STRATEGIES TO PREVENT (STOP) SPILLOVER

Prepared as an Annex to the Year 1 Workplan

Cover photo: Women's focus group in Machakos, Kenya

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ACRONYMS

AFROHUN	Africa One Health University Network
AMELP	Activity Monitoring Evaluation and Learning Plan
CARE SAA	CARE International Social Analysis and Action Tool
FAW	Food, Water, Air, Climate, Livelihoods and Economics, Policy and Security Hub
GAP	Gender Action Plan
GAT	Gender Action Team
MEL	Monitoring, Evaluation and Learning Plan
OH DReaM	One Health-Design Research and Mentorship
OM	Outcome Mapping
RAC	Risk Analysis and Communication Resource Hub
SE	Spillover Ecosystems
SEAOHUN	Southeast Asia One Health University Network
STOP Spillover	Strategies to Prevent Spillover USAID Program
TIPSC	Technology, Innovation, Partner Support and Communication
USAID	United States Agency for International Development
WEAI	Women's Empowerment in Agriculture Index
WESEI	Women's Empowerment in Spillover Ecosystem Index
WLE	Wildlife, Livestock, Epidemiology, Behavior Change, Gender Strategy Resource Hub

GLOSSARY

Sex refers to biologically defined differences between males and females. Sex is determined according to physiology and reproductive capability and is a biological category. It is important to note that sometimes a person's genetically assigned sex does not line up with their gender identity.

Gender is the categorization of people with characteristics pertaining to, and differentiating between, femininity and masculinity. Depending on the context, these characteristics may include biological sex, sex-based social structures such as gender roles, or gender identity. Gender refers to the culturally or socially shaped group of attributes, behavior, and opportunities associated with being a female or male human being in a given ethnic, tribal, country, society, or religious setting, and is a social construction many times based on economic, social, political, and cultural attributes and roles and responsibilities attributed to people by others or themselves. Gender is viewed along a continuum and includes both binary and non-binary gender identities including LGBTQ+.

Gender equality refers to equal treatment of men and women in laws and policies, equal access to resources and services within families, communities, and societies at large, and/or equal opportunities for women, men, girls, boys and non-binary gender groups to achieve a high quality of life.

Gender equity recognizes fairness and justice in the distribution of benefits and responsibilities between men and women and often requires women specific programs to end inequities. As a means to achieving gender equality, gender equity (preferential options for women and girls) aims to give women, girls, and non-binary people a fair chance of reaching their full potential, given that men and boys have social and historical advantages compared to women, girls and non-binary people.

Gender gap is a gap between men and women in terms of how they benefit from education, employment, political participation, remuneration, access and control over resources and benefits, etc. Gender intersects with other inequities such as race, age, and socio-economic status, and therefore gap analysis should always be taken into consideration.

Women's (or female) empowerment is "achieved when women and girls acquire the power to act freely, exercise their rights, and fulfil their potential as full and equal members of society" (USAID, 2012). Women's empowerment is also one pathway by which livelihoods can lead to improved nutrition outcomes at the household level. When women are empowered, they have strengthened knowledge and skills, are aware of their rights, have Increased economic benefits and can make decisions and take action to improve their livelihoods.

Men's engagement is a programmatic approach that involves men and boys a) as clients and beneficiaries b) as partners and c) as agents of change, in actively promoting gender equality, women's empowerment, and the transformation of inequitable definitions of masculinity. In the spillover context, this comprises engaging men and boys in addressing their own roles and opportunities in spillover, as well as providing an enabling environment and working with women to challenge systems that undermine their engagement in and their ability to benefit from project activities. Men's engagement also includes broader efforts to promote equality with respect to caregiving, fatherhood, and division of labor, and ending gender-based violence.

Gender-sensitive programming refers to programs in which gender norms, roles, and inequalities have been considered, and awareness of these issues has been raised, although appropriate actions may not necessarily have been taken. For example, in a gender-sensitive infectious disease prevention

program, there is explicit acknowledgement that women may not have access to opportunities for training because of their lack of time and decision-making power.

Gender-transformative programming includes key stakeholders and addresses power inequities between women, men, girls, boys and non- binary gender groups at the highest levels. These programs a) foster critical examination of inequalities and gender roles b) support and create an enabling environment for gender c) promote the relative position of women, girls, and marginalized groups, including transforming underlying social structures, policies, and social norms and d) work to abandon the binary nature of gender (Population Reference Bureau, 2017).

Gender Integration Continuum Tool (Population Reference Bureau, 2017)
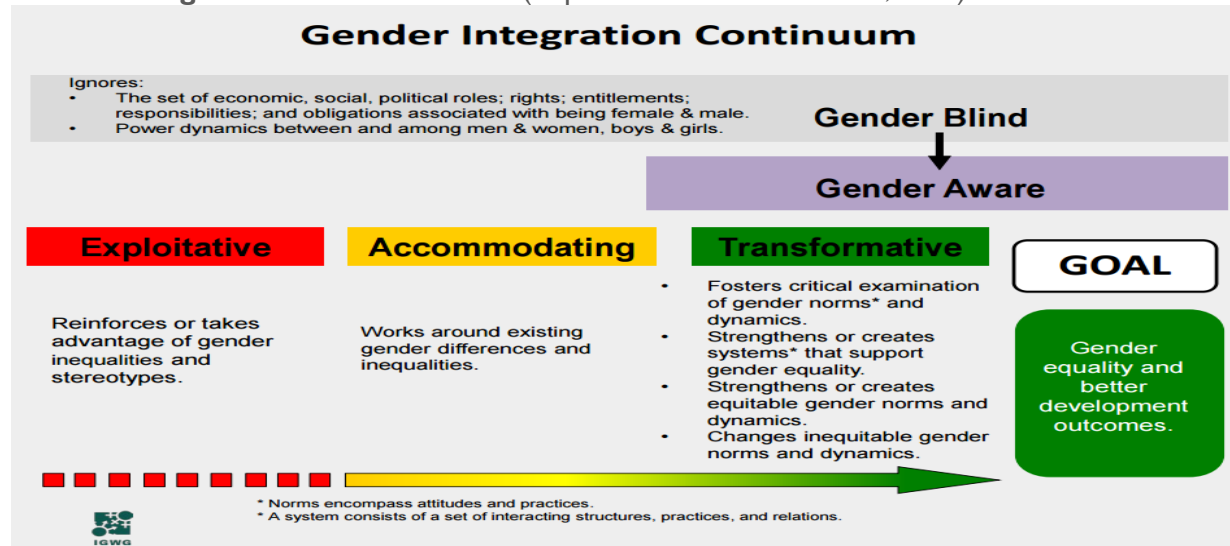
USAID domains of gender analysis

