

Darwin Initiative Innovation Annual Report

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

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

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

Submission Deadline: 30th April 2025

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Darwin Initiative Project Information

Project reference	DARNV016
Project title	Promoting Equitable Gender Norms to Strengthen Conservation Governance and Impact
Country/ies	Kenya
Lead Organisation	Fauna & Flora
Project partner(s)	Sera Wildlife Conservancy (SWC), Pate Marine Community Conservancy (PMCC), Northern Rangelands Trust (NRT), Kenya Wildlife Conservancies Association (KWCA), CARE Kenya, University College London (UCL) via Dr Emily Woodhouse
Darwin Initiative grant value	£199,275
Start/end dates of project	01/07/2023 – 30/06/2025
Reporting period (e.g. Apr 2024 – Mar 2025) and number (e.g. Annual Report 1, 2, 3)	Apr 2024 – Mar 2025 Annual Report 2
Project Leader name	Helen Anthem
Project website/blog/social media	https://www.fauna-flora.org/opinion/promoting-gender-equality-in-a-conservation-context/
Report author(s) and date	Helen Anthem with input from Jeniffer Adero, Lenice Ojwang, Ann Komen and Alejandra Pizarro Choy (Fauna & Flora), Mohamed Shali (NRT), Fatuma Abdi and Benson Wadhare (CARE Kenya), Emily Woodhouse (UCL), Joyce Peshu (KWCA) and Veronicah Lekopole (independent consultant). 30 April 2025

1. Project summary

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

This project is addressing these issues with an innovative approach to norms change developed by CARE called Social Analysis and Action (SAA). The project is adapting SAA to a conservation context, examining gender norms relating to natural resource management and conservancy governance, including how they

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

2. Project stakeholders/partners

Northern Rangelands Trust (NRT) and Sera Wildlife Conservancy (SWC) are both longstanding partners of Fauna & Flora and we have ongoing programmes of work with both organisations. SWC is comprised of two former group ranches, now registered as community land - SereOlipi and Losesia - each with their own leadership committee who form the SWC board. In Lamu County our focus has been on Pate Marine Community Conservancy (PMCC) and 3 associated Beach Management Units (BMUs) - Pate, Shanga Rubu and Shanga Ishakani - that are the centre of the project *Community-led conservation and fisheries development in North coast, Kenya* (reference 29-008). There are 11 BMUs in total on and around Pate, all with an elected leadership committee, and one representative from each is nominated to be on the PMCC board.

The project was initiated by Fauna & Flora but it builds upon previous work with SWC to promote women's participation, and with Kenya Wildlife Conservancies Association (KWCA) to promote gender equity across KWCA's member conservancies. Fauna & Flora staff and SWC's manager are in regular contact and staff, board and community members of SWC have been involved in the initial training and in subsequent meetings and discussions, all on a voluntary basis. An NRT Leadership and Management Programme (LAMP) trained facilitator from another conservancy in Samburu County (Westgate) was also involved. As the project has progressed, engagement in Sera has remained high amongst a core of staff, board and community champions, despite project funds being fully expended there by end June 2024.

In Lamu, where Fauna & Flora has a staff member in situ, we have engaged with a wider range of stakeholders. Here, NRT staff have engaged more deeply in the process and have been involved in planning and delivering activities, and 3 LAMP facilitators have been involved along with a representative from Kiunga Community Wildlife Association (another of NRT Coast's focal conservancies). We have also engaged with county government representatives, Assistant County Commissioner, Area Chiefs and religious leaders.

Whilst there have been many bilateral meetings between Fauna & Flora and all project partners, it has remained challenging to organise regular meetings with all partners present. KWCA's gender officer has supported project planning and learning and will be travelling to Pate in June 2025. Unfortunately, NRT's Gender Director departed NRT in 2024 and has only recently been replaced (on an interim basis). Regular meetings have been held with University College London, focusing on the theory of change (output 3). In Year 2 there has been much more frequent engagement with CARE's technical advisors as they are facilitating the SAA process in Pate. Heavy CARE staff workloads has resulted in delayed reporting and challenges in scheduling visits, but the working relationships between CARE, Fauna & Flora and NRT staff in particular has been very rewarding. Further details on this can be found in Lessons Learnt.

In November 2024, two Fauna & Flora staff working on this project attended a workshop for project leads in Nairobi, hosted jointly by the British High Commission and the Darwin Initiative lead at DEFRA, to share lessons learned in relation to project applications and management.

3. Project progress

3.1 Progress in carrying out project Activities

In year one the focus of project activities was in SWC, where funded activities ended in June 2024 with the exception of a recent (March 2025) assessment visit by the Samburu consultant. The project's focus shifted to Pate in year two.

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

Gender analysis reports for both Sera and Pate have been finalised (Activity 1.1). These are intended to be internal documents to inform the SAA process but they may be adapted or used to inform more external facing and/or learning documents in the future.

Attendance at the training (and subsequent sessions) was voluntary. Criteria for the selection of participants and training materials used in Sera in Year one were adapted and added to for Pate (Activities 1.2 and 1.3). Criteria were agreed by Fauna & Flora, NRT and CARE. It was agreed to invite all PMCC board members (4 female, 9 male), the conservancy manager (male), 4 representatives (2 female, 2 male) from each of the 3 focus BMUs, 2 NRT LAMP facilitators (1 female, 1 male) and NRT's regional community liaison officer (male) from Kiunga Community Wildlife Association. For the BMU representatives we wanted individuals who were: known, trusted and respected; able to communicate well, articulate ideas and facilitate discussions with their peers; and genuinely willing to reflect on his / her attitudes and practices. In reality, we did not have full control around who (from the community BMU members) was selected, as this was influenced by BMU officials. Also, female participants needed the permission of their husbands to attend.

The 5-day training took place in June 2024 (Activity 1.4) and was attended by 33 participants (13 female, 20 male). Of the above invitees, one female board member did not attend and 13 BMU members (7 female, 6 male) attended. The training was also attended by an NRT intern (female), two (female) Fauna & Flora staff, and the 2 facilitators from CARE Kenya (1 female, 1 male). The training report is available at Annex 9.

The SAA process in Pate has evolved differently to that in Sera (see Section 8). From the PMCC and BMU members who attended the initial training, 17 initial champions (8 female, 9 male) were identified by the consultants and Fauna & Flora staff (Activity 1.5) in addition to 3 LAMP ToTs (2 female, 1 male). During the SAA process further champions have emerged, making a total of 49 (19 female, 30 male). Of these, 32 (12 female, 20 male) are most active. We have identified champions based on their participation and engagement in the SAA process. The most active champions are those who are most engaged in project activities and who are most transformed (observed and self-reported), and who are taking action within their own lives (Activity 1.6). They have facilitated discussions, either more formally during the consultants visits or informally with their peers and in their own households. Both men and women report that men are now supporting their wives at home, men are giving women the opportunity to speak at meetings, and they are more supportive of women's leadership, and women are now vying for leadership positions (see Annex 12 for statements from project participants).

Some of the champions are less active – they are supportive of the project and the concept of gender equity but they still don't have the confidence to facilitate discussions within their communities due to fear of backlash. In general, the champions in Pate appear to have less confidence to conduct dialogues in their communities on their own (see sections 6 and 8), but they have been supported by Fauna & Flora's Project Officer (North Kenya Seascope) and NRT Coast staff who have coordinated activities including dialogues and an International Women's Day event, in addition to those during CARE's support visits (Activity 1.7).

Bilateral meetings between the project lead and others have been held frequently but gathering all PSG members together at the same time has remained challenging. A core group including CARE, NRT and Fauna & Flora staff has however met very regularly, with KWCA (who the project lead meets frequently one to one) joining periodically (Activity 1.8).

