

**UNITED STATES
GOVERNMENT
WOMEN, PEACE,
AND SECURITY
CONGRESSIONAL
REPORT**

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THE WHITE HOUSE
WASHINGTON



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The world is more peaceful, safe, and prosperous when the human rights of women are respected and they can fully participate in economic, social, and political life.

But we know the enduring challenges of fulfilling that promise. A defining competition between democracies and autocracies. The COVID-19 pandemic. The climate crisis. Mass migration and displacement. The denial of education and sexual violence against women and girls across the world. No matter what global crisis unfolds—women and girls are disproportionately impacted, and that makes the world less stable.

That’s why my Administration is committed to empowering all women and girls—advocates and activists, soldiers and scientists, entrepreneurs and environmentalists, elected leaders, mediators and moms, doctors and dream-makers. During the Obama-Biden Administration, we developed the first comprehensive National Action Plan on Women, Peace, and Security, which helped lead to the passage of the Women, Peace, and Security Act of 2017 and frames the work of the Biden-Harris Administration today. And, early in my Administration, I issued an Executive Order to establish the White House Gender Policy Council, which in October released the first U.S. National Strategy on Gender Equity and Equality, making gender equity a strategic imperative across our domestic and foreign policy.

This report evaluates our progress over the past year. It features four U.S. government agencies – the Department of State, Department of Defense, Department of Homeland Security, and the U.S. Agency for International Development—while recognizing that this is the work of the entire United States government with support from our Congress.

The findings are critical for accountability and ensuring that we harness all the tools at our disposal to expand women’s participation in advancing peace and security. And it was developed in consultation with local women, youth, ethnic and religious minorities, and other stakeholders with whom we are partnering to implement the mandated provisions.

This work comes at a consequential time in our history—a reminder yet again of the essential truth that the world is more peaceful when possibilities are endless for women and girls everywhere.



Executive Summary

In March 2021, President Biden released Executive Order 14020, Establishment of the White House Gender Policy Council (GPC), which mandated a whole-of government strategy to promote gender equality, and corresponding Department and Agency Action Plans within nine months of the Strategy's release. The U.S. National Strategy on Gender Equity and Equality (NGS) was released in October 2021, with the aim of advancing gender equity and equality, including the importance of women's meaningful participation across all facets of security, leadership, and development in our domestic and foreign policy. This year's WPS report—the first full year of the Biden-Harris Administration—reflects a robust commitment to the application of WPS into our foreign policy and national security, as well as unparalleled commitments to enhancing gender equity and equality for women in the security sector in our own country.

The Women, Peace, and Security Act of 2017 (P.L. 115-68) (WPS Act) codified the United States Government's (USG) longstanding, sustained commitment to the principles of the Women, Peace, and Security Agenda. This is the second iteration of the WPS Congressional Report and includes input from each of the four departments and agencies involved in the Strategy: Department of Defense (DoD), Homeland Security (DHS), the Department of State (DoS), and the U.S. Agency for International Development (USAID). It evaluates the USG's progress in advancing the U.S. Women, Peace, and Security Strategy (WPS Strategy) launched in 2019, and the agency-specific Implementation Plans to measure and report on progress related to the WPS Strategy's four Lines of Effort (LOEs): 1) Participation; 2) Protection; 3) Internal Capabilities; and 4) Partnerships. A summary of each Department's and Agency's reports are as follows:

Department of State

The Department continued its focus on WPS implementation through monitoring, evaluation, and learning exercises and strengthened engagement with key partners, such as civil society leaders. During the Fiscal Year (FY) 2021 reporting period, the Department continued engagement with civil society, non-governmental organizations (NGOs), the private sector, and partner governments; increased its training of personnel on WPS; and increased use of gender analysis in projects and strategic frameworks by 25 percent compared to FY 2020. Additionally, Department programs, training, and funding for WPS increased from FY 2020 to FY 2021. During the reporting period, the Department invested approximately \$110 million in assistance programming to advance WPS. The Department also integrated WPS principles into its internal processes, including 231 notice of funding requests (NOFOs) and requests for proposals (RFPs) requiring a gender analysis—up from only 12 reported in FY 2020. As part of the Department's ongoing internal review of its WPS data call and to streamline the report, the Department revised or removed some indicators for this reporting period (FY 2021).

U.S. Agency for International Development

In accordance with the commitments of USAID's WPS Implementation Plan, USAID increased its efforts to consult with local women leaders, civil society, including faith-based organizations, as well as academia in countries affected by crisis and conflict. In FY 2021, USAID supported



the participation of over 77,000 women in leadership, conflict mediation, legal, political, and peacebuilding processes, and provided critical health care, psychosocial support, legal aid, and economic services to more than 5.3 million gender-based violence survivors. From funds, USAID invested over \$239 million in programming designed to empower and protect women and girls in countries affected by crisis, conflict, violent extremism, and natural disasters.

Department of Homeland Security

In FY 2021, there were significant accomplishments across the four DHS LOEs. The Federal Law Enforcement Training Centers (FLETC) trained 8,458 women in both basic and advanced law enforcement training programs; Initiative 2023 was launched to increase the number of women in law enforcement by 30 percent no later than 2023; and the U.S. Secret Service celebrated its 50th anniversary of admitting female agents. DHS led the Unified Coordination Group, a whole-of-government, whole-of-society effort to resettle more than 76,000 vulnerable Afghans, including women leaders, human rights activists, humanitarian workers, journalists, and other at-risk individuals across the United States. Through this effort, and Operation Allies Welcome (OAW), the Department also promoted the protection of Afghan women and girls through such initiatives as listening sessions with stakeholders on civil and human rights considerations. In addition to Department-wide efforts, U.S. Immigration and Customs Enforcement (ICE) conducted targeted trainings regarding the global treatment of women and highlighted key issues such as Female Genital Mutilation/Cutting (FGM/C).