Laws, Policies, Regulations, and Institutional Practices: Are men and women treated equally in legislation and by official policies and institutions in the country? How could this impact activities you are engaged in?

Access to and Control Over Assets and Resources (including income, employment, and assets such as land): Who has access to which resources? Do men and women have equal access to the resources needed to participate in this project?

Gender Roles, Responsibilities, and Participation: Who does what? How do gender roles and responsibilities impact the likelihood that men and women will participate in this project and in development activities in general?

Cultural Norms, Beliefs, and Perceptions: What beliefs and perceptions shape gender identities and norms? Do gender stereotypes function as a facilitator or barrier to men's or women's engagement in an activity?

Patterns of Power and Decision Making: Who has control, has opportunity, can acquire, and expend resources and assets, and can make decisions and benefit because of participating?

(Some of the glossary material was taken from USAID's 2019 Advancing Nutrition Gender Equality Strategy.)

I. INTRODUCTION

As we deal with an unprecedented COVID-19 pandemic, we recognize that most capacity building efforts to investigate and counter infection by emerging pathogens have focused on supporting public health agencies. However, it is important to analyze the gendered impacts of the emergence of pandemics in order to improve the understanding of the epidemiology and outcome of the infection by emerging pathogens, aid in the reduction of risk, detection, and treatment, and increase community participation in prevention, control, and management. The gendered, social cultural, and economic determinants of human lives, the societies they live in, and their ability to respond and act affect infection, risk of spillover, health-seeking behavior, as well as preventive and response measures. Recognizing the extent to which infection by emerging pathogen outbreaks affect women, men, girls, boys, and other non-binary gender groups differently, and the risks they are exposed to because of their gender, is a vital step toward understanding the primary and secondary effects of a health emergency on people and communities, and creating effective, equitable policies, and interventions.

The glaring sex and gender-based differences, impacts and consequences of COVID-19 are vivid examples. If the response to COVID-19 is to be effective and not reproduce nor perpetuate gender and health inequities, it is important to consider and address gender norms, roles, and relations that influence women's and men's differential vulnerability to infection, exposure to pathogens, treatment received, and immediate and long-term effects. Experience from past outbreaks shows the importance of integrating a gender analysis lens into preparedness and response efforts to improve the efficacy of health interventions and promote gender and health equity goals. Emerging evidence from COVID-19 suggests that more men than women are dying, while more women are being forced into poverty due to economic responses to COVID-19, thus showing potential sex and gender differences in vulnerability, morbidity, and mortality.

We recognize that gender relations and social, economic, cultural, and political inequalities are fundamental causes of health inequity, and that women, girls and non-gender binary people do not enjoy the same status, power, access to, and control over resources as men and boys do. There are differences in the vulnerabilities to and the impacts of infection by emerging pathogen risks among women, men, girls, boys, and non-binary gender groups. This is the case in terms of risks to infection based on traditional roles, responsibilities in household care and management, the variations in health-seeking behaviors, varying abilities to respond to risks, loss of livelihoods/income, and their positions in the household and the community. Gender roles, the distribution of labor, and access to and control over resources all play an important part in the control, prevention, and response to infection by emerging pathogens, disease identification, and prevention of spillover, spread, and amplification. These factors have a great influence on causes, consequences, and management of infection by emerging pathogens and on the efficacy of health promotion policies and programs. In addition, gender inequalities interact with other inequalities such as ethnicity, socioeconomics, class, and age. The gendered nature of inequitable access to resources such as health care, and differences in risk profiles due to cultural norms and economic barriers cause variability in infection by emerging pathogens, prevention, and response among women, men, girls, boys and non-binary gender groups. Thus, we aim to ensure that gender-sensitive and responsive approaches are integrated into programmatic operations and activities in each country context. The surveillance, research, and related interventions, including training, will incorporate mapping gaps in knowledge, conducting ongoing analysis, and addressing unintended consequences for women, men, girls, boys and non-binary gender groups. At the most basic level, we ensure that all risk analyses include assessment of gender as a potential risk factor. Studies will also be supported to have a balanced structure with equivalent data from both sexes in order to assess differential effects.