Meetings and discussions to inform the Participatory Impact Assessment (PIA) took place in Sera in March 2025 (report pending) and will take place in Pate in June 2025 (Activity 1.9).

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

More data than anticipated has been generated by the SAA process in the two conservancies so additional support has been required to carry out the thematic coding and analysis of the data, which is ongoing (Activity 2.1). The development, review and completion of practical guidance (Activity 2.2) and its dissemination (Activity 2.3) is planned for Year 3. The dialogue guide produced for Sera in Year 1 has been adapted and developed further for Pate (Annex 13) and the practical guidance will draw upon this. The dialogue guide has been translated into Swahili and we are exploring pro bono options to translate the Sera version into Samburu.

Project learning has been shared internally via FFI's intranet and during internal and external meetings, but no blog was produced this year (Activity 2.4), in part due to wider organisational communication priorities. A dedicated blog will be produced before the end of 2025, to formally launch and share the project outputs (guidance and theory of change) and to highlight key learnings.

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

A draft theory of change (ToC) (Annex 14) has been presented and discussed with experts through a series of small group meetings (Activity 3.1 and 3.2) and will be finalised and disseminated (Activity 3.3) in the coming months including through further discussions with internal and external experts. The project lead and the UCL team member are planning on writing an article on the ToC for publication, for example in *Oryx* or *Conservation Science and Practice*. As noted above, a wealth of data has been generated and it has been challenging to whittle this down to the appropriate level of detail for a publishable ToC.

3.2 Progress towards project Outputs

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

Progress towards indicator 1.1: A total of 77 participants from SWC (25 women, 52 men) attended SAA training in September 2023 and March 2024. Evidence to support this has been submitted with previous reports. In Pate, a total of 33 participants (13 female, 20 male) attended SAA training in June 2024 (report in Annex 9). During the training participants reflected on their own attitudes, values and practices and were given training on how to facilitate dialogues and discussions on gender issues. This indicator has been met.

Progress towards indicator 1.2: In SWC there are 21 active community champions (13 male, 8 female) who continue to facilitate dialogues and discussions within their communities and a number of committed staff and board members who are not facilitating formal dialogues but report that they are now more reflective and are considering gender issues in their decision-making. Evidence for this has been submitted previously and is supplemented by the consultant's final visit report (Annex 6) and dialogue log (Annex 7). In Pate we have identified 23 champions (10 female, 13 male) in addition to 3 LAMP ToTs (2 female, 1 male) who are most engaged in project activities and who are most transformed and taking action within their own lives, as evidenced by the statements and visit reports (Annexes 10, 11, 12).

Progress towards indicator 1.3: To end March 2025, champions at SWC conducted at least 69 dialogues (Annex 7) reaching around 1577 people (883 females, 654 males). The champions report that they have not been formally recording all dialogues and continue to hold informal dialogues, so we believe that the actual numbers reached will be greater. As reported previously it is challenging to gather accurate data on the details of the dialogues, and we know that in addition to 'formal' dialogues there are numerous informal discussions. Although there will be some double counting, we are confident that we have already exceeded our target of 100 people men and women in Sera. In Pate, whilst there have been limited formal dialogues, a total of 387 participants (205 females, 182 males) have attended sessions (attendance lists available upon request) where they have reflected upon gender norms in relation to their own lives and to the conservancy and BMUs so we have exceeded the target of 50 men and women.

Progress towards indicator 1.4: A change to this indicator was approved (reference N0281) due to previously reported challenges in data collection. Statements and evidence of action and change from SWC have been shared previously and are supplemented by the ToC (Annex 14). There is some evidence of action and change in visit reports from Pate and the statements found in Annex 12. Further data will be collected from Pate during the forthcoming PIA.

Progress towards indicator 1.5: As reported previously we have faced challenges in collecting data for this indicator through the attitudes and norms tests. Results and analysis for the tests in SWC is attached at Annex 8 (updated to include results from the May 2024 visit). In Pate we decided not to use the tests from the second visit onwards (see Sections 7, 8 and 9). Instead we will use data from the PIA to report against this indicator, but data available to date (in the form of statements and from visit reports, as well as the attitudes test results) indicates positive progress at both sites. Attitudes that correspond with harmful gender norms which limit women's access to conservancy opportunities and resources, including leadership, have decreased since the SAA training.

Progress towards indicator 1.6: Examples of changes at SWC have been shared previously, with conservancy staff making deliberate efforts to create a more enabling working environment for female staff including rangers, and will be supplemented with data from recent discussions and interviews (consultant's report pending). In Pate, there is evidence of some positive change attributed to the project, such as increased attendance of women at meetings, women being given more opportunities to share their views, and women being encouraged to stand for election (Annex 12).

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

The practical guidance (Indicator 2.1) will be produced and disseminated (Indicator 2.2) at the end of the project, informed by data and learning from both sites. Elements of the already developed dialogue guide (Annex 13) will be used in the practical guidance.

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

A draft ToC has been developed (Annex 14) based on SWC data collected and analysed to date. Informed by data and learning from both sites, this will be finalised (Indicator 3.2) and disseminated (Indicator 3.3) by project end. UCL and the project lead are also planning to write and submit an article to a conservation journal before end 2025, to promote the ToC more widely.

3.3 Progress towards the project Outcome

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

All the outcome indicators were designed to be measured at project end, through the production of specific outputs (guidance and ToC) or through interviews and discussions to inform a PIA. However, we can assess progress towards achieving these outcomes by data collected to date.

Progress towards indicator 0.1 (By project end, 80% of both female and male respondents feel that governance processes within their conservancy have improved compared to project start e.g. increased sense of fairness, more inclusive, greater transparency): Promoting meaningful change is a long-term process but some significant progress is being made, as evidenced by the statements and reflections of participants (Annex 12) including those in the ToC (Annex 14). For example, more women are standing for election and being elected, transparency is perceived to have improved, and at Pate there is increased collaboration between PMCC and the BMUs.

Progress towards indicator 0.2 (By project end, 80% of both male and female respondents perceive that improvements within conservancy decision making have or will lead to improved conservation outcomes and can articulate why): Data gathered in Sera indicates that improved gender equity is perceived to improve NRM decisions and action, and bring conservation benefits (Annex 14). This will be explored further in Pate during PIA discussions and interviews in June but available data indicates the same. *“Inclusion of women in BMU subcommittees in Pate, Shanga Ishakani, and Shanga Rubu has resulted in a reduction of conflicts over resource use”* (male, October 2024).

Progress towards indicator 0.3 (By project end 80% of women surveyed report improved subjective wellbeing as a result of more gender equitable norms, attitudes and practices): Women are already benefiting from changes generated by the project, for example through their husbands sharing household work and increased voice and confidence (as evidenced by statements and quotes in Annexes 12 and 14).

The project is on track to generate enough data and learning to meet indicator 0.4 (By project end, learning has informed guidance for conservation practitioners on gender transformative approaches and factors that facilitate scaling, and guidance has been disseminated) and indicator 0.5 (By project end, learning has informed an updated working theory of change on how gender equity improves conservation effectiveness, and theory of change has been disseminated). A draft ToC is available at Annex 14.

3.4 Monitoring of assumptions

Assumption 1: CARE’s Social Analysis and Action methodology can be effectively linked to gender norms relating to biodiversity conservation and natural resource management. Comments: This assumption continues to hold true. Harmful gender norms that constrain women’s participation in conservation and natural resource management are the same norms that contribute to their marginalisation within the household and community generally.

