THE WHITE HOUSE
WASHINGTON

June 29, 2021

My Administration is committed to a simple but profoundly meaningful proposition—all people, everywhere, are entitled to be treated with inherent human dignity. Yet, in far too many places, women and girls are denied their basic rights, cut off from opportunity, subjected to violence and abuse, or prevented from pursuing their dreams and ambitions. And, in conflicts around the world, rape and sexual violence are used systematically to terrorize civilians—not as incidental to conflict but as a weapon of war itself. It's an atrocity, meant to destabilize nations and dehumanize communities, and it is intolerable.

I learned from my father that the cardinal sin was the abuse of power. That's a major reason why fighting to eliminate all forms of gender-based violence in the United States and around the world has been a central part of my life's work. Under my Administration, we will harness our full toolset to prevent and respond to gender-based violence wherever it occurs, including in areas of conflict. There is no justification or excuse. It's just wrong. And advancing the rights of women and girls starts by ensuring their safety.

Beyond the moral imperative to advance gender equity and gender equality around the world; beyond principles of justice and fairness; beyond clear notions of right and wrong, it's just basic math. No community, economy, or undertaking can reach its potential if women are denied the ability to fully participate in their societies—to contribute their ideas and energies. No nation will be able to keep up with the speed and scale of today's challenges if half of its talent and brain power is left behind.

We know that everyone in a society does better when everyone participates. Economies grow. Poverty shrinks. Education rates and health outcomes improve. Political instability and extremism decline. When women are engaged fully in building and maintaining peace and security in their countries, we see more sustainable and more equitable outcomes, less conflict, and longer-lasting peace agreements. If we hope to succeed in building peace and prosperity and delivering real progress, women must be engaged at every step. That's why, during the Obama-Biden Administration, we developed the first comprehensive National Action Plan on Women, Peace, and Security (WPS) in American history. And in 2017, the United States passed bipartisan legislation to translate those commitments into law.

This report takes stock of the progress we have made over the past few years in implementing that law, and points the way forward across four agencies of the United States Federal Government—the Department of State, the Department of Defense, the Department of Homeland Security, and the United States Agency for International Development (USAID)—as we continue to advance the Women, Peace, and Security agenda globally. It evaluates four lines of effort, including meaningful participation in decision-making processes related to conflict and

crises, protection, internal U.S. capabilities, and partner support. While we have made important strides, during the COVID-19 pandemic, we have unfortunately also seen too many examples where we are moving in the wrong direction. We have been reminded how fragile our progress can be and how quickly the potential of women and girls can be lost. The pandemic has exposed so many of the inequities in our world—hitting the most vulnerable the hardest, exacerbating challenges that impact the most marginalized in our societies—and as we rebuild, we cannot be content to just get back to where we were. We have to seize this moment to fundamentally change our approach.

While this report focuses on the Departments of State, Defense, and Homeland Security and USAID, I have instructed departments and agencies across the Federal Government to prioritize gender equity and equality. The persistent unequal treatment of women around the world—particularly women of color, LGBTQI+ women, and other women who face overlapping forms of discrimination—remains a critical, unfinished project of our time. I am committed to making the promotion of human rights for all people a core pillar of our foreign policy. Our goal is a world where every individual has the tools and the opportunity they need to thrive, where everyone can pursue their unique purpose free from the fear of violence. Empowering women globally—ensuring their inclusion in decision making and leadership positions—is essential to achieving that goal.

USG Women, Peace, and Security (WPS) Congressional Report

EXECUTIVE SUMMARY

The United States is a steadfast supporter of the Women, Peace, and Security (WPS) agenda. Long before the passage of UN Security Council Resolution (UNSCR) 1325 in 2000 and the enactment and implementation of the first comprehensive law on WPS in 2017, the United States government (USG) has been implementing the WPS agenda through diplomacy, development, defense, and international cooperation, through its specific missions and its relevant Departments and Agencies.

The WPS Act of 2017 (P.L. 115-68) (WPS Act) required the President to submit to Congress the U.S. Strategy on Women, Peace, and Security (WPS Strategy), which launched in 2019. The Strategy called for the Departments of Defense (DoD), Homeland Security (DHS), and State, as well as the U.S. Agency for International Development (USAID), to submit agency-specific Implementation Plans to measure and report on progress. The following public report to Congress evaluates the USG's progress in advancing the WPS Strategy's four Lines of Effort (LOEs): 1) Participation; 2) Protection; 3) Internal Capabilities; and 4) Partnerships. As each of the four departments and agencies have unique and tailored missions, the data and timeframes presented in their reports differ.

The reports highlight accomplishments, gaps, opportunities, and next steps that Departments and Agencies identified through various data collection and analysis processes and highlight lessons learned to inform future efforts. A summary of each department's and agency's reports are as follows:

Department of State
Drawing from a new metrics framework in the Department of State Plan to Implement the WPS Strategy (Implementation Plan), this report marks the first time that State has led a data-driven monitoring, evaluation, and learning exercise on its WPS efforts. It establishes a strong baseline against which future State progress will be evaluated, marking the start of an iterative process for the Department to improve evidence based WPS implementation and decision-making. From FY 2019 to FY 2020, State supported at least 14,013 women to build support for peace and reconciliation, trained more than 43,000 women in the security and criminal justice sectors, and supported access to gender-based violence (GBV) prevention and response services for as many as 487,922 individuals. State invested approximately $138 million in FY 2018 and FY 2019 in assistance programming to advance WPS and more than quadrupled the number of strategies, policies, and programs informed by a gender analysis. In addition, State undertook robust efforts in its internal capacity to lead on WPS through training, analysis, and coordination.

U.S. Agency for International Development (USAID)
In accordance with the commitments of USAID's WPS Implementation Plan, USAID increased its efforts to consult with local women leaders, civil society, including faith-based organizations, as well as academia in countries affected by crisis and conflict. From FY 2018 to FY 2020, USAID supported the participation of over 184,000 women in leadership, conflict mediation, legal, political, and peacebuilding processes and provided critical-health care, psychosocial support, legal aid, and economic services to more than 13.5 million survivors of GBV. From FY 2018-FY 2020 funds, USAID invested over $400 million in programming designed to empower and protect women and girls in countries affected by crisis, conflict, violent extremism, and natural disasters.

Department of Homeland Security

For DHS, this report is the first report on WPS and serves to benchmark current progress starting from 2020. After the DHS Implementation Plan was approved in May 2020, DHS established internal communication structures and focused on gathering baseline data for the first USG WPS interagency report. In FY 2020, U.S. Customs and Border Protection (CBP) staff trained 110 female foreign nationals through the International Law Enforcement Academy (ILEA). U.S. Citizenship and Immigration Services (USCIS) staff provided Brazilian women counterparts with country of origin and travel documentation training in addition to a protection officer interview training to an additional 63 female foreign nationals. Through its mentoring programs (including the DHS-wide Women In Law Enforcement Mentoring Program), emergency response training, law enforcement trainings, and leadership programs, the Federal Emergency Management Agency (FEMA), Immigration and Customs Enforcement (ICE), Transportation Security Administration (TSA), and CBP collectively trained 284 women in DHS programs that components identified as integrating WPS principles. Further, as the largest Federal law enforcement agency, DHS trained 12,648 women to enter the law enforcement ranks at Federal Law Enforcement Training Centers (FLETC) in FY 2019 and FY 2020.

Department of Defense

The Department of Defense WPS Strategic Framework and Implementation Plan (SFIP) established three Defense Objectives to support the WPS Strategy's LOEs: (1) modeling and employing women's meaningful participation: (2) promoting partner nations' women's participation; and (3) ensuring partner nations protect women and girls, especially during conflict and crisis. In the early stages of SFIP implementation, DoD focused on building its WPS capability to mainstream WPS principles across all DoD components. In FY 2020, DoD programmed $7 million to place and train WPS experts in key positions and undertake activities to build partner capacity to advance WPS principles. In addition to staffing, training plays a large part in building DoD's capability to implement WPS. In FY 2020, DoD overhauled existing WPS training and developed additional training to meet the growing need and demand for WPS instruction.

INTERAGENCY METRICS IMPLEMENTATION OVERVIEW

To measure interagency progress, the WPS Strategy established common milestones and metrics developed by the Departments of State, Defense, and Homeland Security and USAID to assess progress made against each of the WPS Strategy LOEs. These Interagency Metrics were released in August 2019, after the FY 2020 reporting period had begun. In order to provide Congress and the public accurate data on these metrics, Departments and Agencies utilized this first year to appropriately socialize these metrics and build associated data collection mechanisms. Most of this numerical data will be reported in the FY 2021 report. As a reflection of the Interagency's commitment to transparency and iterative improvement, however, departments and agencies are including results for select interagency milestones and metrics that were feasible to collect at this early stage.

These are as follows:

Key IA Metrics & Milestones	NSC	DoD	DHS	DoS	USAID
A.1 The National Security Council (NSC) staff will coordinate at least three senior level Department and Agency meetings a year to	✓	N/A	N/A	N/A	N/A

discuss progress and revisit metrics related to the WPS Strategy.					
A.2 Departments and Agencies will coordinate two public consultations with U.S. based civil society organizations a year.	N/A	✓	✓	✓	✓
A.3 Departments and Agencies will collectively compile an annual review of the U.S. implementation of WPS Strategy objectives, including the preparation of a public report.	N/A	✓	✓	✓	✓
2.1 The USG will review, revise, and adopt safeguarding standards that guide the conduct of implementers' of USG funded programs.	N/A	In Progress	✓	In Progress	✓
3.1 Departments and agencies designate one or more senior official to be the lead for WPS.	N/A	✓	✓	✓	✓
3.3 Departments and Agencies establish internal WPS coordination structures and mechanisms.	N/A	✓	✓	✓	✓

Appendix
A. State
B. USAID
C. DHS
D. DOD

Appendix A:

Department of State Women, Peace, and Security (WPS) Implementation Plan Narrative Report

Executive Summary

Women's meaningful participation in informal and formal decision-making processes on conflict, crisis, and security, and the protection of women and girls' human rights leads to better outcomes for all. Women's equal and meaningful participation in political and security decision-making is therefore central to achieving U.S. foreign policy goals. Pursuant to section 8(b) of the Women, Peace, and Security Act of 2017 (P.L. 115-68) (WPS Act), the following public report to Congress evaluates State Department progress in advancing the U.S. Strategy on Women, Peace, and Security (WPS Strategy) in Fiscal Years (FY) 2019 and 2020, including the impact of U.S. diplomatic efforts and foreign assistance programs. Drawing from new metrics in the U.S. Department of State Plan to Implement the WPS Strategy (Implementation Plan), this report marks the first time that the Department has led a data-driven monitoring, evaluation, and learning (MEL) exercise on its WPS efforts.

As the reporting period largely pre-dates the release of the Department's metrics in June 2020, this report helps to establish a baseline against which future Department progress will be measured, marking the start of an iterative process for the Department to improve evidence-based WPS implementation and decision-making. Preliminary data nevertheless points to significant progress across diplomatic action, public diplomacy, foreign assistance, and institutional capacity-building that the WPS Act, WPS Strategy, and Implementation Plan have catalyzed. The report also identifies data gaps and challenges that highlight the importance of continuously refining the Department's WPS MEL systems in the coming years, part of the Department's iterative approach to monitoring the Implementation Plan's impact.

Department Highlights

With more than 200 missions around the world, the Department's diplomats are uniquely positioned to partner with women leaders to forge peace, respond to conflict, and counter terrorism. Drawing on policy advocacy, public diplomacy, internal operations, and foreign assistance, the Department leveraged a range of diplomatic tools in FY 2019 and FY 2020 to advance women's leadership in multiple areas, from countering violent extremism to preventing and responding to gender-based violence (GBV). Because no country can alone realize the transformative potential of WPS, the Department also strengthened the capacity of partner governments, supported women-led civil society organizations, and pursued multilateral diplomacy to bolster international support for WPS. Notably, the Department built and refined internal coordination systems, enhanced the evidence base for our foreign policy and assistance, and updated policy, operational, and training tools to further the Department's WPS goals.

Line of Effort (LOE) F1: Participation
Seek and support the preparation and meaningful participation of women around the world in decision-making processes related to conflict and crises.

The WPS Strategy reinforced the Department's commitment to work with women leaders in their efforts to build peace, maintain security, and advance inclusion. Although some activities were impacted by the COVID-19 pandemic and the graduated uptake of Department-wide WPS MEL practices, progress under this LOE during FY 2019 and FY 2020 demonstrated a sustained commitment to partnership with, and support for, women leaders in peace and security.

Women's Participation in Peacebuilding and Decision-Making

Featured Countries: Kuwait, Sudan, Yemen, Afghanistan, Kosovo, Libya

Whether it was the U.S. Ambassador to **Kuwait** hosting regular roundtables with women leaders, high-level meetings to support women's participation in **Sudan's** transitional government, or senior leaders facilitating Syrian women leaders' participation in multilateral fora, U.S. diplomatic engagement was important in pressing for women's participation in peace and security. Senior Department officials participated in at least 350 high-level engagements throughout FY 2019 and FY 2020 that addressed WPS topics ranging from women's leadership to GBV (indicators WPS1.3-1, WPS2.1-1, WPS4.2.-1, modified). This report marks the first time the Department has measured diplomatic action at scale, an undertaking that reflects its commitment to iteratively strengthen its MEL systems to track the impact of diplomatic action.

The amount of overall assistance funds for WPS programming increased slightly during the reporting period.[1] However, between FY 2019 and FY 2020, the number of Department foreign assistance programs with dedicated funding for WPS activities decreased slightly from 139 to 127 (indicator WPS1.1-1),[2] though the actual overall number of programs in both years was likely underreported due to underutilization of the "WPS key issue," a tagging tool that tracks thematic WPS activities in foreign assistance planning.

At least 14,013 women participated in Department foreign assistance-supported events, trainings, and activities designed to build support for peace and reconciliation efforts in FY 2020, up from 138 in FY 2019; improved sex-disaggregation of indicator results contributed to the dramatic increase (indicator PS.6.2-4b).[3] Department results decreased across other indicators between FY 2019 and FY 2020, such as the number of women supported by Department foreign assistance to participate in a substantive role or position in a peacebuilding process (indicator GNDR-10). These decreases can be attributed to a variety of factors, including several programs significantly exceeding their projected targets in FY 2019, the impact of the COVID-19 pandemic in FY 2020, and year-to-year fluctuations inherent to the volatile environments in which the Department is supporting programs. As the number of bureaus and offices tracking these indicators increases in the coming years, a more comprehensive picture of Department efforts should emerge.

