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# CASA GENDER, INCLUSION, AND LOCALIZATION STRATEGY

## USAID-CLIMATE ADAPTATION SUPPORT ACTIVITY (CASA)

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## **ACRONYMS AND ABBREVIATIONS**

ADS	Advance Directive System
CASA	Climate Adaptation Support Activity
COP	Conference of the Parties
GAP	Gender Action Plan
GBV	Gender-Based Violence
GESI	Gender Equality and Social Inclusion
GIL	Gender, Inclusion, and Localization
IPCC	Intergovernmental Panel on Climate Change
LGBTQI+	Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex
LLA	Locally Led Adaptation
LWPG	Lima Work Program on Gender
MEL	Monitoring, Evaluation, and Learning
OU	Operating Unit
STEM	Science, Technology, Engineering, and Math
UNFCCC	United Nations Framework Convention on Climate Change
USG	United States Government
USAID	United States Agency for International Development

## 1.0 INTRODUCTION

The United States Agency for International Development (USAID) Climate Adaptation Support Activity (CASA) aims to advance impactful and effective adaptation mainstreaming, programming, and scaling that improves resilience through demand-driven and cross-sectoral support. CASA provides strategic assistance to USAID Missions and USAID/Washington Operating Units (OUs) with the following objectives:

- Objective 1: Increase actionable information to support the design and implementation of impactful adaptation approaches, interventions, and systems shifts.
- Objective 2: Identify strategic and forward-looking adaptation and resilience approaches to support sustainable, scalable, and innovative adaptation.
- Objective 3: Expand inclusive capacity strengthening, convening and partnership, and coalition strengthening to support impactful adaptation action.

This document details CASA's Gender, Inclusion, and Localization (GIL) Strategy, which is intended as a working guidance to integrate gender equality, social inclusion, and localization considerations throughout CASA's lifespan. The strategy provides a conceptual framework and a practical toolkit for program design, implementation, and monitoring, evaluation, and learning (MEL). Since CASA is designed as a buy-in-based, expansive, and flexible support mechanism, the GIL Strategy offers overarching principles and guidance for detailed GIL analysis for individual work orders and buy-ins as they emerge.

The Strategy contains three sections. The first is a background analysis of how GIL intersects with climate adaptation, as well as the linkages with relevant United States Government (USG) and USAID policies and goals. The second section sets out the overall vision and guiding principles for GIL integration. The third section details specific approaches for GIL integration, organized under cross-cutting approaches and approaches for each of the three CASA objectives. Annex I contains a list of references.

## 2.0 BACKGROUND

### 2.1 GENDER, INCLUSION, LOCALIZATION, AND CLIMATE ADAPTATION

Climate change is altering key ecosystem functions across the globe, especially affecting climate-sensitive sectors such as agriculture, fisheries, forestry, energy, and tourism that are critical to populations in developing countries. Climate change also exacerbates existing socioeconomic stresses like poverty, food insecurity, water insecurity, conflict, migration, and health crises.

Vulnerability to and capacity to absorb and adapt to the effects of climate change, including the increasing risk from climate extremes, vary dramatically across populations and individuals, depending on sex, gender, age, race, ethnicity, geography, disability, and other intersectional identities and social positions. Climate vulnerability is extremely context-dependent, with wide variation between geographies in the rights and protections afforded to different groups. Adaptation efforts that do not consider these differences risk reinforcing inequality, vulnerability, losses and damages, and climate injustice (even if inadvertently), as well as overlooking the skills, knowledge, and agency all affected individuals have to contribute to and lead adaptation efforts.

The main relationships between climate change, adaptation, gender, and other intersectional identities and social positions are summarized below<sup>1</sup> following the five domains of gender analysis established by Advance Directive System (ADS) 205: Laws, Policies, Regulations, and Institutional Practices; Cultural Norms and Beliefs; Roles, Responsibilities, and Time Use; Access to and Control Over Assets and Resources; and Patterns of Power and Decision-Making.

### 2.2 LAWS, POLICIES, REGULATIONS, AND INSTITUTIONAL CONTEXT

Laws, policies, and regulations directly and indirectly related to adaptation may not consider the needs of or be detrimental to marginalized groups. It is important to understand the legal, policy, and institutional context in which adaptation decisions are made.

Across the globe, women, men, and gender-diverse people do not enjoy the same rights and protections. The rights of children; youth; Indigenous Peoples; lesbian, gay, bisexual, transgender, queer, and intersex (LGBTQI+); people with disabilities; migrants; and others are often restricted by laws, policies, and regulations. Even when rights are legally defined, incomplete, or inadequate implementation jeopardizes the full enjoyment of rights and increases vulnerability. In addition, marginalized populations may have restricted access to knowledge about laws/policies due to more limited literacy, limited technology, and linguistic barriers- with important variation in different parts of the world. Likewise, access to legal remedies and mechanisms is restricted by economic, social, and attitudinal barriers.

Legal restrictions that drive inequality and affect climate adaptation include laws around land and property rights (Landesa 2015). In turn, insecure land tenure influences the ability to make livelihoods choices (e.g., crop choices); access to information, financial services, and technologies; ability and willingness to adopt climate-smart agriculture practices; ability to access and afford adaptation-related

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<sup>1</sup> This summary draws from the Gender Analysis for the USAID Climate Strategy 2022-2030 and other sources, listed in Annex I.

resources; and ability to participate in producer organizations and government programs (Meinzen-Dick et al. 2019; World Bank, Food and Agriculture Organization, and International Fund for Agricultural Development 2009; Anseeuw and Baldinelli 2020).

Laws, policies, and regulations on employment and contracting may exclude women and individuals from other marginalized groups from certain employment sectors and livelihoods opportunities, including green jobs, confining them to more precarious (informal, seasonal, and part-time) and climate-sensitive jobs that do not provide employment security or social protection that could increase resilience to climate-related shocks. Collateral and other procedural requirements, such as identity documents, may appear gender neutral but tend to disproportionately disadvantage women in securing formal and informal financial services. In several countries, divorced or widowed women face legal and customary socioeconomic restrictions, and married women are required to have spousal consent to enter contracts or use property as collateral (Food and Agriculture Organization of the United Nations 2010). These restrictions exacerbate women's financial exclusion, economic dependency, and inability to mitigate the consequences of and adapt to climate change.

Indigenous Peoples and LGBTQI+ populations are more likely to experience dispossession and be excluded from secure housing policies, forcing them to live in more climate-vulnerable areas. They are also less likely to be able to access education and healthcare services, affecting their ability to absorb and adapt to climate change effects (United Nations Office of the High Commissioner for Human Rights 2021, USAID 2020).

### **2.3 CULTURAL NORMS AND BELIEFS**

Vulnerability to climate events and adaptation capacity are affected by cultural, social, and gender norms and beliefs that influence roles, responsibilities, access to and control over resources, and decision-making power. Even without legal or official exclusions, social and gender norms shape individuals' exposure to climate risks and the tools and resources they have to adapt. Cultural, social, and gender norms, and particularly those associated with livelihood viability, can be barriers to climate adaptation and negatively affect different groups.

Social and gender norms guide who can speak in public, who can perform certain tasks, who can freely move, who has access to information such as early warnings, and what types of coping mechanisms are acceptable. These roles often have a disproportionately negative effect on women, youth, people with disabilities, and other groups (Boyer, Meijer, and Gilligan 2020; United Nations 2020). For instance, migration can allow individuals and households to diversify sources of income under different environmental conditions and build their resilience. However, social and gender norms can restrict women's and girls' ability to migrate. Gendered vulnerabilities also impact men, by virtue of social norms that determine their roles and responsibilities. For instance, men, especially young men, can suffer undue pressure to migrate unsafely during and after climate events.

During climate-related emergencies, gender norms can pressure men to perform first-responder and heroic roles, removing them from their own households and leading to an elevated risk of injury and death (Kato-Wallace 2019). Information may be shared with families through "heads of households," often perceived to be men, giving women and young people less access to information and support to evacuate, protect property and assets, or make critical decisions to reduce disaster risk. Women's reduced access to education may render them isolated from helpful information to ensure their safety



during a climate disaster. There is also evidence that women and girls are, on average, more likely than men to die from natural and climate disasters, have less opportunity to learn lifesaving skills (like swimming), and have less access to vehicles and other means to evacuate (Neumayer and Plümper 2007). Women are also frequently tasked with the physical and emotional stress of caring for children, the elderly, and people with disabilities during emergencies. LGBTQI+ people can be excluded from formal and informal aid and recovery services and be more susceptible to harassment and violence (Dwyer and Woolf 2018).

