

Darwin Initiative Capability & Capacity Annual Report

To be completed with reference to the “Project Reporting Information Note”:
(<https://www.darwininitiative.org.uk/resources/information-notes/>).

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

Submission Deadline: 30th April 2024

Submit to: BCF-Reports@niras.com including your project ref in the subject line

Darwin Initiative Project Information

Project reference	DARCC026
Project title	Mentoring GEN Fellows to incubate Global South biodiversity-livelihoods initiatives
Country/ies	Kenya, PNG, India, Brazil, Cameroon, Democratic Republic of Congo, Madagascar, Tanzania, Samoa, Nigeria, Zambia, Bhutan, Nepal, Peru, Bolivia, Indonesia, Belize, Guatemala
Lead Partner	Global Diversity Foundation
Project partner(s)	The Human Edge (formerly Mowgli Mentoring), Common Purpose, WildTeam University of Cambridge, University of Kent, University of Edinburgh Grassroots Global South CSOs represented by the 31 fellows of the Conservation and Communities Fellowship (from the above country list) Selected donors (cf proposal)
Darwin Initiative grant value	£199,957
Start/end dates of project	1 April 2023 – 31 March 2025
Reporting period	1 April 2023 – 31 March 2024; Annual Report 1
Project Leader name	Emily Caruso
Project website/blog/social media	https://global-diversity.org/gdf-conservation-and-communities-fellowship/
Report author(s) and date	30 April 2024, Emily Caruso + Manish Panjabi

1. Project summary

This project addresses inequities in funding flows to civil society organisations (CSOs) in the global south by building CSO capacity to access Global North funds through building confidence in donor engagement, developing proposal writing skills, supporting organisational development and strengthening project management, implementation and reporting skills. We support donors by offering tools and learning to ensure their processes and approaches are adapted to the needs of grassroots Global South CSOs.

While we were aware of these inequities, the importance of addressing them was cemented by the publication of reports highlighting the inequity of conservation funding flows, including Greening the Grassroots (Paul et al. 2022), Disparities in Funding for African NGOs (Layode et

al 2021), Money Where it Matters for People Nature and Climate (Holland et al 2022), and more. We confirmed the relevance of our approach in dialogue with grassroots changemakers and with donors, who had expressed their frustration in not being able to provide greater support to grassroots CSOs in the Global South through lack of CSO – and donor – capacities. Our project builds CSO capacities through a 10-month online and in-person fellowship for Global South grassroots conservation changemakers and supports donors through the creation of learning and tools, as well as through offering spaces for dialogue between donors and grassroots CSOs.

The project addresses multiple poverty and biodiversity challenges, principal among which is the lack of funds among local grassroots organisations and changemakers to implement local biodiversity and livelihoods projects. While these organisations and changemakers may have brilliant, locally owned and culturally appropriate solutions to the poverty and biodiversity challenges faced by their communities, they lack the funds and support they need to implement them and the capacity-building they need to make their projects a resounding success. Our project works directly with grassroots CSOs in multiple Global South countries (cf country list) to address this pressing issue.

Project Update:

Since the launch of our project in April, we have enhanced our original plans for this project. In dialogue with our partners ([The Human Edge](#) and [Common Purpose](#)), we made the bold and ambitious decision to launch one singular 10-month [Conservation and Communities Fellowship](#) (CCF) programme for Global South CSOs to be implemented over the two years. We also decided to open it up to the public for application. We opened the applications for the Fellowship on 1 August 2023, closing them on 17 September. In that time, we received **627** applications (Annex 1: all CCF applications + application form) for the Fellowship and selected 32 finalists by end September. We currently are collaborating with [31 fellows](#) as one fellow dropped out for personal reasons.

This change led us to submit a project change request in October, followed by an additional minor change request in December; both of these change requests were accepted. The change also resulted in some slippage with regards to the timeline for certain outputs; most of this slippage is accounted for as a result of the project change request. Minor additional timeline adjustments have since then emerged and are explained and justified within the report. (Annex 2: project change requests)

2. Project stakeholders/ partners

In our proposal we organised the partners according to type: grassroots CSOs; UK HE institutions; Expert organisations; and donors/foundations. As mentioned above, the partnerships with CSOs and donors emerged from the direct requests by actors from both spheres for us to develop this work. Our partnerships with Expert Organisations and UK HE Institutions were built for the purpose of project implementation. We provide responses to the questions for each partner type below:

Grassroots CSOs:

For the sake of completeness, we provide here the names of all CSOs we are connected to through the fellows; while we have built closer relationships with some of these organisations through intensive individual mentoring sessions and the development of more long-term collaborations including the development of toolkits and podcasts, we consider all of these organisations partners. We expect to work with a significant number of them post-fellowship and post-project to continue growing the fellowship and as training partners. For example, with a handful of these partners we are beginning to work on a collaborative Darwin Initiative Capabilities and Capacities proposal for R31 that aims to scale out the learnings from the CCF to local and indigenous community leaders.

- Hirola Conservation Program, Kenya,
- Asociación SERES, Guatemala,
- Kalpavriksh Environment Action Group, India

- Vida Silvestre, Bolivia,
- Green Governance Nepal, Nepal
- Fundação Príncipe, São Tomé and Príncipe,
- Instituto Socioambiental, Brazil,
- Arulagam, India,
- Ya'axché Conservation Trust, Belize,
- MKAAJI MPYA asbl, Democratic Republic of Congo,
- IMPACT Madagascar, Madagascar
- Tanjona Association, Madagascar
- Instituto Fronteiras, Brazil
- GEOYACHAQ, Peru
- Tanzanian Elephant Foundation, Tanzania
- Samoa Conservation Society, Samoa
- MENCERTC, Papua New Guinea
- Voice of Nature (VoNat), Cameroon
- Programa de Investigación felidos Bolivia, Bolivia
- GroundUp Conservation, India
- SW/Niger Delta Forest Project, Nigeria
- Maasai Mara Wildlife Conservancies Association, Kenya
- Ogiek Peoples Development Program (OPDP), Kenya
- Indigenous Movement for Peace Advancement & Conflict Transformation (I.M.P.A.C.T), Kenya
- The Society for Alternative Learning & Transformation (SALT), Kenya
- BirdWatch Zambia, Zambia
- Selamatkan Yaki, Indonesia
- Royal Society for Protection of Nature, Thimphu, Bhutan
- Agriculture and Bio-conservation Organization for Youth Empowerment and Rural Development (ABOYERD), Cameroon,
- EcoPhilia Kenya, Kenya,
- Traditional Ecosystems Survival Tanzania (TEST), Tanzania

UK HE institutions: We have built solid partnerships with:

- University of Cambridge Conservation Leadership MPhil, organising 3 MSc internships through the institution;
- University of Edinburgh Biodiversity, Wildlife and Ecosystem Health Msc, organising 1 MSc internship through the institution, and expecting to organise at least 3 more over the coming 6 months;
- University of Kent Ethnobotany Msc, organising 3 MSc internships through the institution.

Please see Annex 3 for all agreements between GDF, CSOs and MSc students, and Annex 17 for the full list of MSc projects originally proposed by fellows + list of confirmed MSc internship projects to date. We have already agreed to piloting decolonial conservation training programmes through these partnerships. We also are supporting fellows interested in applying to the MSc/MPhil programmes, resulting in one fellow beginning her MPhil in Conservation Leadership at University of Cambridge in September 2024.

Expert organisations: We worked in close partnership with [Common Purpose](#) and [The Human Edge](#) (formerly Mowgli Mentoring) for the planning, design, implementation and evaluation of the fellowship and we expect this partnership to extend well beyond the bounds of the project, including for the launch of a second fellowship in 2025. (Annex 3: Contracts between GDF and both organisations)

Our partnerships with Project Myopia and Uneathodox (formerly Luc Hoffman Institute) morphed into a direct partnership with Project In/Visibility which has become autonomous from Global Diversity Foundation (whereas when we wrote the proposal it was a project of GDF). Project In/Visibility is currently developing its branding and website and is the organisation that partners directly with Project Myopia and Uneathodox for the development of its story-sharing platform and training materials.

Donors/foundations:

Our current donors Hans Wilsdorf Foundation, Full Circle Foundation and Naia Trust are working closely with us to explore potential grantees through the CCF. Of the other donors mentioned in the proposal, Oak Foundation co-funded the Community Exchange in Morocco, and is keen to continue dialogue around potential funding for CCF fellows. We remain in contact with the remaining donors and plan to develop those partnerships further in the latter half of the fellowship. We are in early stages of building a partnership with National Geographic Society for the purposes of supporting the fellowship.

3. Project progress

Please note that all Annexes are available in [this Google Drive folder](#).

3.1 Progress in carrying out project Activities

As mentioned above, our core activity – the Conservation and Communities Fellowship (CCF) – gather and implement through one central programme **Activities 1.1, 1.2, 1.3, 1.4, 2.1, 2.2, 2.3 and 2.4** of our logframe. As a result of this change and as acknowledged in our project change request form (see Annex 2), the timeframe for the activities has slightly shifted as a result. This change has resulted in a bolder and more ambitious programme than our original plan because we have woven the threads of mentoring, leadership, proposal-writing and skills-building into one coherent – and scalable – unit. The CCF includes mentoring and leadership training; skills-building workshops, technical assistance clinics and proposal-writing clinics; one-on-one mentoring for proposal writing and project management; and an in-person training event. It was launched on 1 November 2023 and will conclude on 29 August 2024 and consists of 52 online sessions, including the Kick off and Graduation sessions. The calendar of the fellowship is [available here](#), the learning journey can be [visualised here](#) and the full programme of sessions is [available here](#). Below we provide a summary of the streams and number of sessions.

Mentoring Stream	Leading Beyond Authority Stream	Capabilities & Capacities Stream
-Mentoring training: 6 sessions -Mentoring pairing: 1 session -Mentoring check-ins: 2 sessions	-Leading Beyond Authority: 5 sessions -Peer-coaching: 3 sessions	-Skills-building workshops: 7 sessions -Technical Assistance clinics: 14 sessions -Darwin Initiative proposal-writing clinic: 12 sessions

We also created a ‘live’ online platform for our programme on Miro, [available here](#). We update each stream with the video recording of the session + associated resources once it has taken place (although not all sessions are recorded because of privacy issues). It also contains: the biographies of all fellows and of all Resource People who are leading or supporting the organisation of the fellowship; CCF calendars and planning documents; the CCF agreement all fellows signed and the Terms and Conditions of participation. Notably, we replaced the original proposals’ “10 GEN experts” with external experts, from the organisations GDF, Common Purpose, The Human Edge and WildTeam (cf Activity 1.2); their bios are available in the Miro board section on Resource People. There are two boards in the Miro that remain ‘hidden’ – one for the Darwin Initiative sessions and one for the Community Exchange. These will be opened for view in a few weeks when the preparations for those final fellowship events are complete. The attendance record for all the sessions so far is [available here](#).