Assumption 2: Participants can effectively articulate their reasoning regarding improved governance leading to improved conservation outcomes. Comments: A report is pending but the consultant has reported verbally that participants from SWC have been able to explain why they think gender equity improves governance which improves NRM and the conservancy. The assumption will be tested in Pate during the forthcoming PIA.

Assumption 3: Conservancy staff, board and committee members continue to remain interested in strengthening conservancy governance including issues of gender equity. Comments: This holds true for many of the project participants. Champions in SWC have continued to take action in the absence of direct funding and support. Whilst there is a core group of committed champions in PMCC there is also some resistance, particularly amongst men (See section 8, Lessons Learnt).

Assumption 4: Socio-political environment permits holding community meetings; and the Covid-19 pandemic does not restrict face-to-face meetings/interviews. Comments: SWC continues to be affected by insecurity which is reported to have affected ongoing dialogues at community level.

Assumption 5: Conservancy staff, board and committee members have the time and will to meaningfully engage in the SAA process. Comments: During a recent visit to SWC a sample of community, staff and board members were keen to engage with the consultant almost 9 months after direct funding stopped. At Pate this holds true for a core group of participants as evidenced by attendance at meetings and personal statements and evidence of change (Annex 12), although as per Assumption 3 there has been some resistance.

Assumption 6: Local level facilitators / influencers (champions) emerge from the original cohorts of trainees. Comments: This assumption has held true although ongoing support is required to maintain maximum momentum and impact in the long term.

Assumption 7: Conservancy members have the time and will to meaningfully engage in the SAA process. Comments: This assumption has held true (as per Assumption 5).

Assumption 8: SAA process generates enough qualitative data and learning to enable and inform the development of the guidance. Comments: The SAA process is generating a wealth of data and learning from both sites. Despite them being particularly challenging contexts significant gains have been made (as per 3.2. and 3.3 and Annexes 12 and 14).

Assumption 9: Participants' willingness to share their experience of the project. Comments: As evidenced by the consultants reports (Annexes 6, 10, 11), statements (Annex 12), and the ToC (Annex 14) participants are willingly sharing their own reflections and stories and their experiences of the project although the depth of sharing is greater in Sera (see 8 – Lessons Learnt).

Assumption 10: SAA process generates enough qualitative data to enable workshop participants to adequately analyse and increase understanding of how norms influence gender equity and conservation effectiveness. Comments: The volume of data has been challenging to manage and analyse in a group setting but discussions have been fruitful and have informed the development of the draft ToC (Annex 14).

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

The intended impact is: **Conservation actors across Kenya and beyond are achieving greater social and biodiversity impacts as a result of applying innovative and gender transformative approaches for more equitable and effective governance.** Direct conservation impact cannot be measured within the project timescale but favourable gender norms that enable the meaningful participation of women in sufficient numbers, including representation in leadership, leads to improved resource governance and conservation outcomes, as well as improved social outcomes, due to gendered differences in the experience, use, knowledge and value of natural resources. Through the analysis and documentation of project generated data and learning, conservation actors will have access to resources (ToC and practical guidance) that will support them to understand the links between gender equity, good governance and NRM/conservation outcomes and to apply gender transformative approaches for more equitable and effective conservation governance. In the long term, the changes generated by the project will benefit all members in SWC, PMCC and the 3 BMUs, and potentially beyond, but women in particular will benefit through changes such as increased access to information, increased representation, voice and influence, and reduced unintended/negative outcomes from decision-making. The draft ToC (Annex 14) includes evidence of changes at SWC and Annex 12 provides evidence that in PMCC some of these changes are also starting to take effect.

4. Project support to the Conventions, Treaties or Agreements

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

The Nagoya protocol recognises “the vital role that women play in access and benefit-sharing and affirm[s] the need for the full participation of women at all levels of policymaking and implementation for biodiversity conservation.” This project promotes the inclusion of women’s knowledge, their use of and access to natural and genetic resources, and equitable and transparent benefit-sharing mechanisms. It is also contributing to the SDGs regarding poverty (Goal-1), health (through a reduction in gender-based violence) and wellbeing (Goal-3), gender equality (Goal-5), life below water (Goal-14), life on land (Goal-15), inclusive societies and institutions (Goal-16), and partnerships to achieve these goals (Goal-17).

The project supports Kenya’s NBSAP Guiding Principle of ‘Good Governance’ by promoting natural resource governance that is ‘participatory...equitable and inclusive...and that views of minorities are taken into account.’ An updated NBSAP is currently being finalised and KWCA has been advocating consideration of gender and social inclusion and social safeguards, and we will support them to inform the NBSAP gender action plan when it is developed.

Evidence to support these contributions are as in 3.2 above.

5. Project support for multidimensional poverty reduction

Direct project beneficiaries in Sera are those SWC staff, board and community members (52 male/ 25 female) who attended the initial training and follow up training, as well as the immediate household members of the champions. Wider community members who have attended champion facilitated dialogues have also benefited (883 females, 654 male). In Pate, excluding NRT staff but including the 28 SAA training participants (10 female, 18 male) from PMCC, 3 BMUs and KICOWA, the project has engaged with a total of 387 people (182 female, 205 male). Of these, 193 (124 female, 69 male) people attended only one activity, meaning that 194 people (58 female, 136 male) and their immediate household members are most likely to feel more direct benefit. However, in the longer term the changes generated by the project will benefit all conservancy and BMU members and particularly women.

Benefits identified to date include: increased sharing of workload and a reduction in women’s time and work burden; more joint decision-making and improved relations at household level; increased confidence of women; increased women’s participation and voice; more women vying for leadership; more women being elected; men’s increased awareness of and confidence to speak for women’s rights; increased awareness of and willingness to address Gender-Based Violence; and increased access for women to employment and other conservancy opportunities. Evidence of these changes are included in Annexes 12 and 14 and inform indicators 0.1, 0.3, 1.5 and 1.6 in particular.

There is evidence that the project is having an impact on community development more widely, as individuals engaged in the SAA process have become generally more engaged and active within their communities as well as the conservancy. For example, one male participant from SWC shared:

“I attribute the training to God of miracles and truth because what I have achieved as an individual and a community member is something I never thought is possible. I gained knowledge on community needs and with my community I succeeded to have water piped to my village. Through SAA training, I analysed the need for water to be nearer because after the training, I began helping my wife to fetch water. This made me realise the distance is long. I wrote proposal to the Losesia Board to request for funding through carbon credit project. The proposal was accepted and the community is currently digging trenches, as the community contribution, for pipes to be laid in the coming weeks. This access to water could not have happened if I did not attend the training. It transformed me to start looking at women’s burden as a family and community burden.”

6. Gender Equality and Social Inclusion (GESI)

GESI Scale	Description	Put X where you think your project is on the scale
Not yet sensitive	The GESI context may have been considered but the project isn’t quite meeting the requirements of a ‘sensitive’ approach	
Sensitive	The GESI context has been considered and project activities take this into account in their design and implementation. The project addresses basic needs and vulnerabilities of	

	women and marginalised groups and the project will not contribute to or create further inequalities.	
Empowering	The project has all the characteristics of a 'sensitive' approach whilst also increasing equal access to assets, resources and capabilities for women and marginalised groups	
Transformative	The project has all the characteristics of an 'empowering' approach whilst also addressing unequal power relationships and seeking institutional and societal change	X

Most efforts to promote gender equality pay insufficient attention to the harmful gender norms and practices that maintain inequality, and therefore often have limited impact on the status quo. This project is directly addressing this, and contributing to deeper systemic change, by supporting men and women to reflect on and challenge harmful gender norms and promote more equitable alternatives. Personal reflections and statements gathered from the project participants (Annexes 12 and 14) demonstrate the progress made to date. For example, from a female participant in Pate: *"My husband supported our daughter's education whom he previously wanted to marry her off. Instead, he practically takes her to school each morning by his motorbike and attends meetings summoned by the school. Furthermore, he freely allows me to attend meetings, run my business, and engage in conservation work without complaining as in the past. Sometimes he supports me in some of the activities such as seaweed farming."* As reported above (5) the project is having a range of positive impacts on both men and women and on the relations between them.