II.   OUR VISION

The STOP vision is for priority countries across Africa and Asia to gain critical knowledge about their Spillover Ecosystems (SE) and to refine and use that knowledge effectively, efficiently, and sustainably to reduce the risk of zoonotic viral spillover and spread for women, men, girls, boys, and non-binary gender groups. We will achieve this goal through a series of activities, including a) equitable partnerships with local communities, colleagues, and institutions b) prioritizing gender balance in all our teams at all levels, including leadership c) rigorous training to build understanding and develop the skill of gender analysis d) gender-specific curriculum development e) prioritizing the training of female partners and female participants in Outcome Mapping (OM) and f) developing gender-disaggregated components of risk assessment and surveillance. Our approach will strengthen country capacity to design, implement, validate, and scale up gender-responsive and culturally appropriate interventions relevant to women, men, girls, boys and non-binary gender groups by characterizing the gender and sex-specific risks associated with high-risk, animal-human interfaces through conducting applied research, developing interventions, and validating new and existing interventions.

In each country, our technical approach connects the three project objectives through the collaborative, stakeholder-driven OM process of the SE. We will work through our regional partners, Africa One Health University Network (AFROHUN) and Southeast Asia One Health University Network (SEAOHUN) to promote national commitment and capacity, empower local expertise, and facilitate South-South collaboration. For STOP, gender is a crosscutting issue. In order to be effective, gender-transformative mainstreaming and integration needs to be embedded within all of the policies, structures, systems, and networks that form the consortium and throughout the consortium's engagement with country-level stakeholders.

Gender inequality remains a significant challenge. There are many gender-related gaps in knowledge of spillover risk of infection by emerging pathogens in high-risk animal or human populations and at high-risk animal-human interfaces. **Our vision is to build a community that purposely and proactively identifies and addresses gender gaps and disparities, while continuously integrating gender frameworks, principles, cultures, and norms into programming, study design and data analyses, interventions, activities, and capacity building efforts.** We aim to establish and cultivate gender transformative activities, systems, structures, networks, partners, and communications, and to embed these in the day-to-day operations of the program.

Through previous work done by USAID, we recognize that women, men, girls, and boys are equally biologically susceptible to infection by emerging pathogens, though the impact of those infections is experienced differently by each group. Variability in gender and age constraints affect individuals' abilities to change risky behaviors surrounding infection by emerging pathogen threats and to participate in elimination interventions. This constrained ability is due to their gendered and age or generational-specific roles and responsibilities, the patterns of decision-making power, and cultural gender-related norms, beliefs, and access to resources. Due to the gendered nature of inequitable access to healthcare, and differences in risk profiles and cultural norms, women and girls bear an extra burden to provide care, including caring for sick family members in addition to general care in the household. Because of power imbalances within households that favor men, and because the majority of caregiving and household duties fall to women and girls, there is an overall lack of women's and girls' participation in health programs, research, outreach and education, and training in One Health and animal health resources. We will support the strengthening of country capacities to develop, analyze, validate, and implement gender-transformative, responsive, and culturally appropriate interventions relevant to women, men, girls, boys and non-binary gender groups. Recognizing the intersectionality of gender and other concerns, we will ensure that beyond mainstreaming gender into STOP Spillover, we also

mainstream other relevant elements of social difference, inequality, and exclusion, such as age, ethnicity, tribe, class/caste, urban/rural, and (dis)ability, among others.
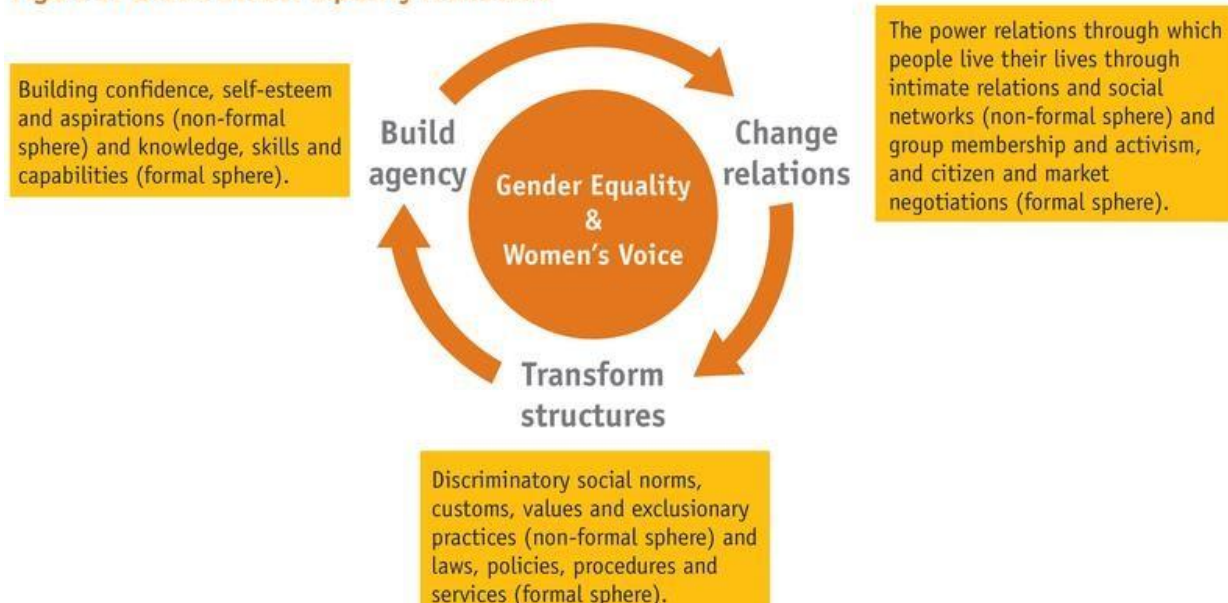
III. OUR STRATEGY

To ensure that gender integration as a strategy guarantees that both women and men's concerns and interests are reflected in the STOP systems, operations and institutional structures, we will address gender norms, roles, and relations of different SE stakeholders, drawing a link between these and the risks and concerns, the research, policies, programs, interventions and services provided. STOP will use a stakeholder-driven, multi-sectoral, gender-responsive One Health approach to partner with high- risk communities and local stakeholders to optimize surveillance, validate interventions, and strengthen capacity to mitigate risks of zoonotic viral spillover and amplification. Acknowledging that the inequitable distribution of resources has perpetuated gender inequities, we especially want to ensure that women's roles in Spillover Ecosystems are recognized, counted, and promoted, and that their capabilities and agency are strengthened. Organizations that represent the interests of women and vulnerable groups will be engaged in the design, planning, and implementation of all project activities from the outset. Opportunities for women's empowerment and reducing gender inequality and discrimination are critical to the success of STOP and will be proactively identified and implemented.