In addition to these formal group sessions, Project Lead Emily Caruso and GDF US Director Susannah McCandless offer 7 hours of individual mentoring sessions each for 32 weeks of the fellowship. Fellows sign up on individual ‘Calendly’ calendars (e.g. [Emily’s Calendly booking site](#)). It is during these mentoring sessions that we are able to provide in-depth reviews and mentoring on project proposals. We decided not to record these mentoring sessions as they

are private; however a log of the sessions has been kept by Emily and Susannah in their personal diaries and online calendars and can be retrieved if required.

In early April 2024, we requested that fellows submit a summary of all proposals they submitted to donors during the course of the fellowship so far (to evaluate our implementation of Activities 1.4 and 2.4); we will repeat this survey in Year 2 to ensure we are covering the full duration of the fellowship. All but three of the fellows responded; two of the latter explained that this was because they did not submit proposals during this period. The results available in Annex 7 demonstrate that 28 fellows have submitted 94 proposals over the course of the fellowship to date (01.11.23 to 31.03.24), 24 of which were successful. Given the timing of this report, 36 of proposals submitted are still pending review; more complete reporting will be available in October 2024 and then March 2025. In the same survey, many fellows also identified the fellowship as a source of support in the design and development of their proposals; here we select a few citations from that survey:

“The support from the fellowship has been very useful in developing the proposal, mainly through articulating the learning in the proposal. The workshops and resource materials specifically were very helpful.”

“The fellowship process is helping me a lot in gaining clarity to better understand the role of grant writing at SERES. Learning about general steps regarding budgets, theory of change, and storytelling is essential in this task. Likewise, understanding the perspective of foundations greatly assists in comprehending the language to use and the approach to writing.”

“Thanks to this fellowship for providing me with exceptional knowledge on fundraising techniques as I was able to use those techniques to raise \$100,000 in USA in January 2024.”

Notably, one fellow, Rachel Ikemeh, requested mentorship and proposal review of her Darwin Initiative Main Grant proposal in November 2023, which Emily Caruso provided. She learned in March 2024 that this main grant was successful and noted in a WhatsApp message that this was “*thanks to the help we received from you (...) I never imagined we will get here. Darwin grant always seemed so out of reach for organizations like ours.*” We expect to support more fellows to successfully obtain Darwin grants in Round 31, following our 12 Darwin Initiative proposal writing sessions running May-July 2024. We would be happy to explore with fellows if we can make all of these proposals available to the Darwin Initiative Monitoring and Evaluation team, but propose to do so only ‘upon request’ for privacy reasons.

Following the conclusion of the mentoring training stream of the fellowship, all 31 fellows were paired with each other in ‘peer mentoring’ pairs which are expected to last to the end of the fellowship and beyond (Activity 2.1). Given that the group ended up being an odd number, one of the fellows, Moses Kerry, whose internet connectivity has been challenging so would not have been a very easy peer mentor, has been paired up with Emily Caruso who is mentoring him for the duration of the fellowship. As a result of the fellowship we were able to increase the number of trained mentors to 31 (Activity 2.1) and they have been internally paired with each other (Activity 2.2). We will carry out supervision of these pairs through individual check-ins with Susannah and Emily as well as mentoring check-in calls on 24 April and 11 July 2024.

In May 2024, the Fellows will meet in the Moroccan High Atlas for a 3-day “Conservation and Communities: Global South Leaders Exchange” (Activity 2.5; a draft programme for this event is [available here](#)). It will be facilitated by CCF and Darwin project lead Emily Caruso, GDF Director Nessie Reid and external facilitator [Carolyn Finney](#).

This event will immediately be followed by fellows’ participation at the [International Society for Ethnobiology’s 18th Congress](#) being held in Marrakech, 15-19 May 2024, which GDF is the lead organiser on. The fellows are leading, facilitating and presented at 3 CCF panel sessions during the Congress:

- *Indigenous landscape and resource governance: innovations, best practices and environmental justice* (Thursday 16 May)
- *Documenting and protecting traditional knowledge: methods, ethics and respect for the sacred in Indigenous and local community-led initiatives* (Thursday 16 May)
- *Unweaving the fabric of colonial conservation: local narratives, indigenous methods and plural perspectives* (Sunday 19 May)

Please see Annex 9 for a synopsis of the panel content. This Congress will give fellows' access to just under 400 ethnobiologists, conservation practitioners and engaged community members from all over the world, enhancing their networks and building their knowledge.

Activity 1.5 on the development of a Toolkit for Global South CSOs and **Activity 1.6** for the creation of a podcast are planned principally for Year 2, although we have begun discussions with fellows for the creation of the toolkit and plan to crowdsource the design during the Community Exchange.

For **Activity 3.1**, the Project In/Visibility website has experienced some tardiness in its development due to organizational issues on their side, and it will be completed by June 2024. Nevertheless, we have been able to gather CCF fellows' stories for the creation of an online publication called [Our Land, Our Stories: Voices from the Edges](#), which will be published on the GDF website in early May 2024 (see Annex 11 for the current draft). Once the Project In/Visibility website is up, we will publish this magazine on their site as well.

The training process for UK HE graduate students (**Activity 3.3**), which will use these stories as a core component of the curriculum (**Activity 3.2**), has yet to be developed, although we have identified the person we expect to design the materials and deliver the training: [Carolyn Finney](#). The timeline shift here has been a consequence of the CCF, given that due to time constraints and a full programme we were only able to gather stories for the materials and training by the end of the first quarter of 2024.

Our process with **Activity 3.4** on engaging with donor partners to catalyse fundraising relationships with participating CSOs is also slower as it requires tact and diplomacy, as well as a solid sense of achievement within the CCF. We have invited 3 donors to a 'donor roundtable' we will host at the Community Exchange, who we expect to support if they wish to build relationships with participating CSOs they meet in person. We have been in dialogue with other donors about the CCF (see the Partners section above), and it has met with enthusiasm and requests for building connections with CSOs. The next step is for us to develop a series of pitch decks to both fundraise for the continuation of the fellowship itself and to garner donor interest in specific CSO proposals. We will begin working on specific donor-CSO relationships in the latter half of the fellowship, from Summer 2024.

As described in the Partners' section above, we have been very successful in building relationships between partner UK Universities MSc/MPhil programmes (**Activity 3.5**). So far, we have organized 7 MSc internships (out of the 10 planned over the two years of the project) between fellows' CSOs and Universities of Cambridge, Kent and Edinburgh. We share all the internship agreements in Annex 3; these describe the content of what the student will offer the CSO, including (aside from their university-required research output which will be sent to the CSO as a matter of course): multimedia portfolios, datasets, organizational development plans, grant proposals, and business development plans. One internship was concluded in September of last year in advance of the fellowship starting (and yet the host CSO in question was remarkably also accepted into the fellowship); [a story of their experience in the field was published](#) by the student on GDF's website in lieu of the learning journal output.

Finally, **Activities 3.6 and 3.7** have been pushed back to the last 2 quarters of Year 2, as they require Activities 3.1-3.3 to be complete. We expect both the toolkit and the podcast on Decolonial Approaches to Conservation Research, Practice and Funding to be completed and published by March 2025.

3.2 Progress towards project Outputs

Output 1 - 30 Global South CSO projects are incubated, generating lessons learned for immediate replication. The baseline condition for this output is that while our Global South CSO partners are all functional organisations, often with multiple projects ongoing at any given time, they lack the capacities to push forward key projects and programmes and build and grow their organisations. This is especially true when their funding base is almost exclusively project-related funds with very little support for core costs. Sometimes these small projects can be more related to donor requirements than to the organisation's central vision or goals. The goal with this output is to 'incubate' CSO projects by providing CSO changemakers with intensive mentoring and support to implement projects that are at the heart of their vision and purpose, and to build their capacities as leaders and mentors so that they can catalyse their own organizational development. To date, we have provided individualized support to about 10 fellows for the implementation of their projects and their leadership and organisational development.

The evidence for this comes from the project proposals submitted (see Annex 7 and the answers given under point 3.1) as well as the evaluations individuals provide for the support they have received from the fellowship. Initial feedback – from an ad hoc email request by GDF – include the following statements:

“One of the most valuable experiences for me since the start of the CCF has been that of self-discovery, consolation and inspiration. The programme has brought out some mentorship and storytelling skills from me and other fellows. I feel so happy contributing to guiding other fellows better navigate their way out of personal and professional challenges and also be guided as well. It's equally been so consoling to understand that I am not alone in the work challenges that sometimes make me feel depressed. It's has equally been really inspiring learning from the work of other fellows and incredible resource persons, especially the experiential nature of the sessions.”

“I have learnt so much from interacting with not only the facilitators but my fellow participants as well. Getting to hear from experienced people in the field of conservation and fundraising has been beneficial since, if it wasn't for the fellowship, I probably would never have heard from them.

We all come from different backgrounds, but having a common goal and purpose unifies us, and I really value the unity the team has considering most of us have never met physically. I am very excited to finally meet everyone soon!”

Indicator 1.1 will be better measured in year 2 once Darwin Initiative Round 31 has concluded; we believe it still holds, especially given that we have already supported 1 successful Darwin Initiative Main Grant by CSO partner SW Niger Delta Forest Project. Having said that, it is not an easy indicator to measure given that it relies on self-reporting by the fellows, which is not always easy. We will consider developing a new method for measuring proposal submission & success in a future iteration of the CCF. Indicator 1.2 works as an indicator although, again, measuring it relies on self-reporting by the 31 fellows. At the time of reporting, we had responses from 28 fellows on the proposals they have submitted and their success. Two did not submit responses because they did not submit proposals in the past 5 months. Indicator 1.3 concerns fellows' projects that have receives specific and dedicated support from us in the form of targeted 'incubation'. We believe this will be better measured in year 2 when we have had the chance to build ongoing relationships with fellows beyond the fellowship and support their projects in a more long-term manner. It may be that MoUs with CSOs is not an appropriate means of verification and we may consider changing this to 'collaborative grant proposals developed' instead as this will be a more immediate indication of a deep 'incubation' approach. Indicator 1.4 and 1.5 are related to activities that will be developed and completed in year 2.