There are more male than female project participants due to the nature of the project - challenging systemic gender and power inequalities – which necessitates working with power holders, who are generally men. As noted above, changes catalysed by the project will benefit all, but particularly women, by shifting harmful gender and power norms and promoting increased equity. We are collecting data that demonstrates the depth of personal, as well as community, transformation required to challenge the root causes of gender inequality. For example, from the most recent (March 2025) support visit to Pate (full report pending): "One particular moment during the [SAA] training struck a deep chord within him: the image of a mother burdened with a baby, a child's hand, a bucket of water, all while food cooked back home, while the father sat idly. *"This hurt me,"* Mahmoud confesses, *"after internalising the struggles of women and how we never assisted."* It wasn't a sudden 'light bulb' moment, he explains, but a gradual unfolding of understanding. The training illuminated a fundamental truth: *"I saw and understood that women are humans with feelings."* (Further information on Mahmoud's transformation is provided in section 16).

Whilst the focus of the project is on gender equity, participants are also reflecting on the needs and rights of other marginalised groups, particularly the youth: *"I now realise that men, women, and youth have rights in resource sharing and leadership"* (male, Pate). In Pate, we targeted youth for specific activities, with 110 (80 female, 30 male) youth participants. The ToC identifies other factors of social diversity that affect men's and especially women's ability to participate in and benefit from conservancy activities and opportunities (such as age, marital status, education, social status/networks and location) and in men's willingness to promote gender equity (such as age/age set and location).

Gender analyses have been carried out at both sites, initially desk based but then informed by the early stages of the SAA process. The reports are framed around similar dimensions as Darwin Initiative's GESI guidance (but were drafted prior to the publication of this guidance).

7. Monitoring and evaluation

Data is largely collected by the consultants through quarterly support visits, during which the project participants are encouraged to reflect on their progress and to plan for the next period. The data collected is thus qualitative, and there is a wealth of it. The data is then managed centrally in Fauna & Flora servers. Project monitoring and data analysis is primarily the responsibility of the project lead, with some support from other PSG members, but the volume of data has made this challenging with the resources available. There have also been variations in the quality of data, as we are largely dependent on what the consultants capture and report. This is particularly the case for Sera where there is no Fauna & Flora staff member at site. Data has been analysed through inductive and deductive thematic analysis. Deductive analysis was applied to code within broad categories (such as changes in different aspects of gender equity) and inductive analysis was then applied within those categories to identify the themes that emerged. A Fauna & Flora staff member within the project lead's team is supporting this analysis. Categories and themes, along with specific data, were shared with others (including external experts) to review progress and receive feedback.

We believe that we are exceeding the targets set for most indicators in the project logframe, and the figures used to report against Standard Indicators. Even though social change takes time, project participants are reporting both real and perceived changes that contribute to the project Outcome. However, we continued to face challenges with data collection due to the constraints mentioned above. The ‘attitudes and norms’ test was intended to track changes in relation to the components of gender norms (i.e. individual beliefs, normative expectations and sanctions) that inhibit gender equity. Despite limitations in its application (as reported previously) we continued to use this in Sera and an updated results and analysis document is attached (Annex 8).

The project lead was not present at the training or support visits in Pate (nor in Sera) and the consultants adapted the questions in the attitudes and norms test as they felt was appropriate at the time and according to the specific group of participants. Unfortunately, this again resulted in inconsistency as different questions were asked at different points in time. The attitudes and norms tests were not well received by some of the participants in Pate, due in part to religious beliefs about voting in public – for example the religious leaders felt that they were being ‘boxed in’ and were not happy with the Vote with your Feet exercise. A decision was therefore made to not administer the tests but to assess attitudes and beliefs through group discussions. The results of the tests that were administered in Pate are included in the SAA training report (Annex 9) and the first support visit report (Annex 10).

Despite challenges with the initial main consultant, the depth of the data from Sera appears – at least to date – to be greater and we were seeing more obvious signs of change (see Lessons Learnt). To address this, for the most recent (March 2025) support visit to Pate we developed a Human Interest Stories (HIS) interview guide. The consultant’s full report is pending but we are confident that this approach will generate additional good quality data and learning. A summary of one of the stories collected is in Section 16.

8. Lessons learnt

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

The SAA process in Pate is being facilitated by CARE staff. Again, CARE was not able to provide local (to Lamu) facilitators but the staff, one male one female, are both experienced in SAA and facilitation within local communities. The process in Pate has benefited greatly from the presence of both Fauna & Flora and NRT staff in Lamu. NRT has engaged much more in Pate than in Sera, and CARE, Fauna & Flora and NRT staff have held regular meetings to plan and review progress. Here we have also engaged with a wider range of stakeholders, including county government staff and religious leaders.

The SAA process at the two sites has been different. In Pate the process is probably more ‘true’ to how CARE designed it, due to it being facilitated by CARE staff. However, the involvement of a Samburu facilitator in Sera did, we believe, enable a greater depth of reflection and we appear to have had a wider impact here, although we will learn more and gather additional data in Pate through the third support visit report and the PIA. Despite the strength of Samburu cultural and gender norms and roles, participants in Samburu appear to have been more receptive to the project. Communities in Pate appear to be more conservative than in Sera and, according to CARE staff, took time to ‘warm up’ to them as facilitators. This contributed to the decision not to proceed with the attitudes and norms tests.

Fauna & Flora, working with the same Samburu consultant, has previously facilitated group reflection and discussion on gender at community level in SWC. Despite being a long time ago (2014/15) this may have also benefited the SAA process there in terms of individuals receptiveness to the SAA process (even though most of the people involved will be different). It is believed that in Pate, whilst NRT has promoted women’s participation and leadership, there has been no previous gender focused reflection and discussion at community level. The second visit report to Pate (Annex 11) refers to ‘pluralistic ignorance’ when the majority privately reject a norm but go along with it because they think that others expect them to follow the norm (also known as normative expectations). This has contributed to the champions lack of confidence in facilitating dialogues in their own communities.

Another factor in Pate is religion. One of the CARE facilitators is Muslim, and knowledge of scriptures has helped in facilitating reflective discussions around Islam. For example, on husbands beating their wives one male training participant said *“The Islamic religion allows this; it makes her remember things easily”* whilst another countered *“The Quran does not authorise the beating of women, neither does the law.”* Religion is not a barrier to gender equity per se, but it is used or interpreted to uphold patriarchal norms. We have purposefully held sessions with religious leaders in Pate to counter resistance based on religious arguments.

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

In AR1 we stated that the project may have benefited from starting in Pate rather than Sera, due to navigating challenging governance and cultural issues there whilst implementing a new approach. The presence of Fauna & Flora and NRT staff in Lamu has indeed been a major benefit, but there has been

greater resistance - often using religion as an explanation - from male community members in Pate and the champions have felt less comfortable facilitating discussions in their own communities. Towards project end we will carry out an After Action Review to analyse these specific contextual factors further. Whilst we would not have the learning from implementing this approach in two different contexts, focusing on one site would enable a greater depth and length of engagement.