One example of these efforts comes from **Yemen**, where the Yemen Affairs Unit utilized small grants in FY 2020 to increase the participation of women, youth, and underrepresented groups in Yemen's political transition and across transitional governance bodies. At the end of FY 2020, the Bureau of Democracy, Human Rights, and Labor (DRL) launched two new programs to support **Afghan** women civil society leaders' inclusion in the ongoing peace process.

In FY 2019, the Bureau of Near Eastern Affairs (NEA) and Conflict and Stabilization Operations (CSO) invested in women's meaningful participation in conflict resolution and reconciliation in **Libya**, convening Libyan women to map conflict dynamics, establish a network of women mediators (NEA), and organize trainings on conflict awareness and reconciliation for women neighborhood leaders (CSO). In **Kosovo,** Embassy Pristina partnered with a local women's organization to host workshops with women and youth on

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[1] State Department FY 2018 assistance for WPS totaled approximately $63 million; most of this funding was obligated during FY 2019. State Department FY 2019 assistance for WPS totaled approximately $75 million; most of this funding was obligated during FY 2020. These levels includes economic and development assistance (AEECA, DF, ESF), security assistance (INCLE, IMET, NADR, PKO), humanitarian assistance (MRA), and multilateral assistance (IO&P).

[2] All foreign assistance data cited in this report was pulled from the FACTS Info data system in April 2021 and reflects State Department foreign assistance only.

[3] These results were from State Department foreign assistance only. The Department's foreign assistance data systems disaggregate results by State Department, USAID, and "both." An additional 1,772 women were reached through joint State-USAID funds in FY 2019 and an additional 30,259 women through joint State-USAID funds in FY 2020.

post-conflict reconciliation, leading to increased engagement with authorities and collaboration among women's groups. These are but a handful of illustrative examples from the Department's foreign assistance programs.

Women in Countering Violent Extremism (CVE)
Highlighted Countries: Kenya, Mauritania, Kazakhstan, Kosovo
Highlighted Regions: East Africa

Women are leaders in CVE but can also actively participate in or be victimized by violent extremism. The Secretary's Office of Global Women's Issues (S/GWI), in partnership with a CVE-focused advisor at Embassy Nairobi from CSO, advanced women's CVE leadership in **East Africa** through support for a cross-border women's network. Known as *Sisters Without Borders*, the women leaders in this network participated in the development and implementation of **Kenya's** CVE strategy, adding in a pillar on gender equity and equality. The network is now expanding their reach across the Horn of Africa by contributing more women civil society leaders to CVE.

The Department also supported bilateral partners in building gender-sensitive approaches to countering terrorism. For example, Embassy Nouakchott's diplomatic engagement facilitated women's inclusion in the design and management of **Mauritania**'s own national CVE programs. The Bureau of Counterterrorism (CT), as well as other State Department bureaus, supported *Women without Borders*, a program that trained 142 mothers to educate and empower other mothers in communities vulnerable to radicalization. The complexity of women's roles in terrorism was also reflected in the Department's support to partners seeking the return and reintegration of their citizens, including women, from ISIS-controlled areas. Consulate **Almaty**, through the Bureau of International Narcotics and Law Enforcement Affairs (INL), supported a trauma-informed approach to reintegration, and Embassy **Pristina** supported the Kosovar government in pursuing criminal accountability for 29 ISIS-affiliated women.

Women's Leadership and Participation in the Security and Justice Sectors
Highlighted Countries: Afghanistan, Belize

Advancing women's recruitment, retention, and professional growth in the justice and security sectors is another hallmark of the Department's commitment to WPS. The Department reached approximately 43,033 women in FY 2019 and 26,627 women in FY 2020 through assistance training for security sector and criminal justice actors, including peacekeeping professionals (indicator WPS1.2-1). The COVID-19 pandemic accounted for overall declines in these programs in FY 2020, though participation in INL trainings, a significant contributor to this indicator, increased by more than 30 percent from the previous year. Women's participation in International Military Education and Training programs supported by the Bureau of Political-Military Affairs (PM) decreased by only one point (to 11 percent of participants). Women trained in these programs put their newly acquired skills to work. Data shows that countries that partner with PM's Global Peace Operations Initiative (GPOI), which prioritizes women's participation and gender integration as a standing objective of peace operations capacity building, were more likely to deploy women peacekeepers than non-GPOI partner countries. Additionally, CT developed an **Afghan** women police training program to build the capacity to support the execution of high-threat warrants and respond to high-profile attacks, training over 130 women in FY 2019 and FY 2020. In 2020, the Government of **Belize** launched a WPS plan to increase women's participation in the security sector with support from S/GWI and DoD.

Public Diplomacy in Action
Highlighted Countries: Barbados, Pakistan, Mauritania, Republic of Congo, Kenya, Burundi

The Department also invested in public diplomacy as an important tool for building relationships with women leaders across the globe. In FY 2019 and FY 2020, the Department hosted 41 public diplomacy exchange

programs focused on WPS themes (indicator WPS1.3-3). This included the Bureau of Educational and Cultural Affairs' (ECA) annual International Visitor Leadership Program (IVLP) on WPS, which brings together approximately 100 women annually to engage with U.S. experts and practitioners. The success of this program in earlier years spurred the more recent creation of additional, region-specific IVLPs on WPS, bringing the total number of women participants during the reporting period to 150 per year. In addition, ECA integrated WPS principles into broader exchange programs focused on peace, security, and human rights, reaching 782 women in FY 2020 (indicator WPS1.3-4).

From Embassy **Bridgetown** hosting a five-week leadership institute for women in politics to Mission **Pakistan** supporting gender, conflict, and leadership camps for young women in border regions, our embassies have sought to support the leadership of women and girls. Specifically, in FY 2019, a youth mediator initiative in **Mauritania** led 63 activities in 13 regions to address drivers of conflict and violent extremism. In FY 2020, public diplomacy alumni in **Brazzavill**e engaged 200 young women and men in a leadership program on de-escalating electoral violence.

When the COVID-19 pandemic moved much of the Department's public diplomacy programming to virtual platforms, ECA used this opportunity to expand its reach to women. The U.S. Speaker program engaged women leaders on community security issues including, for example, on CVE in **Kenya**. In addition, a virtual program for IVLP alumni (18 women and 31 men) enhanced understanding of the intersection of COVID-19 and violent extremism, including how violent extremists use the pandemic to incite racially-charged violence. The Global Alumni Engagement Innovation Fund (AEIF) 2020 catalyzed action among alumni as part of the Department's Implementation Plan; AEIF 2020 supported 79 WPS projects in 67 countries. In **Burundi**, for example, one alumna used ECA's Alumni Rapid Response Project on COVID-19 to build the economic resilience of 100 rural women through cooperatives.

LOE 2: Protection and Access
Promote the protection of women and girls' human rights; access to humanitarian assistance; and safety from violence, abuse, and exploitation around the world.

The WPS Strategy energized new and existing efforts to advance women and girls' human rights. Ranging from humanitarian assistance, support for service providers, access to justice, investments in early warning systems, and security sector capacity building, the Department continued efforts to prevent and respond to GBV. Notwithstanding a slowdown of in-person trainings as a result of the COVID-19 pandemic, the Department's work to prevent and respond to GBV and sexual exploitation and abuse (SEA) during the reporting period was substantial.

Preventing and Responding to GBV
Highlighted Countries: Tunisia, El Salvador, Guatemala, Honduras, Afghanistan, Saudi Arabia, Liberia, Kosovo

Department foreign assistance supported access to GBV services (e.g., health care, legal aid, psycho-social support, shelters, and hotlines) for at least 292,891 individuals in FY 2019 and 487,922 individuals in FY 2020 (indicator GNDR-6).[4] Included were survivors of extreme forms of GBV who received direct emergency financial assistance from the Department's *Voices Against Violence Initiative* to meet their most urgent needs. This global mechanism, which is managed by DRL with support from S/GWI, also provides technical support to civil society organizations and government stakeholders working to prevent and respond to GBV. Another

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[4] These results were from State Department foreign assistance only. An additional 17,426 individuals were reached through joint State-USAID funds in FY 2019 and an additional 54,184 individuals reached through joint State-USAID funds in FY 2020.

illustrative example comes from **Tunisia**, where an NEA program contributed to the implementation of Tunisia's 2017 violence against women law by building the capacity of shelter staff, including their understanding of the new law, and supporting the extension of the Ministry of Women's Affairs' toll-free GBV hotline during COVID-19 lockdowns.

The Department funded 143 activities and trainings in FY 2019 and 58 in FY 2020 that built the capacity of criminal justice actors and peacekeepers to prevent and respond to GBV in their work, including treatment and support of survivors (indicator WPS2.1-4). These activities took place in countries such **as El Salvador, Guatemala, and Honduras,** where GBV is a root cause of insecurity and irregular migration. Efforts also supported local GBV response in **Afghanistan**, where INL built the capacity of specialized prosecutors, judges, and service providers, as well as supported broader GBV awareness campaigns. A 2020 evaluation found that INL-funded interventions led to a 66 percent increase in GBV cases transferred to courts over three years, and an increase in convictions from 52 percent in 2014-2017 to 80 percent in 2017-2020.

Department senior leadership also advocated diplomatically for women's human rights. Senior leaders pressed for the release of detained women human rights defenders around the world, including five high-profile activists in **Saudi Arabia**, two of whom were released from prison during the reporting period with the remaining three due to be released in Summer 2021. In **Liberia**, the Ambassador signaled U.S. commitment to GBV prevention by attending the legislature's hearing on a GBV bill and engaging the Liberian President to participate in U.S.-funded public broadcasts on human trafficking and GBV prevention. In **Kosovo**, the Ambassador's advocacy for reforming the pension system for wartime sexual violence survivors contributed to making the verification process more humane, efficient, and survivor-centered for both female and male survivors.

Preventing Sexual Exploitation and Abuse
Highlighted Regions: Africa, Latin America, and the Indo-Pacific

While the Department has standing measures in place to protect against SEA in humanitarian assistance, in FY 2020, it initiated an effort to develop an organization-wide standard on preventing SEA across all programming, learning from USAID progress in this area (indicator WPS3.3-4). This is an effort that will mature in the coming year, though S/GWI, DRL, and CSO have already begun integrating SEA prevention requirements into their funding solicitations.

The Department also sustained its longstanding commitment to preventing and strengthening accountability for SEA in UN peacekeeping and foreign security forces, leading 109 trainings and three high-level multilateral engagements on SEA in FY 2019 and 51 trainings and three high-level multilateral engagements in FY 2020 (indicator WPS2.1-3). Working with allies in the UN Security Council, the Bureau of International Organization Affairs (IO) coordinated U.S. government efforts to secure the strongest language on SEA to date in multiple UN peacekeeping mandate renewals in 2020.

Additionally, PM's GPOI program funded a first-of-its-kind U.S.-UN training course for National Investigation Officers (NIO) to investigate peacekeeper misconduct, with a focus on SEA. Through seven regional courses that started before and continued through the reporting period, GPOI trained 170 participants from 36 countries across **Africa, Latin America, and the Indo-Pacific** region. No courses were administered in 2020 due to the pandemic; however, GPOI continued working with the UN to develop a training-of-trainers course while also incorporating SEA prevention and response into broader training events and exercises.

Preventing and Responding to GBV through Humanitarian Action

Building on the Department's longstanding work to prevent and respond to GBV in crises, in FY 2020, the Bureau of Population, Refugees, and Migration (PRM) helped finalize the Call to Action Roadmap on

Protection from GBV in Emergencies, fortifying international commitments to integrate GBV prevention into humanitarian policies, systems, and responses at the outset of a crisis (indicator WPS2.2-2). As a reflection of U.S. commitment, PRM's humanitarian assistance included dedicated activities to prevent and respond to GBV in 37.7 percent ($48.7 million) and 33.3 percent ($55.5 million) of relevant programs in FY 2019 and FY 2020, respectively (indicator WPS2.3-1). The Department submitted a report to Congress on GBV in Humanitarian Emergencies in April 2021, which provides additional information on its commitment and action on this issue.

Public Diplomacy in Action
Highlighted Countries: Cyprus, Brazil

Public diplomacy remained an agile tool for supporting exchanges, capacity building, and public awareness on GBV. Nearly every U.S. mission participated in the "16 Days of Activism Against GBV," a global annual campaign to raise awareness around GBV. In the wake of a series of attacks on women migrants in **Cyprus** in 2019, Embassy Nicosia stepped up diplomatic efforts to increase GBV protections and reshape perceptions about violence, leveraging the "16 Days" campaign to expand its digital reach on these issues. In 2020, when a GBV-focused IVLP for **Brazilian** participants was curtailed due to COVID-19, ECA nimbly recalibrated to build a virtual program that incorporated U.S. and Brazilian responses to the pandemic.

LOE 3: Internal U.S. Capabilities
Adjust United States international programs to improve outcomes in equality for, and the empowerment of, women.

The WPS Strategy's emphasis on improving WPS capabilities bolstered the Department's ability to lead on WPS globally. This included embedding WPS principles into the Department's strategic planning documents, establishing a formal coordination infrastructure through a Department-wide WPS Steering Committee, expanding the use of participatory gender analysis, enhancing gender-sensitive data analytics, and building a data-driven MEL framework.

Institutionalizing WPS in Strategic Frameworks

Integrating WPS themes into the Department's strategic planning frameworks is key to institutionalizing WPS across foreign policy, public diplomacy, and foreign assistance. As of early 2021, 36 Integrated Country Strategies (ICS) and 18 Functional Bureau Strategies (FBS) reflect WPS themes and content (indicator WPS3.1-3). These strategies are updated on four-year cycles in alignment with the State-USAID Joint Strategic Plan (JSP). This baseline will help evaluate future progress as these strategies are updated to align with the anticipated FY 2022-2026 JSP and National Security Strategy (NSS).