Social and gender norms influence what coping strategies are acceptable or expected from different social groups and individuals. When livelihoods are affected by climate events and during climate-related crises, women and girls and other groups like youth and LGBTQI+ people are more pressured to forgo education; leave the labor force; liquidate assets and resources; accept onerous unpaid workloads; engage in child, early, and forced marriage; engage in transactional sex; or be subjected to sexual exploitation or human trafficking (Shean and Alnouri 2014).

Social and gender norms also influence the normalization and acceptance of gender-based violence (GBV) and violence against particular groups, like LGBTQI+ people, Indigenous People, certain ethnic groups, and migrants (Camey et al. 2020, Owren 2021). As climate change exacerbates underlying socioeconomic stressors, violence within households and communities can increase. Likewise, adaptation efforts can inadvertently reinforce exclusions or create an unintentional perception that some groups are being prioritized, resulting in backlash and violence.

## **2.4 ROLES, RESPONSIBILITIES, AND TIME USE**

Men and women—and subgroups according to intersecting identities—have traditional roles and responsibilities in the household and climate-sensitive sectors like agriculture, fisheries, forestry, natural resource management, energy, and disaster response/management. Men are often perceived as “heads of the household” and decision makers. In contrast, women are assigned a disproportionate share of unpaid household and caring responsibilities that limits their earning potential and time availability (United Nations Development Programme Climate 2016). Rural women are particularly vulnerable, and gendered roles and responsibilities can increase women’s vulnerability to climate and other shocks and stressors (Bryan 2019). For example, the depletion of resources due to climate change can increase the time spent and distance covered by women and girls to complete household tasks like water and fuel collection, impacting their safety and well-being (Doss and Morris 2001). Further, gendered roles and responsibilities can limit their ability to attend consultations or engage in adaptation efforts.

Climate related migration can shift local demographics and gendered roles and responsibilities, with women taking on additional household responsibilities, including becoming the solo financial provider and decision-maker. Women affected by climate related migration – be by migrating or because of male relatives leaving the household – are often more vulnerable to abuse and exploitation. Women’s roles and responsibilities might also constrain their freedom to choose whether to migrate because of lack of control over resources and/or social and gender norms. On the other hand, women’s climate related migration can be positive to increase the adaptive capacity of households through financial remittances and new skills and knowledge (IOM; Maharjan et al 2020).

Due to social and gender norms, women and other marginalized groups are underrepresented in science, technology, engineering, and math (STEM) fields, excluding them from professional

opportunities that could increase their earning potential, economic empowerment, and resilience and from contributing to STEM-based pathways to more effective climate adaptation. On the other hand, as men are overrepresented in relevant industries, they are more likely to be affected by transitions to low-carbon/green economies. Out of the men in relevant industries, those who are young, low-skilled, and from certain economic classes and ethnic groups are particularly likely to be negatively affected.

## **2.5 ACCESS TO AND CONTROL OVER ASSETS AND RESOURCES**

Access to and control of assets and resources influence both vulnerabilities to climate change effects and adaptive capacity. Managing climate risk and adaptation requires active investment in change, which in turn requires resources. Being able to use and make decisions over resources may allow individuals to maximize their livelihood outcomes, engage in adaptation planning, and adopt climate-smart practices. Access and control over resources may reduce individuals' vulnerability to GBV and negative coping strategies and influence climate-related migration, both seasonal and permanent. However, unequal laws, policies, customary practices, and social and gender norms influence access to and control over land, forests, water, natural resources, information, tools, inputs, technologies, and financial services according to gender and other intersectional identities and social positions.

As previously mentioned, women and other marginalized groups face barriers to owning and making decisions about land. Evidence shows that they are also more likely to hold smaller and less fertile plots of land (Meinzen-Dick et al. 2019). Marginalized groups have adverse incentives to relocate to hazard-prone areas because of the lower price of land in these areas. It is estimated that Indigenous Peoples possess ownership rights to only one-fifth of areas under customary use, leaving most of their land subject to insecurity, invasion, and appropriation (USAID 2020). As they often depend on their land for their livelihoods and engage in climate-sensitive activities, they are particularly vulnerable to climatic shocks and weather-related events. Changing livelihood viability due to the collapse and shifting of ecosystems and geographies puts additional pressure on land use and ownership, increasing land grabbing and forced displacement that affect marginalized groups disproportionately.

Access to information to manage current risks and to support the shifts in household investment that adaptation requires is unequal due to differences in how and where people obtain information, their educational levels, language barriers, physical and social mobility constraints, and the digital gap (Doss and Morris 2001). This includes access to extension services and early warning information, for instance. Oftentimes only heads of households<sup>2</sup> or cooperative leaders (usually men) are included in training and extension outreach at the expense of other family and community members. Even when women are deeply engaged in agriculture, “farmers” are often seen as men, and programs for farmers often exclude women. Women and other marginalized groups have less access to financial services like savings, bank accounts, mobile money, remittances, credit, and insurance due to limited information, limited mobility, digital gap, high transaction costs, and limited acceptable collateral (Gammage et al. 2017). This severely constrains their ability to invest in their land, engage in commercial value chains, diversify livelihoods, invest in climate-smart technologies, and engage in or create green jobs (Kwauk 2021). Gendered and socially determined lack of access to crop insurance and advisory services regarding weather and

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<sup>2</sup> Contacting only the “head of household” for program interventions and research is in itself problematic as it presumes that certain individuals know what other household members do, prefer, and need.

disaster response increases vulnerability to climate risks and the inability to recover from shocks (Quisumbing, Kumar, and Behrman 2012).

## **2.6 PATTERNS OF POWER AND DECISION-MAKING**

Participation in decisions about resources, income, and coping strategies is key to increasing resilience, adaptive capacities, and, ultimately, climate justice. Patterns of power affect the ability to influence decision-making on adaptation options at the individual, group/community, national, regional, and international levels. Moreover, decisions made in the present affect climate change effects and vulnerability in the future, disadvantaging future generations (Technical Examination Process on Adaptation 2020).

Climate-related decisions happen within households and in formal and informal institutions. The previous sub-sections detailed gender and other inequalities in social norms, roles, responsibilities, and resource control that ultimately exclude women, young people, people with disabilities, and other groups from decision-making within households. Perceptions of power, authority, and knowledge are oftentimes intertwined with gender, age, and other intersecting identities, also influenced by economic class, educational level, language, and other factors that can disadvantage certain groups. Both within households and communities, decision-making power is linked to the perception and acceptance of who is the head of the household or who is viewed as a community leader.

At the community level, resource governance committees and farmers' associations play multiple roles in building resilience to climate shocks and stressors, including mobilizing, pooling, or regulating the use of shared resources and advocating for collective interests. Women and other marginalized populations are excluded from decision-making by official regulations, like membership requirements, quorum requirements, distance, and timing of meetings. The participation of women, young people, the elderly, people with disabilities, and LGBTQI+ people in community organizations and institutions is also constrained by social and gender norms about speaking in public, physical appearance, acceptance in public spaces, generational deference, and social and physical mobility. Women can lack (or are perceived to lack) the knowledge, socio-emotional skills, and confidence to participate, as well as the time to attend meetings due to their disproportionate share of unpaid work (Leisher et al. 2016). Even when women and marginalized groups are represented in community dialogues, organizations, and institutions, they still lag in meaningful participation and leadership. They are also at greater risk of experiencing backlash, harassment, and violence within the household, from community members, and within institutions.

Regulations, institutional practices, and social and gender norms also inhibit the representation and leadership of women and other marginalized groups in national, regional, and international climate adaptation structures. Although parties to the United Nations Framework Convention on Climate Change (UNFCCC) have emphasized the importance of women's leadership in climate policymaking in several decisions like the Lima Work Program on Gender (LWPG) and the Gender Action Plan (GAP), equitable participation is still far from reality. At the Conference of the Parties (COP) 26 in 2021, women's participation across all national delegations was 38 percent, and only 13 percent of Heads of Delegations were women. It is estimated that gender parity in national COP delegations will not be achieved until 2040, and gender parity in COP Heads of Delegations will not be achieved within the foreseeable future (Women's Environment & Development Organization 2022). Similar inequitable participation is observed in climate decision-making structures at regional and national levels across the

world. When individuals and groups do not take part in decision-making, their needs and priorities are not reflected, and inequalities and climate injustice are reinforced. This includes a lack of influence over the definition of climate-resilient pathways priorities and the use of adaptation resources from international and national climate funds are used. For instance, women, youth, Indigenous Peoples, and other marginalized groups are likely to experience greater economic and non-economic losses and damages due to differentiated exposure to climate risks and adaptation deficits, but equally likely to have less say over how climate finance is distributed and used.