As part of our gender analysis, we will examine underlying norms and gendered power relations among different SE stakeholders (existing policies, structures, and practices) that can be used to promote gender equality. We will use the USAID Domains of Gender Analysis Framework, as well as the Women's Empowerment in Spillover Ecosystem Index (WESEI), to focus specifically on empowerment. This tool is a modified version of the Women's Empowerment in Agriculture Index (WEAI), which Tufts is currently using in Kenya, Uganda, and Rwanda. Furthermore, adopting the CARE International Social Analysis and Action Tool (CARE SAA Figure 1) which focuses on the gender and social norm transformation approach, we will strive to build agency, transform structures, and change relations among STOP's consortium members, partners, and stakeholders.

We will also network and share tools and knowledge with USAID through the Interagency Working Group on Gender. other USAID gender groups, and relevant entities within international development and beyond. This includes the Food and Agriculture Organization, the Global Fund for Women, ICRW, Promundo, UN Women, Women's Environment & Development Organization, the World Health Organization, and the World Bank.

Figure 1: CARE's Gender Equality Framework

Build agency — Building confidence, self-esteem and aspirations (non-formal sphere) and knowledge, skills and capabilities (formal sphere).

Change relations — The power relations through which people live their lives through intimate relations and social networks (non-formal sphere) and group membership and activism, and citizen and market negotiations (formal sphere).

Transform structures — Discriminatory social norms, customs, values and exclusionary practices (non-formal sphere) and laws, policies, procedures and services (formal sphere).

Gender Equality & Women's Voice

IV.   STOP SPILLOVER GENDER ACTION TEAM

The Gender Action Team (GAT) is comprised of a core group led by Dyan Mazurana, a gender, livelihoods, and protection specialist (Tufts), Hellen Amuguni, an infectious disease and gender specialist (Tufts), Liz Gold, a social and behavior change specialist (JSI), and Ariella Bock, a monitoring & evaluation specialist (JSI). It also includes gender champions from Tufts University (Patrick Webb), JSI (Liz Creel), Tetra Tech (Jen Peterson), AFROHUN (to be determined), SEAOHUN (to be determined), Internews (to be determined) and icddr,b (Nadia Rima), and all STOP countries. The GAT will implement and monitor the five-year Gender Action Plan (GAP) to ensure that gender analysis, gender sensitivities, women's empowerment, and sex and age-disaggregation of data are promoted within STOP Spillover in our administrative and management systems, our capacity building and outreach, our research and data analysis, and in the planning, delivery, and implementation of field-related activities and interventions.

The GAT is a cross-cutting team that supports all three STOP Spillover objectives, all four hubs (SMM, FWA, RAC, WLE), both Service Teams (MEL and TIPSC), regional consortium partners, and country teams. The GAT will work to ensure that gender is mainstreamed across all countries, networks, and consortium programs, policies and activities, study designs, data collection, and data analyses, and that gender issues are identified and analyzed, and solutions are developed to address them. The GAT will develop a gender strategy, integrate gender skills and competencies among all training and capacity building programs, and advocate for gender-responsive policies that ensure that women and men are accorded equal opportunities in training, research, job markets, staffing, and leadership positions. The GAT will also work to ensure that, at the country and community levels, gendered divisions of labor, access to and control of resources, socio-economic status, and culture are taken into consideration when developing and implementing STOP interventions.

V.   GENDER ACTION PLAN

This Gender Action Plan (GAP) is a five-year project wide plan that aims to put in place a framework of actions to accomplish the following:

- integrate gender into all project programming
- intensify gender awareness among our consortium members, priority countries, and stakeholders and partners
- integrate gender issues into capacity building efforts
- provide gender training (or refresher training) to stakeholders
- through a gender analysis, identify gender barriers and opportunities for gender equity and inclusion
- close the gender gap in our network of partners
- implement specific gender-responsive and transformative strategies and activities as part of the STOP project
- ensure that epidemiological and other study designs include gender balance in applicant responses so that differences in risk can be assessed in the statistical analyses

The GAP aligns with the project's theory of change, provides a roadmap for ensuring gender equality, equity, and women's empowerment in STOP, and puts forth guidance to ensure that women, men, girls, boys and non-binary gender groups are adequately engaged, recognized, and counted from the

beginning. Activities and targets will be monitored on a routine basis using measurable gender-based performance indicators.