The U.S. Strategy to Prevent Conflict and Promote Stability, released in 2020 consistent with the Global Fragility Act (GFA) of 2019 (P.L. 116-94), integrated WPS themes to address causes of conflict and fragility and inform strategies, approaches, and metrics for GFA implementation. Led by CSO, the Department co-hosted a series of WPS-specific civil society consultations to inform the Strategy's design. CSO also developed the Department's first Gender Analysis of Conflict tool and associated training to inform the development of GFA priority country and regional implementation plans. This integration of WPS and GFA demonstrates the mutually-reinforcing role that statutory requirements can build when implemented in tandem.

Deploying Gender Analysis across the Department
Highlighted Regions: Africa

As a tool for exploring gender norms and power dynamics related to resources, access, and opportunities in any context, participatory gender analysis is the foundation of effective gender integration. The release of the WPS Implementation Plan generated momentum for the Department to update and expand its suite of gender analysis

guidance and resources, harmonizing these tools with USAID's template and later with DoD, to launch a unified diplomacy, development, and defense ("3-D") approach (indicator WPS3.3-1). Paired with trainings on gender analysis and gender analysis of conflict, the Department observed a measurable increase in the application of gender analysis across its policy and programs in the reporting period. As one participant reflected in a post-training evaluation:

> *"Applying WPS into my issues seemed like a heavy task at first...but the training helped me see that 1) there are other resources already available...and 2) how to make sure the gender aspect is worked into my programs at each step along the way."*

As of FY 2020, at least seven bureaus, independent offices, and posts required applicants for programming funds to submit a gender analysis with their proposals (indicator WPS3.3-3). During the reporting period, the number of strategies, policies, and programs that were informed by a gender analysis more than quadrupled. This was in large part thanks to DRL, which in FY 2020 introduced a requirement for all funding applicants to integrate a gender analysis into their program design, resulting in a jump from six gender-sensitive programs in FY 2019 to 173 gender-sensitive programs in FY 2020. Also in FY 2020, the Bureau of **African Affairs** began requiring all funding applicants under the Trans-Sahara Counter Terrorism Program and the Partnership for Regional East Africa Counterterrorism initiatives to include a gender analysis.

Civil Society Engagement

In addition to the civil society consultations that helped mainstream WPS in the U.S. Strategy to Prevent Conflict and Promote Stability, U.S. embassies engaged women leaders to identify priorities and inform U.S. policy through a range of consultations and meetings. The Department invited women leaders from across the globe to engage with Washington-based personnel, including via roundtables that allowed Department audiences to engage with women leaders from conflict-affected areas such as Nigeria and Sudan.

Enhancing Early Warning and Conflict Data Analytics

The Department also took steps to enhance its conflict analytics tools for early warning and preventative diplomacy. Working with Department and interagency stakeholders, CSO and S/GWI ensured indicators measuring gender equality informed the selection of priority countries and regions for implementing the U.S. Strategy to Prevent Conflict and Promote Stability. CSO's incorporation of data on political violence targeting women into the Instability Monitoring and Analysis Platform (IMAP) and efforts to develop gender-sensitive early warning indicators improved the Department's approach to conflict and early warning analytics (indicator WPS2.4-1).

Investing in Our Frontline Diplomats

The Department's greatest asset is its people. Civil service, foreign service, locally employed staff, and contractors carry a complex combination of mandates and represent U.S. values with foreign audiences. Equipping Department personnel with knowledge and skills is therefore the foundation for sustainable implementation of the WPS Strategy. Between FY 2019 and FY 2020, the Foreign Service Institute (FSI) offered, on average, 10 freestanding courses that addressed WPS Strategy goals (indicator WPS3.2-2). In some cases, bureaus also developed their own WPS trainings, including three bureau-led standalone WPS trainings in FY 2019 for Department personnel and four in FY 2020 (indicator WPS3.2-3, modified). As a whole, more than 1,600 personnel were trained during this period through WPS-relevant FSI training, bureau-led training, or external training, with little change in participation due to the pandemic (830 and 846 in FY 2019 and FY 2020 respectively) (indicator WPS 3.2-4).

Pre-deployment briefings also prepared Department leadership to engage on WPS abroad. In FY 2020, the Bureau of European Affairs ensured all Ambassadors and Deputy Chiefs of Mission departing to U.S. embassies in the region were briefed on WPS (indicator 3.2-5).

LOE 4: Partner Support

Encourage partner governments to adopt policies, plans, and capacity to improve the meaningful participation of women in processes connected to peace and security and decision-making institutions.

Recognizing that achieving the promise of WPS requires the buy-in and support of the international community, the WPS Strategy committed to partnering with other governments to bolster their leadership on WPS and multilateral engagement. During the reporting period, the Department made progress across these goals.

Leveraging the Full Diplomatic Toolkit
Highlighted Countries: Colombia

The Department's most successful efforts to advance WPS blended the full diplomatic toolkit – diplomatic advocacy, foreign assistance, and public affairs and diplomacy. For example, the U.S.-**Colombia** partnership on WPS included sustained high-level diplomatic advocacy by Washington and Embassy Bogota, through which the Department forged common goals with the Government of Colombia. To foster constructive working relationships between the Colombian government and women in civil society, which is the bedrock of successful WPS efforts, the Department hosted a tailored IVLP that fortified working relationships between Colombian women leaders in civil society and government. Paired with corollary foreign assistance efforts that focused on the participation of marginalized women in law enforcement (INL), addressing barriers to women's participation in peace and security policymaking at the local and national levels (DRL), and monitoring the implementation of gender and other provisions in Colombia's peace accord (CSO), this multi-pronged approach advanced WPS goals in Colombia.

Multilateral Leadership and International Coalitions
Highlighted Countries: Yemen, Syria
Highlighted Regions: Middle East

Between FY 2019 and FY 2020, the number of U.S.-led or co-sponsored high-level negotiated commitments, such as resolutions, communiques, or statements, grew from 43 to 63 (indicator WPS4.3-1). During the same time period, the number of U.S.-sponsored events or activities focused on WPS remained constant at 45-50 per year. The number of U.S. speeches that included WPS in multilateral peace and security fora decreased from 130 to 121, likely due to pandemic-related disruptions to the typical number of multilateral events in the first half of 2020. In FY 2019, DRL and NEA co-hosted a two-day ministerial focused on women decision-making in political and security institutions in the Middle East, with 50 governments joining at the ambassadorial level. This marked the first time that the United States elevated WPS as a singular priority in a **Middle East** regional dialogue—a signal reinforced by the active participation of five senior Department and White House officials. Women civil society leaders from **Yemen** and **Syria**, as well as other regional human rights experts, addressed the gathering. Senior U.S. officials called for the drafting, resourcing, and implementation of National Action Plans on WPS (NAPs) and emphasized the importance of consulting civil society.

The WPS Strategy also catalyzed Department leadership in U.S. multilateral arms control, disarmament, and security diplomacy. Led by the Bureau of Arms Control, Verification and Compliance (AVC), these efforts built a cadence of WPS leadership in the Conference on Disarmament, the Forum for Security Cooperation of the Organization for Security and Co-operation in Europe (OSCE), the Organization for the Prohibition of Chemical Weapons, the Comprehensive Nuclear-Test-Ban Treaty Organization Preparatory Commission, and

the UN First Committee. U.S. messaging on WPS more than doubled in speeches to these bodies. The Department also advocated for increased leadership of women in these organizations.

Cultivating Partners' Leadership and Capacity
Highlighted Countries: Sri Lanka, Ukraine

NAPs are a powerful tool for turning WPS commitments into action. In FY 2019 and FY 2020, the Department provided direct technical assistance to at least three governments crafting or revising a policy, strategy, or NAP on WPS (indicator WPS 4.1-1). The Department promoted NAPs through diplomatic advocacy with at least five other governments. In addition, the Department partnered with donors to support countries politically as they developed or revised NAPs, including G7 counterparts in **Sri Lanka** and NATO Allies in **Ukraine.**

To ensure the effectiveness and impact of NAPs around the world, the Department promoted NAP best practices, including civil society's inclusion in the development, implementation, and revision of NAPs. Department programming efforts developed a toolkit on NAP best practices and engaged civil society leaders to influence the development or implementation of their government's NAP. DRL, for example, funded critical efforts to socialize Niger's second NAP with women outside of the capital to ensure the inclusion of diverse perspectives in its development and subsequent implementation.

The Department also participated in global technical exchanges and funded international organizations to lead multilateral workshops on best practices for NAP development and implementation. At the annual meeting of the Global Focal Point Network on WPS in FY 2019, for instance, S/GWI co-led a workshop on best practices for NAP development with representatives from more than 30 countries. Through the OSCE, the Department also co-funded workshops on NAP best practices for an additional 13 governments in FY 2020.

Supporting American Industry and Organizations

The Bureau of Diplomatic Security supported efforts to advance the security leadership of American women from the nongovernmental and private sectors who often serve as the face of America globally. The Overseas Security Advisory Council hosted a peer network of these leaders, convening them annually to enhance their access to support, resources, and mentorship across nontraditional security fields (indicator WPS 4.2-3).

Gaps, Challenges, Opportunities & Next Steps

1. Strengthening a Whole-of-Department Approach
Each component of the Department's toolkit–diplomacy, foreign assistance, and public diplomacy–provides unique value for realizing the WPS Strategy's goals. Strategically coordinating these tools is critical to maximizing the potential impact of each. For example, individual bureaus made important investments in women's meaningful participation in the Afghan peace process, but the full potential of these taxpayer dollars remains heavily dependent on high-level U.S. diplomatic leadership in the same process. Going forward, the Department will continue to build holistic strategies that reflect the input of local women leaders and where senior officials and special envoys advocate for women's inclusion in formal peace processes.

2. Consultations with Women Leaders, Civil Society, and Partners are Essential to Success
The Department consulted with select bilateral partners to identify best practices and opportunities for collaboration but had fewer opportunities to systematically consult with global and U.S.-based civil society during the reporting period. The Department is committed to broadening its collaboration with civil society, recognizing that WPS began as a civil society-driven movement and that the essential perspectives of women's civil society groups around the world must remain at the center of U.S. efforts.

3. The Pandemic Limited In-Person Reach but Created New Opportunities

The COVID-19 pandemic slowed many direct activities in support of women leaders. Although some efforts experienced a decline in beneficiaries, others were able to pivot successfully to virtual tools. This is particularly true of digitally adapted public diplomacy programs that increased their reach during the pandemic. FSI's distance learning tools also increased measurably, demonstrating that the pandemic did not stymie Department training efforts.

4. Building MEL Systems and Strong Data is an Iterative and Ongoing Effort
The robust MEL frameworks behind the WPS Strategy and Department Implementation Plan marks a new phase in the Department's WPS work. In implementing the WPS Strategy, the Department took steps for the first time to measure its WPS efforts at scale—an effort bolstered by the Implementation Plan outlining the methods by which the Department designs, tracks, and analyzes WPS-related progress. In the first reporting cycle, uneven data was expected and planned for, and the Department considers its deployment of new indicators a short-term success, especially the indicators it pioneered to track diplomatic engagements. Foreign assistance reporting, though more uniform, revealed inconsistent data due to underuse of the "WPS key issue," relevant gender indicators, and inconsistent sex-disaggregation.

Although the Department's work in FY 2019 and FY 2020 demonstrates concrete support for WPS policy, time lags in the Department's program planning cycle mean that any increase in results driven by the 2020 Implementation Plan and its new reporting tools will only become clear in future reporting cycles, as noted in the Plan's MEL methodology.[5] Looking ahead, the Department anticipates learning from these monitoring efforts to revise its indicators and strengthen its reporting on an ongoing basis.

5. Increased Use of Gender Indicators and Disaggregation by Sex Will Create Better Data
Enhancing gender indicator usage and disaggregation of data by sex will support the Department's ability to further articulate the scale of women's participation in its foreign assistance activities. While some bureaus, such as PM, are strong at tracking gender-specific indicators in broader programs, this practice remains unequal. Similarly, disaggregation by sex is used unevenly across foreign assistance activities.[6] Several bureaus, such as DRL and INL, have strong sex-disaggregation data practices from which Department stakeholders can learn, particularly in ensuring ethical practices. In public diplomacy efforts, ECA is building a new Monitoring Data Framework to better aggregate comparable data for all its programs, including sex-disaggregation. We expect ongoing education efforts to strengthen both of these practices.

6. Innovative Efforts are Tracking U.S. Efforts Beyond Programs
Measuring the Department's core function – diplomacy – can be challenging due to intangible outcomes and the fact that U.S. diplomatic action may be one of several factors that converge to achieve a particular WPS goal. Measuring diplomatic action is something likeminded countries around the world have struggled to define, and the Department will continue to exchange learning with U.S. allies and partners to strengthen collective efforts. In addition, because multilateral diplomacy inherently aims for shared action, attributing multilateral successes solely to the United States is a challenge. Rather, the achievement of U.S. objectives through multilateral fora and engagement may be more relevant. The Department will use its multilateral data from this first report as a

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[5] The Department's Implementation Plan notes that "All bureaus and offices with relevant diplomatic and/or programmatic efforts will feed into indicators marked 'Department-wide' beginning in 2020. "Those that are unable to do so in the first year can strengthen their ability to do so in the second."

[6] The disaggregation of participants and beneficiaries by sex, age, or other identifiers or characteristics is an important tool for measuring women's participation, particularly beyond programs dedicated to gender goals, yet must be conducted in ways that ensure the safety of participants and appropriate storage and use of such data. Uniform mandates or sex-disaggregation practices must therefore be built prioritizing ethical use and the safety of participants and beneficiaries.

baseline to evaluate the progress of future multilateral engagements that blend WPS and other global security goals of the Biden Administration.

7. Expanding Gender Analyses is Critical to the WPS Strategy's Sustainability

The Department made strides in fine-tuning its approach to gender analysis and training personnel to apply it, bolstered in large part by the WPS Act's soft requirement for gender analysis. The lack of a hard mandate for gender analysis across the Department's work – akin to that in the Women's Entrepreneurship and Economic Empowerment Act of 2018 (P.L. 115-428) – remains a barrier to the comprehensive application of gender analysis across policy, public diplomacy, and foreign assistance cycles related to WPS.