Barriers to representation and leadership in decision-making and policymaking spaces are an obstacle to promoting locally led adaptation. As mentioned above, women’s participation is low, and representation of other marginalized groups, like Indigenous Peoples, people with disabilities, and youth, is even lower. As localization advances as a main development and climate adaptation priority, it is critical to ensure that “locally led” is not gender and socially neutral and that women and marginalized groups can truly take part in leading local efforts and decision-making.

Women, Indigenous Peoples, youth, people with disabilities, and other groups have valuable knowledge, skills, and lived experiences to contribute to and lead adaptation planning and action. Their needs and preferences can enrich climate solutions, leading to culturally appropriate, sustainable, and locally led interventions (De Pinto et al. 2020, Saad 2019). A study of 91 countries found a strong positive correlation between the percentage of seats occupied by women in national parliaments and the prioritization of climate change policy associated with lower CO2 emissions (Mavisakalyan and Tarverdi 2019). Other research found that having more women in Parliament contributes to more ratified environmental treaties and higher rates of land protection (Norgaard and York 2005). Women’s participation in community resource governance and related household decision-making can improve the conservation and regeneration of degraded resources, rule compliance, and adoption of sustainable practices.

## **2.7 OPPORTUNITIES AND BENEFITS OF GENDER EQUALITY AND SOCIAL INCLUSION IN CLIMATE ADAPTATION**

Women, Indigenous Peoples, youth, people with disabilities, and other groups have valuable knowledge, skills, and lived experiences to contribute to and lead adaptation planning and action. Their needs and preferences can enrich climate solutions, leading to culturally appropriate, sustainable, and locally led interventions (De Pinto et al. 2020, Saad 2019).

Women’s participation in community resource governance and related household decision-making can improve the conservation and regeneration of degraded resources, rule compliance, and adoption of sustainable practices (Leisher, Temsah, Booker, & Day 2019). Women often have important knowledge of local ecosystems and natural resource management, which can inform adaptation strategies that are better suited to local conditions (UN Women 2022). A study of 91 countries found a strong positive correlation between the percentage of seats occupied by women in national parliaments and the prioritization of climate change policy associated with lower CO2 emissions (Mavisakalyan and Tarverdi 2019). Other research found that having more women in Parliament contributes to more ratified environmental treaties and higher rates of land protection (Norgaard and York 2005).

Young people frequently have a unique perspective on climate change, and often have innovative ideas for how to address it. Young people can bring creativity, energy, and willingness to take risks to climate

adaptation efforts (UNEP 2022; Mapedza, Mandondo, & Nhemachena 2016). Moreover, young people are future leaders and decision-makers, and will be the ones who are most affected by the long-term impacts of climate change, so it is critical to include their perspectives and interests to build long-term resilience efforts. Climate adaptation efforts can provide opportunities for intergenerational learning and knowledge transfer.

Including people with disabilities in the planning and design of climate adaptation measures can help to ensure that their unique needs and perspectives are considered (Berman-Bieler, Yost, & Schmitz, 2021; International Disability Alliance 2021). This can help to make adaptation measures more effective, accessible, and equitable. Partnerships with disability organizations can help to ensure that the needs and perspectives of people with disabilities are represented in climate adaptation efforts. These organizations can also provide valuable expertise and resources to support inclusive climate adaptation.

Indigenous People have traditional knowledge and practices that are relevant to climate adaptation, such as traditional farming practices and knowledge of local ecosystems (Ford et al 2016). Indigenous People have a deep connection to the land and a strong tradition of environmental stewardship. This knowledge can inform climate adaptation strategies and help make them more effective and sustainable. Many Indigenous People activists have been at the forefront of climate change advocacy, bringing attention to the disproportionate impacts of climate change on Indigenous communities and advocating for climate justice. Finally, Indigenous People often have strong community-based approaches to decision-making and resource management, which can help to ensure that climate adaptation efforts are locally led and grounded in the needs and perspectives of local communities.

## **2.8 POLICY FRAMEWORK**

Equitable, inclusive, and locally led adaptation is a priority for the USG and USAID, as detailed in the President's Emergency Plan for Adaptation and Resilience and the USAID 2022–2030 Climate Strategy. Equity, inclusion, and locally led development are core principles in the Climate Strategy. The 2021 National Strategy on Gender Equity and Equality includes the promotion of gender equity in mitigating and responding to climate change as one of the ten priority areas. The 2023 Gender Equality and Women's Empowerment Policy highlights climate as a priority sector. Inclusive adaptation contributes to and advances other USAID policies such as the Local Capacity Strengthening Policy, Policy on Promoting the Rights of Indigenous People, Global Food Security Strategy, Global Water Strategy, Multi-Sectoral Nutrition Strategy and Resilience Policy, Private Sector Engagement Policy, and New Partnerships Initiative.

The importance of gender equality and women's participation is increasingly recognized in the international climate change framework (United Nations Framework Convention on Climate Change 2015). At COP25 in 2019, the parties to the UNFCCC adopted the LWPG and GAP, with five priority areas for gender-responsive climate action: 1) capacity building, knowledge management, and communication; 2) gender balance, participation, and women's leadership; 3) coherence; 4) gender-responsive implementation and means of implementation; and 5) monitoring and reporting. The Youth Non-Governmental Organizations is the children and youth constituency at the UNFCCC, holding global, virtual, regional, and local Conferences of the Youth to reflect young voices into COP negotiations. The Local Communities and Indigenous Peoples Platform aims to gather diverse knowledge, strengthen capacities, and offer opportunities for engagement in the design and implementation of climate policies and action, including the development of work plans (the current plan

covers the period of 2022–2024). Disability organizations and people with disabilities have advocated for a Disability Constituency, and Sustained Ability and the Disability and Climate Network have facilitated the Disability Caucus since COP23 in 2017. During COP26 in 2021, the Disability Caucus was included in the UNFCCC Secretariat Daily Program and able to deliver the first-ever Disability Caucus High-Level Statement.

### 3.0 VISION AND GUIDING PRINCIPLES

The overall vision of this Strategy is that gender, inclusion, and localization considerations are integrated into all CASA objectives and activities in a manner that is well-grounded in evidence, USAID policies and experience, and international best practices.

CASA will adopt a broad approach to social inclusion, considering historical and ongoing patterns of discrimination and marginalization based on gender and other intersectional identities and social positions. The gender equality and social inclusion (GESI) integration approach is built upon—and expands—the gender integration continuum conceptual framework (see Figure 1) that classifies approaches according to the extent to which they acknowledge, respond to, and transform inequalities. Across the GESI integration continuum, CASA will uphold the “do no harm” principle, identifying, preventing, mitigating, and responding to unintended consequences of activities, including GBV. CASA will strive to adopt GESI-transformative approaches; this might not be feasible in the near term or with the resources available in certain contexts, so accommodative approaches might be necessary for incremental gains. GESI-transformative approaches are critical to the promotion of transformative adaptation that pursues fundamental system-wide and multi-system changes and questions social injustices and power imbalances. As transformative adaptation is a long-term process, current livelihood systems will need to be maximized and protected in order to create the opportunity to shift, so incremental adaptation is also important.