Actions will be organized around the three main objectives of STOP. First, we will use the GAP to ensure that gender integration is clearly visible in the design and implementation of activities. Second, we will support countries in identifying ways and means of promoting, facilitating, and rewarding efforts to bring gender perspectives to the forefront of their actions. Finally, we will seek to apply gender-responsive approaches in order to influence gender norms that restrict women's, men's, girls', boys' and non-binary gender groups' opportunities, and to challenge the unequal distribution of power, lack of resources, limited opportunities and benefits, and restrictions on human rights. Through this gender integration process, we hope to create awareness of, and responsibility for, addressing gender issues in infection by emerging pathogens and disease spillover, amplification, and spread at the community level among private sector partners, as well as among the policy and regulatory institutions, academia, and research institutions. The GAP will ensure that gender-sensitive approaches are integrated into programmatic operations in each country context. Women's empowerment and reducing gender inequality and discrimination will be monitored as a critical component of the program's performance management plan. Additionally, STOP Spillover will be directly involved in increasing the capacity of governments to analyze and monitor gender-responsive and culturally-appropriate interventions to emerging zoonotic risks. The surveillance, research, and related interventions, including training, will include mapping gaps in knowledge, conducting ongoing analysis, and addressing unintended consequences for women, men, girls, boys and non-binary gender groups.

VI.   OBJECTIVES

VI.I   OVERALL OBJECTIVES:

Our overall objectives are directly linked to the STOP objectives.

Objective 1: Support the strengthening of country capacities to monitor, analyze, and characterize the gender and sex-specific risks associated with high-risk animal-human interfaces through applied research and testing/validating intervention strategies.

Objective 2: Support the strengthening of country capacities to develop, analyze, validate, and implement gender and sex-responsive and culturally appropriate interventions relevant to women, men, girls, boys and non-binary gender groups to limit direct contact with animals and animal products.

Objective 3: Support the strengthening of country capacities to integrate research findings and best practices into risk mitigation efforts to directly reduce gender and sex-specific risks.

VI.II   STRATEGIC OBJECTIVES

Multiple approaches are described below for integrating gender into the STOP project. These approaches are aligned under three main spheres of work: policy level, delivery/activity level, and organizational level.

A: Policy level: Development of a structural and systems frameworks that ensure integration of gender considerations throughout STOP.

1.   **Develop a GAP (this document)** that highlights a process and timeline through which gender activities will be implemented in the STOP Spillover project. The GAP will:

a. Include key activities, specific deliverables, and timelines for deliverables. This plan will be applied at all stages of program work including planning, implementation, intervention design, and development of measurable indicators.
b. Ensure that gender-responsive and transformative approaches are integrated into programmatic operations in each country context with the development of country-specific gender action strategies and plans.

2. **Establish the GAT.** This team will be created with composition as outlined above with responsibility to:
   a. Ensure gender actions are properly incorporated into tasks and responsibilities of all Hubs and consortium partners' operations, -including in budgets, contracts, and assessments.
   b. Identify gender champions within each country program and each Hub and Service Team.
   c. Organize regular GAT meetings. GAT members will meet virtually on a monthly basis.

3. **Develop STOP's gender strategy and framework.** This framework will provide the mandate and resources to ensure integration of gender considerations throughout the planning and implementation of all activities in the STOP program, both at consortium and country levels. The framework will:
   a. Guide and operationalize the strategic objectives.
   b. Ensure greater consistencies of gender principles and practices across the countries and consortium.
   c. Provide an accountability framework against which staff and project activities are audited.
   d. Identify gender analysis, planning, and empowerment tools, and gender-responsive study design and data collection and analysis methods, that will be integral to advancing the strategy, generating knowledge, and developing measurable, meaningful indicators for the monitoring, evaluation, and impact assessment of activities and sub-activities.

This strategy will build on the [USAID Gender Equality and Women's Empowerment Policy,](USAID Gender Equality and Women's Empowerment Policy) include a theory of change, and be shared across the program.

B. Activity/delivery level: Integrating gender in the implementation of the consortium's and partners' activities and workplans, including addressing gender issues in assessments and interventions developed to reduce the risk of spillover.

1. **Build capacity for gender integration**, including offering gender awareness and analysis training workshops to consortium partners, resource hubs, and stakeholders so that they are able to proactively use a gender lens in their activities, perform gender analysis where necessary, and implement gender-sensitive activities. These actions will build the capacity of the partners to recognize and address gender challenges at the personal, organizational, group, institutional level, and beyond by: 1) carrying out a gender audit of the consortium and country structures to identify and address various gender issues 2) devise and recommend strategies to address the identified gender needs 3) identify challenges and opportunities to engage and include women in the planning of activities and leadership structures As part of the capacity building effort, we will:

   a. Conduct an initial gender assessment and analysis to identify gaps and opportunities/the baseline. We will assess the context (barriers/obstacles, motivating factors, and any other enabling factors) and any gender considerations that need to be addressed.
   b. Carry out a gender audit of the consortium and country structures to identify and address various gender issues.
   c. Provide gender awareness training for all stakeholders and consortium members to institutionalize gender as a key concept included as part of Outcome Mapping (OM) workshop.

d. Devise and recommend strategies to address the identified gender needs.
e. Ensure that capacity building programming and research undertakings meet objectives and produce results.
f. Incorporate gender principles into all capacity building efforts and training modules delivered through the consortium, including OM, surveillance, outbreak investigation, and proposal writing.
g. Incorporate specific gender training opportunities, including an introductory course for all consortium members; and more intensive training for GAT team members to enable them to better support their country team members.
h. Promote gender-balanced participation in all of STOP's workshops, trainings, meetings, and capacity-building events, and proactively seek to promote women to take leadership positions in these activities.
i. Promote gender-balanced participation in g, OH-DReaM working groups, AFROHUN, and SEAOHUN, including in labs, water improvement projects, and surveillance groups, and proactively seek to promote women to take leadership positions in these activities.