8. Looking Ahead: Lessons for a New Administration

The WPS Strategy charts a course for the integration of women's safety and leadership across some of the most pressing and intractable foreign policy and national security challenges of today: preventing conflict and terrorism; establishing just and sustainable global security; and advancing global equality. As the new Administration grapples with these challenges alongside a historic pandemic, the lessons from implementing the WPS Strategy will be instrumental to supporting its new foreign policy agenda.

Advancing the WPS agenda will also be pivotal to a successful COVID-19 response, particularly in addressing the pandemic's impact on democracy, human rights and gender equality, fragility, and instability. As vast investments flow toward pandemic recovery around the world, the United States will need to advocate with bilateral partners and international financial institutions to ensure these recovery investments are informed by gender analysis and data and meaningfully include a diverse range of women and girls' perspectives and needs to address the insecurity and inequalities created or exacerbated by the pandemic. Whether women's leadership in pandemic response carries into recovery, as well as efforts to tackle global security challenges as a consequence of the pandemic, will be a test of the Administration's commitment to gender equity and equality. To this end, the Department will engage actively with partners across the U.S. government to apply best practices and lessons from its WPS leadership to emerging priorities in the coming year. These priorities include COVID-19 recovery, climate action, implementation of the Global Fragility Act, promoting the human rights of persons from marginalized groups, including LGBTQI+ persons, disabled persons, and members of racial and ethnic minorities, racial equity, the pursuit of a foreign policy for the middle class, and forthcoming federal strategies on gender equity and equality as well as preventing and responding to GBV globally.

Appendix B:
USAID Report on the Implementation of the Women, Peace, and Security (WPS) Act

Executive Summary

[The Women, Peace, and Security (WPS) Act of 2017](#) made the United States the first country with a comprehensive domestic law on WPS. Per the requirements of this historic legislation, the 2019 [U.S. Strategy on Women, Peace, and Security](#) (WPS Strategy) was developed as a whole-of-government policy to advance women's meaningful participation in preventing and resolving conflict, countering violent extremism (CVE), and building post-conflict peace and stability. [USAID's WPS Implementation Plan](#) (2020) supports the WPS Strategy through effective and coordinated action across our development and humanitarian assistance efforts. Our work on Women, Peace and Security echoes the Biden-Harris Administration's Interim National Security Strategic Guidance to elevate the importance of advancing gender equality, LBGTQI+ rights, and women's empowerment in its policies and programs.

To adhere to the commitments of its Implementation Plan, USAID increased its efforts to consult with local women leaders, civil society, and faith-based organizations, as well as academia in countries affected by crisis and conflict. For example, USAID works to incorporate diverse perspectives and raise the importance of increasing equitable partnerships with women leaders and organizations into the Agency's peace and security programming, including elevating survivor-centered approaches to reduce the harmful effects of gender-based violence (GBV) in contexts affected by crisis, conflict, and fragile environments. Since Fiscal Year (FY) 2019, USAID has supported the participation of more than 184,000 women in leadership, conflict mediation, legal, political, and peace-building processes. USAID provided critical health care, psychosocial support, legal aid, and economic services to more than 13.5 million survivors of GBV.

Finally, USAID worked to integrate women and girls' perspectives strategically into CVE policies and programs. For example, USAID and the Department of State released a joint strategy, the U.S. Strategy to Support Women and Girls at Risk from Violent Extremism and Conflict, and USAID recently released the [Policy for Countering Violent Extremism Through Development Assistance](#), both of which recognize the various roles that women play in violent extremism, including as victims, peaceful bystanders, recruiters, sympathizers, perpetrators, and combatants. USAID's implementation of the WPS Strategy also complements other key foreign policy strategies, such as the [U.S. Strategy to Prevent Conflict and Promote Stability](#), which integrates the core principles of the WPS agenda into the strategy as well as the upcoming country and regional planning processes. USAID is also working to advance the Youth, Peace, and Security (YPS) Act of 2020 and implement the YPS Act in close coordination with the WPS Act, strategy, and activities.

The following report highlights examples and results from recent USAID WPS programming and activities, as well as challenges, opportunities, and next steps informed by Agency data from the reporting periods of FY 2018-2020.

Agency Highlights

During the reporting period of FY 2018-2020, the Agency has demonstrated the following notable achievements in the implementation of the WPS Strategy:

- **Increasing Our Investments in Activities that Support the Implementation of the WPS Strategy:** Since FY 2012, USAID's dedicated WPS funding has supported activities that promote women's full and meaningful participation in peace and security processes. During the reporting period, the Agency invested more than **$400 million** in global programming designed to empower and protect women and girls in countries affected by crisis, conflict, violent extremism, and natural disasters. This includes over **$41 million** in dedicated funding to advance key WPS objectives in countries such as **Somalia, Pakistan, Kenya, Niger, Morocco, Iraq, and Nepal.**

- **Timely Analysis and Gender-Sensitive Interventions during the Peak of the Pandemic:** During the peak of the **COVID-19** pandemic, USAID issued critical analysis and recommendations on the importance of the integration of gender equality and women's empowerment in activity design and implementation to address the global health crisis. The Agency's [Gender and COVID-19 Guidance Brief](#) highlighted responses, efforts, and interventions to support women peacebuilders who remain on the frontlines of the pandemic in countries affected by conflict and crisis. The guidance included recommendations to support bottom-up conflict resolution and prevention efforts through formal partnerships with women leaders, peacebuilders, and organizations.

- **USAID remains the Leading Humanitarian Donor for GBV Prevention and Response Efforts Worldwide:** During the reporting period, USAID implemented WPS activities designed to advance the protection and empowerment of women and girls affected by crises and lifesaving priorities that form an integral part of all humanitarian assistance efforts. Funding for GBV programs in humanitarian emergencies increased by $10 million or more each year since FY 2017, **reaching nearly $95 million in FY 2020.** In FY 2020, USAID supported nearly **3.3 million people in 27 countries** through 277 projects, of which 102 supported field-level GBV prevention and response services including psychosocial support and case management for GBV survivors, along with community-based GBV prevention measures. For example, in **Syria,** where international partners are forced to negotiate severe access restrictions, USAID is increasing the capacity of local organizations to provide GBV services. USAID partners work with local NGOs to establish women- and girls-only community centers, where women and girls can feel physically and emotionally safe, participate in activities that can rebuild their social networks and access safe and non-stigmatizing case management services. Partners also work through health clinics and mobile teams to ensure that survivors access life-saving assistance.

- **Increased USAID's Staff Capacity and Core Capabilities on WPS, Gender Equality, Protection, and Women's Empowerment:** USAID's diverse and robust training set integrates gender and WPS into the Agency's suite of training sessions focused on conflict, GBV, humanitarian protection, and trafficking in persons, and increasing women's participation in peace and political processes. Training modules also address the distinct needs of vulnerable women in conflict and crisis, such as women with varying abilities and disabilities. During the reporting period, USAID offered more than **80 training sessions** aligned with requirements in the WPS Act of 2017, reaching over **11,000 staff.**[7]

- **Increased Our Commitment to Equitable Partnerships with Women Peacemakers in Commemoration of the 20th Anniversary of United Nations Security Council Resolution (UNSCR) 1325:** In October 2020, USAID celebrated, along with the global community, the 20th Anniversary of the landmark UNSCR 1325 that sparked the global WPS movement- utilizing this moment to springboard our commitment to WPS. The University of San Diego, Kroc Institute of Peace and Justice (IPJ), and USAID collaborated to drive forward a participatory action research project that brings together Women PeaceMakers and international peace funders to build more effective and equitable funding partnerships. The initial findings of the "*Investing in Equity: Creating Equitable Funding For Local Women Peacebuilders*" report noted that 85 percent of women peacebuilders find it difficult to apply for funding, and 54 percent attributed complex applications and online platforms as barriers for completing funding applications.

- **Increasing the Agency's Capacity on the Triple Nexus between Gender Inequality, State Fragility, and Climate Vulnerability:** Women and girls are among the first to feel the impacts of frequent and

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[7] Some staff may be double-counted if they participated in multiple training sessions during FY 18-19.

intense climate stressors, but are vastly underrepresented in climate-related decision-making at all levels. Many traditional coping mechanisms to climate stressors come at the expense of women and girls; for example, child, early, and forced marriage (CEFM) may increase as a means for households to receive an infusion of assets. To explore these critical intersections, USAID supported new research, *"Advancing Gender in the Environment: Exploring the Triple Nexus of Gender Inequality, State, Fragility, and Climate Vulnerability"*[8] (2020). This research was conducted in partnership with the International Union for Conservation of Nature (IUCN) to explore where the triple nexus is most prevalent by analyzing and mapping quantitative data from across the 122 countries where USAID operates. The report is unique in that it used indicators to rank countries according to their levels of risk within the triple nexus. A key finding of the report was that countries that ranked high risk in one of the three areas of climate vulnerability, gender equality, and state fragility tended to rank highly across all three. This suggests that climate vulnerability and state fragility cannot be effectively addressed without understanding the specific effects of conflict and climate stressors on women and men, as well as the social, economic, ecological, and political contexts and barriers that contribute to those vulnerabilities.

USAID's WPS Implementation Plan

USAID's 2020 WPS Implementation Plan describes concrete steps the Agency will take to expand and strengthen our work to empower women and girls in crisis and conflict-affected environments. The Implementation Plan highlights the foundational commitments under the WPS Strategy's four core Lines of Effort. For example, Agency Senior Leadership in Washington and at our Missions have committed to elevating and advocating for WPS objectives in Agency policies and programs. USAID fully recognizes the rich diversity of WPS interventions around the globe, and the Agency's Plan distinctly features a tailored regional approach to the implementation of the WPS Strategy. To increase our effectiveness, USAID continues to consult with local women leaders, civil society, faith-based organizations, and academia in countries affected by crisis and conflict to incorporate their diverse perspectives into all of USAID's peace and security programming. USAID's technical experts will continue to integrate women's and girls' perspectives into USAID's CVE policies and programs and work to reduce the harmful effects of GBV and increase support for survivors in crisis and conflict settings.

To measure our achievements and outcomes during the reporting period, USAID Washington-based Operating Units and Missions measured our progress using standard foreign-assistance indicators, including the suite of cross-cutting gender indicators that address gender equality and women's empowerment, GBV, and WPS. In addition, the U.S. government, for the first time ever, developed interagency metrics to measure our collective effectiveness on the implementation of the WPS Strategy. This was done in close coordination with the National Security Council; Departments of State, Defense, Homeland Security, and USAID.

WPS Lines of Effort (LOE)

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[8] https://portals.iucn.org/union/sites/union/files/doc/iucn-agent-triple-nexus-research-report-final.pdf

LOE 1: Participation

Highlighted Countries: Guinea, Somalia, Kenya, Colombia, Afghanistan, Pakistan, Libya, Tunisia, Kosovo

Highlighted Regions: East Africa

Seek and support the preparation and meaningful participation of women around the world in decision-making processes related to conflict and crises.

Despite findings of correlations between the equality and empowerment of women and a nation's stability, women remain critically underrepresented in conflict prevention, conflict-resolution, and post-conflict peacebuilding efforts. USAID has actively engaged and supported programs that successfully advocate for women to participate in all aspects of conflict prevention, management, resolution, and post-conflict relief and recovery efforts around the world. USAID funds programs in many countries tackling a wide range of peace and security participation issues from active conflict, to post-conflict reconstruction that disproportionately affects women.

- **Increasing Women's Participation in Peacebuilding Platforms to Resolve Political Unrest**: In **Guinea**, USAID is supporting women to serve as Peace Ambassadors and as members of local peacebuilding platforms to address ongoing political and social turbulence that negatively affects people's living and working conditions, particularly women. These women work alongside their male colleagues to identify and facilitate the timely, peaceful resolution of conflict in Guinea and also lead educational outreach events for citizens on conflict resolution. During FY 2020, the activity assisted 818 women to participate in peacebuilding processes and peace platforms that contributed to resolving 49 local conflicts on issues such as elections and political processes.

- **Strengthening Women's Capacity to Engage in Open Dialogue to Counter Violent Extremism and Conflict in East Africa:** In many countries, women are largely absent from the negotiating table and are not asked to participate in mitigating conflict in their communities. This is not for lack of interest, but often due to limited experience, patriarchal cultures, and traditional practices that discourage women's participation in public life and "harder" sectors, such as security and CVE. In 2019, the Government of **Somalia** backed the issuance of a Somali Women's Charter and drafted a Women, Peace, and Security Agenda that resolves to realize the equal participation of women in political and peacebuilding processes. In support of these initiatives, USAID is increasing women's participation and leadership in national dialogue processes to address conflict and violent extremism within their communities. USAID also supported local partners in Somalia to implement a media campaign, including social media, to promote discussions in communities on understanding and advancing the legal rights of women, as well as focusing on the role of women in conflict mitigation and peacebuilding. In **Kenya**, USAID has trained or mentored 965 women through programming designed to build community support for CVE.

- **Shifting Women to More Substantive Roles in the Design and Implementation of Peace Agreements in Latin America:** In **Colombia**, women continue to play a critical role as the country aims for lasting peace. The peace accord with the Revolutionary Armed Forces of Colombia (FARC) stipulates that women play an equitable role in decision-making and planning of the peace-implementation process. Working with civil society, USAID supported the development of peace agendas in three municipalities and increased the capacity of 117 grassroots organizations to influence local policy and strengthen cohesion, advocacy skills, and networking. During the reporting period, 345 women from various grassroots organizations assumed important roles in the implementation of

Colombia's peace accords, moving from the administrative roles traditionally assigned to women organizations to empowered participants in the design and implementation of peace-related policies.

- **Increasing Afghan Women's Participation in Peace Dialogues** The decades-long conflict in **Afghanistan** has deprived women and girls of their human rights, damaged their families, and obstructed their access to health, education, and economic development. USAID's flagship women's empowerment program in Afghanistan provides training for civil-society organizations and activists focused on women's role in the peace process; supports community dialogues and peace messaging; and continues to facilitate linkages between Islamic Republic negotiating teams and Afghan women as the peace talks progress. Over five years, USAID provided **75,693** women with the training they need to obtain jobs, advocate for gender equality and women's rights, and exercise leadership in their communities. In FY 2020, USAID activities worked with eight coalitions including the Women in Peace (WIP) coalition to advance women's participation in Afghanistan's social, economic, and political spheres. During the pandemic, training shifted to online platforms and robust radio roundtables, engaging more than 360 civil-society organizations and 3,000 activists throughout Afghanistan to improve advocacy for gender-related policy implementation, with a particular focus on activities that support women's roles in the peace process. USAID also partnered with the Afghanistan Women's Network to mobilize communities through peace dialogues, training, and online platforms that support the inclusion of women's issues in the international peace dialogues. Since FY 2019, 2,930 activists received persuasion and negotiation training to increase their advocacy effectiveness.