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

One recommendation would be not to underestimate the resources needed to manage such a project, including to clean and analyse such a wealth of qualitative data. Another would be to hold single sex, in addition to mixed sex, discussions, and to target men (and boys) as they are the power holders and the arbiters of cultural and religious norms and practices. We were, of course, already aware of these issues at project start but were constrained by budget limitations.

Focusing on two sites has enabled us to have a wider geographical impact, and will help generate learning to adapt the guidance and SAA to different contexts, but it has also limited the impact we have had at each site because norms change is a very long-term process. Such considerations need to be weighed against each other when designing and implementing a project like this. Overall, it is important to maintain a flexible mindset and approach. Given the nature of this project and the approach and the issues being discussed, it is necessary to be guided by how participants are engaging and responding both generally and at specific moments in time. Having a staff member in situ brings benefits logistically, and has also strengthened relationships and support between project staff and local community participants and between project partners.

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

The project is ending in June 2025 but we are working to mobilise resources to enable the SAA process to continue at both sites, and we are incorporating SAA into ongoing funding proposals at other sites. Fauna & Flora's Kenya programme is in the process of reviewing both its terrestrial and marine programmes. The ToC and learnings from the two project sites will inform this process and ongoing project design. The project lead will meet with Fauna & Flora colleagues, and with NRT and KWCA staff, in June and this, along with the development of the guidance (output 2), will inform our future plans.

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

At the time of setting the indicators baseline data was not available, although across the team there was a good understanding of gender dimensions at both sites which informed the development of the indicators. The attitudes and norms test was intended to collect baseline data ahead of the training at both sites but, as reported, there have been challenges in administering these meaning that some questions were omitted, results were not disaggregated, or the tests were not used. Rigorous baseline data is thus not available. However, PIA was purposefully chosen as the methodology to assess the project's impact as it is particularly useful where baseline data is weak or non-existent, and through stories of change we can compare how an individual's attitudes and beliefs has changed between pre-project and at the time of the PIA as well as perceptions of how wider community norms are shifting.

Outcome targets were always proposed to be measured at project end. We do have data showing progress but this has not been collected in a way that responds specifically to the indicator. Setting interim targets would have meant asking the same, additional, questions consistently of people and we were already struggling with data collection and management and resource constraints.

Collecting specific data in a project such as this is always going to be challenging because the discussions and issues discussed are influenced by participants interests and their willingness to engage and share their views and experiences. Consultant's reports are the main source of data. In Pate, the quality of the consultant's reports is much better than those of the main consultant in Sera, where the Samburu consultant had to fill some data gaps retrospectively, but the information in reports is dependent on what was shared during the discussions and on what is captured by those writing the reports, so even with review, feedback and revisions there may be data gaps.

Despite the challenges of collecting specific data we do have a wealth of data that we can use to report against the indicators - even if it is not the precise data that we had hoped to obtain - and to evidence the significant impact the project is having at both sites.

Regarding the attitudes and norms tests (note that there were no surveys), these were used with participants at the training and at meetings and discussions during the consultant's support visits. It was intended to be used in a group setting through 'vote with your feet', where statements are read out and individuals move to stand in a specific area of the room depending on whether they agree or disagree with the statement. Instructions were given to make sure that everyone understood the exercise, to explain that

there are no right or wrong answers and to urge people to do what they personally feel, and to read the statements slowly and give people time to move, as well as to disaggregate results by sex. This method is taken from CARE's SAA implementation guide.

Participation in the SAA process and project convened meetings and discussions was entirely voluntary, dependent on an individual's interest and commitment, their availability at the time, and sometimes targeted at specific groups (e.g. youth or religious leaders). This has meant that although there has been a core of regular participants at both sites, there has also been some who have attended only some of the sessions. The attitudes and norms tests were therefore not always administered with the same group of people. In the presentation and analysis of the tests we have taken account of this.

Data is held in one platform which is accessible to PSG members. The volume of data has made cleaning and analysing it a long and ongoing process. Data analysis was always the responsibility of the project lead due to time constraints of other PSG members, but specific data and issues has been discussed with them during meetings.

10. Risk Management

NRT and its member conservancies have been severely affected by the USAID stop work order in January 2025. This has resulted in losses of staff and reduced operation and project costs. NRT is the main contributor to conservancy and BMU operation costs and the loss of these funds has resulted in reduced field activities. To ensure the project gains are sustained, the team will endeavour to support the conservancies and champions to continue dialogues and other actions by identifying community structures and activities to integrate them into. The learning from the project will inform Fauna & Flora's long-term strategies and mobilisation of resources, to upscale the successes of the project within our terrestrial and marine programmes. We are also sharing learning with other stakeholders and will support them to integrate this into their programmes.

Samburu County continues to be affected by insecurity (cattle rustling and increased cases of violent robbery) which affects champions willingness and ability to carry out dialogues.

An updated risk register is included with this report.

11. Scalability and durability

Gender norms are maintained through the gradual socialisation of people through everyday practice until certain practices become 'the norm' (e.g. the lack of women in conservancy or BMU leadership). Through a proven approach, this project is promoting more gender equitable norms as the new normal; to dismantle the barriers women face in participating in and benefiting from decision-making. Gender equitable governance will be more effective, resulting in sustained social and biodiversity outcomes.

We have made efforts to integrate the process into existing conservancy and community structures so that they are more likely to be sustained. Over time, the project could generate a snowball effect with the champions (early adopters) being influencers within their peer groups, thus diffusing changes in attitudes, values and practices across the conservancy. There is an appetite for more training and support. Despite funded activities in Sera being completed in June 2024, with the final support visit taking place in May 2024, champions have continued to dialogue and take actions to promote gender equity (as evidence by the dialogues log at Annex 7 and personal communication with the consultant following a March 2025 visit, written report pending). In Pate there is evidence that people are keen to continue the process and are sharing their learning: *"I trained others that gender roles can be shared"* (male); *"The training helped me to understand leadership, and governance, human rights and embrace change"* (male).

Both KWCA and NRT are committed to this project and to post-project follow-through. Unfortunately, NRT's Gender Director left the organisation (and a permanent replacement is not yet in place) but the project lead is meeting with both KWCA and NRT staff in June. The learning from this project will strengthen KWCA's ability to promote and support SAA within conservancies. Fauna & Flora has been supporting KWCA's gender work for around 6 years now, and this relationship will continue beyond the project end, as will the relationship with NRT.

The involvement of NRT LAMP facilitators will contribute to project learning being shared and the LAMP approach strengthened. In the future, elements of SAA will hopefully be incorporated into the LAMP curriculum. NRT staff in Lamu have worked closely with Fauna & Flora staff and participants and are keen to continue the SAA process. In the words of one NRT staff *"Although I wasn't part of the June 2024 training, I find this topic truly inspiring. Our cultural festival, celebrated every year, is a testament to our strong customs and traditions. However, we must combine our efforts and shift our attitudes towards the norms that negatively impact us. It is crucial that we create more awareness and involve everyone in fostering positive change that will benefit both our community and the environment."* In Lamu we have also collaborated with other stakeholders, including religious leaders, county government staff, and

community organisations, and as far as possible we will continue this engagement to embed SAA more widely.