Department of Defense

The Department of Defense (DoD) Women, Peace, and Security (WPS) Strategic Framework and Implementation Plan (SFIP) established three Defense Objectives to support the WPS Strategy's Lines of Effort (LOEs): (1) modeling and employing women's meaningful participation in the Joint Force; (2) promoting partner nation women's participation in all occupations in the defense and security sectors; and (3) ensuring partner nations protect women and girls, especially during conflict and crisis. In Fiscal Year (FY) 2021, DoD spent \$5.5 million to establish policies and programs to advance implementation of the Women, Peace, and Security Act of 2017 (Public Law 115-68), hire and train qualified personnel, and integrate WPS into relevant training curriculum and professional military education for the Armed Forces. The Department also notified Congress that \$3 million from the International Security Cooperation Programs (ISCP) Account would be used to conduct security cooperation (SC) programs that incorporate gender analysis and advance women's participation in defense institutions and national security forces. This work was complemented by the Department's efforts to support an Independent Review Commission on Sexual Assault in the Military, which prompted historic reforms to preventing and addressing sexual and gender-based violence across the force—reaffirming DoD's commitment to advancing WPS goals within our military.

Interagency Metrics Overview

To measure interagency progress, the agencies tasked with implementing the WPS Strategy established common milestones and metrics ("Interagency Metrics") to assess progress made against each of the WPS Strategy LOEs. As these Interagency Metrics were released in August



2019, after the FY 2020 reporting period had begun, most numerical data is being reported for the first time in this iteration of the WPS Congressional Report on FY 2021.

Key IA Metrics and Milestones – FY2021	NSC	DoD	DHS	DoS	USAID
A.1 The National Security Council (NSC) staff will coordinate at least three senior level Department and Agency meetings a year to discuss progress and revisit metrics related to the WPS Strategy.	✓	N/A	N/A	N/A	N/A
A.2 Departments and Agencies will coordinate two public consultations with U.S. based civil society organizations a year.	N/A	✓	✓	✓	✓
A.3 Departments and Agencies will collectively compile an annual review of the U.S. implementation of WPS Strategy objectives, including the preparation of a public report.	N/A	✓	✓	✓	✓
2.1 The USG will review, revise, and adopt safeguarding standards that guide the conduct of implementers of USG funded programs.	N/A	In progress	✓	In progress	✓
3.1 Departments and Agencies will designate one or more senior official to be the lead for WPS.	N/A	✓	✓	✓	✓
3.3 Departments and Agencies will establish internal WPS coordination structures and mechanisms.	N/A	✓	✓	✓	✓



Department of State Report on the Implementation of the United States Strategy on Women, Peace, and Security (WPS)



Executive Summary

The Women, Peace, and Security (WPS) agenda remains a top priority for the Department of State (the Department) as a cornerstone to achieving U.S. foreign policy objectives and national security. This is the second report to Congress evaluating the Department's progress in advancing the U.S. Strategy on Women, Peace, and Security (WPS Strategy) pursuant to section 8(b) of the Women, Peace, and Security Act of 2017 (P.L. 115-68) (WPS Act). The report remains aligned with the following WPS Strategy Lines of Effort:

1. Participation
2. Protection
3. Integration
4. Partnerships

This report highlights efforts on the U.S. Department of State's Plan to Implement the U.S. Strategy on Women, Peace, and Security during Fiscal Year (FY) 2021, and reviews data received in comparison to FY 2020 to the extent available, assessing progress, gaps, and avenues forward. During this period, the Department continued engagement with civil society, non-governmental organizations (NGOs), the private sector, and partner governments, increased its training of personnel on WPS, and increased use of gender analysis in projects and strategic frameworks by 25 percent compared to FY 2020. During the reporting period, the Department invested approximately \$110 million in assistance programming to advance WPS.¹

Department Highlights

Line of Effort (LOE) 1: Participation

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

The Department invests in advancing women's recruitment, retention, and professional development in the justice and security sectors. The number of Department programs supporting women and girls with the knowledge and skills to prevent, manage, or resolve conflict, and to counter terrorism (WPS 1.1-1) increased nearly 22 percent between FY 2020 and FY 2021, from 375 to 447 respectively. Although the number of foreign national women participating in U.S. Government (USG)-funded training on security, law, or peacekeeping issues increased by 14



percent in FY 2021 (WPS 1.2-1), the number of women in U.S. exchange programs focused on preventing violent extremism decreased by just over half, from 782 in FY 2020 to 357 in FY 2021 (WPS 1.3-3). This decrease was likely due to the limitations on travel during the height of the COVID-19 pandemic.

Women's Participation in Peacebuilding and Decision-Making

Highlighted Countries: The Kyrgyz Republic, the Holy See, Guinea-Bissau, Nigeria, and Ethiopia

The Department implemented a range of efforts to support women's full, equal, and meaningful participation, including, but not limited to, the promotion of women's leadership in policy and military training. In the **Kyrgyz Republic**, a project funded by the Embassy Bishkek's Democracy Commission Small Grants Program, "Unity in Diversity," trained 24 girls from conflict zones on interreligious dialogue and project management skills. Program participants then implemented seven community initiatives focused on interreligious dialogue, reaching an additional 154 youth. Embassy Vatican City formed a group of women Ambassadors to the **Holy See** and designed and implemented activities to strengthen women's voices in the diplomatic corps.

In order to improve capacity and access, more women were included in unique trainings, such as in **Guinea-Bissau**, where women in the military were trained to serve as armory and explosive storehouse storekeepers and managers, a role previously reserved exclusively for men. In FY 2021, 62 women from various countries received this training through the Bureau of Political-Military Affairs' (PM) "Conventional Weapons Destruction" program.