- **Decreasing Barriers that Prevent Women's Participation in Political Processes and Public Life:** Patriarchal norms in **Pakistan, Libya, and Tunisia** marginalize women and girls and stifle their public and political participation. In crises and conflict situations, these inequalities are exacerbated. In FY 2020, USAID supported the Election Commission of **Pakistan** (ECP) to conduct voter outreach to women with the launch of a nationwide "Women National Identity Card (NIC) and Voter Registration Campaign" to bridge the gender gap on electoral rolls. As a result, the activity supported **214,817 women** to register for their NICs, which allowed them to register as voters, access government services and financial inclusion assistance, and obtain driver's licenses. In **Libya**, USAID is supporting elections and legislative strengthening activities to increase women's roles within the institution, electoral processes, and the election itself. This includes the development of a cadre of women "Outreach Ambassadors" in a Training-of-Trainers model to encourage the participation of women in elections by women Ambassadors on electoral and voter outreach in their communities. The Ambassadors learned the principles of citizenship, the value of co-existence, and respect for diversity and equality. In **Tunisia**, USAID is supporting women to participate in urban governance and city planning. A USAID-funded activity involves women in participatory planning processes to create safe urban spaces designed by and for women in the Medina quarter of Tunisia.

- **Creating Cohesion across Party Lines for Ethnic and Minority Women Parliamentarians:** For the first time, **Kosovo's** head of parliament is a woman, one-third of the Parliamentarians are women, and five of the 15 Heads of Ministries within the Government of Kosovo are women. Although women have previously held key positions, women across political parties coming together as a critical mass to engage in common issues or make definitive policy positions and decisions remain limited. USAID continues to build the capacity of women political party activists to empower them to launch issue-based policy initiatives, to advance their leadership profiles within their respective political careers, and to work effectively in multi-ethnic settings. In addition, activities supported recent graduates in Kosovo from USAID-funded "Advanced Digital Skills Women's Leadership Academy," an activity that focused on violence against women in politics. Several alumni used their new understanding of what constitutes

online violence against women in politics to call out such occurrences and speak out against such practices, which have become more prevalent during the COVID-19 pandemic. The intercommunal network continues to motivate and empower under-represented constituents, in particular ethnic minority women, to become integral parts of Kosovo's democracy and catalyze change for their communities.

LOE 2: Protection and Access

Highlighted Countries and Regions: Belarus, Cambodia, Pacific Islands, Mozambique, Nigeria, Timor-Leste

Promote the protection of women's and girls' human rights; access to humanitarian assistance; and safety from violence, abuse, and exploitation around the world.

USAID is committed to protecting beneficiaries of U.S. foreign assistance and advancing human rights by ensuring protection from sexual exploitation, violence, and abuse. The Agency's established survivor-centered policies and programming advances women's protection and lays the groundwork for necessary and appropriate action. Dedicated support to countries' local and regional efforts ensure women and girls are protected from all forms of violence and benefit equally from governmental and nongovernmental assistance, services, and development programs. Activities under this Line of Effort of the WPS Strategy incorporate the three guiding principles identified in the U.S. Strategy to Prevent and Respond to Gender- Based Violence Globally (2016), which incorporates three overarching priorities to ending GBV: *Prevention, Protection, and Accountability.*

- **Increasing Timely Interventions to Address GBV during the COVID-19 Pandemic:** USAID supported agile, flexible, and timely activities to address the documented increase in GBV worldwide as a result of COVID-19 and related response measures. Globally USAID's humanitarian assistance programs addressed pandemic-related protection needs and ensured survivors of GBV, particularly women and girls, were able to continue to access lifesaving services by establishing and expanding the "women and girls only" community centers. These adapted approaches include nuanced group-based and individual psychosocial support services; modified programs to account for women's increased time and caregiving burdens, equipping social workers to provide support over the phone or through virtual platforms; increased staffing for intimate partner violence and other GBV hotlines; and efforts to train and support health responders to support GBV survivors safely and compassionately. USAID also supports dedicated programs to combat trafficking in persons, which increased during the pandemic. For example, in **Belarus,** the Agency distributed information materials on such risk, which reached more than 365,000 people, to assist migrants unable to leave Belarus due to the quarantine restrictions.

- **Increasing Access to Justice and Lifesaving Support Services for Survivors of GBV:** In **Cambodia,** USAID is working with the Cambodian Human Rights and Development Association, in collaboration with local and national authorities, to provide legal counseling and representation for survivors of GBV, including activities that assist in investigating cases, filing complaints, and supporting survivors during court hearings. Finally, activities assisted survivors with transportation for legal and medical services. USAID supported the investigation of 223 GBV cases across the country and provided legal and humanitarian assistance to 228 survivors, of which 223 are women.

- **Combating Violence Against Women in Politics in the Pacific Islands:** Women are historically underrepresented in politics in the **Pacific Islands, particularly Fiji and Papua New Guinea.** Women in the region continue to experience shocking levels of violence in the home, in public, and especially in

the political arena. The convergence of traditional patriarchal gender stereotypes and societies accustomed to GBV prevents women from claiming their political rights in democratic processes. Believing that violence is the cost of participating in politics affects whether women report violence, thus perpetuating a culture of impunity. USAID along with the National Democratic Institute prioritizes research, dialogue, and action to eliminate violence against women in politics in the Pacific Island countries, promoting the program's global #NotTheCost4 campaign—a call to action to raise awareness to stop violence against women in politics.

● **Addressing the Critical Intersections of Child and Early Forced Marriage (CEFM) and Violent Extremism: Mozambique's** Cabo Delgado province has the second highest rate of child marriage and the highest rate of adolescent pregnancy in the country. The region is subject to conflict, including attacks by armed insurgents that disrupt social services, education, and livelihoods; displaced populations; and increased poverty. USAID understands the intersection between violent extremist organizations (VEOs) and vulnerabilities exposed by CEFM. In Mozambique, activities work with adolescent girls and young women, their families, communities, school and health professionals, judicial and law enforcement authorities, and policymakers to reduce CEFM. The program supports young women's abilities to complete school, earn an income, and access services. Such risk-reduction activities address the conditions conducive to violent extremism and reduce the vulnerabilities of at-risk groups.

● **Prioritizing Safe and Equitable Access to Humanitarian Assistance:** USAID prioritizes the integration of key protection and gender considerations and analyses across all programs and sectors, to ensure its humanitarian assistance programming is safe, accessible, and effective. USAID requires all humanitarian assistance partners to adhere to a comprehensive set of protection, gender, and inclusion requirements, specifying the steps they will take to address the distinct needs and capacities of women and girls, and men and boys; promote gender equality; mitigate GBV risks; ensure protection from sexual exploitation and abuse; and remain accountable to populations we serve. In **Nigeria**, USAID works at the national level with humanitarian coordinators, the Government of Nigeria, and other stakeholders to encourage all actors to implement stronger protection protocols, particularly in the displacement camps run by international humanitarian organizations and local authorities.

● **Increasing Community-Based Approaches to Decrease Harmful Social Norms Related to GBV:** The perceived lower status of women in **Timor-Leste** and high rates of GBV impedes women's full participation in decision-making processes on peace and security issues. USAID is applying a people-to-people approach to stop GBV by increasing equitable gender-power relations and improving gender-sensitive health services for survivors in 47 communities with high rates of intimate partner violence. Interventions are using a community-based dialogue and planning approach to bring together an inclusive, intergenerational coalition of community members to openly discuss harmful social norms related to GBV and identify solutions that will lead to lasting peace.

LOE 3: Internal U.S. Capabilities
Highlighted Countries: Burkina Faso, Mali, Niger
Highlighted Region: Africa
Adjust United States international programs to improve outcomes in equality for, and the empowerment of, women.
USAID is consistently increasing its internal capacity in Washington and at its Missions by offering a robust suite of training sessions focused on gender equality and women's empowerment to all USAID staff. To increase the Agency's capacity on WPS, the Bureau of Conflict Prevention Stabilization (CPS) coordinates closely with USAID's Gender Equality and Women's Empowerment Hub in the Bureau for Development,

Democracy, and Innovation (DDI/GenDev) to ensure these Agency-level offerings include a focus on integrating key WPS objectives, including the meaningful participation of women in conflict prevention and peacebuilding; the protection of women and girls from violence, exploitation, and abuse; and the safe, equitable access of women and girls to relief and recovery assistance.

● **Strengthening USAID's Capacity and Reach for WPS Trainings:** The Agency is prioritizing actions to further strengthen the coherence and reach of WPS training activities. In FY 2020, during the peak of the pandemic, the Agency quickly pivoted to offering virtual WPS courses, which trained more than 65 Washington and Mission staff on USAID's implementation of the WPS Strategy. In the coming months, USAID will roll out virtual regional offerings of the Agency's new WPS Training of Trainers course and continue to collaborate with GenDev to develop a recommended gender and WPS training plan for all staff working on issues of conflict, crisis, and transition.

● **Required Gender Training for All USAID Personnel:** USAID's Gender 101 and Counter-Trafficking in Persons Code of Conduct training are required courses for all Agency personnel. In FY 2020 alone, more than 1,000 USAID staff participated in elective online gender training courses (Gender 101,102 and Gender 103). During the reporting period, USAID offered **more than 80 training sessions** aligned with requirements in the WPS Act of 2017, reaching over **11,000** staff. Some of the Agency's gender-related courses are required for a subset of personnel. For example, USAID's humanitarian protection training is required for all staff who work on or deploy in support of disaster-response programming. During the reporting period, USAID trained more than 100 staff through six offerings of its humanitarian protection training, which is designed to ensure that staff understand their responsibilities for protection and gender integration and how to address key protection issues, including GBV, in humanitarian assistance programs.

● **USAID Pioneered Its First Policy on Protection from Sexual Exploitation and Abuse and Created the Action Alliance for Preventing Sexual Misconduct (AAPSM):** USAID pioneered the Agency's first **Policy on Protection from Sexual Exploitation and Abuse (PSEA)**. The policy aligns with USAID's core values and international commitments to prevent and address the sexual exploitation and abuse perpetrated by aid workers against those who receive our assistance, holding our partners and staff to the highest standard of conduct and beneficiary protections across all our programming. The AAPSM formulated the PSEA policy through a robust, collaborative process that included multiple rounds of consultations with USAID staff and implementing partners across more than **70 countries.**

● **Advancing the Agency's Capacity on the Critical Interactions of WPS and CVE:** USAID recognizes that increasing its staff capacity on the integration of gender and violent extremism is a critical component of successful policies and programs. Consistent with the WPS Strategy and the Strategy to Support Women and Girls at Risk from Violent Extremism and Conflict (2018), which recognizes the diverse roles women play in countering violent extremism, the Agency's forthcoming ***"Guide to Advancing the Integration of Gender into CVE Programming"*** is designed for CVE practitioners, Gender Advisors, implementing partners, and others who wish to ensure a thorough analysis of and response to the gender dynamics of violent extremism. The toolkit provides resources for integrating gender and CVE considerations at all points of USAID's Program Cycle. USAID continues to invest in global research to increase its staff's understanding of the complex dynamics of gender and CVE. The research activities in the Liptako-Gourma area shared by **Burkina Faso, Mali, and Niger** is contributing to a robust and nuanced understanding of the gendered differences in the drivers of violent extremism in the Central Sahel region. During the reporting period, USAID applied Complexity-Aware

Monitoring and Evaluation to pilot programs focused on women's engagement in CVE and research on key factors that improve the resilience of women, children, and families to GBV.

- **Increasing Staff Capacity on WPS Monitoring, Evaluation, and Learning (MEL) Efforts:**
  USAID's commitment to demonstrating measurable results, reassessing, adjusting programming, and harnessing learning to inform future planning are integral to USAID's approach to development and humanitarian assistance. USAID reporting will build on the existing set of foreign-assistance indicators, including the suite of cross-cutting gender indicators that address gender equality and women's empowerment, GBV, and WPS. For the first time, during the next year, the U.S. government will measure our collective progress through the integration of WPS interagency metrics.

LOE 4: Partner Support
Highlighted Countries and Regions: African Union, Albania, Bolivia, Chile, Colombia, Ecuador, Nicaragua, Paraguay, Peru

Encourage partner governments to adopt policies, plans, and capacity to improve the meaningful participation of women in processes connected to peace and security and decision-making institutions.

The Agency values its partnerships with diverse stakeholders, particularly with host governments, to adopt policies, strategies, and plans that aim to increase women's participation and protection in peace, security, and CVE-related processes. This includes the development, implementation, and review of partner governments' National Action Plans (NAPs) on WPS.

- **Fortifying the African Union's Capacity to Track and Catalyze the Continent's NAPs on WPS**:
  USAID's Operating Unit within the U.S Mission to the **African Union (AU)** is supporting the AU's Continental WPS efforts to fortify AU capacity to track and catalyze AU member states' implementation of international instruments that protect women's rights, and promote their meaningful participation in peace processes. In 2020, activities at the AU finalized NAPs for WPS for the Congo, Djibouti, Gabon, South Africa, and Sudan, bringing the total number of AU member state NAPs to 30.

- **Increasing WPS Integration at Albania's National Coordination Center for CVE:** In **Albania,** WPS activities help to increase the capacity of the National Coordination Center for CVE and strengthen citizen engagement to prevent violent extremism with a focus on WPS activities at national and municipal levels. The activities helped establish and strengthen the positions of Gender Equality Officers at the local level, which enhances advocacy for a shift in the way municipalities view "women's issues." These activities created an enabling environment for investing in women's empowerment, gender mainstreaming, and gender-responsive budgeting and provided a framework for representatives from the Albanian Parliament and key Line Ministries to engage representatives from the local levels, donors, and international organizations on gender equality.