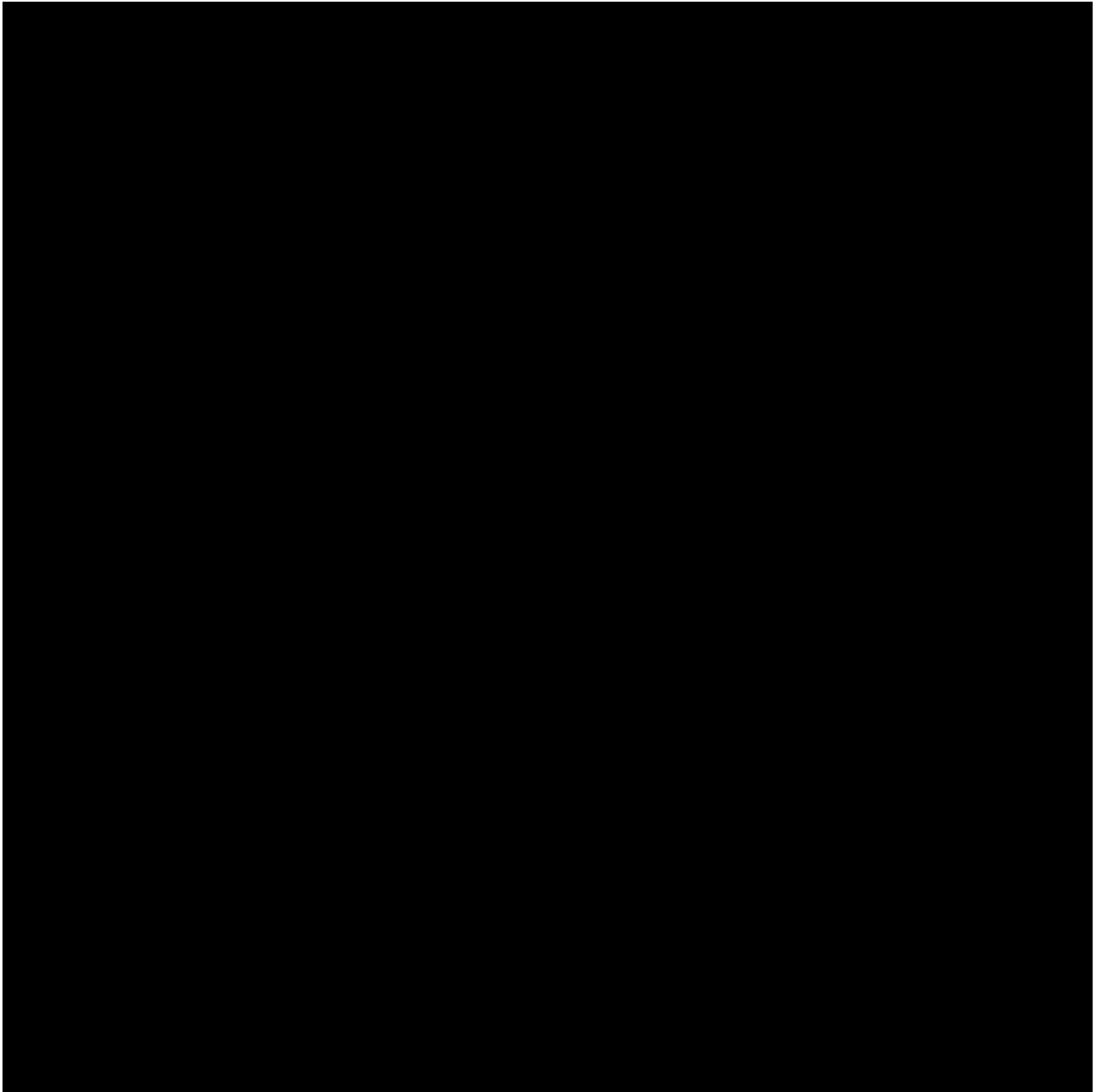
Through practical guidance and the ToC, project learning will be disseminated and freely available online for an unlimited time, supporting the scaling of change beyond the focus sites. The Outcome and Impact of this project are inherently about sustainability of results into the future.

12. Darwin Initiative identity

In all presentations and discussions, including on the theory of change, the UK Government and Darwin Initiative are acknowledged and the Darwin Initiative logo included. All participants are aware that the project/activities are funded by the UK Government via the Darwin Initiative and the logo has also been used on banners, t-shirts and lessos (cloth wraps) for IWD celebrations, as well as on reports. The project has been recognised as distinct, but in Pate it is closely associated with another Darwin Initiative funded project (29-008).

13. Safeguarding





14. Project expenditure

Table 1: Project expenditure during the reporting period (1 April 2024 – 31 March 2025)

Project spend (indicative) since last Annual Report	2024/25 Grant (£)	2024/25 Total Darwin Initiative Costs (£)	Variance %	Comments (please explain significant variances)
Staff costs (see below)				
Consultancy costs				
Overhead Costs				
Travel and subsistence				
Operating Costs				
Capital items (see below)				
Others (see below)				
TOTAL	90,162	90,159	0	

Table 2: Project mobilised or matched funding during the reporting period (1 April 2024 – 31 March 2025)

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

15. Other comments on progress not covered elsewhere

As noted in the draft ToC (Annex 14) the project has had positive outcomes more generally, including beyond those directly related to the three dimensions of gender equity, particularly amongst community members (see also section 5 above). At SWC the conservancy manager has noted that project participants are now more engaged in conservancy activities and mobilise their fellow community members to attend conservancy meetings (personal communication, 2024). The project has had an impact on individuals analytical and communication skills and their motivation to improve the conservancy, both in terms of governance and conservation. A female community member from SWC reported that the training made her bolder, and although she is currently a member of the Village Health Committee her messages initially were targeted on health matters only, but now she can also speak confidently about conservation issues and women and youth inclusion in governance.

Not only has the project increased the confidence and motivation of women, it has also had a similar effect on men. The following is from a young male community member from SWC.

"Before I attended SAA training, I was a young man in SereOlipi community and just like other young men my age, I saw leadership as a preserve for the older people because in my community, leadership happens in succession, following generational age. There were increasing calls in Kenya for youth to be active and

take part leadership positions like politics, boards, school committees but I never entertained the idea that I can be one of the youth.

This changed after September 2023 when I undertook SAA training and during subsequent follow up visits, as SAA champions, were asked by consultants if we could take up leadership positions in the upcoming conservancy elections. I did say I would, and I went ahead and vied for trustee position and I was elected board member in the elections that took place in August 2024. I credit the SAA training to have planted the seed that youth can take up positions of leadership, because before that, and if I was not trained, I could not have vied for leadership position."

The election and presence on the board of individuals like this young man will have reinforcing positive outcomes for gender equity.

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

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

The impact of the project can be illustrated with the story of Mahmoud Madi Yusuf. The following is an edited version of the story collected and submitted following the third and final support visit (full report pending).

For Mahmoud Madi Yusuf from Shanga Ishakani - a 53-year-old fisherman and a respected figure holding multiple roles, from Secretary of the Beach Management Unit, to a leader in his local madrassa, to Chair of Pate Marine Community Conservancy - life was defined by tradition. In his world the roles of men and women were clearly demarcated. *"I thought gender meant only the empowerment of women"* Mahmoud admits, his voice carrying a hint of the man he once was. *"And I believed women wanted to take our jobs, to strip men of their standards."*

In his own household this translated into a clear hierarchy. *"My woman's only job was to obey and serve me"* he states plainly, a stark contrast to the reflective tone he now adopts. Like many in his community, Mahmoud held firm to societal norms that side-lined women in crucial aspects of their lives, particularly in resource management and governance. *"Women were never supposed to lead, they should not raise their voice among men, and they were seen as weak, both physically and intellectually"* he recounts. Their opinions, he confesses, were largely disregarded.