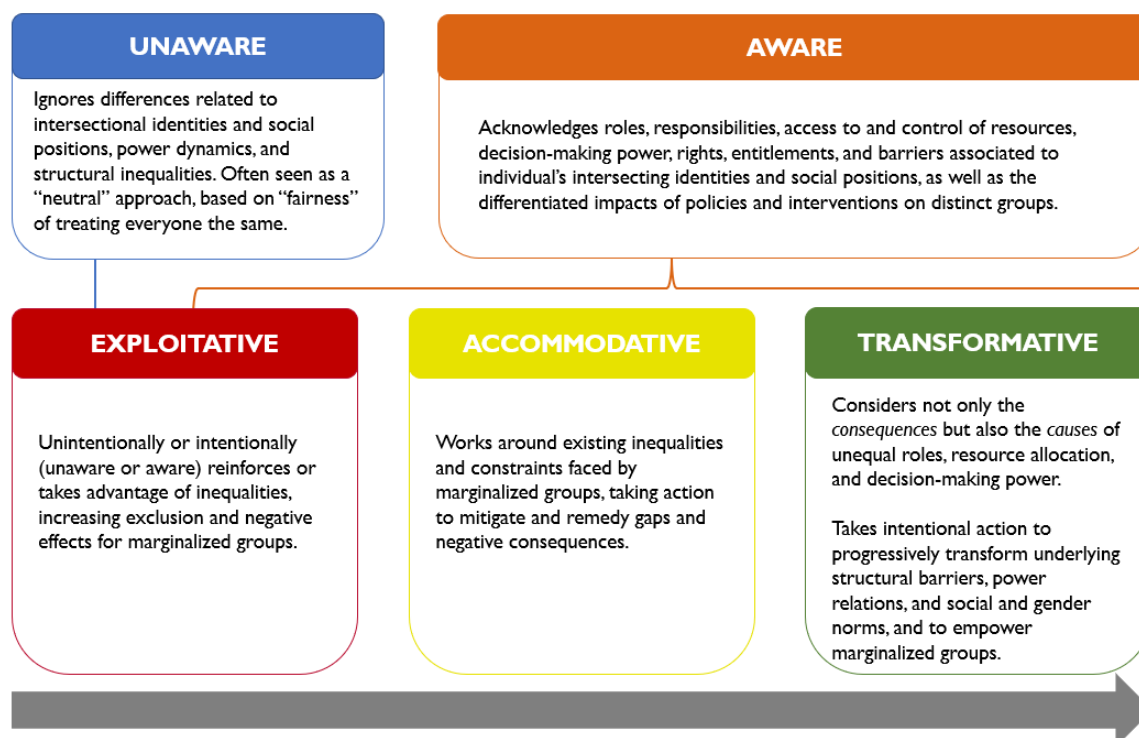


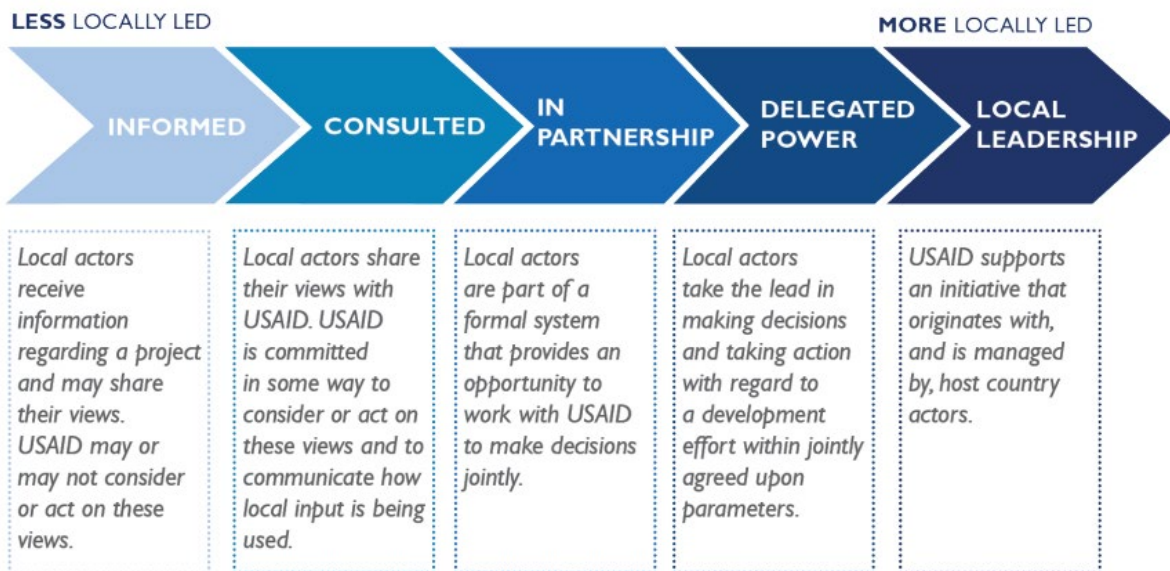
Figure 1. Gender Equality and Social Inclusion Integration Continuum (IGWG 2017)<sup>3</sup>

<sup>3</sup> This Strategy adapts the original gender integration continuum developed by the USAID Interagency Gender Working Group to consider not only gender equality but also social inclusion more broadly. See <https://www.igwg.org/training/programmatic-guidance/>

As detailed in the previous section, people and communities living in contexts that are highly vulnerable to climate change<sup>4</sup> are affected in different ways according to their identities and social positions. However, it is important to consider not only how they are affected but also their adaptation capacities and opportunities to participate and lead innovative adaptation solutions. CASA will identify and promote adaptation efforts that advance localization, defined by USAID as the internal reforms, actions, and behaviors needed to put local actors in the lead, strengthen local systems, and be responsive to local communities.

CASA’s approach to localization will focus on promoting locally led development, the process through which local actors set their own agendas, develop solutions, and bring the capacity, leadership, and resources to make those solutions a reality (i.e., the “nothing about us without us” principle). This is critical to promote transformative and systems-level change so local decision makers understand the differentiated impacts and adaptation pathways that are possible and create visions for an inclusive and climate-resilient future—and local communities ultimately lead actions toward such visions.

CASA will actively identify local actors so they can be meaningfully informed and consulted, work in partnership, and preferably lead activities in all core workstreams and buy-ins (see Figure 2). As CASA is a buy-in-based mechanism, the team will apply locally led principles at the onset of new work orders (see Section 4.1.1). CASA will work within the local system, actively seeking out local-level stakeholders (including national, sub-national, or the lowest administrative level stakeholders as applicable), champions, and knowledge brokers with whom to co-design activities aligned with local priorities. This will include rapid or in-depth (depending on specific buy-ins) stakeholder landscape assessments and mapping of existing and new climate adaptation networks and institutions. CASA will adopt a “host country first” approach for all activities and partnerships, with the core consortium and on-call partners used only when needed to fill gaps.

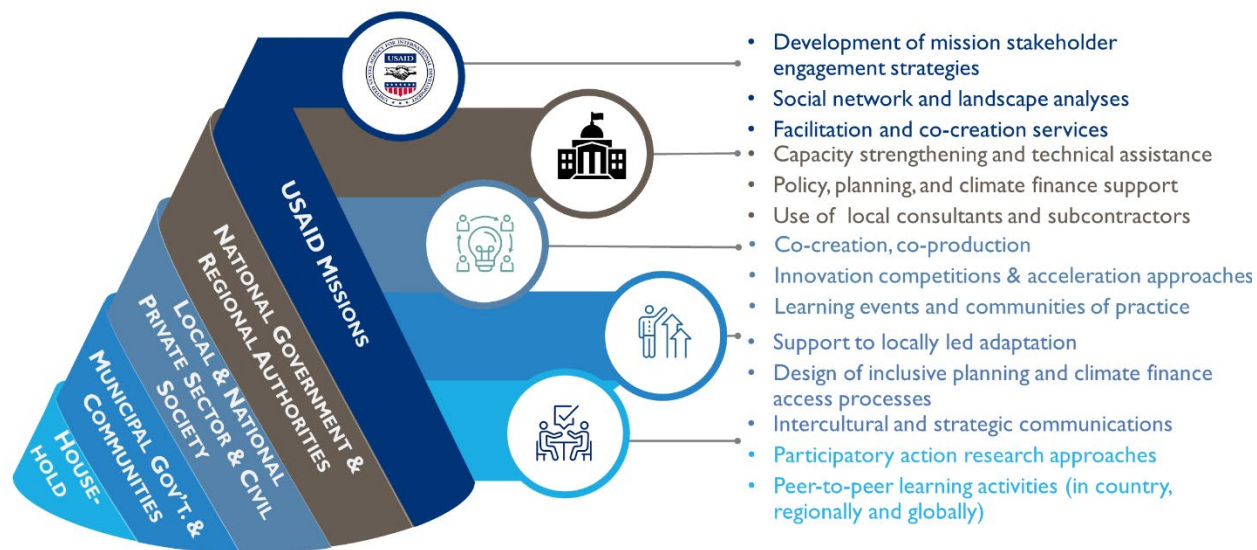


**Figure 2. Locally Led Development Spectrum (USAID 2021)**

<sup>4</sup> According to the Sixth Assessment Report from the Intergovernmental Panel on Climate Change (IPCC), approximately 3.3–3.6 billion people live in contexts that are highly vulnerable to climate change (IPCC 2022).



As a USAID support mechanism, CASA will engage with a diverse set of stakeholders, adopting diversified engagement strategies (Figure 3) to harness the contributions. CASA will begin engagement at the earliest possible juncture and, to the extent possible, build in adequate timelines to develop trust and reciprocity. CASA will rely on local interlocutors as much as possible to further authentic engagement and meaningful learning that convert the complexity of adaptation programming into practical, locally led, and inclusive processes that point to clear climate-resilient adaptation pathways.