- **Advancing Inclusive Practices on Disaster Risk Management (DRM) with Social Actors and Governments in Latin America:** Since 2017, USAID has supported the Inclusive Disaster Risk Reduction Project implemented by Humanity and Inclusion to mainstream the inclusion, participation, and protection of the most at-risk groups in DRM, including women and girls, persons with disabilities, older persons, and indigenous groups, to promote stronger recovery and resilience in communities affected by disasters. The project released an [Inclusive Practices in Disaster Risk Management (2020) report](#) highlighting best practices from working with social actors and governments on inclusive DRM

initiatives in Latin America **(Bolivia, Chile, Colombia, Ecuador, Nicaragua, Paraguay, and Peru)** and features efforts designed to elevate women's leadership in building more inclusive and resilient societies.

- **Prioritizing the Integration of WPS into U.S. Government Multilateral and Global Commitments:** USAID continues to play an integral role in close coordination with member states and the global community of practice to integrate gender equality, GBV, and other key WPS priorities effectively into multilateral commitments with the **G5, G7, and The North Atlantic Treaty Organization (NATO)**. For example, USAID is supporting the G5 Sahel Executive Secretariat and G5 Sahel member states to develop policies, plans, and capacity to improve the meaningful participation of women in peace and security in the region. This includes the development of a Regional Gender Policy that enables it to monitor and ensure the implementation of international instruments that protect women's rights and enhance their participation in peace processes across West Africa. USAID supported the Economic **Community of West African States (ECOWAS) Early Warning and Response Network (ECOWARN)** to integrate gender in its data systems through the inclusion of incidents of GBV. In line with the priorities of the Biden-Harris Administration, the U.S. government continues to lead the global fight against GBV in emergencies through strong partnerships with responders and fellow donors to better address the needs of women and girls. This commitment is demonstrated by the U.S. government's *Safe from the Start* initiative and engagement on the global *Call to Action on Protection from Gender-based Violence in Emergencies* platform.

Challenges, Gap, Opportunities, and Next Steps

While USAID has made strides in strengthening the status of women in both the public and private spheres in areas affected by crisis and conflict, there are remaining gaps and challenges that must be addressed to advance women's roles in their communities and to strengthen coordination efforts with host governments, civil society, and the broader donor community.

During the reporting period, the Agency experienced many challenges related to the global COVID-19 pandemic, which had devastating impacts abroad and at home. To address the challenges of the critical intersections between WPS and COVID-19, USAID worked hard to ensure that women's leadership and meaningful participation in COVID-19 prevention, response, and recovery efforts were considered critical interventions for the success of humanitarian and development efforts. Additional challenges related to the pandemic include, but are not limited to, trends of increasing authoritarianism and closing civic and political space, which has led to more restrictive operating environments for civil society including women leaders, organizations and networks, human rights defenders, and activists. Insecurity and conflict present significant threats to women's empowerment. For example, in **Afghanistan,** the increase in violence, the uncertainty of the ongoing peace process, and the impacts of the pandemic threaten the progress made on women's safety, empowerment, and meaningful participation in decision-making processes in the last 20 years. As a testament to the threats faced, there are numerous reports of Afghan women activists, journalists, and health workers increasingly targeted in the early months of 2021.

Following the same pattern as the Agency's experience working on previous pandemics, USAID observed a spike in GBV globally, including intimate partner violence (physical, verbal, economic, and psychological); digital harm, including online and offline sexual harassment and gender-based bullying and abuse; sexual exploitation and abuse; trafficking for commercial exploitation, especially online, as well as Child and Early Forced Marriage (CEFM) as negative coping strategies in response to social and economic stressors. Evidence from previous pandemics, such as the Ebola epidemic, highlights that GBV response and prevention efforts

must be prioritized as first-line lifesaving responses. In addition, GBV risk-mitigation measures across all sectors and activities must be considered essential. These measures can address economic and emotional stressors at the household level; ensure equal participation in distance learning and safe return to learning for girls; address the inequitable impacts climate change has on women and girls; and provide safe access to water, sanitation, and hygiene. Finally, other COVID-19-related challenges include the inability to conduct in-person site visits and meetings with partners. In response to the decrease in accessibility and travel, USAID's Complex Crises Fund (CCF) and WPS activities in **Mozambique** quickly adapted to virtual monitoring, evaluation, and management of the program**.**

Withstanding the effects of the global pandemic, USAID Missions are also grappling with ongoing insecurity due to political transitions, violent extremism, and climate crises that have led to displacement and movement of people, further increasing the vulnerability of women and girls to violence, trafficking, and exploitation. Increasing conflict, violence, and displacement in the **Lake Chad and Sahelian** countries have decreased women's access to education, exacerbated early and forced marriages, and led to increases in GBV and their risk of illness. In **Ethiopia**, the deteriorating political and security environment has resulted in a reported increase in GBV amid significantly restricted humanitarian access.

USAID is working hard to fill the gaps in high-quality services to address the rehabilitation and reintegration of women who return from conflict or violent extremist groups, in particular those who experience trauma and stigmatization from their families and communities. **In Sierra Leone** and **Liberia**, studies on the topic of "Wartime Wives," women ex-combatants and women associated with armed actors, have shown that such rejection has contributed to increased risks of suicide, the abandonment of children, and prostitution.[9] In **Syria and Iraq**, the slow reintegration of women and families from the Al-Hawl Camp and other facilities into their communities of origin has proven challenging due to legal limitations on the provision of assistance to individuals who may have ties (historical or otherwise) to designated terrorist organizations. Addressing this lack of access and gaps in services for women and children returnees from the Middle East and North Africa region have proven to be critical needs in the Agency's WPS and CVE interventions.

USAID recognizes that the strength of a people or nation depends on the ability to interact with all communities in a respectful, inclusive, and multidimensional manner. USAID remains committed to encouraging deeper engagement of the intersectionalities inhabited by women— which includes class, caste, race, ethnicity, religion, and varying abilities. Prioritizing inclusion enables USAID to better engage with marginalized populations such as individuals who identify as LGBTQI+, persons with disabilities, and indigenous communities, to ensure their voices, needs, and contributions are included in peace and security efforts. In line with the Agency's new Diversity, Equity, and Inclusion Strategy, USAID is committed to recruiting and retaining a workforce that truly reflects the United States. This commitment includes increasing the diversity of our technical staff focused on conflict, crisis, humanitarian assistance, CVE, gender equality and women's empowerment, and WPS. USAID continues to seek opportunities to ensure our activities are actively engaging and supporting women and girls, particularly those from marginalized, underserved, and under-represented communities.

As a global leader in international development and humanitarian assistance, USAID recognizes the crucial role it plays in shaping equitable partnerships with local women's organizations. Stemming from the collaboration with the University of San Diego, Kroc IPJ, the Agency will continue to look for opportunities to address the constraints faced by local women peacebuilders including supporting capacity-building programs, project implementation, and administrative costs necessary to adhere to strenuous donor reporting and financial

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[9] https://www.peacewomen.org/sites/default/files/wps_onlinedisscussions_instraw_2010_0.pdf

requirements. In the coming years, USAID is also committed to creating rapid funding mechanisms to address barriers to women's participation. WPS-dedicated funding activities in **Burma** tackled barriers to women's participation through support for child care, elder care, transportation, and training. Such practical interventions helped to increase women's participation in the formal peace process from 17 to 22 percent. Expanding on successes in women's inclusion such as this, USAID aims to make critical interventions to support women's meaningful participation the rule, not the exception.

Appendix C:
Department of Homeland Security Report on the Implementation of the Women, Peace, and Security (WPS) Act

Executive Summary

In May 2020, the former Department of Homeland Security (DHS) Acting Secretary, Chad Wolf, designated the Officer for Civil Rights and Civil Liberties (CRCL) as the DHS senior official for Women, Peace, and Security (WPS).

The WPS Act of 2017 was signed into law on October 6, 2017. The Act recognizes the benefits derived from creating opportunities for women to serve as agents of peace via political, economic, and social empowerment. In June of 2019, in response to the requirements of the Act, the White House published the *United States Strategy on Women, Peace, and Security.* In May 2020, DHS published its agency-specific implementation plan. Because the WPS Act is an internationally focused strategy, DHS serves in a supporting role to the U.S. Department of State (DoS) and the U.S. Agency for International Development (USAID). The WPS Act, its implementing strategy, and agency plans aim to promote the meaningful inclusion of women in processes to prevent, mitigate, resolve, and recover from deadly conflict or disaster.

The overall goals of the WPS Act were developed to ensure that:

- Women are more prepared and increasingly able to participate in efforts that promote stable and lasting peace;
- Women are safer, better protected, and have equal access to government and private assistance programs, including from the United States, international partners, and host nations; and
- The United States and partner governments improve institutionalization and capacity to ensure WPS-related efforts are sustainable and long-lasting.

Following the approval of the implementation plan in May 2020, DHS established internal communication structures and focused on gathering baseline data for the first United States Government (USG) WPS interagency report, as required by the WPS Act. This current report is the first DHS WPS Act report intended to benchmark current progress; it will be provided to DoS for inclusion in the June 2021 USG WPS interagency report.

Department Highlights

In fiscal years 2019 and 2020, U.S. Customs and Border Protection (CBP) staff trained 110 female foreign nationals through the International Law Enforcement Academy (ILEA). U.S. Citizenship and Immigration Services (USCIS) staff provided Brazil country of origin and travel documentation training in addition to a protection officer interview workshop to an additional 63 female foreign nationals. Through its mentoring programs (including the DHS-wide Women In Law Enforcement Mentoring Program), emergency response training, law enforcement trainings, and leadership programs, the Federal Emergency Management Agency (FEMA), U.S. Immigration and Customs Enforcement (ICE), Transportation Security Administration (TSA), and CBP collectively trained 284 women in DHS programs that components identified as integrating WPS principles. Further, as the largest Federal law enforcement agency, DHS trained 12,648 women to enter the law enforcement ranks at FLETC in FY 2019 and FY 2020. These accomplishments were achieved, while overcoming challenges resulting from COVID-19 in 2020.

During 2020, previous DHS CRCL Officers testified before the U.S. House of Representatives, presented at the interagency WPS kickoff meeting, conducted the DHS WPS initiative kickoff meeting, and participated in meetings with the USG caucus and with all DHS Components.

WPS Lines of Effort

The Lines of Effort (LOE) and metrics listed below were drafted in coordination with U.S. Department of State (DoS), U.S. Agency for International Development (USAID), and the Department of Defense (DoD). CRCL served as the DHS lead in collecting and compiling information from across DHS related to the metrics covering FY 2019 and FY 2020. The numbering of the metrics corresponds to the numbering used by all participating agencies. DHS is tasked with only responding to some of the metrics, as listed under each LOE.

LOE 1: Participation

- **Number of engagements by key USG leaders focused on increasing women's meaningful participation and leadership (Metric 1.1).**

CRCL senior leadership provided congressional testimony and participated in multiple meetings with DoS, USAID, DoD, and the White House National Security Council (NSC) staff. CRCL provided guidance to its internal leadership team, as well as to the DHS Components.

In May 2020, the former CRCL Officer presented at the WPS Act interagency rollout event. In July 2020, the former CRCL Officer testified before the House Committee on Oversight and Reform Subcommittee on National Security on "Empowering Women and Girls and Promoting International Security." In October 2020, the Deputy CRCL Officer participated in the DHS WPS caucus staff introductory meeting that included the White House NSC staff, the DHS Office of Legislative Affairs, and representatives from CRCL. In March 2021, the current CRCL Officer participated in the DHS-wide meeting to review the WPS USG metrics as they apply to DHS.

- **Number of women who participate in U.S.-funded training to foreign nationals (Metric 1.3).**

DHS provided (non-funding) resources to assist in training law enforcement officers from our foreign law enforcement agency partners. (See Table 1.) In 2019 and 2020, DHS components reported that they provided training to 173 female foreign nationals.

Table 1: List of Trainings of Foreign Nationals and Attendees (FY 2019 and FY 2020)

Component	Year	Developmental Program	Women Participants
CBP	2020	ILEA (International Law Enforcement Academy)	30
CBP	2019	ILEA	80
USCIS	2020	Brazil country of origin training for Honduran government officials from the Office of Governance, Justice, and Decentralization; Office of Human Rights; Human Rights Commission; Legal Office; and the National Migration Institute	27
USCIS	2020	Protection officer interview workshop for Honduran government officials from the Office of Governance, Justice, and Decentralization; Office of Human Rights; Human Rights Commission; Legal Office; and the National Migration Institute,	21
USCIS	2019	USCIS and DoS joint travel document training to Chinese immigration personnel in Xi'an China	15
Total			**173**

LOE 2: Protection and Access

- **The USG will review, revise, and adopt safeguarding standards that guide the conduct of implementers of USG funded programs (Metric 2.1).**

Every component within DHS applies safeguarding standards, through their public complaints processes, in order to maintain accountability during interactions between DHS federal officers and the public. The complaint processes are available to members of the public, and apply to federal officers in the field, as well as employees at detention facilities and processing centers. For example, CBP provides detainees in their short-term facilities multiple ways to report sexual abuse, sexual assault, staff neglect, or any violations of responsibilities that may

have contributed to such incidents. Third parties not connected to a detainee can also report these allegations. Reports are confidential and may be made anonymously verbally or in writing. Law enforcement agencies, members of the public, advocacy groups, among others, may also submit complaints and allegations of misconduct to the Joint Intake Center (JIC) and the DHS Office of Inspector General (OIG).

CRCL's Compliance Branch investigates complaints from the public alleging violations of civil rights or civil liberties by DHS personnel and in DHS-sponsored programs and activities. CRCL receives complaints and information from a variety of sources, including the general public, Members of Congress, non-governmental organizations (NGOs), other DHS Offices and Components, the OIG, and other governmental agencies. For example, the United States Department of Health and Human Services (HHS), Office of Refugee Resettlement (ORR), sends CRCL reports regarding the treatment of unaccompanied children by DHS personnel. The Department of Justice (DOJ) also forwards public complaints raising concerns that may fall within CRCL's jurisdiction.