Mahmoud describes the project's training as *"life and opinion changing."* One particular moment during the training struck a deep chord within him: the image of a mother burdened with a baby, a child's hand, a bucket of water, food cooked back home, all while the father sat idly. *"This hurt me,"* Mahmoud confesses, *"after internalising the struggles of women and how we never assisted."* It wasn't a sudden 'light bulb' moment, he explains, but a gradual unfolding of understanding. A fundamental truth was illuminated: *"I saw and understood that women are humans with feelings."*

This simple yet profound realisation sparked a transformation in Mahmoud's own life. He began sharing household chores with his wife, a practice unheard of before. The rigid lines of *"kutawaliwa"* (being ruled) and the expectation that his wife was solely responsible for domestic duties, symbolised by the Swahili phrase *"kukaliwa chapati"* (being sat on like a chapati), began to dissolve. *"It has enabled dialogue in my home,"* he shares with a smile, *"I now give my wife a chance to air her views on issues pertaining to us."*

Conservancy governance is also undergoing a positive transformation with more women actively participating in decision-making processes, bringing fresh perspectives and increased transparency. Looking ahead, Mahmoud envisions a future where gender equality is deeply ingrained in the fabric of the conservancy's governance. He sees himself as a continuing 'agent of change' spreading the message and advocating for gender equity in all community issues. His hope is that the long-term impact of this project will ripple outwards, inspiring the broader conservation community.

File Type (Image / Video / Graphic)	File Name or File Location	Caption including description,	Social media accounts and websites to be	Consent of subjects
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		country and credit	tagged (leave blank if none)	received (delete as necessary)
jpeg	Mahmoud and Mwanasha	In Shanga Ishakani on Pate Island, Mahmoud and Mwanasha , both officials of Pate Marine Community Conservancy, work together on coral maintenance in their efforts to deter coral bleaching. Kenya. Credit: Hassan Sani		Yes
jpeg	Mahmoud and others	Mahmoud and members of Pate, Shanga Ishakani and Shanga Rubu Beach Management Units on Pate Island, work together on coral maintenance in their efforts to deter coral bleaching. Kenya. Credit: Hassan Sani		Yes
jpeg	Mahmoud at SAA training	Mahmoud presenting to the group on gender concepts during Social Analysis and Action training on Pate Island. Kenya. Credit: Jeniffer Adero/Fauna & Flora		Yes
				Yes / No
				Yes / No

Annex 1: Report of progress and achievements against logframe for Financial Year 2024-2025

Project summary	Progress and Achievements April 2024 - March 2025	Actions required/planned for next period
<p>Impact</p> <p>Conservation actors across Kenya and beyond are achieving greater social and biodiversity impacts as a result of applying innovative and gender transformative approaches for more equitable and effective governance</p>	<p>Direct conservation impact cannot be measured within the project timescale but favourable gender norms will strengthen conservation governance, leading to improved social and conservation outcomes. Changes generated by the project will benefit all conservancy and BMU members in both SWC and PMCC, and potentially beyond, but women in particular will benefit through changes such as increased representation, voice and influence. Annexes 12 and 14 provide evidence that in SWC and PMCC some of these changes are taking effect.</p>	
<p>Outcome <i>More gender equitable and effective natural resource governance in 2 community conservancies in Kenya and learning on promoting and scaling gender transformative change generated and disseminated for wider conservation programming</i></p>		
<p>Outcome indicator 0.1: By project end, 80% of both female and male respondents feel that governance processes within their conservancy have improved compared to project start (e.g. increased sense of fairness, more inclusive, greater transparency)</p>	<p>Data collected to date indicates that both women and men perceive improvements in governance, including increased collaboration, increased transparency, more women in leadership, and increased participation and voice of women. Evidence is provided in Annexes 12 and 14.</p>	<p>This will be explored further in Pate during PIA discussions and interviews in June 2025. Additional data from Sera will be analysed upon receipt of the consultant's March 2025 visit report.</p>
<p>Outcome indicator 0.2: By project end, 80% of both male and female respondents perceive that improvements within conservancy decision making have or will lead to improved conservation outcomes and can articulate why</p>	<p>Data gathered in Sera indicates that improved gender equity is perceived to improve NRM decisions and action, and bring conservation benefits (Annex 14) and there is some evidence for the same in Pate (Annex 12).</p>	<p>This will be explored further in Pate during PIA discussions and interviews in June 2025. Additional data from Sera will be analysed upon receipt of the consultant's March 2025 visit report.</p>
<p>Outcome indicator 0.3: By project end 80% of women surveyed report improved subjective wellbeing as a result of more gender equitable norms, attitudes and practices</p>	<p>Women are already benefiting from changes generated by the project, for example through their husbands sharing household work and increased voice and confidence (Annexes 12 and 14).</p>	<p>This will be explored further in Pate during PIA discussions and interviews in June 2025. Additional data from Sera will be analysed upon receipt of the consultant's March 2025 visit report.</p>

Outcome indicator 0.4: By project end, learning has informed guidance for conservation practitioners on gender transformative approaches and factors that facilitate scaling, and guidance has been disseminated	The project is generating enough data and learning to meet this indicator. A dialogue guide (Annex 13) has already been developed. The guidance will have additional, and more detailed content and is targeting a different audience, but elements of the dialogue guide will inform the guidance.	The guidance will be written during the next period, informed by ongoing data collection and learning.
Outcome indicator 0.5: By project end, learning has informed an updated working theory of change on how gender equity improves conservation effectiveness, and theory of change has been disseminated	A draft ToC has been developed (Annex 14) and will be finalised before project end.	The ToC will be finalised during the next period. Additional data gathered during the PIA will inform the ToC.
Output 1 Men and women, including board, staff and members, in Sera and Pate conservancies have reflected and acted upon gender norms to increase gender equity in conservancy decision-making		
Output indicator 1.1: By end of Q1 Yr1 >40 men and women in Sera, and by end of Q1 Yr2 >20 men and women in Pate, have reflected on gender norms in relation to their own lives and conservancy resources and have been trained to facilitated dialogues within their own sphere / communities	A total of 77 participants from SWC (25 women, 52 men) attended SAA training in Year one (for which evidence was submitted previously). In Pate, a total of 33 participants (13 female, 20 male) attended SAA training in June 2024 (Annex 9). During the training participants reflected on their own attitudes, values and practices and were given training on how to facilitate dialogues and discussions on gender issues.	This indicator has been met. No further actions are budgeted or planned.
Output indicator 1.2: By end of Q3 Yr1 >20 male and female 'champions' in Sera, and by end of Q3 Yr2 >10 male and female 'champions' in Pate, are facilitating dialogues within their own sphere /communities to encourage and enable reflection and action on gender norms	In SWC there are 21 active community champions (13 male, 8 female) who continue to facilitate dialogues and discussions within their communities and a number of committed staff and board members who are considering gender issues in their decision-making (Annexes 6 and 7). In Pate we have identified 32 active champions (12 female, 20 male) in addition to 2 LAMP ToTs (2 female) who are most engaged in project activities and who are most transformed and taking action within their own lives, as evidenced by the statements and visit reports (Annexes 10, 11,12).	We consider this indicator to be met. No further actions are budgeted but Fauna & Flora and NRT staff remain on hand (in Lamu) to provide encouragement.
Output indicator 1.3: By project end >100 men and women in Sera and >50 men and women in Pate have reflected upon gender norms in relation to their lives and conservancy resources	Champions at SWC have conducted at least 69 dialogues (Annex 7) reaching around 1537 people (883 females, 654 males). In Pate, a total of 387 participants (205 females, 182 males) have attended sessions where they have reflected upon gender norms in relation to their own lives and to the conservancy and BMUs (Annexes 9, 10 and 11 and attendance lists available on request).	This indicator has been met and exceeded. No further actions are budgeted other than a PIA visit to Pate.
Output indicator 1.4: By project end >20 men and women in Sera and >10 men and women in Pate have taken action to address gender norms and practices that exclude women and other marginalised groups within their communities and conservancies	Statements and evidence of action and change from the 21 champions plus some staff and board members from SWC have been shared previously and are supplemented by the ToC (Annex 14). There is some evidence of action and change in visit reports from Pate and the statements found in Annex	We are confident we will meet this indicator. Additional data will be collected in Pate during the PIA visit.