Output 2 – 40 GEN fellows and advisers build mentoring skills and establish a peer mentoring network for Global South CSOs. The baseline condition for this output is that the fellows in question had not received mentoring training. As a result of the shift in activities noted in the project summary, this number has been revised and adapted to **31 CCF fellows** and 10 expert advisers, although the latter were not recipients of mentoring training. Evidence for their mentoring training can be found in the Zoom recordings of those sessions and of the mentoring

pairing session, as well as in the Mentoring stream evaluation results (Annex 8). The peer mentoring network has been established and is showing initial signs of being effective. We recently submitted a survey to fellows about their peer-mentoring journey so far, 6 weeks' in. We are still awaiting all responses so cannot share it in full here, however one of the responses we did receive is a testament to the power of this process.

*"The importance and essence of sharing with others has been truly remarkable for me. It's amazing to realize the impact a mentor can have in one's life. Surprisingly, this wasn't always clear to me.
I feel like I've learned a profound lesson about mentorship, sharing, and listening. I truly wish I could continue these experiences after the fellowship ended.
There comes a time in our professional journeys when it becomes more difficult to find opportunities for guidance on our work or for people who can listen openly to our professional problems.
As I mentioned before, this fellowship arrived at a crucial moment in my professional life. Instituto Fronteiras was struggling to retain staff, and as a director, I felt cornered, unable to find a solution. Your arrival provided the opportunity to be heard, to receive advice, and to gain a broader perspective to overcome the obstacles hindering me and the organization.
Thanks to the fellowship, I established a monthly advisory council for Fronteiras. This council acts as a mentor for our organization, helping us identify and solve problems. I still value the mentorship I received from Emily and Susannah. The weekly meetings were incredibly valuable, and I wish this experience could continue."*

Indicator 2.1 was effective and has been completed; by February 2024 we had trained 31 (rather than 30) CCF fellows in the art of mentoring (see [Miro board](#) for training materials and the CCF [attendance sheet](#) for attendance at the trainings). Indicator 2.2 continues to hold true: we expect the peer mentoring pairs to continue until project end, which is a full 13 months after they began their mentoring journey (we cannot promise to reach 15 months due to the timeline of their mentor-pairing which was 13.5 months prior to project end). See [here for the attendance](#) at the mentoring pairing event. Annex 10 provides the mentor pairs in full and here is [an initial survey](#) sent out in early April 2024 to fellows to find out how their mentoring journey is going, and here are [some of the responses received so far](#). Indicator 2.3 is ongoing: given that the fellow mentors are also mentees, all fellows are contributing to this indicator by submitting proposals to donors. As mentioned above, we have evidence of 94 proposals submitted during the fellowship period, with 24 proposals successful to date, and 36 still under review (see Annex 7). We will continue to gather data on this throughout Year 2. Indicator 2.4 continues to be useful: we expect 31 fellows to receive in-person training and exposure to new networks through the Community Exchange and ISE Congress dual event in May 2024.

Output 3 - Global North research Institutions and donors promote equity in conservation research, practice and funding. The baseline condition for this is that while there are growing conversations around the world about the need for deep transformation in the philanthropic sector, these conversations are currently happening among donors/philanthropists, or between donors and big NGO partners. The conversation rarely brings in the perspective of the grassroots CSOs which are the ultimate implementers of frontline conservation efforts. Furthermore, we believe that conservation graduate students are not receiving adequate training on the topic of financial equity and of transformation/shifts in the philanthropy sector. Our project seeks to bring these actors – donors, graduate students and grassroots CSOs – into dialogue with each other so that each can understand better what the other needs for conservation initiatives to be truly successful and embedded in communities.

We have begun to address this output by gathering the stories of the CSO changemakers which will contribute are core components of the teachings and tools we offer Global North researchers and donors in the conservation sphere. We also have organized 7 of the 10 MSc internships, with one already completed. The specific change resulting from these output activities will be more evident in year 2.

Indicator 3.1 is still useful, however we have only been able to gather 18 out of the 30 expected stories from our fellows. We do not expect the remaining 12 stories to be published as the fellows have indicated their lack of inclination for writing/publishing a story. The 18 stories have

been professionally edited and we have recruited the services of a graphic designer to create an online magazine through which they will be published (see Annex 11 for a pre-final draft of the publication). We will likely also implement a small print run to distribute the magazine at the ISE Congress, where we have an evening 'Storytelling café' session to present fellows' work to an audience. *Indicator 3.2 and 3.4* are still effective indicators, and we will be completing these elements of Output 3 in Year 2. *Indicator 3.3* also continues to be an effective indicator: we have established 7 internship relationships between UK HE institutions MSc/MPhil students and 6 CSOs from our fellowship. Annex 3 shares the internship agreements between students and CSOs.

3.3 Progress towards the project Outcome

Outcome statement: the biodiversity and livelihoods programmes of 30 Global South CSOs run by GEN members are enhanced, funded and supported by UK institutions. The baseline condition for this outcome was that these 30 Global South CSOs did not have support and mentoring to enhance and fund comprehensively their biodiversity and livelihoods programmes; they lacked the capacities, connections and skills required to grow their organisations and root them in solid international partnerships. We are confident the project will achieve the outcome by end of funding. We have made progress towards the outcome by designing and launching the fellowship, which has offered 31 fellows (hence 31 CSOs) significant capacity- and network-building opportunities. They have encountered new donors, grown as mentors and leaders and learned new project management and proposal writing skills. For evidence of this, please see the programme content as shared in the [CCF Miro board](#) and [programme attendance](#) sheet. They have learned new storytelling (See Annex 11 – Our Land, Our Story) and partnership-building skills too. The initial evidence we have for this is in the evaluation results from the Mentoring (Annex 8) and Leading Beyond Authority (Annex 12) streams, as well as from the survey we used to gather information about proposals submitted (Annex 7).

A summary of evaluation highlights is provided below:

On Leading Beyond Authority:

"The sessions have been very useful for us in understanding the larger contexts within which the Global North Donors function, and how we can navigate through it. It has also helped bridge a gap between funding organizations, and grantee organizations, by providing a space for discussion and deliberation"

"The Leading Beyond Authority strand of the CCF was an enriching experience that empowered me to expand my leadership skills and capabilities beyond traditional boundaries. I highly recommend it to anyone looking to enhance their leadership journey in conservation world."

On Mentoring training:

"I have a background on group facilitation but not on mentoring. I wasn't aware about mentorship neither was I ever granted with the opportunity be mentoring. It was extraordinary for me to be able to share professional problems with someone open to listen carefully. It gave me the support I was looking for on regards of my leadership on the institution I'm in. The resonate concept really touched me."

"One of the most important things I learned during my participation in the CCF Mentoring Stream was the immense benefit of mentoring. As a conservation leader juggling numerous responsibilities, being a mentee felt like a therapeutic session. It provided me with a much-needed space for reflection and support, helping me navigate the challenges and responsibilities of my role more effectively. Moreover, it also enhanced my capacity as a leader, as I learned how to apply mentoring techniques to support and empower my own team."

We believe the indicators are adequate for measuring the intended outcome, although some are more straightforward to measure than others. *Indicator 0.1* still holds true. As regards Darwin Initiative proposals: so far 1 Darwin Initiative proposal has been submitted as part of the

fellowship, but we expect more to submit DI proposals after the DI proposal writing workshop series which will be offered May-July 2024. In terms of proposals to other donors, during the period of the fellowship 24 fellows have submitted a total of 94 proposals to donors of which 24 so far have been approved (36 still pending review). See Annex 7 – survey of proposals submitted. *Indicator 0.2* holds true and will be evaluated in Yr 2; the project implementation is ongoing at the moment and will continue post-fellowship. Our ability to measure this indicator will depend on fellows' commitment to sharing this information with us. *Indicator 0.3* will be fully evaluated at the end of Year 2; so far we have progressed towards this indicator through gathering fellows' stories for publication and future use in training materials. We are well advanced on our implementation of *Indicator 0.4* by organising 7 of the 10 planned MSc/MPhil internships in fellows' CSOs. A first internship was organised April-September 2023 and the intern shared a [story published on the GDF website](#) to share his learning experience. We expect the outcomes and evaluations of the remaining internships to be available in September and October 2024. Work on *Indicator 0.5* is slower and will come to fruition in Year 2. We have begun work on this by sharing the process of the fellowship with existing and friendly donors, and building relationships whereby they seek us out for advice on granting to small grassroots organisations. Our 'donor roundtable' at the Community Exchange in Morocco planned for 13 May 2024 will launch a more formal process for matching donors to CSOs.

3.4 Monitoring of assumptions

Assumption 1: GEN Fellows and Advisers working on biodiversity and livelihoods are committed to participate in our programme

This assumption holds true, although not precisely how we originally intended it because rather than offering the programme to GEN members we opened the application process out to all global changemakers – and advertised it widely. Interest in, and commitment to, the programme was first verified with the sheer number of applications that came through: we received 627 applications for 32 places (31 fellows remain with us today). This is a testament to the need for our programme.

Assumption 2: Faculty members of UK-based universities are interested in learning about decolonisation practices for conservation research and practice.

This assumption holds true; our conversations with representatives from University of Kent, University of Cambridge and University of Edinburgh have been very positive. As yet we have not been able to build a connection with Oxford University but plan to continue pursuing this.

Assumption 3: Charitable organisations seek new CSO partners to fund directly in the Global South, and Darwin Initiative continues to offer Capability & Capacity, Innovation and Main grants for at least two more rounds.

This assumption holds true. Our conversations with donor organisations have been very enthusiastic about this project and the majority of them have expressed interest in us contributing names and building relationships. As far as we're aware Darwin Initiative continues to exist, with those grant types in place.

Assumption 4: Fifteen GEN Fellows already engaged in the process have the resources to submit proposals, engage with mentors and travel to the ISE Congress training event.

This assumption is no longer necessary given that we ended up opening the applications out to the public, and did not need 15 GEN members to become involved. If we shift the assumption to "Grassroots conservation leaders from the Global South seeking opportunities such as the CCF have the time and resources to engage with an intensive online and in-person fellowship and submit high quality proposals", then the assumption would hold. We had 627 applications for the fellowship – an indication of the high level of need for this kind of offering.