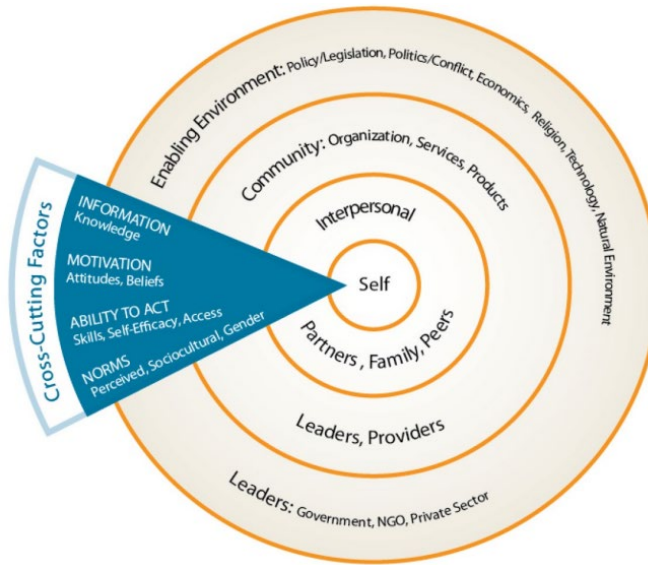
**Figure 3. Local Engagement Strategies**

When directly engaging with local actors through buy-ins, CASA will focus on strengthening local capacity, especially of marginalized people (and organizations representing/led by marginalized groups), so they can meaningfully participate and lead adaptation efforts at subnational, national, regional, and international levels. CASA will follow the principles established in the USAID 2022 Local Capacity Strengthening Policy, which understands capacity as the knowledge, skills, motivations, and relationships that enable an actor (individual, organization, or network) to take action to design and implement solutions to local development challenges, to learn and adapt from that action, and to innovate and transform over time. CASA will adopt a broad understanding of capacity, recognizing academic, informal, and traditional knowledge, skills, and relationships as equally valid and necessary to advance climate adaptation and resilience. The Strategy acknowledges that local adaptation capacities already exist (and therefore do not need to be “built”), committing to respecting and listening to local actors to jointly identify gaps, opportunities, and options to strengthen existing capacities.

As locally led development is an embedded principle in the USAID Climate Strategy, CASA will aim to advance USAID’s public advocacy and thought leadership on locally led adaptation by increasing understanding of locally led adaptation (including the locally led adaptation principles<sup>5</sup>) and capturing data to measure and evaluate progress toward localization in climate adaptation.

<sup>5</sup> The Global Commission on Adaptation developed the eight locally led adaptation principles and launched them at the 2021 Climate Adaptation Summit. As of November 2022, over 100 organizations, including USAID, have endorsed the principles. The principles are available at <https://gca.org/reports/principles-for-locally-led-adaptation-action/>

Locally led development requires attention to local systems, processes, and power structures and inequalities, and therefore localization efforts will be intertwined with GESI integration to recognize, mitigate, respond to, and transform inequalities related to intersectional identities and social positions. Local planning and decision-making on climate adaptation often follows agendas defined at the global level (for instance, by the IPCC process) or at the national level based on established power structures. Multi-level action is needed to define agendas, change behaviors and systems, and help stakeholders navigate uncertainty. CASA will use the socioecological model to design transformative activities to convene local actors, increase actionable information, identify strategic adaptation approaches, and strengthen capacities to advance impactful adaptation programming and minimize maladaptation.<sup>6</sup>



**Figure 4. The Socioecological Model (Communication for Change 2012)**

The GIL Advisor is part of the core CASA team and will be responsible for overall technical guidance on GIL integration. However, the responsibility to pursue equitable, inclusive, and locally led approaches falls equally on every member of the project team, following a shared commitment to internal and external responsibility and accountability.

<sup>6</sup> The socioecological model is a framework for understanding the multifaceted and interactive effects of personal and environmental factors that determine behaviors and identifying behavioral and organizational leverage points.

## 4.0 GENDER, INCLUSION, AND LOCALIZATION APPROACHES

Based on the challenges and opportunities identified in the background section and the overall principles detailed above, this section details GIL approaches applicable to all of CASA’s core activities and buy-ins. This is followed by a menu of approaches applicable to each CASA objective. As CASA is a flexible mechanism, this menu will be refined as buy-ins emerge.

### 4.1 CROSS-CUTTING APPROACHES

#### 4.1.1 WORK ORDER AND BUY-IN REVIEW

Every CASA work order or buy-in will include an initial GIL review that will apply the checklist below to assess and ensure GIL integration in the scope of work (as feasible) and subsequently during intervention design, implementation, and monitoring, evaluation, and learning. The GIL Advisor will be responsible for the GIL integration review and checklist in coordination with the activity leaders and other project team members as applicable.

**TABLE I. GIL INTEGRATION CHECKLIST FOR WORK ORDERS/BUY-INS**

#	TYPE OF MARKER	MINIMUM CRITERIA	YES/NO	COMMENTS
<b>ACCOMMODATIVE</b>				
1	GESI marker Locally led marker	A gender and social inclusion analysis and a stakeholder mapping have been conducted with findings on differentiated (intersectional) effects of climate change, adaptation deficits, adaptation capacities, and opportunities to contribute to and lead adaptation efforts. <sup>7</sup>		
2	GESI marker Locally led marker	Findings from the gender and social inclusion analysis inform the design, with locally led framing of problems and objectives.		
3	GESI marker Locally led marker	Opportunities were identified to integrate GIL into the scope of work and to develop standalone GIL activities as feasible.		
4	GESI marker	Potential risks and unintended consequences (including gender-based violence and maladaptation) for marginalized groups are identified, with mitigation and prevention strategies (“do no harm” approach).		
5	GESI marker	Consultation, co-creation, and/or co-implementation with women and other marginalized groups are included in the scope of work.		
6	Locally led marker	Opportunities for inclusive and representative consultation and co-creation with local actors are identified.		

<sup>7</sup> For Mission buy-ins, the GIL Advisor, in collaboration with the activity lead and Mission Gender Advisor/focal point, will review the most recent USAID GESI analyses/assessments at the Country Development Cooperation Strategy and activity levels (as available) and make recommendations as to whether those are sufficient to inform the activity design effectively. If not, the GIL Advisor will note gaps and make recommendations on how these should be filled, either through a desk-based analysis or in-country data collection.

**TABLE I. GIL INTEGRATION CHECKLIST FOR WORK ORDERS/BUY-INS**

#	TYPE OF MARKER	MINIMUM CRITERIA	YES/NO	COMMENTS
7	GESI marker Locally led marker	MEL plan/approaches include baseline data and indicators disaggregated by gender, age, and other intersectional identities.		
<b>TRANSFORMATIVE (IN ADDITION TO ALL CRITERIA ABOVE)</b>				
8	GESI marker Locally led marker	The proposed analyses, activities, and interventions have an explicit aim to transform structural barriers affecting marginalized groups and power inequalities.		
9	GESI marker	Activities to empower and strengthen the capacity of women and other marginalized groups are included.		
10	Locally led marker	Capacity needs across a wide range of intersectional identities were identified through participatory assessments, consultation, and co-creation, and strategies to strengthen local capacities were devised by affected groups.		
11	Locally led marker	Opportunities for co-implementation and/or partnerships where local actors lead implementation are identified.		
12	GESI marker Locally led marker	MEL plan/approaches include indicators measuring transformative change towards equitable, inclusive, and locally led adaptation.		

#### 4.1.2 INTERNAL CAPACITY

CASA will promote GIL awareness and sensitivity during all recruitment processes, with the goals of identifying capable technical candidates, promoting diversity, and fostering a more inclusive approach to activity design that leads to better impact and results. Every job description will include issues related to gender equality, social inclusion, and localization in the background, objectives, tasks/responsibilities, and qualifications, and language will be checked for potential biases. Recruitment panels will be representative and GIL-related issues will be discussed in all recruitment processes.

A key component of successful GIL integration is ensuring that all staff are informed about the key gaps and opportunities for the inclusion and leadership of local actors and marginalized groups. Project staff at every level, including leadership levels, should understand the importance of and be equipped and willing to champion equitable, inclusive, and locally led approaches that uphold the “do no harm” principle.

The CASA GIL Advisor will be responsible for continually strengthening the capacity of project staff (including consortium members) and keeping the team updated on relevant USAID policies and international, regional, and local best practices, engaging additional internal and external technical support as required. A participatory internal capacity gap assessment will be conducted at a minimum during annual work planning and pause-and-reflect exercises and more often following the start of new buy-ins, changes in USAID policies, global adaptation developments, and ongoing project needs. All GIL-related capacity strengthening work will be done in collaboration with and preferably led by local experts and partners that represent marginalized groups.

### 4.1.3 COLLABORATION

CASA will collaborate with other USAID activities to ensure the utilization of existing architecture, avoid overlapping and duplication, and maximize GIL-related capacity. This includes collaboration with global activities and Mission-led activities in the areas of climate change, adaptation, resilience, food security, natural resource management, conservation, land tenure, GESI, and locally led development. CASA will use existing structures within USAID, such as the Gender Advisors network, Environment Officers network, Gender and Climate community of practice, and women’s empowerment community of practice, to share research, guidance, tools, and results. Likewise, CASA will engage with broader adaptation, GESI, and related institutions, networks, and events to share CASA products, evidence, learning, and best practices outside of USAID.