4. **Generate evidence and data on gender risk associated with spillover:** The GAT team, working together with country-level stakeholders, will engage in generating data including through desktop reviews, as well as by conducting country-specific quantitative and qualitative studies. These activities will use traditional tools such as surveys, focus group discussions, key informant interviews, as well as non-traditional methods such as PhotoVoice and Jar Voices to ensure that women's voices and voices in transit can be heard. Some of the gender analysis tools will include the USAID domains of gender analysis, the WESEI, and the CARE SAA (discussed on page 7). Our focus will be on generating evidence to monitor, develop, analyze, characterize, test and validate interventions, and disseminate the findings and results regarding the gender and sex-specific factors and risks associated with high-risk animal-human interfaces. We will:

a. Characterize the gender and sex-specific risks associated with high-risk animal-human interfaces through the applied research and the testing and validation of intervention strategies.
b. Map gaps in knowledge, conduct on-going analysis, and address unintended consequences for women, men, girls, boys and non-binary gender groups in surveillance, research, and related interventions, including training.
c. Integrate research findings into risk mitigation efforts, therefore directly reducing gender and sex-specific risks.
d. Scale up best practices of mixed-methods approaches that incorporate more qualitative and participatory techniques in order to ensure that women's experiences and perspectives are captured.
e. Organize a gender results dissemination workshop with countries to review results and outline priority activities to address the results.
f. Generate sex and age-disaggregated data that can be used as evidence and data for policy and decision making.

C: Organizational level: Ensure gender equity and equality in institutional capacity, communications, staff development, accountability and related equal opportunity policies, and mobilize partners within the consortium, at the country level, and externally to build on existing efforts, best practices, and lessons learned.

5. **Ensure that communication and dissemination tools are gender sensitive:** Ensure that all materials and general communications are formulated to reflect STOP's goals and objectives on gender equality and equity, challenge gender stereotypes, and recognize diversity. We will:

a. Ensure that gender-sensitive language and images are used in all internal and external communications.
b. Develop gender-sensitive processes, tools, and trainings for use by stakeholder organizations to track performance and impact of its group. These tools can also be used to measure organizational performance and align gaps with capacity building efforts.
c. Mainstream gender in dissemination of key findings and results. Through our information dissemination strategy, we will aim to reach a target audience of both women and men within the countries we work in.
d. Mainstream gender into the crafting of our messages, recognizing that the outcomes of our work will have different impacts for women and men. STOP plans to use a range of communications approaches to reach its target audiences. In order to ensure that there is no gender discrimination in the dissemination of information, it will be necessary to gather information about how women, men, and organizations working on gender issues access information, and to ensure that the communication channels we use will be equally accessible to all. It is essential that we engage in 'knowledge translation' activities that focus on making our messages gender sensitive and relevant to all audiences.
e. Make available proven gender-sensitive language guides for written and other communications materials.
f. Share tools and knowledge with USAID through the Interagency Working Group on Gender, other USAID gender groups, and other relevant entities within international development and beyond, including the Food and Agriculture Organization, the Global Fund for Women, ICRW, Promundo, UN Women, Women's Environment & Development Organization, the World Health Organization, and the World Bank.

6. **Ensuring accountability and providing resources including funding**: Ensure there is a clear funding stream to support gender mainstreaming and that specialized gender functions and specialists are in place and adequately resourced within the consortium. We will:

a. Ensure there are monitoring mechanisms in place to hold STOP accountable for meeting gender mainstreaming milestones.
b. Ensure there are resources, including designated funds, to deliver gender mainstreaming.
c. Build technical expertise in gender, especially at the country level, to build capacity in order to deliver gender mainstreaming in STOP. We will also ensure that staff take collective responsibility for gender mainstreaming and require that they have the appropriate expertise.

VI.III   GENDER-RESPONSIVE MONITORING AND EVALUATION OF STOP SPILLOVER

Our commitment to gender-transformative programming extends to our approaches to monitoring, evaluation, and learning. This will begin in the design phase and carry through to implementation and into our evaluations. We will intentionally seek to close gaps between women, men, girls, boys and non-binary gender groups. To do that, this project will monitor and evaluate its progress toward gender integration by collecting and analyzing indicators with a gender lens, tracking progress in project workplans, and reporting on a semiannual basis.

To help us identify disparities right away, formative data, secondary data analysis, and desk research conducted in preparation for our country work will present age and sex-disaggregated data whenever possible. Gender will also be captured in the disaggregation of the key indicators outlined in the Activity Monitoring Evaluation and Learning Plan (AMELP). We will:

a. Develop gender-responsive monitoring and evaluation indicators that will be applied across the project and audited annually.

b. Engender the MEL framework for STOP
c. Generate and analyze, in collaboration with project MEL team, gender and sex-disaggregated data on routine basis.
d. Develop self-assessment tools for partners and consortium members to quickly identify gender gaps in their programs. They will complete these self-assessments every six months.
e. Monitor increases in women's empowerment and reductions in gender inequality and discrimination as a critical components of the program's performance management plan.
f. Carry out an annual gender audit to ensure that the necessary changes and modifications to programs and activities occur in response to identified inequities or shortcomings.
g. Conduct studies during Y3 and Y5 in selected countries to capture the impact of STOP's gender strategies in the consortium's activities.
h. Include progress on GAP-specific indicators during semiannual and annual progress reporting.

The AMELP and this document include gender specific indicators that will be measured and shared over the next five years. These indicators are key to the success of gender mainstreaming and to ensuring that the specific needs of different partners are being met as well as enabling the project itself to monitor and evaluate progress internally and externally. Some sample indicators will include:

INTERNAL FACING
- percentage of women who occupy high-level decision-making positions in the project
- percentage of activities in the annual workplan that include gender and sex-specific topics
- number of interventions that directly address gender-associated risks
- number of revisions in STOP Spillover's and associated in-country partners' organizational policies and documents (e.g. employee handbook) that reflect gender language and gender balance.