Assumption 5: UK-based Conservation Masters students seek internships in Global South CSOs. *This assumption holds true. This year around 10 MSc/Mphil students from the three Universities expressed their interest in the internship opportunities on offer; only 7 actually ended up confirming an agreement with a participating CSO. We expect a similar level of interest next year.*

3.5 Achievement of positive impact on biodiversity and poverty reduction

The project serves a total of 31 changemakers who work for 31 CSOs in 19 Global South countries. In the short-term, their participation in this project results in CSOs achieving direct funding for their activities; enhancing their project management, monitoring and evaluation; impact measurement approaches; and building their funding and mentoring networks. This leads to greater sustainability, capacity to serve their communities and greater impact on biodiversity conservation and poverty reduction. Within this project's lifetime, we expect to achieve specific support for the projects of most fellows, helping them achieve at least partial funding for these, whether through a Darwin Initiative grant or by another donor. In addition, through the GEN in Conversation webinar series planned in May/June 2024, we will offer them granular training in community-based conservation techniques and practices to enhance their work with their beneficiary communities.

Beyond the fellows, we have significant anecdotal reporting (to be confirmed through formal evaluations at the end of the fellowship) from fellows about how they are able to translate and transfer knowledge, skills and capacities grown during the fellowship to their team members and community partners. The interest generated among fellows' CSO team members and community partners has led a small sub-group of fellows to begin developing a new programme that seeks to scale out the learnings and teaching received during the fellowship (basically replicating it in local languages) to community members. (Annex 13 shares an abstract one fellow is presenting at FLARE 2024 in Rome, where she will discuss this proposed future programme led by CCF 'alumni').

In the long-term, the project contributes to more sustainable, locally owned, ground-truthed and culturally appropriate biodiversity and livelihoods actions in the 19 Global South countries represented in the cohort. Beyond these, we expect the results of our collaborations and dialogues with donors, as well as the tools and reports we submit to them, to result in more donor funds flowing to grassroots organisations in the Global South. Funds flowing directly to the CSOs allow them to be more agile to emergent needs and socioecological changes, ensuring robust adaptive management and resilience. The long-term beneficiaries are the communities served by these fellows and their CSOs. Knowledge, skills and funding connections will also be scaled out beyond the 31 CSOs through mentoring and collaborations.

4. Project support to the Conventions, Treaties or Agreements

The importance of scientific and technical training is enshrined in the articles of all international biodiversity agreements. In all partner countries, the CCF's training and mentoring content addresses CBD article 12(a) and 12(b) on research and training and SDG 4 on promoting lifelong learning opportunities and ensuring quality education, SDG 10 on reducing inequalities, and SDG 16 for peace, justice and strong institutions. Evidence for this is found in the programme developed for the fellowship (Annex 5) and in the content of the proposals submitted to donors during this reporting period (Annex 7). However, the project has not focused specifically on countries' abilities to contribute to national policy directly – our work is indirect, through the process of building and strengthening CSOs – and enhancing the leadership of grassroots changemakers – to be able to lead on this kind of advocacy work at the national and regional level.

In countries where CSO partner organisations are working on agroecological innovations and associated capacity-building, it addresses ITPGRFA article 13.2(b) and SDGs 1 on poverty, 2 on sustainable agriculture. In countries where plant conservation is the focus, it targets CBD article 7 and the Global Strategy for Plant Conservation's objectives I and IV on documentation and awareness-raising on plant diversity through a focus on biodiversity databases. We address the CBD's article 8(j) and associated decisions in countries where our partners' focus is on traditional ecological knowledge transfer and participatory policy-making. More broadly, the project addresses the (draft) post-2020 Global Biodiversity Framework's focus on ensuring 'adequate financial and other means of implementation', associated with capacity-building. This

is salient to the GBF’s Goal D.6(c) and associated milestone D.2, as well as 2030 Action Targets (AT) 17 and 19. The GBF specifically mentions the importance of increasing financial flows to developing countries that are aligned with biodiversity conservation (AT 14 and 19). Through a focus on research, training and dissemination of biodiversity education, the cumulative effects of CCF fellows’ biodiversity and livelihood projects contribute to the 2030 milestones and longer-term 2050 vision for biodiversity recovery across diverse contexts that face parallel challenges.

5. Gender Equality and Social Inclusion (GESI)

<p>Please quantify the proportion of women on the Project Board¹.</p>	<p>The project is stewarded by Emily Caruso, Nessie Reid and Susannah McCandless for GDF; Alison Coburn and Veronica Orege for Common Purpose; Suzie Prince for The Human Edge; and Tasnim Elboute for Project In/Visibility. The board is thus composed of 100% women.</p>
<p>Please quantify the proportion of project partners that are led by women, or which have a senior leadership team consisting of at least 50% women².</p>	<p>All partners leading project implementation have women in the position of Director/CEO. Of the 11 people involved in direct delivery of the CCF sessions, 10 are women and 1 is a man.</p> <p>For the additional elements related to the development of toolkits, we have already recruited our all-female team: 2 women are the leads on Project In/Visibility and we have identified 1 other woman as a lead facilitator/teacher for the graduate training courses in decolonial approaches to conservation. She is also the same one identified for the delivery of our toolkit on the same topic.</p> <p>Of the UK University partners we are engaged with, 1 out of 3 of the MSc courses involved are led by a woman.</p> <p>Of the CSO partners, more than 50% are led by women, and 16 out of 31 fellows are women.</p>

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

¹ A Project Board has overall authority for the project, is accountable for its success or failure, and supports the senior project manager to successfully deliver the project.

² Partners that have formal governance role in the project, and a formal relationship with the project that may involve staff costs and/or budget management responsibilities.

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

The gender and social inclusion aspect of our project has been central from the outset. Sixteen of our 31 fellows are women, many of them operating within highly patriarchal systems and societies. We were very moved by their applications where they cited gender discrimination and systemic misogyny as some of the key challenges they face in their everyday work lives. We also received a higher proportion of applications from women than from men, indicating the significant need that exists among women for this kind of nurturing and supportive long-term training and capacity-building process. In fact, a large proportion of the individual mentoring sessions Susannah and Emily have held have been with women from the fellowship, many of these conversations revolving around issues that are specific to women. With all our group session leaders to date, bar 1, being women, we have been able to ensure that women receive a significant amount of time to air their issues during online sessions, and we ensure the issue of gender remains at the heart of our ongoing collective conversations around leadership and equity.

One lesson we would like to bring to future CCF iterations is to offer specific training modules on gender and women in leadership, to support women leaders in grassroots organisations, who have a very different and more challenging road to achievement and success.

6. Monitoring and evaluation

Monitoring and evaluation is an essential component of our project, because without it we would be unable to ensure that our offering is truly reflecting the needs of our beneficiaries. When we launched the fellowship, we carried out a baseline survey (see Annex 18) to help us (a) understand their current self-reported level of capability & capacity to be able to better measure improvement at the end of the fellowship and (b) to ensure that the design of the various CCF streams took into account their individual learning objectives.

Since then, we have implemented evaluation surveys at the conclusion of each stream (see Annex 8 and Annex 12, respectively, for the surveys on the Mentoring and the Leading Beyond Authority Streams). We have yet to carry out the evaluation of the Capability & Capacity Stream and the Darwin Initiative proposal-writing stream). These allow us to evaluate both the experience of the fellows during the process, as well as their learning outcomes and whether they feel they have grown and evolved over the course of the fellowship. We also have informal evaluations during individual mentoring sessions and, when relevant, in group sessions. As a result of these, we have changed some of our session content to ensure that it is responding to the needs expressed by our fellows (e.g. offering them sessions where they present their work, on time management, on FPIC, and other specific requests). We also have a very active CCF WhatsApp group where the delivery team can respond immediately to requests, queries or proposals by the fellows. This has also helped steer us towards improved/more targeted offerings.

All fellowship delivery partners share the responsibility of the M&E work, although each partner is responsible for their own component/stream. GDF remains overall responsible for collating responses and developing a final 'lessons learned' report at the end of the project for use in the design of future fellowships.

The 'steering group' of the fellowship (a group of 8-9 delivery team staff members) meet occasionally on Zoom and regularly on a Whatsapp chat group to ensure everything is working well and we are adapting to changing needs. We are currently developing a workshop for an in-person evaluation session during our collective event in Morocco in May 2024, as well as a final overall fellowship evaluation to be carried out on the last day of the fellowship in August 2024.

Aside from the fellowship, our M&E process relies mostly on a simple ongoing assessment of our achievement of the indicators in our logframe. This is because outside of the fellowship most of our indicators are for specific products (e.g. toolkits, podcasts, training materials).

7. Lessons learnt

In this reporting period we have learned many useful lessons, especially as regards the fellowship:

- 1) **Time.** The design of the fellowship programme took time, as did the application and application review process. We did well not to rush any of this, because this ensured that we had a truly effective design as well as a very engaged cohort of fellows. This did lead us to have to implement a project change request early on in the grant because we realised we would not be able to organise 2 cohorts of the fellowship within the 2 year grant period. We chose quality over quantity. Our recommendation would be that for this kind of highly ambitious training programme, it is essential to give the due amount of time to designing the programme and implementing a tight and well-managed application process.

Fortunately, we now have an agile and adaptable design and clarity over the detail of what works and what doesn't, so for a future iteration of the CCF we will be able to launch the process much sooner and in a more streamlined manner.

- 1) **Length & intensity.** One major learning about the fellowship is that it is too long, and we have offered too many online sessions (52 in total). 10 months is too long for an online engagement, and with the number of online sessions we are offering, we are starting to see the signs of fellows 'flagging'; we believe this is because despite their enthusiasm it is taking too much of their energy to be active and committed participants in each online session. We nevertheless still have a high participation in every session we organise, and we receive regular feedback about how each session was so valuable to different fellows. This does leave us in a bit of a quandary about how to reduce fellowship length and session number, given how important they feel each session is – in fact in our feedback forms we have been asked for more sessions! Nevertheless, we have an initial plan to reduce the fellowship to 4 months yet delivering a more intensive programme during that time.

With a 4-month fellowship (including, in that time, the in-person event), we would be able to offer 1 fellowship every year at the same time, e.g. April – July. This would also allow us to schedule and streamline the application process, e.g. Jan-Mar, and organise an annual evaluation, review and redesign (Aug-Dec).

- 2) **Number of fellows.** We would like to reduce the number of fellows to 22-24, to ensure that we can offer more focused individual support.
- 3) **CCF Alumni Programme.** There is too much going on in the fellowship – too many different moving parts, meaning both fellows and the delivery team risk becoming overwhelmed by the intensity of the process. So, in conjunction with the 2 above proposed changes of shortening the online/in-person portion of the fellowship and reducing the number of fellows, we would plan to move some of the current additional components to a well-designed CCF Alumni Programme, including individual mentoring for proposal development and donor relationship building + MSc internships + publication of their stories + any innovative alumni-oriented components to a post-fellowship dedicated space, that would be shared by all alumni across all CCF cohorts. Only the very engaged would participate in this alumni programme, meaning we would dedicate our efforts to those who truly have the desire and capacity to collaborate.