The Bureau of Conflict and Stabilization Operations' (CSO) program, "Village Monitoring Systems: Early Warning and Early Response," in Northern **Nigeria** empowers women early responders and leverages their networks to anticipate, prevent, and respond to attacks on civilians. The program established gender-inclusive communication channels for sharing early warning and early response information, developed gender-sensitive emergency response and mitigation plans, and conducted workshops for women peacebuilders. Additional CSO programs in **Ethiopia** worked with political parties on outreach to women and youth to promote civic engagement and built upon the capacity of women enumerators and facilitators through local organizations.

Women in Countering Violent Extremism (CVE)

Highlighted Countries: Finland, Slovakia, North Macedonia, Montenegro, Tunisia, Lebanon, Turkey, Kenya, Tanzania, Uganda, Mali, Niger, the Philippines, and Kosovo

As violent extremism globally continues to evolve and negatively impact everyday lives, Department efforts on gender analysis and the promotion of women's voices in preventing and countering radicalization and recruitment, and rehabilitating and reintegrating those coming out of violent extremism remains critical. During this period, the Department focused on countering and/or mitigating violent extremism using a gendered approach. In **Finland**, a program supporting an entirely women-led organization called "Mixed Finns" looked at anti-racism and diversity training through school workshops and a series of podcasts focused on race, gender, diversity and inclusion issues. In **Slovakia**, Embassy Bratislava supported a series of trainings on preventing and countering racially and ethnically motivated violent extremism, which included



participants from the Slovak government, police officers, and civil society leaders. Women comprised 60 percent of participants in the trainings. Embassy Skopje in **North Macedonia** funded “Tabletop Exercises” that were carried out at the University of Maryland. These exercises focused on best practices for collaboration between local municipal governments and their community leaders within their jurisdictions on CVE and repatriation or reintegration into communities. In **North Macedonia** and **Montenegro**, the Bureau of Counterterrorism (CT) implemented its “Mother Schools” program, which teaches mothers how to recognize and respond to early warning signs of radicalization to violence and violent extremism within their families.

In **Tunisia, Lebanon, and Turkey**, the Secretary’s Office of Global Women’s Issues (S/GWI) supported programming to address drivers of violent extremism through targeted community-designed and led initiatives. S/GWI also engaged the United States Institute of Peace (USIP) and its partner, the “Sisters Without Borders” (SWB) network of women leaders, in **Kenya, Tanzania, and Uganda**, to create and implement preventing/countering violent extremism (P/CVE) activities, and advocate for women’s leadership in local, regional, and national strategies on P/CVE. For example, this has included SWB leaders engaging with government officials in the development of CVE or WPS strategies in all three countries. With S/GWI and AF funding, USIP has also supported similar engagement with women leaders in **Mali and Niger**, with plans to connect more women leaders across the Sahel. In the **Philippines**, CT supported community-oriented police training courses for 95 women officers of the Salaam Police Unit, increasing attendee’s confidence in responding to terrorist recruitment and radicalization efforts, and building trust between police and local community residents.

In **Kosovo**, Embassy Pristina assisted Kosovo investigators and prosecutors in successfully repatriating a woman from Syria to face criminal charges for participation in ISIS and have translated that experience into best practices for gender-equal accountability shared across the region.

Women's Leadership and Participation in the Security and Justice Sectors

Highlighted Countries: Rwanda, Kenya, Cambodia, Peru, Yemen, and the Republic of the Congo

Training women with specific skills to succeed in the security and justice sectors is closely linked with promoting women’s participation in conflict mitigation. In **Rwanda**, Embassy Kigali supported a grant to the Rwanda Association of Deaf Women which provided training on sign language for three months to the Rwanda Bureau of Investigations, creating awareness and promoting prevention of gender-based violence (GBV) among the deaf community. CT hosted a **Kenyan** delegation to Washington as part of the “Engaging Multinational Policewomen and Rights” (EMPoWER) program, which is designed to promote the participation of women police in counterterrorism law enforcement efforts. During the week-long study tour, the commander of the Kenyan All-Female Special Weapons and Tactics (AFSWAT) Team, along with senior leadership of the Kenyan Administrative Policy, visited multiple U.S. law enforcement agencies to learn about improving recruitment, training, and mentorship of women police, and strengthening networking and mentorship opportunities.

The “Cluster Munitions Project” in **Cambodia**, which was supported by PM and implemented by Norwegian People’s Aid, trained all-women operations teams, institutionalized gender-



sensitive workplace policies, and trained staff on gender issues, challenges, and opportunities. In **Peru**, the Department embedded a GDRP advisor to work closely with the Peruvian Army and develop new personnel policies through a pilot program for women to join artillery units and disaster response planning.

Engaging key Department leadership with women civil society leaders around the world continued to raise awareness of critical peace and conflict issues. The Bureau of Democracy, Human Rights, and Labor (DRL) facilitated the participation of Radya al-Mutawakel, a Yemeni human rights defender, in a roundtable discussion with Secretary Blinken to highlight the importance of accountability for human rights violations and abuses in **Yemen**. The Department additionally organized a roundtable with Yemeni women leaders to discuss inclusive peace process and human rights issues with high level Department officials. In the **Republic of the Congo**, Embassy Brazzaville launched Generation Equality, a committee of women leaders focused on the promotion of women entering the formal work sector.

Public Diplomacy in Action

Highlighted Countries: India, Lebanon, Bangladesh, and Pakistan

Highlighted Regions: Middle East and North Africa, and Central Asia

Efforts to promote women’s participation across various missions were met with unique initiatives. For example, through the Bureau of Education and Cultural Affairs (ECA) “American Music Abroad,” the Department highlighted women artists as powerful cultural envoys who are often underrepresented. To that end, U.S. Missions promoted women-led ensembles to conduct programs designed to increase outreach to vulnerable communities of women and promote creative freedom. The FY 2021 flagship program audition and selection process resulted in 40 percent of band members who identify as women and two all-women bands. ECA-supported American Spaces, in coordination with the government of **India**, hosted a regional Indo-Pacific virtual art exhibit for International Women’s Day (March 8, 2021), which reached 143,450 virtual participants and featured over 40 women from the United States and ten other countries, and highlighted contributions of women throughout history.