EXTERNAL FACING
- number of new country-level STOP Spillover gender strategies developed and available for use by country teams
- percentage of individuals who have received training on STOP's gender strategy
- number of meetings, agendas, and community activities wherein gender balance and perspectives have been integrated (e.g. community-based interventions)
- number of technical trainings and capacity building efforts at the country level that include gender sessions
- number of individuals within the network trained on gender analysis
- number of individuals able to self-assess to identify gender gaps
- number of gender champions for STOP's work at local, national, and regional levels
- number of participants enrolled in gender-continuous professional development and online programs and courses
- percentage of women that comprise OH-DReaM working groups
- percentage of women who lead OH-DReaM working groups

VII. STOP GENDER ACTION PLAN TABLE

THEMES	STRATEGIC OBJECTIVE	ACTIVITY	DELIVERABLES	TIMELINE
POLICY LEVEL (STRUCTURAL AND SYSTEMS LEVEL)	Develop Gender Action Plan (GAP)	• Develop draft Gender Action Plan • Review GAP with USAID • Finalize and disseminate GAP • Develop country-specific GAPs	5 year -Gender Action Plan delivered to USAID Country specific GAPs finalized	**December 2020** **June 2021**
	Establish Gender Action Team (GAT)	• Create GAT • Develop ToRs for GATs • Identify gender champions at the country level • Develop a structure for the management of GAT • Hold initial gender awareness training for GAT teams	GAT created, including addition of country team members Gender team training report finalized	**January-June 2021** **June 2021**
	Develop STOP gender strategy and framework	• Review existing gender analysis or assessment documents • Conduct desk review • Conduct interviews with key stakeholders • Create a working group within GAT to draft gender strategy • Circulate draft strategy to country teams and consortium partners for review • Finalize gender strategy once approved by all partners and disseminate	Draft gender strategy document developed and disseminated for review Framework that can provide the mandate, political support, and resources to ensure integration of gender considerations in implementing the program developed Final gender strategy approved	**August 2021** **June 2022** **TBD**
	Mainstream gender perspectives in the programming and activities of the STOP network	• Ensure that country teams develop structures and policies that deliberately and adequately address gender disparities in their programming	Accountability framework against which the staff and project activities are audited developed	**Ongoing Y1-Y5**
	Review workplans and stakeholder engagement process (through OM)	• Review annual workplans and stakeholder engagement processes to ensure gender as a cross-cutting issue is included and visible	Workplans reviewed and revised as needed	**Ongoing Y1-Y5**

THEMES	STRATEGIC OBJECTIVE	ACTIVITY	DELIVERABLES	TIMELINE
ACTIVITY LEVEL	Build gender capacity	• Review, revise, and develop gender modules to be used for STOP training • Provide gender training to all STOP consortium partners, resource hubs, and country teams (virtual) • Provide gender awareness training for STOP's country-level stakeholders • Hold quarterly gender webinars for all STOP partners • Hold gender analysis training for OH-DReaM teams and working groups. • Promote gender-balanced participation in the workshops, trainings, meetings, and capacity-building events throughout all of STOP's activities • Put in place processes that proactively encourage women to take leadership positions in these activities • Incorporate gender principles into all of STOP's capacity building trainings and programs	STOP gender training module developed Gender training report finalized Webinar completed Workshop-style gender analysis training held for OH-DReaM members once a year STOP trainings and activities reviewed Increased women's participation in leadership positions in these activities at the country level	**March 2021** **Starting in June 2021 and then ongoing Y2-Y5** **Ongoing Y1-Y5** **Ongoing Y1-Y5** **Ongoing Y1-Y5** **Ongoing Y1-Y5**
	Conduct gender analysis and assessments	• Conduct gender assessments initially and continually to identify gaps and opportunities, including assessments of the context (barriers, obstacles, incentives, and any other enabling factors) and other gender considerations that need to be addressed.	Gender assessment reports prepared	**August 2021, Ongoing Y2-Y5**
	Assess existing data for gender-sensitive indicators	• Identify sex-disaggregated indicators • Analyze data to determine gender-related gaps • Select indicators for continued monitoring • Make recommendations for gender gaps improvement • Assess gender-related training needs • Develop gender-specific indicators to be included or added	Baseline indicators determined	**Project lifetime with preliminary results August 2021**

THEMES	STRATEGIC OBJECTIVE	ACTIVITY	DELIVERABLES	TIMELINE
	Mainstream and integrate gender across research and intervention activities	• Incorporate gender principles into all of STOP's capacity building trainings and programs including OH-DReaM, surveillance, and OM.	STOP trainings and capacity building efforts reviewed and revised	**Ongoing Y1-Y5**
	Generate evidence and data on gender risk associated with spillover	• Perform research to characterize the gender and sex-specific risks associated with high-risk animal-human interfaces • Mapping gaps in knowledge, conduct on-going analysis, and address unintended consequences for women, men, girls, boys and non-binary gender groups in surveillance, research, and related interventions, including training • Integrate research findings into risk mitigation efforts, therefore directly reducing gender and sex-specific risks • Include women and other marginalized groups in risk reduction efforts and in all project activities	Gender risk report developed Gender inclusive and responsive research documents developed Gender-responsive interventions designed Women's engagement and involvement in risk reduction activities e.g., research, journalism, stakeholder meetings, risk reduction interventions monitored and improved	**Ongoing Y1-Y5** **Ongoing Y1-Y5**
	Organize gender results dissemination/ prioritization workshops at the country-level	• Review and discuss gender research results and host workshops to develop recommendations in coordination with country teams • Prioritize recommendations for implementation	Country workshop reports finalized	**Y2-Y5**
	Conduct a review study of gender equity in targeted STOP countries	• Select a sample of communities and countries to conduct the study	Tracer study report conducted	**Y3 and Y5**
ORGANIZATIONAL LEVEL	Ensure resources are designated for gender mainstreaming	• Create and track a clear funding stream as well as any other resources to support gender mainstreaming	Sufficient resources to gender equity and integration activities allocated and resources devoted to gender integration tracked	**March 2021, Ongoing Y1-Y5**