- **Number of key U.S. leader engagements focused on women's safety and prevention of gender-based violence (GBV) in conflict, crisis, and disaster contexts (Metric 2.2).**

DHS remains committed to aiding in the prevention of gender-based violence (GBV) and ensuring women's safety. The various components within DHS support and implement the recommendations of the Violence Against Women Act (VAWA) and participate in the DHS Council on Combating Violence Against Women. DHS also has a significant anti-human trafficking presence that aims to protect women and other victims of human trafficking from all forms of human trafficking, sex crimes, forced labor, and GBV. The DHS Blue Campaign is a national public awareness campaign, designed to educate the public, law enforcement and other industry partners to recognize the indicators of human trafficking, and to appropriately respond to possible cases. The Blue Campaign works closely with DHS components to create general awareness training and to provide materials to law enforcement and others to increase detection of human trafficking and to identify victims. In October 2020, DHS stood up the Center for Countering Human Trafficking, an ICE-led center that integrates DHS investigative and enforcement operations, victim assistance, intelligence, outreach, and training to effectively respond to human trafficking on a global scale. ICE, a partner in the Human Rights Violators and War Crimes Center, joined DOJ, foreign government partners, NGOs, and local communities in calling for the eradication of female genital mutilation on the International Day of Zero Tolerance for Female Genital Mutilation on February 6, 2021. FLETC also continues to provide training on combating sex crimes, GBV, and human trafficking.

In the future, DHS leadership will seek additional opportunities for engagements and trainings focused on women's safety and the prevention of GBV.

LOE 3: Internal U.S. Capabilities

- **Departments and agencies designate one or more senior official to be the lead for Women, Peace, and Security (Metric 3.1).**

The CRCL Officer was designated to serve as the senior official to lead the WPS Strategy implementation for DHS.

- **Number of USG training that integrate WPS principles (Metric 3.2).**

In addition to its regular law enforcement trainings, DHS offers training that promotes the advancement of women in leadership and protection for women against sex crimes, human trafficking, and GBV. DHS trains thousands of women each year to enter the ranks of those who secure our nation. (See Tables 2 and 3.)

Table 2: Training Integrating WPS Principles (FY 2019 and FY 2020)

Component	Developmental Program	Women Participants
DHS-Wide	Women in Law Enforcement Mentoring Program 2020	61
FEMA	Community Emergency Response Team Training (CERT) in partnership with Mexico National School of Emergency Management	179
ICE	Athena Mentoring Program	9
ICE	ICE Women's Mentoring Program	25
TSA	Women in Federal Law Enforcement (WIFLE)	7
CBP	Women in Federal Law Enforcement (WIFLE)	3
Total		**284**

There were 284 women in training programs identified as integrating WPS principles in 2019 and 2020.

Additional trainings were reported by DHS components that increased the number, and promoted the upward mobility, of women in law enforcement. These trainings are in addition to those conducted by CBP, TSA, and other DHS Components that hire and train women into roles directly related to maintaining peace and security. Overall, 12,648 women were trained.

Table 3: Additional Training by Components (FY 2019 and FY 2020)

Component	Developmental Program	Women Participants
FLETC	Federal Law Enforcement Training Academy 2020	4,407
FLETC	Federal Law Enforcement Training Academy 2019	7,137
ICE	Federal Immigration and Customs Enforcement Officer Training 2020	438
ICE	Federal Immigration and Customs Enforcement Officer Training 2019	596
DHS Public Health Service	DHS annual training for supervisors of commissioned corps officers	70
Total		**12,648**

- **Departments and agencies establish internal WPS coordination structures and mechanisms (Metric 3.3).**

DHS established internal coordination and communication processes by identifying key points of contact (POCs) within every component. Since June 2020, the POCs have participated in meetings with CRCL and provided input to this report. Moving forward, the POCs and Component senior leadership will engage within their respective components to promote WPS-related programs and activities.

- **Total funding of activities aligned with WPS Strategy objectives (Metric 3.4).**

DHS provided trainings for partnering countries abroad; however, those trainings were either purchased by the partnering nation or funded through DoS, DoD, or USAID.

- **<u>Number of key USG strategies that explicitly integrate WPS principles (Metric 3.5).</u>**

To the extent that DHS is involved in foreign policy, DHS's role is to provide support to DoS to integrate WPS Act principles into key USG strategies.

LOE 4: Partner Support

- **<u>Number of engagements by key U.S. leaders that lead to formal partnerships on WPS with partner nations (Metric 4.1).</u>**

DHS has a domestic focus, with a mission of countering terrorism and homeland security threats, securing U.S borders, and protecting critical infrastructure. As stated, above, the extent that DHS is involved in international agreements and partnerships, DHS's role is to provide support to DoS to integrate WPS Act principles into international agreements and partnerships.

Gaps, Challenges, Opportunities/Next Steps

DHS used this initial baseline reporting process to establish internal structures, engage components in WPS-related efforts, and obtain historical performance on the WPS implementation plan metrics. CRCL is on track to expand its resources to implement the provisions of the WPS Act and is adding an additional program manager to oversee its implementation. In order to improve DHS's WPS efforts, CRCL and DHS will undertake the following next steps:

- Continue to coordinate with USG partners (DoS, USAID, DoD, NSC) on WPS initiatives.

- Utilize the DHS Component POC network to socialize WPS throughout DHS and to improve metric reporting.

- Coordinate with DoS to provide support in integrating WPS Act principles into international agreements and partnerships via appropriate DHS Components/Offices, such as its Office of Policy.

- Continue with additional cohorts of the DHS-wide Women in Law Enforcement Mentoring Program.

- Convene a Women in Law Enforcement Interagency Working Group with DHS, DOJ, and Department of Treasury (USDOT), collaborating on workplace actions to improve career development, engagement, advancement, and retention, along with sustaining work-life balance.

Appendix D:
U.S. Department of Defense Women, Peace, and Security Implementation Plan Narrative Report

Executive Summary

Pursuant to the Women, Peace, and Security (WPS) Act of 2017 (Public Law 115-68), the White House released the U.S. Strategy on Women, Peace, and Security (WPS Strategy) in 2019. In June 2020, each implementing agency named in the WPS Act (the Departments of Defense (DoD), State, Homeland Security, and the United States Agency for International Development) released department/agency-specific implementation plans. The DoD WPS Strategic Framework and Implementation Plan (SFIP) laid out three overarching, long-term Defense Objectives (DOs), around which this report is organized:

❖ DO 1. The Department of Defense exemplifies a diverse organization that allows for women's meaningful participation across the development, management, and employment of the Joint Force.

❖ DO 2. Women in partner nations meaningfully participate and serve at all ranks and in all occupations in defense and security sectors.

❖ DO 3. Partner nation defense and security sectors ensure women and girls are safe and secure and that their human rights are protected, especially during conflict and crisis.

The DOs set the Department on a path to implement the WPS Strategy by aligning Department action in support of the WPS Strategy Lines of Effort (LOEs), as illustrated below.

	WPS LOE 1: Support women's participation	WPS LOE 2: Promote women and girls' human rights, safety, and access	WPS LOE 3: Adjust U.S. programming	WPS LOE 4: Encourage partner nations to support WPS
Defense Objective 1: Model & Employ WPS	●	●	●	
Defense Objective 2: Promote partner nation women's participation	●		●	●
Defense Objective 3: Promote protection of partner nation civilians		●		●

The Department has taken significant steps to implement the WPS Act and WPS Strategy since both documents were published, particularly through the development and launch of WPS training and the placement of Gender Advisors (GENADs) at Combatant Commands (CCMDs), in the Office of the Under Secretary of Defense for Policy (OUSD(P)), and in the Joint Staff (JS.) The release of the SFIP in June 2020 and the allocation of funding for WPS breathed new life into WPS implementation at DoD. Efforts to incorporate SFIP guidance into policies, plans, and strategies began in earnest; WPS staffing and training increased further; and senior leaders from many components promoted WPS both publicly and within their organizations. At the same time, COVID-

19 restrictions posed myriad challenges to SFIP implementation and, as a result, many planned training events, partner nation exchanges, and travel had to be cancelled or postponed.

The DoD SFIP, released in late FY 2020, is the first DoD-specific WPS implementation plan. Following the plan's publication, OUSD(P) conducted a Department-wide data call and received information on WPS implementation for FY 2020. The Department acknowledges the challenges associated with collecting information for a time period that covered part of the year before the release of the SFIP. The FY 2020 submissions received from each component within DoD helped form the basis of this report.

Department Highlights

The Department achieved a number of accomplishments in FY 2020. Below are a few of the highlights:

- The Secretary of Defense approved the SFIP, which is the first DoD-specific WPS implementation plan following the enactment of the WPS Act of 2017.

- Eight of the 11 CCMDs employed a full-time Gender Advisor (GENAD) and made significant progress in developing networks of Gender Focal Point (GFP) staff members to coordinate WPS implementation.

- GENADs at CCMDs oversaw the implementation of $3 million in activities designed to build partner capacity to advance WPS principles. Additionally, OUSD(P) oversaw the expenditure of $4.5 million to implement WPS, which was executed by OSD, the JS, and the CCMDs.

- Training on WPS and the inclusion of WPS principles in existing training and educational programs increased. Many of these training efforts and training enhancements were in furtherance of the training requirements prescribed in Section 6 of the WPS Act.

WPS Defense Objectives

DO 1: The Department of Defense exemplifies a diverse organization that allows for women's meaningful participation across the development, management, and employment of the Joint Force.

DO 1 supports WPS Strategy LOEs 1, 2, and 3, which focus on women's preparation for and meaningful participation in decision-making; the protection of women and girls' human rights and safety; and adjustments in U.S. international programs to support women's empowerment efforts.

The Department of Defense will achieve success under DO 1 by modeling and employing WPS principles. This requires a range of efforts to be focused on internal DoD policies, staffing, and training/education.

Laying the Foundation through Policy and Guidance

The release of the SFIP in June 2020 sparked numerous DoD efforts to carry out the strategic-level guidance in the unique contexts of the various implementing components. The JS J5 and the OUSD(P) organized and facilitated the first DoD WPS SFIP implementation workshop, attended by 45 WPS representatives from the OUSD(P), the JS, the CCMDs, the Defense Security Cooperation Agency (DSCA), and the Military Departments. The purposes of the workshop were to provide an overview of OUSD(P) and JS priorities for

WPS implementation; solicit input on WPS training requirements; and provide guidance on assessment, monitoring, and evaluation (AM&E) of WPS across DoD activities. This workshop helped shape OUSD(P) and JS WPS implementation efforts in FY 2020.

The JS integrated WPS into relevant doctrine to ensure SFIP priorities permeate through Service and CCMD policies. The JS submitted WPS revisions to numerous Joint Publications on topics including intelligence, operations, security cooperation, and planning, among others.

The U.S. Army (USA) drafted an Army WPS Implementation Plan and Execute Order. In addition to providing input to some of the joint publications noted above, the USA also drafted input for Field Manuals covering Civil Affairs, Operations, and Protection of Civilians, among others. The USA Peacekeeping and Stability Operations Institute (PSKOI) developed a draft Human Security White Paper and initiated development of a Human Security Leadership Reference Guide. Both documents include sections on WPS. Additionally, the Deputy Assistant Secretary of the Army for Equity and Inclusion founded the Gender Equity Working Group (GEWG). The purposes of the GEWG are to develop recommendations, formulate policy recommendations, and analyze trends regarding the recruitment and retention of women to the Defense Department Advisory Committee of Women in the Services (DACOWITS).

Recognizing the need to retain the most talented officers, the Commandant of the Marine Corps (CMC) directed policy changes designed to support Marines throughout the length of their careers. The CMC provided guidance to all Deputy Commandants directing actions that ranged from identifying costs, benefits, and risks associated with implementing a one-year paid maternity leave policy to providing recommendations on the feasibility of recruiting for return-to-active duty selected female Marines, with a focus on previously gender-restricted units and Military Occupational Specialties (MOS). The CMC also identified the following as an imperative: identify structural obstacles and biases that result in an absence of diversity (ethnic, racial, gender) within senior officer ranks, including general officer ranks.

The CCMDs additionally adapted the SFIP to the regional or functional areas in which they operate. U.S. Northern Command (USNORTHCOM) developed a Command WPS Strategic Implementation Guidance Memorandum based on the SFIP, with specific USNORTHCOM objectives and approach anchored on USNORTHCOM's core mission areas. U.S. Special Operations Command (USSOCOM) developed a plan to institutionalize and incorporate WPS Concepts in operational plans, policies, and assessments in order to increase operational effectiveness at all levels throughout the USSOCOM Enterprise. Lastly, following an internal roundtable and a planning process, U.S. Strategic Command (USSTRATCOM) formalized an initial way ahead on WPS implementation with first steps that include leadership training for women internally and an examination of CCMD recruiting efforts.

Building the Gender Network

Components identified GENADs, or WPS full-time equivalents, and made significant progress in building networks of GFPs, who take on WPS implementation as additional duties. In FY 2020, DoD built and sustained a cadre of these WPS subject matter experts (SMEs) across the Department, including in the OUSD(P)/Stability and Humanitarian Affairs, the JS J5 and J7, the Military Departments, DSCA, and at nearly all of the CCMDs.

To ensure that WPS implementation efforts across the components are streamlined, OUSD(P) hosted quarterly synchronization meetings with the nearly 200 members of the DoD WPS community of interest. Additionally, OUSD(P) synchronized WPS efforts with colleagues in the OUSD for Personnel and Readiness (P&R) to ensure that DoD models and employs the same best practices the Department encourages partner nations to

uphold. The OUSD(P) identified and conducted regular outreach with colleagues in the OUSD(P&R) to ensure the alignment of efforts to empower and protect women and to share best practices and lessons learned.

Senior-level support is critical to the success of DoD's WPS program. In FY 2020, DoD saw many components take steps to signal this support through the appointment of senior WPS representatives.

The USA designated a senior WPS representative, the Deputy to the Commanding General at the Combined Arms Center (CAC). The U.S. Army War College (USAWC) also formalized a full-time WPS Lead who reports directly to the Commandant. Similarly, the USMC selected the Office of the Deputy Commandant, Training and Education Command (recently elevated to a three-star general officer command), as the lead for WPS, which will help align Service education initiatives with WPS principles. This alignment will help institutionalize WPS into USMC curriculum and doctrine.

In FY 2020, USCENTCOM and USNORTHCOM hired new full-time contract GENADs to support WPS implementation across the Commands. USSOCOM also hired a full-time staff member to address WPS and Security Cooperation (SC) training gaps, in addition to the full-time contract GENAD at USSOCOM. USSOCOM also began developing a network of Human Security Integrators (GFP equivalents) in select touchpoints at USSOCOM headquarters.