The Department’s “TechGirls” exchange program included 105 virtual participants from countries in the **Middle East, North Africa, and Central Asia**. Results from an external evaluation indicated that 98 percent of participants (ages 15-17) were more interested, or as interested, in STEM education and careers after the program; 89 percent of alumnae reported a significant or moderate change in their awareness of opportunities in STEM fields; and 80 percent of international alumnae reported that the program helped improve their STEM skills.

For the first time in **Lebanon**’s history, 50 percent of cadets enrolled in the Lebanese Armed Forces Military Academy were women. This significant outcome was achieved in large part as a result of Department training and equip programs in the country.

In **Bangladesh**, the ECA-supported program, “English Access Micro Scholarship,” focused on developing English language skills, leadership, critical thinking, and cultural skills while raising awareness on issues such as women’s rights, domestic violence, and counterterrorism. Currently, there are 200 students in the program, 50 percent of whom are girls. In **Pakistan**, Embassy Islamabad conducted a six-month, high-profile virtual speaker series on UN Security Council



Resolution (UNSCR) 1325. After the series, 80 percent of survey respondents said the events changed their mind about women’s participation in peace and security initiatives.

Line of Effort (LOE) 2: Protection and Access

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

The Department supported a wide range of efforts spanning from security sector capacity building, humanitarian assistance, support for service providers, equitable access to justice, investments in early warning systems, and efforts to prevent and respond to GBV. Support for women and girls’ access to humanitarian assistance, justice and psychosocial support continued to pivot during this period to virtual mechanisms, which increased access to services and provided the benefit of anonymity. However, this success is tempered by the fact that the COVID-19 pandemic also exacerbated existing gendered inequalities and created conditions that increased exposure to GBV, including domestic violence, for women and girls, while simultaneously decreasing access to lifesaving response services.

Throughout FY 2021, the number of activities/trainings on preventing and/or strengthening accountability for Sexual Exploitation and Abuse (SEA) and/or GBV in programming with partner nations (WPS 2.1-3) more than doubled from 120 activities/trainings in FY 2020 to 297 FY 2021. While trainings and activities abroad increased, the number of key leader engagements for Washington-based principals focused on women’s safety and prevention of GBV in conflict, crisis, and disaster contexts (WPS 2.1-1) and the number of countries where bureaus and/or Posts report substantial and sustained diplomatic engagements promoting GBV efforts (WPS 2.1-2) decreased. Between FY 2020 and FY 2021, there were nearly 18 percent fewer engagements from Washington-based Principals, going from 63 in FY 2020 to 52 in FY 2021, and nearly 13 percent less substantial and sustained diplomatic engagements reported from Bureaus and/or Posts, going from 55 in FY 2020 to 48 in FY 2021.

The Department’s number of activities and trainings for justice and peacekeeping professionals to prevent and respond to GBV increased by nearly 49 percent, from 58 in FY 2020 to 86 in FY 2021. Additionally, the percentage of NGO or international humanitarian organization projects that include dedicated activities to prevent and/or respond to GBV (WPS 2.3-1) increased by nearly 10 percent from 33.33 percent in FY 2020 to 36.51 percent in FY 2021.

Preventing and Responding to Gender-Based Violence

Highlighted Countries: Tunisia, Latvia, Trinidad & Tobago, Ghana, India, Sri Lanka, Kenya, the Bahamas, the Kyrgyz Republic, and Mexico

In **Tunisia**, Embassy Tunis supported the “Safety and Women Advancement” (SAWA) project, which provided rapid legal assistance to women at low cost and produced a variety of educational materials to raise awareness of the rights of, and protections and services for, GBV survivors. The Department also funded an arts therapy project in partnership with NGO Marta Centre in **Latvia** called, “The Safe Space Art Therapy Project at Marta Centre,” to provide online mental health services to women, and social, legal, and psychological services to survivors of GBV and human trafficking. The program also promoted public awareness of GBV. Embassy Port of Spain launched the “Alumni Engagement Innovation Fund” (AEIF), which



focused on countering violence against women and girls and implemented a series of workshops to raise awareness on gender-based violence across six countries: **Trinidad and Tobago, Ghana, India, Sri Lanka, Kenya,** and the **Bahamas**. In the **Kyrgyz Republic**, the Department met with several GBV experts to discuss the impact of the COVID-19 pandemic on domestic violence. Additionally, the “President’s Emergency Plan for AIDS Relief” (PEPFAR) invested over \$69 million in GBV prevention and response in 15 countries through the “Determined, Resilient, Empowered, AIDS-Free, Mentored, and Safe” (DREAMS) partnership.

In **Mexico**, PM’s “International Military Education & Training” (IMET) program supported various trainings, such as the Human Rights and Law of Armed Conflict course, which covered GBV prevention instruction for 64 women and men.

In FY 2021, 36.5 percent of Bureau of Population, Refugees, and Migration (PRM) NGO and other IO programming included dedicated activities to prevent and respond to GBV as a part of continued commitment to U.S. humanitarian assistance. In comparison to FY 2020, this is a three percent increase (indicator WPS 2.3-1). Bridging the divide between existing programming on GBV and emerging migration and refugee issues, the Embassy Helsinki in **Finland** coordinated with the Finnish branch of Amnesty International and NGOs to discuss and find solutions for unequal access to health and social services for undocumented foreign women—for example, pregnant women’s legal rights to maternity clinic services.

Preventing Sexual Exploitation and Abuse (SEA)

Highlighted Regions: Africa, Latin America, and Indo-Pacific

PM’s “Global Peace Operations Initiative” (GPOI) program continued its collaboration with the UN to develop National Investigation Officer (NIO) training courses designed to provide designated officers with the skills needed to investigate peacekeeper misconduct, including SEA. Since its inception, 170 participants from 36 countries across **Africa, Latin America,** and the **Indo-Pacific region** have been trained in the GPOI-funded UN NIO courses. The UN NIO training-of-trainers course will allow countries to institutionalize the capacity to train more NIOs around the world.