- 4) **In-person component.** Having an in-person event as part of an online training programme is essential. Our in-person event has yet to take place – it is planned for May 2024 – and looking forward to this contributes significantly to ongoing enthusiasm and engagement on behalf of the cohort. We have experience organising in-person events and know that the ‘magic’ that occurs when you bring people together is not replicable on Zoom; hence the need for at least one in-person event to build that cohort glue.
- 5) **Managing engagement.** We cannot insist on individual engagement in the process. Fellows have to take responsibility for their participation in the process. We tried to do this at the beginning by demanding participation and following up individually when people did not join an online session. It backfired: fellows got defensive, and we exhausted ourselves trying to ensure a full house at every session. We now simply record the sessions and we have noticed that those who need to be at the sessions turn up. In most sessions we have an average of 23-24 out of the 31 fellows present, which, according to our partners who are more experienced in running multiple online programmes, an excellent turnout (see Annex 6 for attendance records).

We do not need to submit a further change request, nor do we need to implement any of these changes during the remainder of the grant given that most of the changes mentioned are for a future iteration of the CCF.

Beyond the fellowship, our learning has been that the kinds of toolkits we want to offer (which are then disseminated through our podcasts) truly rely on the input of multiple thought partners. For example, for our toolkit to support Global South CSOs in proposal writing and project management, we are planning to crowdsource the content of this toolkit through focused collaborations with CCF fellows; this will ensure the toolkit truly responds to the needs of our target audience. We did not have this plan to begin with. We have now decided to operate this collective process for the delivery of both toolkits offered under this grant. This will also require more time than we had originally given ourselves for these outputs, and a delay in their finalisation (which has been included in the new logframe).

Finally, dialogues with donors, especially those regarding catalysing new relationships and connections with CSOs also require more time and a tactful and mindful approach. We have adopted this slower, relationship-building approach and it is proving effective.

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

Not applicable.

9. Risk Management

The project change request we submitted in October 2023 addressed directly Risk 4. Given that we gathered key outputs together to create the ambitious new 10-month programme of the Conservation and Communities Fellowship, we reduced the number of cohorts planned to 1. This would allow us to manage the project – and more importantly design and plan it to a high standard – without placing an unsustainable demand on team members.

Several new attendance/participation related risks we did not foresee emerged over the course of the implementation of the fellowship. One is poor internet connectivity in the homes, workplaces or locales of our fellows. Poor internet connection has been the number 1 reason for some fellows struggling to participate in the online sessions of the fellowship, or for dropping out mid-session. Our ambition to reach even the most remote organisations has resulted in this (unsurprising) issue, and we have now learned to include it any future online programme risk register. In addition, while local environmental or political events were included in the risk register to account for potential challenges we fellows’ participation in the programme, we had not considered organisational crises as a risk. Yet we have found that these have also impacted individual’s capacities to participate fully in the fellowship. They are often resolved within max 1 month but have caused lack of attendance by individual fellows on a number of occasions. Finally, a new attendance- related risk we had not foreseen is individual health.

Several fellows have missed a significant number of sessions because of poor physical or mental health. We have noticed that over the past 12 years of our work in the Global Environments Network, health issues are on the rise among environmental changemakers. We believe that burnout, climate anxiety, and other forms of contemporary mental and physical health threats are increasing.

These attendance-related risks were attenuated by (a) posting recordings of most sessions to our shared internal online platform so that individuals were able to catch up with any learning they may have missed and (b) close individual communication and mentoring (through email/whatsapp) of individuals who are greatest risk of missing sessions for connection/health/organisational issues.

More generally, by adapting our project to streamline our activities and outputs into one principal programme – the Conservation and Communities Fellowship, led by GDF, Common Purpose and The Human Edge – we have reduced to nil the fiduciary risk. We also have removed the activity that involved in-country fieldwork by GEN advisors, meaning that accident or injury within the programme is significantly reduced. The only area where our safeguarding risk remains is during the in-person event in Morocco. To mitigate these risks, we are taking out event insurance both for the Community Exchange and the ISE Congress and are supporting fellows to purchase travel insurance for their trip.

10. Sustainability and legacy

Our project has sustainability built into its framework, given that the expected outcome is enhanced and expanded biodiversity and livelihoods projects by grassroots organisations in 19 Global South countries. Anecdotal evidence – received through one-on-one and group conversations with the fellows – indicates a significant interest among colleagues, acquaintances and friends of current fellows in applying for future iterations of the Conservation and Communities Fellowship. One fellow recently told the Project Lead that following her recounting of the activities and learnings of the fellowship to the young indigenous conservationists she works with in Kenya, she has been told by approximately 50 young conservationists she knows of who have said they will apply to the programme! She also mentioned that the additional components of the fellowship – the MSc programme, the story publication, the upcoming GEN in Conversation series (see below), the participation in the Congress and in public in-person events, amongst others – have made this fellowship stand out among leadership training programmes.

In order to build and maintain capacity in-country, we are currently brainstorming a CCF Alumni Programme that would include a component of scaling out the methods and learnings from the fellowship to the indigenous and local community leaders fellows work with every day. From June onward we will be developing a consolidated proposal, working initially with 4-6 alumni, for the development of an adaptable capacity-building programme which would be directed at these community leaders and led by the CCF alumni, in which they would similarly learn the skills of mentoring, leading beyond authority and project management - with support from the international delivery team. The international delivery team would mentor the alumni to lead these smaller, shorter and locally-adapted programmes.

In addition to scaling out the methods, process and content of our fellowship through community leaders, we would also seek to build, with selected alumni, more long-term partnerships for incubation of their field programmes. This was mentioned in our original proposal and remains one of the key means we have to ensure long term sustainability of our work – by grounding it in the practical, everyday realities of field programmes. Unlike our current large, long-term field programme (also co-funded by Darwin Initiative), the [High Atlas Cultural Landscapes Programme](#), these ‘incubations’ would be light-touch and short (no more than 3 years), focusing GDF’s contribution on local capacity-development, mentoring and strategy support rather than boots-on-the-ground implementation.

11. Darwin Initiative identity

The Darwin Initiative's support for this project is firstly made very clear on the main webpage for the fellowship. One of the core teaching streams within the fellowship is dedicated to supporting fellows to develop Darwin Initiative proposals so the name features throughout any marketing or programmatic communications concerning the fellowship, including when the call for applications for the fellowship was launched on 1 August 2023 (this CFA had a very wide reach, resulting in over 600 applications from people who had heard about it from multiple different sources and networks). In addition, we have reminded partners and fellows of Darwin's support on multiple occasions and have informed them of our intention to seek further funding from Darwin Initiative for future related Capabilities and Capacities projects.

The Darwin logo will also feature on our CCF story publication entitled Our Land, Our Story: Voices from the Edges, an upcoming video of the CCF we will be producing during the month of May, any future podcasts emerging from the CCF, and the two toolkits we will publish in yr 2.

12. Safeguarding

Has your Safeguarding Policy been updated in the past 12 months?	Yes
Have any concerns been reported in the past 12 months	No
Does your project have a Safeguarding focal point?	Yes Safeguarding Lead: Name: Lorenza Amaboldi, GDF [REDACTED]
Has the focal point attended any formal training in the last 12 months?	No
What proportion (and number) of project staff have received formal training on Safeguarding?	Past: 0% [0] Planned: 60% [13 team members]
Has there been any lessons learnt or challenges on Safeguarding in the past 12 months? Please ensure no sensitive data is included within responses.	
<p>Over the past 12 months, we are pleased to report that we have not encountered any safeguarding challenges. However, it is important to note that our team has been proactive in addressing safeguarding concerns in previous years.</p> <p>Last year, we dedicated efforts towards streamlining and strengthening our safeguarding policies and procedures. Building upon this foundation, we continue to prioritise safeguarding within our organisation, ensuring the safety and well-being of all individuals involved in our programs.</p> <p>While we are grateful for the absence of safeguarding challenges in the past year, we remain committed to maintaining vigilance and continuously improving our safeguarding practices to uphold the highest standards of safety and protection for our beneficiaries and team members.</p>	
Please describe any community sensitisation that has taken place over the past 12 months; include topics covered and number of participants.	
No there have not been any community sensitisation activities carried out. We expect to offer a safeguarding training clinic to the fellows of the CCF before the conclusion of their fellowship.	
Have there been any concerns around Health, Safety and Security of your project over the past year? If yes, please outline how this was resolved.	
No, there weren't any concerns regarding the Health, Safety, and Security of our project in the past year. So far, it has been an exclusively online training and research based project, so risks to health, safety and security are minimal. In addition, we created group agreements at the start of	

the process to ensure that everyone felt safe in the online environment. We will be implementing our new Safeguarding policy during the in-person event which will take place in May 2024.

Furthermore, we acknowledged the significance of maintaining a safe and secure project environment, which led us to dedicate efforts to strengthen our health, safety, and security measures. These efforts included conducting risk assessments through a risk register, formalising and disseminating the safeguarding guidelines and policy, and providing training to our team members. In continuation of this, we also planned a First Aid session for the team to further enhance their preparedness and response capabilities in case of emergencies.

13. Project expenditure

Table 1: Project expenditure during the reporting period (1 April 2023 – 31 March 2024)

Project spend (indicative) since last Annual Report	2023/24 Grant (£)	2023/24 Total Darwin Initiative Costs (£)	Variance %	Comments (please explain significant variances)
Staff costs (see below)				
Consultancy costs				
Overhead Costs				
Travel and subsistence				£11000 was moved from this line to Operating costs in Partner Org budget (see Proj Change Req in Annex 2)
Operating Costs				Variance primarily due to fluctuating exchange rates
Capital items (see below)				
Others (see below)				
TOTAL			0%	

Project mobilised or matched funding during the reporting period (1 April 2023 – 31 March 2024)

	Secured to date	Expected by end of project	Sources
Matched funding leveraged by the partners to deliver the project (£)			Salvia Foundation Oak Foundation Full Circle Foundation
Total additional finance mobilised for new activities occurring outside of the project, building on evidence, best practices and the project (£)			Full Circle Foundation Naia Trust

14. Other comments on progress not covered elsewhere

In addition to the CCF programme, we have offered each fellow a bursary to take one of the [WildTeam](#) courses available. This is possible thanks to Darwin Initiative funding and WildTeam's proposal to match all bursaries offered through GDF. Our collaboration with WildTeam for the development of key workshops in the Capabilities and Capacities Stream has been very fruitful and we are also discussing a collaboration with WildTeam's [WildHub](#) for the

hosting of the post-CCF Alumni Programme. We are thus planning to continue this partnership in a more consolidated way in upcoming CCF iterations.

