarifications were needed to the indicators and reporting formats to improve the quality and scope of program impact. Specifically, CEPF wanted to add an indicator pertaining to gender awareness and to collect sex-disaggregated data for indicators pertaining to human well-being. Therefore, a new monitoring framework was approved in June 2017, containing a new indicator, "number of CEPF grantees with improved understanding of and commitment to gender issues," and revised indicators pertaining to beneficiaries. It was envisioned that CEPF's Gender Tracking Tool (described below) would measure change with regard to the new gender indicator, and that revised reporting templates would be used to capture sex-disaggregated data associated with benefits.

Gender Tracking Tool

To comply with the gender policy commitments pertaining to monitoring, reporting and mainstreaming gender into its portfolio, CEPF developed a Gender Tracking Tool (GTT), which was put in place in 2017. The GTT is a self-assessment tool that can be used by an organization (and CEPF) to understand if, and to what extent, gender considerations have been integrated into its program and operations. Baseline and final assessments are requested of all grantees, and the difference in scores allows CEPF to measure change in the commitment to, and understanding of, gender issues in terms of changes or improvements in policies and practices. The GTT is brief, consisting of eight questions. The final question asks whether the grantee would be interested in learning more or receiving training about gender issues. The Gender Tracking Tool has been translated into French, Indonesian, Malagasy, Portuguese and Spanish. To date, CEPF has received 139 tracking tools; 128 are baseline tools and 11 are final tools.

Gender Toolkit

Following the high response rate on question eight of the GTT during its first year of implementation ("Would your organization be interested in being contacted by the RIT to learn more or receive training about gender issues?"), for which 36 percent provided a positive response, CEPF developed a Gender Toolkit for use by applicants, grantees, regional implementation teams and other interested parties. The Gender Toolkit is a comprehensive resource on gender as it relates to conservation. It can be used at any stage of a conservation project. The toolkit provides information on how to integrate gender into the project proposal, design, implementation and monitoring, as well as into an organization. Guidance is given on what questions to ask to integrate gender into a project, what CEPF is looking for in a proposal, and ideas on how to circumvent gender barriers. This resource is unique as it integrates the regional implementation team input, which was sought before the toolkit was finalized. The Gender Toolkit was translated into French, Portuguese and Spanish, and launched in December 2018.

While development of the Gender Toolkit was led by the CEPF Secretariat, it was a collaborative effort involving RIT staff. To tap into RIT expertise, and to ensure full support to the toolkit, the Secretariat established the Gender Focal Point group, consisting of one member from each of the RITs. These RIT staff members reviewed, provided feedback on and offered advice on drafts of the Gender Toolkit. Once the toolkit was finalized, the Gender Focal Points were trained on the toolkit, and they then provided

that training to their teammates. They are now the points of contact for gender in their region, supporting grantees on gender during the application process. This group also now supports the continued review and improvement of the toolkit.

CEPF's grant directors have also been trained on the toolkit.

CEPF website

CEPF's new website, launched in 2017, has [a page dedicated to gender](#) with links to the gender policy, GTT and Gender Toolkit. It also has a Learning Library which contains useful reference documents to help grantees understand gender issues and apply best practices to their projects and conservation work.

Discussion

CEPF has made considerable progress in learning about gender issues and integrating gender considerations into all levels of its program. There is now a good understanding and appreciation of the importance of gender, which has radiated out to the RITs, and now, with the development of the Gender Toolkit, to a wider audience that includes current and future grantees. The Secretariat would like to invite the donors to review progress and discuss potential future actions regarding gender issues.

Suggested discussion questions:

1. How do you view the Secretariat's efforts to address gender issues? Are there areas where our efforts could be improved, or activities/actions that you would recommend?
2. Do the current monitoring efforts described above meet your needs? Are there other data points that the Secretariat should consider pursuing?
3. How can CEPF scale up its efforts to integrate gender throughout its program in a cost-effective way?

Attachments

- A. [Gender policy](#)
- B. [Gender Tracking Tool](#)
- C. [Gender Toolkit](#)