THEMES	STRATEGIC OBJECTIVE	ACTIVITY	DELIVERABLES	TIMELINE
	Strengthen accountability to support gender integration and mainstreaming	• Include the responsibilities for achieving gender parity and gender mainstreaming in the performance assessments of STOP's network, especially at the senior leadership level	Semiannual meetings with senior leadership to review gender related achievements held	**Y1-Y5**
	Ensure communication and dissemination of information across the consortium are gender sensitive	• Review all materials and general communications to ensure they are formulated to reflect the networks' goals and objectives on gender equality and equity, challenge gender stereotypes, and recognize diversity • Ensure gender-sensitive language and images are used in all internal and external communications • Develop gender-sensitive processes, tools, and trainings for use by different stakeholder organizations to track performance and impact of its group • Mainstream gender into the information dissemination strategy	Materials and communications reviewed Gender-sensitive materials and tools documented Gender-sensitive and inclusive messages incorporated Gender integration discussed and included in meeting minutes Potential policy obstacles to integrating gender in implementation identified	**Ongoing Y1-Y5**
	Ensure gender expertise at all levels	• Designate gender and social science development specialists in every country and at the regional secretariat office to oversee the execution of and compliance with gender dimensions and social safeguards	Gender expertise is identified and available locally for country teams Direct gender responsibility assigned to specific people with each country team and consortium member to ensure compliance	**Ongoing Y1-Y5**
	Review gender objectives and goals annually	• Hold an annual meeting with gender teams to review and revise goals as need to align with STOP's goals	Gender organizational learning survey tool developed for all members of the STOP network as well as implementing partners	**Y2-Y5**
	Analyze organizational level of gender engagement	• Develop strategies for looking at gender equity in STOP's the recruitment, retention, and promotion of staff, particularly pertaining to women in senior positions at the country level and within the consortium. These strategies will include affirmative	Gender-inclusive recruitment policies incorporated into employment documents and job postings	**Ongoing Y2-Y5**

THEMES	STRATEGIC OBJECTIVE	ACTIVITY	DELIVERABLES	TIMELINE
		action policies, career development opportunities trainings, and internal promotion. Identify individuals and groups that are committed to gender equality goals, and encourage, support them, and use their commitment strategically	Seminars and webinars on gender organized at least once a year in every target country Gender self-assessment tool created for the consortium members Gender champions identified and trained across all target countries	
	Promote knowledge generation and exchange of best practices on gender equality within the consortium	• Identify gender role models in countries that can be used as examples • Share best practices with regard to gender equality	Gender role models identified and connected with country teams. In years 3-5 a gender and One Health mentorship program established Partnerships fostered between across countries to share experiences and best gender practices	**Ongoing Y2-Y5**

THEMES	STRATEGIC OBJECTIVE	ACTIVITY	DELIVERABLES	TIMELINE
MONITORING AND EVALUATION	Implement and monitor gender-related recommendations Create a gender-sensitive evaluation	• Report on gender-related results in semiannual and other relevant reports • Collect sex-disaggregated data for all people-level indicators • Develop performance and context indicators designed to track changes in key gender gaps from baseline to end-of-project or end-of-activity results • Monitor increases in women's empowerment and reductions in gender inequality and discrimination as a critical component of the program's performance management plan • Carry out an annual gender audit to allow for changes and modifications to programs and activities	Monitoring reports developed Robust gender evidence available to inform activities and decisions in the networks Specific GAP gender objectives and indicators systematically reported on annually Gender-based results measured and progress on gender integration systematically tracked Sex-disaggregated data used throughout the project and program Key challenges regarding gender integration identified and discussed at organizational level Publications, success stories, and external communications materials from the project include gender component Annual audit report finalized	**Ongoing Y1-Y5**

VIII. CONCLUSION

STOP Spillover will ensure that gender is a strategic concept and an analytical and planning tool, and that resources, skills, and competencies across the partners' stakeholders and consortium are gender sensitive and gender responsive.

We will work to support activities to close existing gender gaps in our country teams and activities and across leadership in the consortium, while understanding the gendered, social, and cultural impact of the risk of spillover and disease transmission on local communities. We will help create a gender-sensitive organization and network that has an understanding of and acknowledges the differences of vulnerabilities of women and men in terms of infectious disease risk reduction, infections, and effects on livelihoods and incomes.

Our gender strategy and action plan recognize that there is an important gender element in the different stages of information dissemination, capacity building, and will help ensures that stakeholders recognize and have tools to address key gender factors within STOP. The project's outcome mapping process targets all stakeholders and users, especially those non-traditional stakeholders who are on the margins and have often been left out of the discussion, including women and individuals and organizations who work on gender issues in the countries and sectors we are supporting. This engagement will enable us to mainstream gender into our program design and obtain buy-in from relevant gender-sensitive individuals and organizations. Initial stakeholder discussions through OM will focus on the experiences, perspectives, and priorities of both women and men. We will also need to ensure that we provide the spaces for highlighting gender issues relating to understanding and reducing zoonotic viral spill over, amplification, and spread.

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