### 4.1.4 COMMUNICATIONS

Internal and external communications and learning products will highlight GIL considerations as an integral component rather than an “add-on” topic. CASA’s communications efforts will intentionally promote equality and inclusion by pursuing:

- **Inclusive communication:** Content and language will be inclusive, avoiding conscious and unconscious biases and tailoring message and format to different audiences.
- **Informed and meaningful consent:** Any communications using stories and images of individuals will obtain their informed and meaningful consent, with efforts made to share final products with the individuals portrayed.
- **Balanced and diverse representation:** Communications will include the voice, issues, perspectives, and interests of distinct groups affected by climate change and involved in adaptation.
- **Positive portrayal:** Communications will use positive messages and defy stereotypes in language and images, respecting the dignity and agency of people and groups affected by climate change and participating in and leading adaptation efforts.
- **Locally led communications:** As the effects of climate change are mostly felt at the local level, and local actors are best placed to lead adaptation efforts, communications will highlight the local framing of issues and the empowerment and leadership of local actors.

The project’s communications lead and GIL Advisor will monitor CASA’s intentional efforts toward inclusive and locally led communications and revise them at a minimum during annual work planning and pause-and-reflect exercises and more often according to project needs or external events.

## 4.2 OBJECTIVE I – ACTIONABLE INFORMATION

**TABLE 2. OBJECTIVE I – ACTIONABLE INFORMATION**

GIL GAPS	GOALS	APPROACHES
<b>TASK 1: PRODUCE CLIMATE AND CLIMATE-RELATED RISK, ADAPTIVE CAPACITY, ADAPTATION OPTIONS, AND SIMILAR ANALYSES</b>		
<p>The policy and regulatory environment may be explicitly or implicitly discriminatory and affect the adaptive capacity of marginalized individuals and groups differently. Roles, responsibilities, access to and control of resources, and decision-making power related to gender and other intersectional identities and social positions shape the type, nature, and degree of climate risks experienced by individuals, as well as their capacity and preferences to adapt.</p>	<p>Climate risk, adaptive capacity, and adaptation options analyses, assessments, and other products capture and address gender and social differences, including the intersecting drivers of vulnerability now and in the future under a changing climate.</p>	<p>Include a gender and intersectionality assessment in all analyses on climate risks, capacity assessments, and adaptation options, using the five analysis domains from ADS 205 (Laws, Policies, Regulations, and Institutional Practices; Cultural Norms and Beliefs; Roles, Responsibilities, and Time Use; Access to and Control Over Assets and Resources; and Patterns of Power and Decision-Making). Ensure that these analyses identify various marginalized groups and how most relevant intersectionality affects climate vulnerabilities.</p> <p>Integrate GIL issues and concerns into all analyses and develop GIL-specific analyses that focus on risks, adaptive capacities, and options and preferences of women, youth, Indigenous Peoples, people with disabilities, and other marginalized groups.</p>
<p>Women and other marginalized groups face structural and social norms barriers to access, participate, and influence adaptation decision-making spaces and knowledge generating channels.</p>	<p>Women, Indigenous Peoples, youth, people with disabilities, and other marginalized populations are consulted and can voice their experiences, perspectives, needs, and preferences.</p> <p>Although no intervention or policy benefits everyone equally, design and implementation of interventions should carefully consider gains and losses (and related structural reasons for that), use different forms of engagement, pay attention to consent and reciprocity, and provide opportunities for different individuals/groups to lead consultations.</p>	<p>Analyses and assessments are locally led both in terms of stakeholders involved and in the setting of a local vision for climate resilience, climate justice, and transformative adaptation.</p> <p>Proposed methods for stakeholder engagement and data collection are gender-sensitive and inclusive, using participatory planning processes, co-creation, and multiple forms of participatory data collection, including consultations with separate groups, virtual consultations, etc.</p> <p>Stakeholder engagement includes informed and meaningful consent, mutual understanding, and reciprocity, i.e., co-development of problem-framing and objectives, and sharing of results.</p> <p>Identify opportunities for youth, women, Indigenous Peoples, and people with disabilities to lead consultations.</p> <p>In addition to academic knowledge, traditional knowledge also informs analyses.</p>
<p>Climate change and climate adaptation issues are framed from a top-down approach, often reproduces neo colonizing language that portrays</p>	<p>Climate change effects and adaptation deficits/capacities are framed from the</p>	

**TABLE 2. OBJECTIVE 1 – ACTIONABLE INFORMATION**

GIL GAPS	GOALS	APPROACHES
local communities and actors as victims/inadequate, and Western/white institutions and knowledge as superior.	perspective of the people and communities affected.	
<p>Gender and other intersectional identities and social positions influence the networks and channels individuals use to receive and share information.</p> <p>Exclusion of certain groups jeopardizes uptake of assessment results and adaptation options frameworks. Exclusionary uptake leads to harm and maladaptation.</p>	<p>Climate-related risk, adaptive capacity, and adaptation analyses are disseminated with affected groups, increasing inclusive uptake and action.</p>	<p>Tailor analyses and resulting products to potential audiences and stakeholders according to their background and preferred channels to receive information.</p> <p>Dissemination strategies consider the different messages, channels, and networks diverse groups use to obtain information and influence decisions.</p>
<b>TASK 2: PRODUCE ADAPTATION GUIDANCE AND DECISION-MAKING TOOLS</b>		
<p>Existing guidance and tools are oftentimes GESI “neutral”/unaware. GESI-related barriers and opportunities are not reflected or inadequately reflected, risking excluding information and recommendations that are useful to inform adaptation priorities and preferences of women and marginalized groups. Existing GESI-aware guidance is not acted upon in an effective manner.</p>	<p>Climate adaptation guidance and tools acknowledge GESI-differentiated impact of climate change and diverse adaptation capacities, preferences, and pathways.</p>	<p>When updating guidance and tools, identify and address gaps to make them more equitable and inclusive.</p> <p>Include examples and best practices for GIL integration in all guidance and tools.</p> <p>Develop GIL-specific tools and guidance that focus on risks, adaptive capacities, and options and preferences of women, youth, Indigenous Peoples, people with disabilities, and other marginalized groups.</p> <p>Affected groups are included in and lead dissemination of guidance and tools.</p>

### 4.3 OBJECTIVE 2 – STRATEGIC, FORWARD-LOOKING ADAPTATION AND RESILIENCE APPROACHES

**TABLE 3. OBJECTIVE 2 – STRATEGIC, FORWARD-LOOKING ADAPTATION AND RESILIENCE APPROACHES**

GIL GAPS	GOALS	APPROACHES
<b>TASK 1: PRODUCE EVIDENCE SYNTHESIS</b>		
<p>Gender and other intersectional differences affect individuals' vulnerabilities, adaptive deficits, and adaptive capacities. Adaptation policies and programmatic decisions informed by a GESI "neutral"/unaware evidence base can reinforce inequalities and climate injustice.</p>	<p>Evidence syntheses identify strategic and forward-looking adaptation approaches that are GESI-responsive, GESI-transformative, and promote locally led development.</p>	<p>Produce evidence syntheses that use inclusive methodologies and methods (as defined and applicable in each context), disaggregated data, and inclusive literature reviews.</p> <p>Contribute to expanding current evidence base on climate adaptation to include non-academic knowledge and data, reflecting the priorities, perspectives, language, and imagery used by affected local individuals and communities.</p> <p>Ensure that analyses, research, and evidence synthesis assess existing data to identify gaps and carry out additional desk and direct research to fill gaps.</p> <p>Integrate GIL issues and concerns into all evidence syntheses and develop GIL-specific evidence syntheses, focused on challenges and opportunities affecting women and other marginalized groups, and defining impacts in a more inclusive way to include non-economic impacts of climate change (social, cultural, identity, and knowledge losses and damages).</p>
<b>TASK 2: PRODUCE THOUGHT LEADERSHIP PAPERS AND APPLIED MULTIDISCIPLINARY RESEARCH</b>		
<p>Standard knowledge production processes frequently use methods and approaches that inadequately capture the perspectives of women, Indigenous Peoples, youth, and other marginalized groups. There is a lack of shared understanding of what information is being gathered and for what purpose. Participation of marginalized groups in research can often be tokenistic, exploitative, and/or neocolonializing.</p> <p>Knowledge brokers and gatekeepers, as well as power dynamics, can limit the participation of marginalized groups in climate adaptation research.</p>	<p>Climate adaptation research considers gender and other intersectional identities and social positions affecting individuals and groups. Marginalized groups contribute to research in a meaningful, non-extractive, and non-exploitative manner.</p>	<p>Incorporate gender and other intersectional topics into the design of CASA research, developing both GIL-integrated and standalone research questions.</p> <p>Research agendas build upon local questions and indigenous knowledge, identifying issues and adaptation options that are locally meaningful and actionable.</p> <p>Apply the "host country first" principle when conducting research, engaging inclusive and locally led research teams.</p> <p>Strengthen the GIL capacity of research teams to design and implement equitable, inclusive, and locally led research. This includes strengthening not only capacity on data collection, but also on data analysis, so local stakeholders are able to analyze data by themselves and lead decisions about the use of information.</p> <p>Value and use traditional, generational, informal, and Indigenous People's knowledge. Use inclusive research methods, such as participatory approaches, and ethnography, while bearing in mind that the degree of inclusiveness of any method is</p>