At the request of CCF fellows, GDF is also developing an additional 4-part '[GEN in Conversation](#)' online seminar series entitled 'Conservation's Leading Edges'. This series will run May-June 2024. It deep-dives into cutting edge innovations in community-based conservation, focusing on practical tools for implementation. The topics under discussion are:

- Rooting conservation in indigenous ways-of being
- Transforming conservation practice through indigenous-led M&E
- Harnessing emerging technologies for communities and conservation
- Restoring environments through seed banks and plant nurseries

The full concept and outline for the seminar series is available in Annex 15.

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

I agree for the Biodiversity Challenge Funds to edit and use the following for various promotional purposes.

On 1 November 2023, [Global Diversity Foundation](#) (GDF) launched the first [Conservation and Communities Fellowship](#) with support from the Darwin Initiative. [Thirty-one fellows](#) were chosen from 627 applications to participate in a 10-month online and in-person programme that combines skills-building workshops, mentoring training and leadership strengthening. GDF partners with [The Human Edge](#), [Common Purpose](#) and [WildTeam](#) for fellowship delivery. Besides the training and network-building opportunities offered, fellows receive one-on-one mentoring to support their leadership journey and help them develop excellent grant proposal-writing skills. They also are publishing their stories of conservation and community in an online magazine* and building relationships with UK Universities for the creation of conservation MSc internship programmes in their organisations. So far, fellows' feedback indicates the experience has been transformational for them. For example, Ndimuh Sancho from Cameroon, says:

“One of the things that has surprised me the most about the fellowship has been our ability to easily connect, relate and form a great family despite our diversity. I am also amazed by how much I have learnt from the programme within a very short period of time - from the sessions on mentorship, storytelling, fundraising, leadership, and more. I am truly impressed with the level of passion and dedication demonstrated by the GDF team and their partners, and their commitment to promoting environmental sustainability and community development through grassroot organizations like ours.”

*Please note that by the time DI may want to use this text, we will likely have the online magazine published and can add a hyperlink in here.

File Type (Image / Video / Graphic)	File Name or File Location	Caption including description , country and credit	Social media accounts and websites to be tagged (leave blank if none)	Consent of subjects received (delete as necessary)
Image	Kick-off meeting	Screenshot taken during the Fellowship	GDF Instagram: @global_diversity	Yes

	screenshot #2	launch session on 1 November 2023	https://www.linkedin.com/company/global-diversity-foundation/ https://www.youtube.com/user/GlobalEnvironments https://www.facebook.com/globaldiversity Common purpose, all SM: @commonpurpose Wildteam, all SM @wildteamuk The Human Edge Twitter - @TheHumanEdgeOrg LinkedIn - https://www.linkedin.com/company/the-human-edge-org-uk/ Facebook - https://www.facebook.com/thehumanedgeorguk/ Instagram – @thehumanedge_uk	
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The photograph is available for viewing in this online folder:

Annex 1: Report of progress and achievements against Indicators of Success for Financial Year 2023-2024

Project summary	SMART Indicators	Progress and Achievements April 2023 - March 2024	Actions required/planned for next period
<p>Outcome</p> <p>The biodiversity and livelihoods programmes of 30 Global South CSOs run by GEN members are enhanced, funded and supported by UK research institutions</p>	<p>0.1 30 GEN Fellows submit high quality biodiversity and livelihoods proposals to Darwin Initiative and other donors; 10 by end yr1 and 20 by end yr2</p> <p>0.2 30 CSOs implement best practices in project management, monitoring and evaluation, impact measurement and grant reporting by yr2</p> <p>0.3 At least 3 UK higher education institutions are receiving training in decolonial approaches to conservation research, funding and practice by end year 2</p> <p>0.4 Partnerships developed between at least 3 UK-based institutions and 5 CSOs to enable Masters' internships by end yr1 and with an additional 5 CSOs by end yr2</p> <p>0.5 At least 5 Global North donors establish relationships with GEN Fellows by yr 2</p>	<p>0.1 31 CCF fellows have submitted a total of 94 proposals to Darwin Initiative and other donors.</p> <p>0.2 31 CCF fellows are receiving intensive online training in best practices in project management, M&E, impact measurement and grant reporting at end yr 1</p> <p>0.3 We are currently publishing a compendium of grassroots conservation stories which will be used in teaching and toolkits for decolonial approaches to conservation research, funding & practice</p> <p>0.4 By year 1, 7 partnerships have been developed between 3 UK HE institutions and 6 CSOs, for 7 MSc internship collaborations.</p> <p>0.5 We are working on this indicator through the fellowship & will be able to measure it in Yr 2.</p>	<p>Continue to support proposal submission, including through the Darwin Initiative Proposal Writing workshop series running May-August 2024</p> <p>Continue Capabilities & Capacities Stream workshops and clinics (conclude 29 Aug 2024)</p> <p>Continue 1-on-1 mentoring to support proposal writing and organisational management, including post-fellowship as needed</p> <p>Develop the materials and organising the sessions for the MSc training in decolonial conservation research, practice and funding; publication and dissemination of the Our Land, Our Voices publication</p> <p>Continue to build MSc internship collaborations – organising at least another 3 before the end of the project</p> <p>Continue to catalyse relationships with donors in favour of the fellows' organisations and projects</p> <p>Additionally: adapted design of the next CCF in 2025; development of the CCF Alumni Programme</p>

<p>Output 1. 30 Global South CSO projects are incubated, generating lessons learned for immediate replication</p>	<p>1.1 At least 10 Global South CSO Darwin Initiative Capability and Capacity or Innovation proposals submitted by end Year 2</p> <p>1.2 20 further small, medium or large grant proposals for biodiversity and livelihoods projects submitted by CSOs to other donors (10 submitted in yr1, 10 submitted in yr2)</p> <p>1.3 At least 10 funded projects launched and incubated during the project’s lifetime, by end yr 2</p> <p>1.4 Toolkit for Global South CSOs for successfully funding and delivering biodiversity and livelihoods projects is completed in draft form by yr1 and published by Yr2</p> <p>1.5 Podcast on accessing funding, project management and impact measurement produced and broadcast by yr2</p>	<p>1.1 One Darwin Initiative Main Project proposal was submitted by CCF fellow Rachel Ikemeh (SW Niger Delta Forest Project); GDF provided significant mentoring and support for this proposal. We will be implementing a 12-session workshop series on Darwin Initiative proposal-writing in May/Jun/Jul 2024 so we expect further submissions in R31.</p> <p>1.2 At least 94 proposals were submitted and 24 were successful by end Year 1 (36 are still pending review); GDF provided intensive individual mentoring on 15 of these proposals, although we worked more generally on proposal-writing and donor engagement throughout the course of the fellowship. We have evidence that for some proposals the fellowship was instrumental in their success through individual feedback provided in the CCF proposals submitted survey (results in Annex 7; further evidence in section 3.1).</p> <p>1.3 Further reporting will be available in Yr 2.</p> <p>1.4 The toolkit is planned for year 2; we expect to work with fellows on the development of this toolkit;</p> <p>1.5 The podcast is planned for year 2. We are currently collecting interviews and materials for this element.</p>
<p>Activity 1.1 Implement weekly ‘mentoring and incubation clinics’ with all 40 GEN Biodiversity and Livelihoods Fellows and Advisers, focused on proposal writing, team-building workshops, project management labs, and communications coaching, supplemented by possible site visits to selected projects and open calls for application on an ongoing basis until project end Global South by March 2024</p>	<p>As mentioned under point 3.1, the mentoring and incubation clinics were reoriented into the more ambitious Conservation and Communities Fellowship, offered to 31 fellows. By end yr 1, 24 online sessions had been offered through the Mentoring, Leading Beyond Authority and Capabilities & Capacities Stream. In addition, approximately 50 hours of</p>	<p>A further 27 online sessions will be organised: 22 in the Capabilities & Capacities Stream (12 Darwin Initiative proposal writing webinars + 7 Technical Assistance Clinics + 3 CC workshops), 2 in the Mentoring Stream, 2 in the Leading Beyond Authority Stream and 1 Graduation session on 29 August.</p> <p>In addition, a 4-day in-person session is being held 11-14 May 2024 in the</p>

	<p>individual mentoring was provided by GDF to fellows.</p> <p>Evidence is available in Annex 5, which includes the CCF programme; Kick-off email with links; CCF Kick-off presentation; Miro board with all the links to recordings and materials</p>	<p>Moroccan High Atlas + an organised CCF participation in the 18th Congress of the International Society for Ethnobiology 15-19 May 2024, including 3 CCF-led panel sessions.</p>
<p>Activity 1.2 Invite at least 10 GEN experts to mentor the CSO leaders - to support project incubation - in the first cohort throughout FY1 and the second cohort throughout FY2</p>	<p>So far, we have received the support of 10 external experts (Richard Bellars, Alison Coburn, Veronica Orege, Emily Caruso, Susannah McCandless, Elena Dominguez, Nessie Reid, Laura Vallejo, Ali Skeats, Aarti Gor) to mentor and train fellows.</p> <p>As mentioned in our project change request of October 2023, we now expect only 1 cohort of fellows throughout the grant; this change was approved.</p>	<p>We expect to receive the support of an additional 5-8 external experts (including 2 members of WildTeam, Zoe Melvin and Liane Fulford, the CE of Ethical Conservation Charudutt Mishra + team members, and Gary Martin) to mentor and support fellows throughout the upcoming online CCF sessions.</p> <p>They will also receive mentorship from Carolyn Finney, Emily Caruso, Nessie Reid, Gary Martin, Raj Puri and 3 donor guests during the in-person event in Morocco in May 2024.</p>
<p>Activity 1.3 Mentor individually 5 CSO leaders to submit Darwin Initiative proposals in R30, and an additional 5 CSO leaders to submit Darwin Initiative proposals in R31, through online proposal writing clinics, with possible site visits to selected projects</p>	<p>One CCF fellow received mentorship to submit a Darwin Proposal in R30; further 10 fellows will be supported to do so in R31</p>	<p>We expect at least another 10 CCF fellows to submit DI proposals in R31</p>
<p>Activity 1.4 Support all 30 CSO leaders to submit proposals for their biodiversity and livelihoods projects to other selected donors</p>	<p>All CCF fellows have received collective and individual mentoring to submit a total of 94 proposals during the first 5 months of the fellowship.</p>	<p>We expect all fellows to continue to request individual mentorship & receive additional collective teaching to submit further proposals during the final 5 months of the fellowship and beyond.</p>