U.S. Indo-Pacific Command (USINDOPACOM) maintained an active GENAD/GFP network through ongoing WPS implementation efforts of the 7th Fleet; Hawaii National Guard; Task Force Oceania; State Partnership Program; and USINDOPACOM J-directorates, components, interagency liaisons, civil society organizations, and partner nation militaries.

The Commander (CDR) of U.S. Southern Command (USSOUTHCOM) realigned the WPS program under the Civilian Deputy to the CDR and appointed a Chief of the WPS Program. Additionally, the Chief of Staff signed a GFP memorandum directing every J-directorate and component in the Command to appoint a GFP. The Civilian Deputy to the Commander ensured that WPS was integrated into every key leader engagement.

The USSOUTHCOM GFP network expanded to more than 15 members in just a few months in FY 2020 and met monthly to coordinate on WPS implementation. This network helped the WPS team identify gaps and opportunities within USSOUTHCOM's area of responsibility (AOR), preparing the team to be better equipped to implement WPS across numerous functional areas.

Advancing WPS Through Training, Education, and Strategic Communication

Despite the passage of the WPS Act in 2017, anecdotal evidence suggests that most DoD personnel are not aware of WPS, including how it relates to their work. Training, education, and messaging help to bridge this gap and ensure DoD military, civilian, and contractor personnel understand the WPS Act and their role in implementing it within the Department.

Pursuant to Section 6 of the WPS Act, the OUSD(P) worked with other offices to integrate WPS into existing training modules, such as the Countering Trafficking in Persons (CTIP) training. The CTIP training is mandatory for all new hires at the Department, as well as for all personnel mobilizing to deploy to areas of known conflict. As such, tens of thousands of Department personnel receive the training each year. Beyond formal training, the OUSD(P) engaged and educated DoD personnel and senior leaders on the Department's WPS implementation requirements and efforts. OUSD(P) personnel provided numerous briefings to senior leaders within the OUSD(P), the Military Departments, and the JS, and to various working groups in the

Department, including the OUSD(P) Action Officer Council, the Department of the Air Force Women's Initiatives Team, and the Foreign Area Officer Council.

Incorporating feedback from the SFIP Implementation Workshop, JS J5 worked together with JS J7 to develop, update, and align WPS training efforts for the Joint Force. Their work included developing two new Joint Knowledge Online courses: Introduction to WPS and DoD Implementation of WPS. They also leveraged contract support to update and standardize the program of instruction for the Operationalizing WPS (OpWPS) 100 and 200 level courses designed to train GENADs and GFPs across DoD. In FY 2020, the JS also hosted a virtual OpWPS 100 course to train 24 GFPs and build capacity across the Military Departments and Services, CCMDs, and Professional Military Education institutions. Lastly, JS J5 developed toolkits on integrating WPS into joint exercises and SC.

The USA CAC facilitated a panel discussion on Gender, Population Engagement, and Civil Affairs – Army Doctrinal Changes – at the Civil Affairs Association Symposium. The USAWC's "The War Room (A Better Peace)" podcast also featured an episode with USSOUTHCOM's Civilian Deputy to the Commander highlighting WPS efforts in the USSOUTHCOM AOR and the importance of women's leadership.

The Defense Security Cooperation University (DSCU) included a WPS module in the Security Cooperation Executive course.

USINDOPACOM developed and delivered six multi-day courses focused on integrating gender perspectives into military operations and SC engagements. WPS training and education leveraged the expertise of a diverse instructor/facilitator pool across USINDOPACOM, the JS, civil society organizations, and partner nations, and ensured curriculum/webinar content supported WPS objectives.

USNORTHCOM co-produced an educational video with the JS, "WPS in Response to COVID-19," which highlighted USNORTHCOM's leadership in the domestic COVID-19 pandemic crisis response effort and featured the OUSD(P), USINDOPACOM, and USSOUTHCOM. USSTRATCOM and USNORTHCOM partnered with Cornell University to provide a tailored Women in Leadership Program certification. This customized Ivy League program identifies the challenges women face in the workplace and provides tools and resources to overcome them.

The USSOUTHCOM CDR and Civilian Deputy to the CDR co-authored a WPS article for *America's Quarterly Magazine* (a leading regional publication dedicated to politics, business, and culture in the Americas). The USSOUTHCOM WPS team worked diligently with the Public Affairs Office to highlight WPS on USSOUTHCOM's social media platforms on a weekly basis. USSOUTHCOM leadership also incorporated WPS into speeches, presentations, and public statements, including the CDR's communication book, congressional testimony, and the Hemispheric Security Conference.

DO 2: Women in partner nations meaningfully participate and serve at all ranks and in all occupations in defense and security sectors.

DO 2 supports WPS Strategy LOEs 1, 3, and 4, which focus on women's preparation for, and meaningful participation in, decision-making; adjustments in U.S. international programs to support women's empowerment efforts; and engagements with partner nations to improve women's meaningful participation.

Building DoD Capacity for WPS

Recognizing the need for greater support to implement DO2, the OUSD(P) hired two full-time WPS personnel to focus on further integrating WPS principles into the Department's SC guidance, AM&E, and activities with partner nations. Additionally, the OUSD(P) led teleconferences for U.S. Security Cooperation Offices across Africa and Latin America on how to integrate WPS concepts into programming. With the $3 million appropriated in FY 2020 for "Gender Advisors Building Partnership Capacity Women's Programs," the OUSD(P) funded DoD components to conduct WPS activities.

The OUSD(P)'s strategic efforts focused on Africa included creating a monthly Africa WPS interagency working group to coordinate programming, public affairs efforts, and partner engagements.

Although the COVID-19 pandemic cancelled many in-person training events, conferences, and exchanges, DSCA Institutes and Regional Centers, CCMDs, and Military Departments still developed and refined WPS-specific material and shifted to virtual platforms where possible. The Defense Institute of International Legal Studies (DIILS) created and implemented a WPS Annex for Institutional Capacity Building (ICB) planning. DIILS also developed reporting templates to enable DIILS ICB activities in support of the SFIP objectives, and captured all necessary data for future AM&E analysis. DIILS's resident courses sought to incorporate WPS elements holistically and leveraged WPS SMEs to incorporate new educational blocks of instruction. Additionally, the Africa Center for Strategic Studies (ACSS) ensured its programs recruited women in even larger proportions within the defense and security sector to invest more heavily in women's leadership development.

The Institute for Security Governance (ISG) developed a new course in FY 2020, which supports WPS goals, entitled "Women in Strategic Defense and Security Decision-making." Following the release of the DoD SFIP, the ISG also updated its existing course that supports WPS objectives, "Women's Integration into the Armed Forces."

U.S. European Command (USEUCOM) assumed leadership on the North Atlantic Treaty Organization (NATO) Committee on Gender Perspectives with a Deputy Chair, a Professional Facilitator, and an SME. This vital partnership enhances coordination for activities to enable leadership in the WPS community.

At USSOCOM, the staff established a training framework for partner capacity building at SC schools. The USSOCOM GENAD established a network of GFPs at the Theater Special Operations Commands (TSOCs), in coordination with CCMD GENADs, to support Regional SC activities and events. USSOCOM also established a relationship with Joint Special Operations University (JSOU) to support the International Education department by incorporating WPS concepts into relevant curriculum. Specifically, USSOCOM, in coordination with JSOU, developed a course providing linkages between gender and violent extremist organizations (VEOs) to be delivered at the next Counter Violent Extremism (CVE) Executive Seminar. The CVE Executive Seminar provides International Military Education and Training (IMET) instruction at the General Officer (GO)/Flag Officer (FO)/Senior Executive Service (SES) level.

Delivering WPS Engagements with our Partners

At the request of the Office of Defense Cooperation in Mexico, DIILS developed a week-long WPS-focused seminar. The William J. Perry Center (WJPC) provided support to partner nation events and regional organizations on WPS through expert presentations. The Daniel K. Inouye Asia-Pacific Center for Security Studies (DKI APCSS) offered four courses in FY 2020, each of which integrated WPS curricula with a WPS-themed plenary lecture, seminar discussion, and electives. As a capstone event of the four-week Comprehensive Crisis Management Course, DKI APCSS hosted a full-day workshop on Understanding Gendered Security in Crisis Management, which assembled 21 SMEs to engage with 110 in-resident fellows from 37 partner nations.

In addition, six fellows initiated a WPS-themed Fellows Project to address specific security-based problems or opportunities in their countries. One of these projects, created by a Nepalese security practitioner, developed into a Gender Action Plan for the Project Coherence Unit at the United Nations (UN) Office for Project Services in Kathmandu.

The George C. Marshall European Center for Security Studies hosted its first hybrid WPS event with distinguished speakers on live and virtual panels, and with notable alumni and WPS SMEs in a virtual audience. The event included two panels – one covered various perspectives on the progress made through United Nations (UN) Security Council Resolution 1325 on WPS, and the second covered the importance of gender equality for national security.

U.S. Africa Command's (USAFRICOM) J29 conducted an all-female intelligence course in Abuja, Nigeria, which included female students from Nigeria, Niger, Senegal, Mali, and Chad. USAFRICOM's J584 facilitated a UN Gender in Peace Support Operations course in Kenya. USAFRICOM also hosted the Women's Communication Symposium, a military-to-military (M2M) engagement to build the capacity of female communications and signal officers to perform their functional roles within African partner militaries.

Synchronizing with U.S. interagency partners, the USEUCOM GENAD delivered a keynote interview at the second Annual Ukrainian Association of Women in Law Enforcement Conference in Kyiv, Ukraine. This interview emphasized the essential role of women in the security sector, which can serve as the first line of defense against corruption and a breakdown in the rule of law.

USINDOPACOM assisted the Australian Defence Force with the planning and launch of a regional WPS training network. USINDOPACOM also joined the Pacific Gender Defence Network as an extended member, which includes New Zealand, Tonga, Fiji, Papua New Guinea, Vanuatu, and Australia. Lastly, USINDOPACOM assisted in the delivery and instruction of the Republic of Fiji Military Forces' first GENAD Course, which was tailored from USINDOPACOM curriculum design.

USNORTHCOM executed high-level events such as the fourth Annual Western Hemisphere Institute of Security Cooperation WPS Symposium. This event engaged key USNORTHCOM leadership on implementation of WPS within U.S. and partner nation defense and security sectors and garnered more than 1,000 viewers and participants from DoD and Western Hemisphere partner nations.

USSOUTHCOM commissioned a WPS study from the non-governmental organization Women in International Security (WIIS) to fill data gaps in its area of responsibility (AOR). WIIS assembled a cohort of more than 80 regional experts and developed an assessment tool for 14 partner nations. USSOUTHCOM also funded a study from the Naval Postgraduate School to gather WPS data for countries not listed in the WIIS report.

DO 3: Partner nation defense and security sectors ensure women and girls are safe and secure and that their human rights are protected, especially during conflict and crisis.

DO 3 supports WPS Strategy LOEs 2 and 4, which focus on the protection of women and girls' human rights and safety, as well as the encouragement of partner nations to improve women's meaningful participation.

The U.S military works with our partners and allies around the world to promote an understanding and respect for the law of war (also referred to as the law of armed conflict or international humanitarian law (IHL)) and international human rights law (IHRL). In the WPS context, this includes a focus on protections for women and girls.

The USA's PKSOI developed a case study that discusses protection of civilians (POC) considerations regarding the protection of women and girls from violence. The PKSOI also participated in NATO's Allied Command Transformation Military Contribution to Human Security Workshop and helped refine NATO's military approach to human security.

Much of DIILS's work in SC and building the capacity of legal professionals and operators to uphold IHRL and the law of war advances the DoD SFIP's DO 3. DIILS is the provider of choice for statutorily required law of war and IHRL seminars for units that receive U.S. assistance under Section 333 of Title 10,U.S. Code (Section 333), along with a number of other train-and-equip authorities. In Mongolia, DIILS advanced an ICB effort by developing a legal manual for Military Team Commanders and Legal Officers, which included discussions about discrimination on the basis of sex, sexual slavery, trafficking in persons, and refugees.

Agency/Department: Gaps, Challenges, Opportunities/Next Steps

COVID-19 Pandemic: Although the Department made significant progress in its implementation of the WPS Act in FY 2020, COVID-19 severely constrained the Department's efforts. Planned conferences, training sessions, security cooperation activities, and more were postponed or canceled. Where possible, components adapted such events and activities to be held virtually.

Funding: The type and amount of funding DoD received for WPS implementation in FY 2020 was helpful but left some gaps. Contracted staff in temporary positions are filling most of the GENAD positions in the Department. Their contractor status prevents full empowerment and integration for effective WPS implementation. Additionally, Military Departments' implementation of the SFIP generated unfunded staffing requirements. However, Congress remedied this in FY 2021 by providing funds for the Military Departments to implement WPS.

Policy/Guidance: The June 2020 DoD SFIP provided necessary strategic vision for how DoD will implement the WPS Act. However, it lacked the specificity and direction that components across the Department need in order to take action. In the absence of a DoD Instruction or more directive guidance, the heaviest burden of socializing and promoting WPS to CCMD, Military Department and Military Service, and Regional Center leadership—all of whom have clear priorities already—falls on the shoulders of GENADs and GFPs. Although outside the timeframe of this report, the Under Secretary of Defense for Policy released a memorandum in October 2020 that provided clearer guidance on the roles and responsibilities associated with WPS implementation, and a DoD Instruction on WPS is currently under development.

Training/Education: Although WPS training and education have expanded, the vast majority of DoD personnel still lack a deep understanding of WPS principles and implementation requirements, and many lack even a basic knowledge either. The training structure itself is challenged by sustainability issues and limited personnel with the knowledge and time to support increased training demands. WPS training and education are critical to effective implementation of the SFIP. Although the COVID-19 pandemic prevented the delivery of several training and education programs, DoD staff pivoted to online platforms where possible and developed new and better WPS training programs, many of which will be implemented in FY 2021.

AM&E: Many DoD systems are not configured to track gender-based policies, planning, operations, exercises, activities, and investments. Collecting sex-disaggregated data (SDD) is critical to tracking the Department's progress on implementing WPS, conducting gender analyses, and developing/adjusting policies and programs. The Department is working to build SDD requirements into SC systems.