**TABLE 3. OBJECTIVE 2 – STRATEGIC, FORWARD-LOOKING ADAPTATION AND RESILIENCE APPROACHES**

GIL GAPS	GOALS	APPROACHES
		<p>inseparable from the conceptualization of research questions (the purpose and use of data collected).</p> <p>Where appropriate, sampling methods will be based on the best demographic data available and use target group sampling criteria to ensure that different groups are adequately represented.</p> <p>Drawing from the Local Systems Practice, tailor and apply systems-based approaches and methodologies to better understand local systems related to climate adaptation.</p>
	<p>Research and evidence that integrates GIL and/or are GIL-specific research inform policy and programmatic adaptation approaches that reach, benefit, and empower women and other marginalized groups in all their diversity.</p>	<p>Improve engagement, outreach, and uptake of strategic and forward-looking adaptation approaches by ensuring consideration of gender or other social issues in the development and sharing of products and activities.</p> <p>Promote GIL-related topics as part of expert discourse on adaptation.</p>

**TASK 3: SUPPORT ADAPTATION MONITORING, EVALUATION, RESEARCH, AND LEARNING<sup>8</sup>**

<p>GESI “neutral”/unaware MEL approaches risk failing to capture outputs and outcomes related to equitable, inclusive, and locally led adaptation.</p>	<p>Impacts, challenges, and lessons learned are captured and shared to support sustainable, scalable, and innovative adaptation.</p>	<p>MEL plan includes indicators that capture outputs and outcomes related to equitable, inclusive, and locally led adaptation.</p> <p>MEL plan includes indicators disaggregated by gender, age, and other social identities as feasible.</p> <p>MEL data collection methods and approaches are responsive to the availability and accessibility of distinct groups from whom data will be collected.</p> <p>Learning agendas identify and respond to knowledge gaps that are critical to enhance adaptive capacities of women and other marginalized groups.</p> <p>Learning agendas respond to and reflect challenges and solutions identified by local people about their own environments.</p>
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<sup>8</sup> Note that GIL will be integrated into CASA’s Activity, Monitoring, Evaluation, and Learning Plan, and GIL learning questions will be included in the Learning, Innovation, and Research Agenda.

#### 4.4 OBJECTIVE 3 – CAPACITY, CONVENING, AND PARTNERSHIP AND COALITION STRENGTHENING

**TABLE 4. OBJECTIVE 3 – CAPACITY, CONVENING, AND PARTNERSHIP AND COALITION STRENGTHENING**

GIL GAPS	GOALS	APPROACHES
<b>TASK 1: PROVIDE CAPACITY STRENGTHENING, TECHNICAL ASSISTANCE, AND LEARNING EXCHANGE</b>		
<p>Gender and other intersectional differences resulting from organizational practices, social norms, access to resources, and power dynamics affect individuals' ability to engage in capacity strengthening opportunities. Barriers include:</p> <ul style="list-style-type: none"> <li>• Limited networks and information about engagement opportunities.</li> <li>• Physical and social restrictions to mobility.</li> <li>• Selection criteria that explicitly or implicitly discourage women and marginalized groups from applying and/or participating.</li> <li>• Time poverty due to competing responsibilities, especially those related to unpaid care and household work.</li> <li>• Limited socioemotional skills (public speaking, conflict management, negotiation, etc.) and less familiarity with unspoken rules of engagement due to social norms and power imbalance.</li> <li>• Researchers, implementers, and partners lack awareness of their own positionality and implicit bias affect engagement and recruiting.</li> </ul>	<p>The capacity gaps faced by women, youth, Indigenous Peoples, people with disabilities, and other marginalized groups are identified, and they take part/lead devising options to strengthen these capacities.</p>	<p>Adopt a systems approach using the socioecological model to understand where an actor is socially positioned and adapt capacity strengthening strategies to respond to and transform barriers.</p> <p>Identify and respond to adaptation capacities, leadership opportunities, and partnerships needed to empower marginalized groups and promote locally led adaptation.</p> <p>Support marginalized groups to identify their capacity gaps and the approaches and options available to strengthen capacities. Consider both technical and socioemotional capacities.</p> <p>Ensure that representatives of marginalized groups and GIL topics are part of all capacity strengthening efforts.</p> <p>Devise and implement inclusive training and other capacity-strengthening activities, with attention to:</p> <ul style="list-style-type: none"> <li>• Inclusive invitation and outreach</li> <li>• Offer of virtual options and/or accessible locations, dates, and times</li> <li>• GESI-sensitive and context-appropriate content in terms of language, examples, and images used</li> <li>• Use of participatory methods that cater for distinct levels of literacy and to disability needs</li> </ul> <p>Evaluation and reporting about training and other capacity-strengthening efforts use disaggregated data and include GIL-related topics.</p> <p>Promote peer-to-peer and locally led learning that leads to sustainable capacity strengthening.</p> <p>Develop GIL and climate adaptation capacity strengthening strategies targeting USAID Mission and OUs staff and partners.</p>

**TABLE 4. OBJECTIVE 3 – CAPACITY, CONVENING, AND PARTNERSHIP AND COALITION STRENGTHENING**

GIL GAPS	GOALS	APPROACHES
<b>TASK 2: PROVIDE KNOWLEDGE MANAGEMENT AND COMMUNICATIONS</b>		
<p>Decision-makers and global audiences have limited knowledge and information about the gender and intersectional differences affecting climate vulnerabilities, adaptation deficits, and adaptation capacities.</p> <p>The digital gap and language barriers hinder access to information by marginalized groups.</p>	<p>Learning products and communication efforts highlight the needs and priorities and the agency of women and marginalized groups in climate adaptation efforts.</p>	<p>All knowledge and communications products integrate a gender equality, social inclusion, and localization lens.</p> <p>All knowledge and communications products reflect how local/affected individuals and communities define climate adaptation challenges themselves (locally led framing).</p> <p>Communication strategies are diversified in the types of products and channels for dissemination, following the overall approaches detailed under “Communications” in Section 4.1.4 above.</p>
<b>TASK 3: CONVENE STAKEHOLDERS TO MOBILIZE PARTNERSHIPS AND COALITIONS</b>		
<p>Gender and other intersectional differences resulting from organizational practices, social norms, access to resources, and power dynamics affect individuals’ ability to participate in coalitions and convening events and initiatives.</p>	<p>Marginalized groups meaningfully participate in coalitions and convening events and initiatives. Coalitions and partnerships targeting and led marginalized groups emerge and are strengthened.</p>	<p>When organizing convening events and partnership building, adopt the “host country first” approach and use inclusive outreach and selection processes.</p> <p>Identify and strengthen existing organizations, movements, and coalitions representing women, Indigenous People, people with disabilities, youth, and other marginalized groups.</p> <p>Integrate GESI topics into convening events and activities and host GESI-specific ones.</p> <p>Include GIL-related topics into expert workshops.</p> <p>Address institutional, physical, and social barriers to marginalized groups’ participation and strengthen their skills to promote meaningful participation and leadership in convening events and coalitions.</p>

## ANNEX I. KEY DEFINITIONS<sup>9</sup>

**Adaptation assessment:** The practice of identifying options to adapt to climate change and evaluating them in terms of criteria such as availability, benefits, costs, effectiveness, efficiency, and feasibility.

**Adaptation benefits:** The avoided damage costs or the accrued benefits following the adoption and implementation of adaptation measures.

**Adaptation costs:** The costs of planning, preparing for, facilitating, and implementing adaptation measures, including transition costs.

**Adaptive capacity:** The ability of systems, institutions, humans, and other organisms to adjust to climate change (including climate variability and extremes) to moderate potential damages, take advantage of opportunities, or cope with the consequences.