Public Diplomacy in Action

Highlighted Countries: Haiti, Sri Lanka, and Burundi

Public diplomacy remains an agile tool for supporting exchanges, capacity building, and public awareness on GBV, and the Department utilized this to better mobilize public opinion regarding the roles of women in political and civic roles. U.S. Missions globally participated in the “16 Days of Activism Against GBV,” an annual global awareness intervention campaign designed to call for the prevention and elimination of GBV. In **Haiti**, despite unrelated country-wide protests in the days preceding the campaign, the U.S. Mission supported 10 events encouraging the prevention of many forms of GBV to include economic, political, physical, and psychological violence. Despite the limitations stemming from the COVID-19 pandemic, many embassies, including but not limited to **Sri Lanka** and **Burundi**, continued GBV engagement on social media and through virtual events.



Line of Effort (LOE) 3: Internal U.S. Capabilities

Adjust United States international programs to improve outcomes in equality for, and the empowerment of, women.

Throughout FY 2021, the Department worked to embed WPS principles across Department-wide training, to integrate gender analysis in policies and programs globally, and to institutionalize these practices in strategic frameworks. Between FY 2020 and FY 2021, the number of Foreign Service Institute (FSI) courses integrating WPS Strategy goals rose from 10 to 24 (WPS 3.2-2). Additionally, the number of bureau-led trainings to Department and/or interagency personnel on WPS strategy themes increased 25 percent, going from 32 trainings in FY 2020 to 40 trainings in FY 2021 (WPS 3.2-3). Participation in WPS-related FSI or outside courses nearly doubled from FY 2020 to FY 2021, going from 908 participants in FY 2020 to 1,761 participants in FY 2021 (WPS 3.2-4).

However, this positive increase was not reflected in all other internal Department efforts. The number of pre-deployment trainings or briefings across the Department decreased by nearly half—going from 67 briefings in FY 2020 to 38 in FY 2021 (WPS 3.2-5); noting that this decrease is likely due to fewer overall deployments due to the COVID-19 pandemic.

Institutionalizing WPS in Strategic Frameworks

Highlighted Countries: Papua New Guinea, Togo, and Azerbaijan

In alignment with the 2021 White House Interim National Security Strategic Guidance², and the Department and USAID’s FY 2022-2026 Joint Strategic Plan³, Department bureaus and overseas missions have updated strategies to align with the new guidance. During this process, there were a combined 44 Integrated Countries Strategies (ICS), Functional Bureau Strategies (FBS), Joint Regional Strategies (JRS), and thematic and regional frameworks that integrated WPS principles (indicator WPS 3.1-3). This number is relatively consistent with FY 2020 when there were 46 strategies that integrated WPS. The number of U.S. strategies, policies, and assistance projects that were informed by gender analysis increased from 302 in FY 2020 to 418 in FY 2021 (WPS 3.3-2).

The Department has worked to support the development and socialization of WPS within the Global Fragility Act (GFA) of 2019, including discussions on country selection, strategic frameworks, and resourcing to ensure the representation of women. With FY 2021 funds, S/GWI supported a specific country program in **Papua New Guinea** focused on the participation of women in peace and political processes in line with the GFA.

Embassy Lomé implemented a project in **Togo** on entrepreneurial topics, including social entrepreneurship and business English, that trained 105 women. Similarly, in **Azerbaijan**, Embassy Baku instituted a project that assisted 26 women in the Nakhchivan Autonomous Republic (AR) entitled, “Advancing Women’s Economic Empowerment in Nakhchivan AR.”

Gender Integration

Highlighted Countries: Niger, Nigeria, the Holy See, Nicaragua, and Oman

Gender analysis is the cornerstone of effective gender integration and ensures the ongoing success of WPS Strategy implementation. The number of bureaus, offices, and Posts that



required respondents to notice of funding opportunities (NOFOs) and/or requests for proposals (RFPs) to include a gender analysis skyrocketed from 12 in FY 2020 to 46 in FY 2021 (indicator WPS 3.3-3). There was also an increase from seven bureaus in FY 2020 requiring the inclusion of gender analysis in proposals, to 13 in FY 2021.

Training and education on WPS principles continues to be a central component of the Department's work on improving internal capacity. Throughout FY 2021, there was definitive growth in Department-wide engagement on WPS training, indicating increased buy-in throughout the Department on integrating WPS across the Department's diverse issue areas. During a November 2020 trip to Niamey, **Niger**, CSO's Stabilization Advisor and Gender Advisor to AFRICOM conducted a training on WPS priorities and women in peacekeeping operations for 22 members of the Niger Armed Forces. CSO also worked with the International Foundation for Electoral Systems (IFES) and developed Gender-Sensitive Early Warning Indicators. The program was piloted for three months across nine states in **Nigeria**, during which monitors (over half of whom were women) were deployed to test the developed gender-sensitive indicators.

For their NOFOs, Embassy Vatican City (**The Holy See**) specifically called for WPS-themed projects that promote women's empowerment, and, at Embassy of Managua in **Nicaragua**, included a statement in their Annual Program Statement on funding proposals tailored to reach women and girls. Fifty percent of their selected proposals focused on women and girls' empowerment as a result of Nicaragua's statement. Highlighting the importance of senior leadership engagement on WPS, the Deputy Chief of Mission in **Oman** provided direction to include language urging the nomination of women candidates for seminars and forums in all diplomatic notes and official correspondence on interagency security assistance training programs and initiatives.