	12. Further data will be collected from Pate during the forthcoming PIA.	
Output indicator 1.5: By project end at least 70% of both male and female participants report increased agreement with the concept that males and females should have equal access to conservancy resources and opportunities	Despite challenges in collecting data for this indicator we have evidence that attitudes that correspond with harmful gender norms which limit women's access to conservancy opportunities and resources, including leadership, have decreased since the SAA training. Evidence from SWC has been submitted previously and updated results of the test are at Annex 8. In Pate data from the PIA will be used to report against this indicator, but data available to date in the form of statements and from visit reports (Annexes 10, 11, 12) indicates positive progress.	Additional data will be collected in Pate during the PIA visit.
Output indicator 1.6 By project end at least two specific examples are recorded of changes at each conservancy, in decision making structures, processes, practice or policies that promote gender equity and/or address the exclusion of women	Examples of changes at SWC have been shared previously, and will be supplemented with data from recent discussions and interviews (consultant's report pending). In Pate, there is evidence of some positive change attributed to the project, such as increased attendance of women at meetings, women being given more opportunities to share their views, and women being encouraged to stand for election (Annex 12).	Additional data will be collected in Pate during the PIA visit
Output 2. Practical guidance on gender norms and gender transformative change, including factors that facilitate scalability, is accessible for conservation practitioners in Kenya and beyond		
Output indicator 2.1: By end of project practical guidance is produced	Learning has already been generated to inform the guidance. Elements of the dialogue guide (Annex 13) will be used in the practical guidance.	The guidance will be written in the next period.
Output indicator 2.2: Practical guidance is disseminated through >6 FFI's networks (including working groups) and is accessible on FFI's website and open access Capacity for Conservation website	The guidance is not yet written so has not been disseminated.	The final guidance will be disseminated as planned.
Output 3. A robust, evidenced-based Theory of Change, developed by experts, articulates how equitable gender norms benefit conservation and is widely accessible to peers for future application		
Output indicator 3.1: >10 gender experts working in conservation/NRM and related fields have participated in annual Theory of Change workshops (Y1/Y2)	The ToC has been presented and discussed with external experts through a series of small group online meetings, rather than through annual workshops.	The project lead has been invited to present the project including the draft ToC to DEFRA's GESI Champions Group in June 2025. A near final version of the ToC will be shared and discussed with external experts.

Output indicator 3.2: By end of project, project generated data and learning has been used to update a working Theory of Change on how gender equity improves conservation to include how gender norms enable or hinder aspects of gender equity and conservation effectiveness	A draft ToC has been developed (Annex 14) based on SWC data collected and analysed to date.	The ToC will be finalised, informed by data and learning from both sites.
Output indicator 3.3: By end of project, updated theory of change disseminated through >6 FFI and UCL networks/working groups	The draft ToC has presented internally and externally, but is not yet final so has not been disseminated.	The final ToC will be disseminated as planned. UCL and the project lead are also planning to write and submit an article to a conservation journal before end 2025, to promote the ToC more widely.

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

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

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

Activities (each activity is numbered according to the output that it will contribute towards, for example 1.1, 1.2 and 1.3 are contributing to Output 1)

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

- 1.1 Collate, review and update existing gender and power analyses for Sera and Pate conservancies (desk-based)
- 1.2 Set criteria for and identify participants to attend Social Analysis and Action (SAA) 'ToT' training
- 1.3 Adapt SAA training materials for the conservancy / conservation context
- 1.4 SAA 'Training of Trainers' training for board, staff and members at Sera Conservancy (Y1) and for board and staff at Pate Conservancy (Y2)
- 1.5 Identify / support the emergence of 'early adopters' (champions) to lead local group dialogues and action
- 1.6 Identify entry points for local dialogue and action with champions and conservancy staff (e.g. existing conservancy and/or community events, meetings, activities, groups, committees)
- 1.7 Conduct facilitator and FFI monitoring/support visits to support local champions and groups in facilitating dialogues, planning actions, and implementing and reviewing actions
- 1.8 Hold monthly meetings of Project Steering Group (PSG) to monitor and review SAA and project progress, adapt as necessary, and analyse data generated by the SAA process
- 1.9 Complete Participatory Impact Assessment to compare 'before and after' norms, attitudes and behaviours and perceptions of how these link to stronger conservation governance and outcome

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

- 2.1 Review and analysis of the data generated by the SAA process with key findings and issues discussed at PSG meetings
- 2.2 Development, review and completion of practical guidance
- 2.3 Disseminate practical guidance via FFI's website, gender networks (e.g. Conservation International's Gender and Environment Working Group) and the open-access Capacity for Conservation website
- 2.4 Share project learning through blogs (one per year) on FFI and KWCA websites

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

- 3.1 Review and analyse the data generated by the SAA process with key findings and issues discussed at PSG meetings
- 3.2 Collaborative workshops (annual, virtual) with experts to share and analyse data and further develop Theory of Change on how gender equity improves conservation
- 3.3 Disseminate the updated Theory of Change via FFI and UCL networks

Annex 3: Standard Indicators

Table 1 Project Standard Indicators

Please see the Standard Indicator guidance for more information on how to report in this section, including appropriate disaggregation.

DI Indicator number	Name of indicator	If this links directly to a project indicator(s), please note the indicator number here	Units	Disaggregation	Year 1 Total	Year 2 Total	Year 3 Total	Total to date	Total planned during the project
DI-A01	Number of people in eligible countries who have completed structured and relevant training	1.1	People	Women	25	13		38	30
DI-A01	Number of people in eligible countries who have completed structured and relevant training	1.1	People	Men	52	20		72	30
DI-A04	Number of people reporting that they are applying new capabilities (skills and knowledge) 6 (or more) months after training	1.2	People	Women	8	12		20	15
DI-A04	Number of people reporting that they are applying new capabilities (skills and knowledge) 6 (or more) months after training	1.2	People	Men	13	20		27	15
DI-C01	Number of best practice guides and knowledge products published and endorsed	2.1 and 3.2	Number	New	0	0	2	0	2
DI-D04	Number of people with enhanced wellbeing f. Number of people with improved social relations g. Number of people with improved freedom of choice and action	0.3	People	Women	8	12		20	15

Table 2 Publications

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

Checklist for submission

	Check
Different reporting templates have different questions, and it is important you use the correct one. Have you checked you have used the correct template (checking fund, scheme, type of report (i.e. Annual or Final), and year) and deleted the blue guidance text before submission?	x
Is the report less than 10MB? If so, please email to BCF-Reports@niras.com putting the project number in the Subject line.	
Is your report more than 10MB? If so, please consider the best way to submit. One zipped file, or a download option is recommended. We can work with most online options and will be in touch if we have a problem accessing material. If unsure, please discuss with BCF-Reports@niras.com about the best way to deliver the report, putting the project number in the Subject line.	x (with annexes)
Have you included means of verification? You should not submit every project document, but the main outputs and a selection of the others would strengthen the report.	x
Have you provided an updated risk register? If you have an existing risk register you should provide an updated version alongside your report. If your project was funded prior to this being a requirement, you are encouraged to develop a risk register.	x
If you are submitting photos for publicity purposes, do these meet the outlined requirements (see section 16)?	x
Have you involved your partners in preparation of the report and named the main contributors	x
Have you completed the Project Expenditure table fully?	x
Do not include claim forms or other communications with this report.	