<p>Activity 1.5 Produce and publish detailed Toolkit for CSOs on Funding and Delivering Biodiversity and Livelihoods Projects in the</p>	<p>We are tardy in the delivery of this activity as we plan to develop it in collaboration with CCF fellows. We will begin this process at the in-person event and continue it post-fellowship in the last quarter of 2024.</p>	<p>We expect the toolkit to be completed, including through additional research + interviews, by December 2024.</p>
<p>Activity 1.6 Produce and broadcast podcast on accessing funding, project management and impact measurement by March 2024</p>	<p>This podcast will be produced after the toolkit + interviews have been completed; by March 2025.</p>	<p>This podcast will be produced after the toolkit + interviews have been completed; by March 2025.</p>
<p>Output 2. 40 GEN Fellows and Advisers build mentoring skills and establish a peer-mentoring network for Global South CSOs</p>	<p>2.1 30 GEN Fellows trained as skilled mentors through the online Conservation and Communities fellowship in yr1</p> <p>2.2 30 GEN Fellows receive 15 months of mentoring and support from peers through the Conservation and Communities Fellowship by yr2</p> <p>2.3 15 CSO mentees submit to GDF first drafts of proposals for donors by yr2</p> <p>2.4 At least 25 GEN Fellows receive in-person training and practice in network-building and peer-mentoring at the ISE Congress 2024 (Q1 Yr2)</p>	<p>2.1 31 GEN fellows were trained as skilled mentors during the period November 2023 – February 2024 of the CCF (See Miro board link in Annex 5 and point 3.1).</p> <p>2.2 31 fellows were paired up with their peer-mentors on 22 February 2024 (see Annex 10 for paired peer mentors). Given that there is an uneven number of fellows, Emily Caruso is mentoring (and being mentored) by one of the fellows (Moses Kerry). They will continue their peer-mentoring relationship until the end of year 2 at least, although we expect these relationships to continue well beyond the end of the project.</p> <p>2.3 At least 15 proposals of CCF fellows received intensive individual support (through proposal review & dialogue) by GDF mentors during the fellowship period of 1 Nov 23 – 31 Mar 24 prior to submission. Specific proposals (including with GDF mentors’ comments & edits) are available upon request. See also Annex 7.</p> <p>2.4 The in-person event is planned 11-19 May 2024: 11-14 May is the CCF ‘community exchange’ and 15-19 May is the ISE Congress 2024.</p>
<p>Activity 2.1 Train the initial cohort of 20 GEN Biodiversity and Livelihoods Fellows and Advisers in mentoring skills through a 6-month Leadership & Mentoring Academy held from June to November 2023</p>	<p>As mentioned under point 3 (and in our project change request offered in Annex 2) the Leadership and Mentoring Academy was re-named the Conservation and Communities Fellowship; rather than organise 2 cohorts of 15 fellows (+ advisers), we organised 1 10-month cohort for 31</p>	<p>The 31-fellow cohort is currently being trained and will conclude the fellowship on 29 Aug 2024.</p> <p>We are planning to organise a second iteration of the CCF in the first part of 2025.</p>

		fellows, beginning 10 Nov 2023 and ending 29 Aug 2024	
Activity 2.2 Pair trained mentors with 20 mentees in the second cohort who work in similar geographic regions or on similar topics by December 2023		31 fellows were trained in mentoring and paired with each other (one was paired with Emily Caruso, project lead) on 22 February 2024.	We expect the peer-mentoring pairs to continue their mentorship throughout and beyond the timeline of the fellowship (at least until March 2025).
Activity 2.3 Support the 20 mentor-mentee pairs through regular supervision with a member of the GDF team and peer-support group calls from January 2024 to March 2025		Supervision of the mentor pairs is ongoing through our Whatsapp group and individual mentoring sessions,	Supervision of mentor pairs will continue through our WA group, individual mentoring sessions, as well as through a survey and two peer-support mentoring check-in calls which are planned in April and June 2024.
Activity 2.4 Request and review first draft grant proposals by the 30 GEN Biodiversity and Livelihoods Fellows to evaluate their learning on an ongoing basis until project end		So far, X proposals by fellows have been reviewed by GDF mentors	We expect to provide in-depth reviews to another 20 proposals, including 10 Darwin Initiative proposals, by end yr 2. We will use the proposal reviews post-fellowship to assess learning and improvement in proposal-writing.
Activity 2.5 Gather at least 15 GEN Biodiversity and Livelihoods Fellows and 5 Advisers at the ISE Congress for intensive in-person training and practice in network-building and peer-mentoring by May 2024		Organisation for the CCF 'Community Exchange' is ongoing. CCF fellows will be facilitating and presenting their work in 3 panels at the ISE Congress (see above for details).	31 CCF fellows will be present at the ISE Congress 2024 and the pre-congress CCF 'Community Exchange'
Output 3. Global North research institutions and donors promote equity in conservation research, practice and funding	3.1 REVISED: 30 stories of grassroots community-based conservation experiences gathered and edited, and outline of training curriculum for training in decolonising conservation research, practice and funding developed by end yr 1; 80 students and 5 lecturers trained using the stories by end year 2.	3.1 So far 18 stories of grassroots community-based conservation experiences have been gathered and edited and will be published in an online and print magazine by mid-May 2024 (Annex 11). The outline of the training curriculum will be developed in June-Aug 2024; the preparations for the in-person event and Congress has taken precedence. 3.2 This output is planned for year 2 3.3 So far 7 Msc students are confirmed for internships with 6 partner CSOs. One internship was concluded in September 2024 (the article resulting from the internship is available here). The remaining 6 internships are planned for May-Jun 2024 (See Annex 3 for Msc internship agreements and Annex 17 for list of	

	<p>3.2 Toolkit on Decolonising Conservation Research, Practice and Funding is published by yr2</p> <p>3.3 At least 10 UK-based conservation Masters students have completed internships with partner CSOs by yr 2</p> <p>3.4 Podcast on decolonising conservation for donors, institutions and universities, produced and broadcast by yr 2</p>	<p>confirmed MSc projects). A further 3-4 internships will be organised in Yr 2 (see list of fellows' proposed MSc projects in Annex 17).</p> <p>3.4 This output is planned for year 2.</p>
Activity 3.1 Publish Project In/Visibility online platform by May 2023	N/A	The Project In/Visibility platform will be published in June 2024. The online publication of CCF stories will be initially hosted by the GDF website.
Activity 3.2 Develop Project In/Visibility training materials by November 2023	Given the timeline shift resulting from the fellowship, we moved the development of the CCF fellows' stories to the first quarter of 2024; this resulted in a shift in timeline for the development of training materials, as explained in the (now approved) project change request.	We expect the training materials to be developed by December 2024.
Activity 3.3 Offer 2 Project In/Visibility trainings for each partner research institution - 1st training by March 2024, second training by October 2024	Given the above timeline shift, the in-person trainings have also shifted. They will be organised once the training material is published.	We expect the in-person trainings to take place in the first quarter of 2025.
Activity 3.4 Actively engage and collaborate with willing donor partners to help catalyse funding relationships between them and participating CSOs on an ongoing basis	We are currently building our relationships with diverse donors who are interested in building these relationships with participating CSOs. We will continue to develop these	We expect the results of our efforts to come to fruition in Year 2 with specific donor relationships with participating CSOs established.

	relationships throughout the course of the project.	
Activity 3.5 Engage with three UK-based higher education and ten CSO project partners to deliver at least 5 Conservation Masters' internships among partner CSOs (call for applications, collective selection process, M&E) in yr1 and 5 in yr2	Through partnerships with University of Kent, University of Cambridge and University of Edinburgh, we have organised 7 MSc internships with 6 CCF fellows' grassroots organisations.	We expect to organise at least another 3-4 MSc internships with Universities of Cambridge, Edinburgh and hopefully Oxford in year 2.
Activity 3.6 Produce and publish a Toolkit on Decolonising Conservation Research, Practice and Funding by December 2024	We have collected 18 fellows' stories, which will be published online and in print by May 2024. These stories and additional interviews will be used to develop the toolkit on decolonising conservation research, practice and funding by March 2025.	The published stories + additional interviews and research carried out by an expert in decolonial conservation practices will be developed into a toolkit by March 2025.
Activity 3.7 Produce and broadcast a podcast on decolonising conservation for donors, institutions and universities by December 2024	This activity is dependent on the publication of the toolkit and the additional interviews carried out.	We expect the podcast to be published by March 2025.

Annex 2: Project’s full current Indicators of Success as presented in the application form (unless changes have been agreed)

This table includes changes proposed in October 2023 and approved by BCF in November 2023 (see Annex 2 on Project change requests)

Project summary	SMART Indicators	Means of verification
<p>Outcome</p> <p>The biodiversity and livelihoods programmes of 30 Global South CSOs run by GEN members are enhanced, funded and supported by UK research institutions</p>	<p>0.1 30 GEN Fellows submit high quality biodiversity and livelihoods proposals to Darwin Initiative and other donors; 10 by end yr1 and 20 by end yr2</p> <p>0.2 30 CSOs implement best practices in project management, monitoring and evaluation, impact measurement and grant reporting by yr2</p> <p>0.3 At least 3 UK higher education institutions are receiving training in decolonial approaches to conservation research, funding and practice by end year 2</p> <p>0.4 Partnerships developed between at least 3 UK-based institutions and 5 CSOs to enable Masters’ internships by end yr1 and with an additional 5 CSOs by end yr2</p> <p>0.5 At least 5 Global North donors establish relationships with GEN Fellows by yr 2</p>	<p>Proposals submitted</p> <p>Project management documents, logframes and monitoring and evaluation strategies and grant reports</p> <p>Partnership agreements signed between GDF and higher education institutions</p> <p>Partnership agreements signed between UK institutions and CSOs for internships</p> <p>Grant agreements between donors and CSOs</p>
<p>Output 1</p> <p>30 Global South CSO projects are incubated, generating lessons learned for immediate replication</p>	<p>1.1 At least 10 Global South CSO Darwin Initiative Capability and Capacity or Innovation proposals submitted by end Year 2</p> <p>1.2 20 further small, medium or large grant proposals for biodiversity and livelihoods projects submitted by CSOs to other donors (10 submitted in yr1, 10 submitted in yr2)</p>	<p>Submitted Darwin Initiative Capability & Capacity or Innovation proposals</p> <p>Proposals submitted</p> <p>Grant agreements between donors and CSOs signed</p> <p>Simple MoUs governing mentoring and incubation relationship between GDF and CSOs signed</p>