Line of Effort (LOE) 4: Partner Support

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

During this period, U.S. engagement on existing partnerships and support for WPS NAPs and WPS concepts in CVE frameworks was sustained. Between FY 2020 and FY 2021, however, there was a small decrease in the number of reported countries that developed, revised, or implemented WPS NAPs with U.S. diplomatic or programmatic support (from 21 countries in FY 2020 to 20 in FY 2021). The number of reported countries that integrated WPS concepts into their CVE policy frameworks with U.S. diplomatic or programmatic support (WPS 4.1-2) also decreased from eight in FY 2020 to zero in FY 2021.

Washington-based principal engagement decreased by nearly 73 percent—going from 62 engagements in FY 2020 to only 17 in FY 2021 (WPS 4.2-1). Engagement from the field decreased from 72 engagements in FY 2020 to 59 in FY 2021, which was an 18 percent decrease (WPS 4.2-2). It is highly probable that the COVID-19 pandemic accounted for or impacted the reduction in engagements.

While the reported number of WPS-related U.S. remarks or speeches at multilateral fora (Milestone 4.3-3) decreased nearly 49 percent from 121 engagements in FY 2020 to 62 in FY 2021, the reported number of high-level negotiated commitments reflecting WPS concepts



introduced or cosponsored by the U.S. in multilateral settings (WPS 4.3-1) stayed the same at 63 commitments. Further, the number of events or activities focused on WPS at multilateral fora, summits, or convenings sponsored by the U.S. (WPS 4.3-2) increased by 50 percent, from 52 in FY 2020 to 78 in FY 2021. Although senior level engagement decreased in FY 2021, there was sustained attention on WPS through partnerships and engagements in multilateral arenas and, importantly, among action officers.

Bilateral and Multilateral Engagements

Highlighted Countries: Taiwan, Japan, Republic of Korea, Nepal, and Maldives

Highlighted Regions: Latin America and the Caribbean

Throughout FY 2021, the Department made progress in partnering with host countries, engaging bilaterally and multilaterally, and enhancing work with civil society. The Department coordinated with various partners to advance WPS efforts through events, dialogues, and conferences. The “2020 U.S.-**Taiwan** Economic Prosperity Partnership Dialogue” was led by then Under Secretary of Economic Growth, Energy, and Environment. The dialogue focused on women’s economic empowerment as a cross-cutting priority across **Latin America** and the **Caribbean**. Embassy Tokyo in **Japan** coordinated with U.S. Consulate General Osaka-Kobe to host a virtual public event on “Women’s Political Leadership in a Post-COVID World” in addition to the Trilateral U.S.-**Republic of Korea**-Japan “Summit on Women’s Leadership in STEM.” Embassy Kuwait’s senior leadership joined a multilateral event on “Achieving Women’s Self-Empowerment for a Better Arab World” and discussed U.S. efforts to support women’s empowerment and gender equality in the Middle East and beyond.

Nepal’s participation in the Summit for Democracy yielded positive results, including reissuance of ordinances against rape and acid attacks, in advance of permanent legislation that will also provide free medical treatment for victims of acid attacks. **Maldives** participation in the Summit for Democracy resulted in a commitment to increase the representation of women in decision-making roles in society.

The Bureau of International Organization Affairs (IO) strongly supported WPS language to include women’s participation in peace and security efforts, protection from GBV, and prevention of SEA in UN products, including in 29 UN Security Council (UNSC) Resolutions; five UNSC meetings addressing WPS issues; three Aria-formula meetings; and two Group of Friends of WPS statements. More importantly, this includes protecting existing language in resolutions from consistent efforts by Russia and China to erode gains, and successfully blocking a Russian-sponsored UNSC resolution that would have eroded 20 years of progress in expanding the role of women in peace and security in the UNSC. The United States supported successful efforts to streamline and enhance language related to WPS and SEA prevention in many UN peacekeeping mandate renewals, including in the UN Interim Force in Lebanon (UNIFL) peacekeeping mandate.



WPS National Action Plans (NAPs) and Strategies

Highlighted Countries: Mauritania, Kosovo, Lebanon, Uzbekistan, Kazakhstan, the Kyrgyz Republic, Tajikistan, Turkmenistan, Japan, Sri Lanka, and Latvia

The Department worked closely with the government of **Mauritania** to integrate WPS into its National Action Plan dedicated to countering terrorism and, in **Kosovo**, the Department supported the National Strategy against Domestic Violence, further advancing WPS priorities.

The U.S. Ambassador to **Lebanon** met multiple times with the National Commission for Lebanese Women (NCLW), the core group that drafted Lebanon's WPS National Action Plan and supports its implementation. The Department also supported **Uzbekistan's** formation of a WPS National Action Plan with workshops on development and implementation coordinated through the Organization for Security and Co-operation in Europe (OSCE). The workshops were attended by 52 participants from **Kazakhstan, the Kyrgyz Republic, Tajikistan, and Turkmenistan**. The Department continued to elevate WPS priorities through its role in the G7+ Working Group on WPS, coordinated by UN Women and the **Japanese** Embassy, specifically focused on the development of a WPS National Action Plan for **Sri Lanka**. Throughout the reporting period, the Department also worked with partners on the implementation of new or existing WPS National Action Plans or Strategies. In **Latvia**, the Department and other global partners worked closely with the Latvian government on issues relating to their WPS National Action Plan, including creating the position of Gender Advisor to implement WPS policies.

U.S. Mission Engagement with Governments and Civil Society

Highlighted Countries: Republic of the Congo, Eswatini, Botswana, Japan, Kosovo, Lebanon, Mali, Oman, the Kyrgyz Republic, Egypt, Slovakia, Brazil, Canada, Uruguay, and Togo

In the **Republic of the Congo**, Embassy Brazzaville proactively and consistently engaged with the Minister of Women's Promotion and female Ministers across the Congolese government. Similarly, Embassy Mbabane ensured sustained engagement between the **Eswatini** government, international partners, and other foreign missions.