**Adaptation deficit:** The gap between the current state of a system and a state that minimizes adverse impacts from existing climate conditions and variability. Also defined as the gap between individuals' or groups' current practices and the practices that would be well adapted to existing climate risks.

**Capacity:** encompasses the knowledge, skills, and motivations, as well as the relationships that enable an actor—an individual, an organization, or a network—to take action to design and implement solutions to local development challenges, to learn and adapt from that action, and to innovate and transform over time.

**Climate adaptation:** The process of adjusting natural or human systems in response to actual or expected climate stimuli or their effects in order to moderate harm or exploit beneficial opportunities. There are various types of adaptation, including anticipatory and reactive adaptation, private and public adaptation, and autonomous and planned adaptation.

**Climate change:** Change of climate that is attributed directly or indirectly to human activity that alters the composition of the global atmosphere and that is in addition to natural climate variability observed over comparable time periods.

**Climate justice:** The acknowledgement that climate change has differing economic and non-economic adverse impacts on marginalized populations and that climate change, mitigation, and adaptation should be seen from a human rights and people-centric lens. Climate justice entails ensuring representation,

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<sup>9</sup> Adapted from USAID policies and strategies and other sources like the United Nations Framework Convention on Climate Change (UNFCCC), United Nations Women, UNICEF, Intergovernmental Panel on Climate Change (IPCC), Care International, and World Resources Institute.

inclusion, and protection of the rights of those most vulnerable to the effects of climate change, as well as pursuing solutions that promote equity now and in the future.

**Climate resilience:** The capacity of a system to maintain function in the face of stresses imposed by climate change and to adapt the system to be better prepared for future climate impacts.

**Climate-resilient pathways:** Development trajectories that combine adaptation and mitigation to realize the goal of sustainable development. They include strategies, choices, and actions that reduce climate change and its impacts, also assuring that such actions can be implemented and sustained. They can be seen as iterative, continually evolving processes for managing change within complex systems.

**Climate variability:** Variations in the mean state and other statistics (standard deviations, the occurrence of extremes, etc.) of the climate on all temporal and spatial scales beyond that of individual weather events. Variability may be due to natural internal processes within the climate system (internal variability), or to variations in natural or anthropogenic external forcing (external variability).

**Disability:** Long-term physical, mental, intellectual, or sensory impairments that in interaction with various barriers may hinder a person's full and effective participation in society on an equal basis with others.

**Gender:** A socially constructed set of rules, responsibilities, entitlements, and behaviors associated with being a man, a woman, or a gender-diverse individual, and the relationships between and among people according to these constructs. These social definitions and their consequences differ among and within cultures, change over time, and intersect with other factors (e.g., age, class, disability, ethnicity, race, religion, citizenship, and sexual orientation). Though these concepts are linked, the term gender is not interchangeable with the terms women, sex, gender identity, or gender expression.

**Gender equality:** Equal ability to attain and benefit from human rights, freedoms, socially valued goods, opportunities, and resources by all individuals independent of a person's sex, gender expression, and gender identity. Gender equality is more than parity in numbers and laws on the books. Achieving gender equality means that all individuals—women and girls, men and boys, and gender-diverse individuals—can meaningfully contribute and belong to their societies.

**Gender equity:** The process of ensuring that women and men, boys and girls, and gender-diverse individuals receive consistent, systematic, fair, and just treatment and distribution of benefits and resources. To ensure fairness, measures must be taken to compensate for historical and systemic disadvantages (i.e., economic, social, and political). Equitable approaches differ from approaches in which resources are distributed equally to all persons or groups regardless of specific circumstances or needs. Gender equity is the process that needs to be followed to reach the outcome of gender equality.

**Gender-based violence (GBV):** An umbrella term for any harmful threat or act against a person or group based on actual or perceived gender, gender identity or expression, sexual orientation, sex characteristics, and/or lack of adherence to varying socially constructed norms around masculinity and femininity. GBV is typically characterized by the use or threat of physical, psychological, sexual, economic, legal, political, social, and other forms of control, coercion, and/or violence and can occur across the life course, in private and public spaces, and perpetrated by individuals, groups, institutions,

and states. GBV is rooted in structural gender inequalities, patriarchy, and power imbalances, and although anyone can experience it, women and girls are disproportionately affected.

**Indigenous Peoples:** Rather than a fixed definition, USAID uses a purposefully broad and inclusive set of criteria to identify Indigenous Peoples, including self-identification as a distinct social and cultural group; recognition of this identity by others; historical continuity with pre-colonial and/or pre-settler societies; collective attachment to territories and their natural resources; customary social, economic, or distinct governance institutions; distinct language or dialect; and/or resolve to maintain and reproduce their ancestral environments and systems as distinctive peoples and communities.

**Intersectionality:** The recognition of multiple social identities that shape individuals' lived experiences, including but not limited to sex, sexual orientation, gender identity, gender expression, class, race, age, disability, and nationality. These identities determine one's place in their society, privileges, access to resources and protections, and vulnerability to discrimination and violence. While singular oppressions exist, intersecting identities interact with overlapping systems of oppression and/or discrimination.

**Localization:** The internal reforms, actions, and behaviors to put local actors in the lead, strengthen local systems, and be responsive to local communities. USAID's approach to localization includes 1) adapting policies, programs, and practices (through locally led development, local systems practice, and local capacity strengthening); 2) shifting power to local actors (inclusive development lens); 3) channeling a larger portion of assistance to local partners; 4) public advocacy and thought leadership; and 5) measuring progress.

**Local capacity strengthening:** strategic and intentional investment in the process of partnering with local actors—individuals, organizations, and networks—to jointly improve the performance of a local system to produce locally valued and sustainable development outcomes.

**Locally led adaptation (LLA):** A paradigm where local actors and communities lead decisions over how, when, and where to adapt. In LLA, local communities, community-based organizations, citizen groups, local government, and local private sector entities at the lowest administrative structure are included as decision makers in the interventions that affect them. LLA recognizes the value of local knowledge and expertise to address climate risk and ensures that local actors on the front lines of climate change have equitable access to power and resources to build resilience.

**Locally led development:** The process in which local actors—encompassing individuals, communities, networks, organizations, private entities, and governments—set their own agendas, develop solutions, and bring the capacity, leadership, and resources to make those solutions a reality.

**Losses and damages:** The negative consequences associated with the adverse effects of climate change. Loss refers to the negative impacts that cannot be repaired or restored, while damage refers to the negative impacts of climate change that can be repaired or restored. Losses can be economic (loss of resources, goods, and services that are commonly traded in markets) and non-economic at the individual (life, health, mobility), community/societal (territory, cultural heritage, knowledge, identity), and environmental (biodiversity, ecosystem services) levels.

**Marginalized group(s):** groups who often suffer from discrimination in the application of laws and policy and/or access to resources, services, and social protection, and may be subject to persecution,

harassment, and/or violence. Such groups may include, but are not limited to, poor and ultra-poor households, women and girls, persons with disabilities, LGBTQI+ people, displaced persons, migrants, Indigenous Peoples and communities, children in adversity and their families, youth, older persons, religious minorities, ethnic and racial groups, people in lower castes, persons with unmet mental health needs, people of diverse economic class and political opinions, and more. These groups are sometimes described as “underrepresented,” “at risk,” or “vulnerable.”

**Social inclusion:** The process of improving the terms for individuals and groups who are disadvantaged because of their identities and social positions, to take part in society, through enhancing opportunities, access to resources, voice, and respect for rights.

**Social norms and gender norms:** Social norms are the unwritten or informal rules about what is typical or appropriate in a setting, and they can be positive or harmful. Gender norms are a subtype of social norms (i.e., the unwritten rules about behaviors considered appropriate according to one’s gender and gender identity or expression and about how people of different genders should relate and interact). Social and gender norms are collectively held, whereas beliefs and attitudes are individually held. A person’s behaviors are informed and influenced by both norms and beliefs/attitudes, while individuals’ behaviors reinforce social norms.

**Transformative (or transformational) adaptation:** The promotion of fundamental changes within and across systems, emphasizing the current adaptation deficit. Transformative adaptation is often contrasted with incremental adaptation and is characterized by system-wide change or changes across more than one system, focus on the future and long-term change, and direct questioning of the effectiveness of existing systems, social injustices, and power imbalances.

**Vulnerability:** The degree to which a system is susceptible to, or unable to cope with, adverse effects of climate change, including climate variability and extremes. Vulnerability is a function of the character, magnitude, and rate of climate change and variation to which a system is exposed, and its adaptive capacity.

**Youth:** Individuals aged 10–29, or up to 35 if youth is defined as such in a given context. USAID defines the different periods of youth as early adolescence (10–14), adolescence (15–19), emerging adulthood (20–24), and transition to adulthood (25–29).

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