	<p>1.3 At least 10 funded projects launched and incubated during the project's lifetime, by end yr 2</p> <p>1.4 Toolkit for Global South CSOs for successfully funding and delivering biodiversity and livelihoods projects is completed in draft form by yr1 and published by Yr2</p> <p>1.5 Podcast on accessing funding, project management and impact measurement produced and broadcast by yr2</p>	<p>Toolkit published on GDF website and log of communications/ dissemination actions</p> <p>Podcast broadcast on GDF Anchor account and available on Apple, Spotify and YouTube</p>
<p>Output 2</p> <p>40 GEN Fellows and Advisers build mentoring skills and establish a peer-mentoring network for Global South CSOs</p>	<p>2.1 30 GEN Fellows trained as skilled mentors through the online Conservation and Communities fellowship in yr1</p> <p>2.2 30 GEN Fellows receive 15 months of mentoring and support from peers through the Conservation and Communities Fellowship by yr2</p> <p>2.3 15 CSO mentees submit to GDF first drafts of proposals for donors by yr2</p> <p>2.4 At least 25 GEN Fellows receive in-person training and practice in network-building and peer-mentoring at the ISE Congress 2024 (Q1 Yr2)</p>	<p>Mentoring Academy certificates</p> <p>Attendance records</p> <p>Mentoring training Zoom recordings</p> <p>Recordings of mentoring supervision</p> <p>Zoom meetings between mentoring pairs and GDF staff</p> <p>Draft proposals prepared by mentees</p> <p>ISE Congress report and video</p>
<p>Output 3</p> <p>Global North research institutions and donors promote equity in conservation research, practice and funding</p>	<p>3.1 30 stories of grassroots community-based conservation experiences gathered and edited, and outline of training curriculum for training in decolonising conservation research, practice and funding developed by end yr 1; 80 students and 5 lecturers trained using the stories by end year 2.</p> <p>3.2 Toolkit on Decolonising Conservation Research, Practice and Funding is published by yr2</p>	<p>Training materials</p> <p>Workshop reports and attendance records</p> <p>Published toolkit</p> <p>Individual internship learning journals/logbooks</p>

	<p>3.3 At least 10 UK-based conservation Masters students have completed internships with partner CSOs by yr 2</p> <p>3.4 Podcast on decolonising conservation for donors, institutions and universities, produced and broadcast by yr 2</p>	<p>Partnership agreements signed between UK institutions and CSOs for internships</p> <p>Podcast broadcast on GDF Anchor account and available on Apple, Spotify and Youtube</p>
<p>Activities</p> <p>1.1 Implement weekly ‘mentoring and incubation clinics’ with all 40 GEN Biodiversity and Livelihoods Fellows and Advisers, focused on proposal writing, team-building workshops, project management labs, and communications coaching, supplemented by possible site visits to selected projects</p> <p>1.2 Invite at least 10 GEN experts to mentor the CSO leaders - to support project incubation - in the first cohort throughout FY1 and the second cohort throughout FY2</p> <p>1.3 Mentor individually 5 CSO leaders to submit Darwin Initiative proposals in R30, and an additional 5 CSO leaders to submit Darwin Initiative proposals in R31, through online proposal writing clinics, with possible site visits to selected projects</p> <p>1.4 Support all 30 CSO leaders to submit proposals for their biodiversity and livelihoods projects to other selected donors and open calls for application on an ongoing basis until project end</p> <p>1.5 Produce and publish detailed Toolkit for CSOs on Funding and Delivering Biodiversity and Livelihoods Projects in the Global South by March 2024</p> <p>1.6 Produce and broadcast podcast on accessing funding, project management and impact measurement by March 2024</p> <p>2.1 Train the initial cohort of 20 GEN Biodiversity and Livelihoods Fellows and Advisers in mentoring skills through a 6-month Leadership & Mentoring Academy held from June to November 2023</p> <p>2.2 Pair trained mentors with 20 mentees in the second cohort who work in similar geographic regions or on similar topics by December 2023</p> <p>2.3 Support the 20 mentor-mentee pairs through regular supervision with a member of the GDF team and peer-support group calls from January 2024 to March 2025</p> <p>2.4 Request and review first draft grant proposals by the 30 GEN Biodiversity and Livelihoods Fellows to evaluate their learning on an ongoing basis until project end</p> <p>2.5 Gather at least 15 GEN Biodiversity and Livelihoods Fellows and 5 Advisers at the ISE Congress for intensive in-person training and practice in network-building and peer-mentoring by May 2024</p> <p>3.1 Publish Project In/Visibility online platform by May 2023</p> <p>3.2 Develop Project In/Visibility training materials by November 2023</p> <p>3.3 Offer 2 Project In/Visibility trainings for each partner research institution - 1st training by March 2024, second training by October 2024</p> <p>3.4 Actively engage and collaborate with willing donor partners to help catalyse funding relationships between them and participating CSOs on an ongoing basis</p> <p>3.5 Engage with three UK-based higher education and ten CSO project partners to deliver at least 5 Conservation Masters’ internships among partner CSOs (call for applications, collective selection process, M&E) in yr1 and 5 in yr2</p> <p>3.6 Produce and publish a Toolkit on Decolonising Conservation Research, Practice and Funding by December 2024</p> <p>3.7 Produce and broadcast a podcast on decolonising conservation for donors, institutions and universities by December 2024</p>		

Important Assumptions

- GEN Fellows and Advisers working on biodiversity and livelihoods are committed to participate in our programme
- Faculty members of UK-based universities are interested in learning about decolonisation practices for conservation research and practice
- Charitable organisations seek new CSO partners to fund directly in the Global South, and Darwin Initiative continues to offer Capability & Capacity, Innovation and Main grants for at least two more rounds
- Fifteen GEN Fellows already engaged in the process have the resources to submit proposals, engage with mentors and travel to the ISE Congress training event
- UK-based Conservation Masters students seek internships in Global South CSOs

Annex 3: Standard Indicators

Table 1 Project Standard Indicators

DI Indicator number	Name of indicator using original wording	Name of Indicator after adjusting wording to align with DI Standard Indicators	Units	Disaggregation	Year 1 Total	Year 2 Total	Year 3 Total	Total to date	Total planned during the project
DI-A01	0.1 30 GEN fellows submit high quality biodiversity and livelihoods proposals to Darwin Initiative and other donors; 10 by end year 1 and 20 by end year 2	Number of people from key local stakeholders completing structured and relevant training to improve their proposal-writing capacities	People	Men Women	15 16	15 16		15 16	15 16
DI-A01	2.1 30 GEN fellows trained as skilled mentors through the Conservation and Communities Fellowship in yr 1	Number of people from key local stakeholders completing structured and relevant training to improve their mentoring capacities	People	Men Women	15 16	15 16		15 16	15 16
DI-A02	3.3 At least 10 UK-based conservation Masters students have completed internships with partner CSOs by Yr 2	Number of secondments or placements completed by individuals of key local and national stakeholders ³ .	People	Men Women	1 6	2 2		1 6	3 8
DI-A03	0.2 30 CSOs implement best practices in project management, monitoring and evaluation impact measurement and grant reporting by Yr 2	Number of local/national organisations with improved capability and capacity as a result of project.	Number	None	31	31		31	31
DI-A04	0.1 30 GEN fellows submit high quality biodiversity and livelihoods proposals to Darwin Initiative and other donors; 10 by end year 1 and 20 by end year 2	Number of people reporting that they are applying new capabilities (skills and knowledge) 6 (or more) months after training.	People	Men Women	0 0	15 16		0 0	15 16

DI Indicator number	Name of indicator using original wording	Name of Indicator after adjusting wording to align with DI Standard Indicators	Units	Disaggregation	Year 1 Total	Year 2 Total	Year 3 Total	Total to date	Total planned during the project
DI-C01	1.4 Toolkit for Global South CSPs for successfully funding and delivering biodiversity and livelihoods projects is completed in draft form by yr 1 and published by yr 2 3.2 Toolkit on Decolonising Conservation Research, Practice and Funding is published in year 2	Number of best practice toolkits published and endorsed	Number	None	0	2		0	2

Table 2 Publications

Title	Type (e.g. journals, manual, CDs)	Detail (authors, year)	Gender of Lead Author	Nationality of Lead Author	Publishers (name, city)	Available from (e.g. weblink or publisher if not available online)
We currently do not have any publications to report on; these are planned for year 2						

Annex 4: Onwards – supplementary material (optional but encouraged as evidence of project achievement)

All Annexes are available in [this Google Drive folder](#).

Annex 1: All CCF applications + original application form

Annex 2: Project change requests

Annex 3: All Msc internship agreements with fellows' organisations

Annex 4: Contracts between GDF and Common Purpose and The Human Edge

Annex 5: CCF programme, calendar, online Miro platform, Kick-off meeting presentation

Annex 6: CCF online session attendance record

Annex 7: CCF fellows' proposals submitted survey results

Annex 8: CCF Mentoring stream evaluation results

Annex 9: CCF ISE Congress 2024 panel session synopses

Annex 10: CCF Peer-Mentoring Pairs & mentoring journey survey results

Annex 11: CCF publication: Our Land, Our Story

Annex 12: CCF Leading Beyond Authority evaluation results

Annex 13: CCF fellow Preeti Sharma abstract for FLARE 2024

Annex 14: CCF Design document: detailing the design process for the CCF

Annex 15: GEN in Conversation seminar series outline

Annex 16: Funding database shared with fellows

Annex 17: list of Msc projects originally proposed + MSc internships confirmed

Annex 18: CCF baseline survey 1 November 2023

Annex 19: Photograph for section

Checklist for submission

	Check
Different reporting templates have different questions, and it is important you use the correct one. Have you checked you have used the correct template (checking fund, type of report (i.e. Annual or Final), and year) and deleted the blue guidance text before submission?	YES
Is the report less than 10MB? If so, please email to BCF-Reports@niras.com putting the project number in the Subject line.	YES
Is your report more than 10MB? If so, please discuss with BCF-Reports@niras.com about the best way to deliver the report, putting the project number in the Subject line.	
Have you included means of verification? You should not submit every project document, but the main outputs and a selection of the others would strengthen the report.	YES
Do you have hard copies of material you need to submit with the report? If so, please make this clear in the covering email and ensure all material is marked with the project number. However, we would expect that most material will now be electronic.	NO
If you are submitting photos for publicity purposes, do these meet the outlined requirements (see section 15)?	YES
Have you involved your partners in preparation of the report and named the main contributors	YES
Have you completed the Project Expenditure table fully?	YES
Do not include claim forms or other communications with this report.	