Deliberate and consistent engagement with various stakeholders and partners on WPS efforts through Department diplomatic partnerships yielded greater positive outcomes toward advancing WPS implementation efforts. In **Botswana**, Embassy Gaborone integrated gender as a key component of their human rights programming and encouraged senior leadership involvement on issues related to equal access to justice and government services, protection of rights, elimination of GBV, and women's participation. Embassy Tokyo sustained senior leadership engagement with top **Japanese** political leaders, lawmakers, and private sector leaders, which included meetings with senior leaders from Toyota; the Minister for the Tokyo Olympic and Paralympic Games, Women's Empowerment, and Gender Equality, Marukawa Tomoya; and Hitotsubashi University Professor Dr. Christina Ahmedjian, among others, to discuss women's leadership and engagement at all levels of society. In **Kosovo**, Embassy Pristina regularly consulted with Kosovo President Osmani, Kosovo's second woman President, on both broader diplomatic engagement as well as security efforts in alignment with WPS efforts. Additionally, Embassy Beirut regularly met with UN Interim Force in **Lebanon** (UNIFIL) representatives to discuss WPS issues and peacekeeping.



Embassy Bamako in **Mali** regularly met with women leaders in civil society groups, including women involved in anti-slavery efforts and implementation of the Algiers Peace Accords. In **Oman**, the Mission met with the head of the Businesswomen Committee Chamber Branch and the Merbit Omani Women Association to discuss advancing partnerships on women’s initiatives focused on leadership, equitable access to resources, and economic development. Embassy Bishkek in the **Kyrgyz Republic** noted the importance of maintaining a wide network of contacts on WPS, GBV, and other gender-related efforts, as much reporting is based on women experts in civil society. A key Mission goal has been building long-standing professional relationships with these women leaders to advance U.S. foreign policy. In **Egypt**, Embassy Cairo held six monthly sessions involving its senior leadership through the “Providing Opportunities for Women’s Economic Rise” (POWER) initiative. These discussions included early and mid-career Egyptian women and focused on overcoming corporate, social, and cultural barriers. Additionally, the **Slovakian** government coordinated with Embassy Bratislava to host a virtual discussion on “Women in Diplomacy” focusing on women’s participation in foreign and security policymaking for students across Slovak Universities.

Equally as essential to civil society and diplomatic engagement on WPS are military and security sector partnerships. In **Brazil**, Embassy Brasília regularly discussed WPS initiatives with both civilian and military leadership related to security cooperation. In **Canada**, the Department collaborated with the Women in Defence and Security (WiDS) organization routinely on WPS efforts. In **Uruguay**, Embassy Montevideo held bilateral meetings at senior levels, including the Ministry of Interior (police), Ministry of Economy (customs), and Ministry of Defense, to encourage women’s involvement in the security forces, particularly through training and capacity-building programs in the United States. In **Togo**, the Department (through IMET) provided training and education to foreign military students.

Public Diplomacy in Action

Highlighted Countries: Yemen, Syria, and Republic of Korea

One of the most influential ways to ensure progress forward on gender and WPS issues has been through public statements, including joint partner statements, and inserting language on gender issues into resolutions and policy. The Bureau of Democracy, Human Rights, and Labor (DRL) inserted language on GBV and the need for accountability and support for survivors into UN Resolutions and U.S. interventions regarding the **Yemen** and **Syrian** conflicts. A joint statement between President Biden and President Moon of the **Republic of Korea (ROK)** noted the importance of achieving democratic values and the promotion of human rights through women’s full participation.

Gaps, Challenges, Opportunities, and Next Steps

During this period, the COVID-19 pandemic continued to present constraints and challenges for diplomatic and programmatic engagement. These limitations impacted Department efforts both at home and abroad, including but not limited to restrictions on travel, capacity, and adapted diplomatic engagement. Across the Department, efforts to explore alternatives to sustaining diplomatic engagement and public awareness raising efforts were required and, in many cases, yielded greater access through wider virtual audience participation. The Department will



continue to adapt moving forward safely and effectively in alignment with COVID-19 protocols and guidance.

Sustaining and building upon proactive engagement with civil society, women leaders, and key partners is essential to advancing WPS Strategy goals. The Department is committed to continuing strategic consultation with bilateral partners in order to discuss best practices and opportunities for collaboration and will continue to center consistent and regular consultations with women leaders and women-led organizations in U.S. foreign policy efforts.

Improving data collection and monitoring, evaluation, and learning systems remains an iterative and ongoing processes. During the reporting period, the Department increased the integration of WPS principles and gender analysis into proposals processes. The ability to accurately assess WPS implementation across the Department is largely dependent upon the quantity, quality, and consistency of data collected. There was a nearly 15 percent decrease in reporting received between the 2021 WPS Report and 2022 WPS Report. Underreporting impacts the Department's ability to fully, evenly, and comprehensively measure and report on data. Additionally, expanded efforts to collect sex-disaggregated as well as evidence-based data at the subnational, national, and international level would also strengthen strategic engagement on WPS priorities. The Department will continue to learn from these monitoring efforts and explore opportunities to strengthen data collection systems and processes.

Sustaining and expanding Department knowledge and internal capacity to implement WPS priorities is vital to advancing foreign policy and national security objectives. The Department made strides in training opportunities and integrating gender analysis in policies and programs globally and anticipates the WPS Strategy's emphasis on these capabilities will sustain a focus on exploring opportunities to continue improving knowledge base.

As the geopolitical environment continues to evolve, we are faced with growing or newly emerging challenges that intersect with the WPS agenda, including but not limited to technology, cybersecurity, masculinity, and climate change. Some existing Department efforts have demonstrated opportunities to expand our WPS lens. For example, an event co-organized by the U.S. Mission to the OSCE, Canada, Lithuania, Poland, and Romania titled, "From Crisis Management to Conflict Resolution: The Role of Women Peacebuilders and Technology," focused on the intersection of technology and WPS efforts.

Looking forward, the Department welcomes the opportunity to further implement WPS priorities in alignment with new and updated policies and strategies, including, but not limited to, the following: the National Strategy on Gender Equity and Equality; the Women's Economic Security Strategy; the U.S. domestic National Action Plan to End Gender-Based Violence; and an update to the 2016 U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally. The Department will also continue coordinating efforts to fully integrate gender across activities related to the U.S. Strategy to Prevent Conflict and Promote Stability (GFA Strategy), including establishing a Secretariat that will support coherence and alignment between the GFA Strategy, WPS, and other relevant policy processes.



USAID’s Report on the Implementation of the United States Strategy on Women, Peace, and Security (WPS)



Executive Summary

“If you want peace in this world, trust women to deliver it.”
- Samantha Power, USAID Administrator

[The Women, Peace, and Security \(WPS\) Act of 2017](#) made the United States the first country with a comprehensive domestic law on WPS. Per the requirements of this historic legislation, the 2019 [U.S. Strategy on Women, Peace, and Security](#) (WPS Strategy) was developed as a whole-of-government policy to advance women’s meaningful participation in preventing and resolving conflict, countering violent extremism (CVE), and building post-conflict peace and stability. [USAID’s WPS Implementation Plan](#) (2020) supports the WPS Strategy through effective and coordinated action across our development and humanitarian assistance efforts.

During the reporting period, the necessity and urgency of implementing the WPS Strategy and the broader vision enshrined in United Nations Security Council Resolution 1325 on WPS rapidly unfolded on the global stage as the international community witnessed conflict, crisis, climate insecurity, cyclical violence, and the reverberations of the COVID-19 pandemic. USAID (the Agency) has redoubled its commitment to WPS, from supporting survivors of gender-based violence (GBV) in the midst of the conflict in northern **Ethiopia**, pressing Taliban representatives to respect the rights and freedoms of women and girls in **Afghanistan**, and assisting women and girls in the current war in **Ukraine** where they face heightened risk of GBV, human trafficking, child and early forced marriage (CEFM), and sexual exploitation and abuse. The U.S. government’s (USG) efforts to promote women’s contributions to peace and security and address their experiences in conflicts and crises—the core objectives of the WPS Strategy—are needed now more than ever.

In Fiscal Year 2021 (FY 2021), USAID increased its WPS efforts both in Washington and in Missions around the world, investing more than \$243 million in programming designed to empower and protect women and girls in countries affected by crisis, conflict, violent extremism, and natural disasters. Activities helped to support the participation of over **77,000** women in leadership, conflict mediation, legal, political, and peacebuilding processes and provided critical-health care, psychosocial support, legal aid, and economic services to more than **5.3 million GBV survivors**.



The Agency is increasing its workforce's internal capacity on gender equity, equality, and WPS to allow for thoughtful and rapid gender-sensitive solutions to complex crises. We are committed to telling our story more effectively to the world through increased strategic communications, educational videos, and social media presence to showcase our efforts to increase greater impact to achieve gender equity, equality, women's empowerment, and inclusive peacebuilding approaches.

This report 1) highlights examples and results from recent USAID programming and activities, and 2) identifies challenges, opportunities, and next steps informed by the Agency's Performance Program Review (PPR) data from the reporting periods of Calendar Year 2022 (Fiscal Year 2021). **The following report is reflective of the progress of FY 2020 WPS activities in USAID Missions and Operating Units. The report also includes FY 2021 new funding announcements for planned activities.**

Agency Highlights

During the reporting period of FY 2021, USAID invested more than \$243 million in programming designed to empower and protect women and girls in countries around the world affected by crisis, conflict, violent extremism, and natural disasters. The Agency has demonstrated the following notable achievements in the implementation of the WPS Strategy:

- **Providing Dedicated Funding to Support the Implementation of the WPS Strategy:** The Agency's only dedicated WPS funding mechanism committed \$13.5 million in activities that advance the regional priorities highlighted in USAID's WPS Implementation Plan. In close partnership with local women leaders and organizations, USAID provided \$12 million of dedicated Economic Support Funds to support women and girls at risk of violent extremism and conflict in **Yemen, Pakistan, Albania, West Africa, and Central Asia Regional Missions**. In the coming year in **Yemen**, USAID will use these resources to engage women as positive actors utilizing their voice and agency to prevent recruitment by armed and extremist groups in communities and to facilitate the reintegration of former combatants, in addition to making services available that support resilience, safety, and protection to women and girls recruited or otherwise harmed by armed groups. In addition, USAID committed \$1.5 million of dedicated Development Assistance funding to support activities implemented in the Association of Southeast Asian Nations (**ASEAN**) and **South Africa**. Dedicated FY 2021 WPS funds will also support the [Summit for Democracy](#) goals with a focus on women's participation in peace and political processes and preventing violence against women in politics and public life, as well as addressing the problem of online harassment and abuse against women leaders.
- **Integrating WPS within Conflict and Fragility Strategies such as the U.S. Strategy to Prevent Conflict and Promote Stability:** With the 2019 Global Fragility Act (GFA), and the associated U.S. Strategy to Prevent Conflict and Promote Stability (GFA Strategy) mandated by law, the U.S. government now has a framework for engaging with partners to address the drivers of fragility, prevent violence, and advance stability in conflict-affected areas. The GFA Strategy responds to decades of lessons learned from past and current USG approaches to and resourcing of stabilization and prevention efforts. Implementation of the GFA Strategy helps further align USAID's work under a



number of separate, but linked, initiatives such as the Stabilization Assistance Review, and the Elie Wiesel Genocide and Atrocities Prevention Act. As noted in the GFA Strategy, WPS principles will be incorporated into all elements of its country and regional planning processes, implementation, and monitoring. This includes supporting the development and implementation of activities that encourage women’s participation and protection from exploitation and abuse in country implementation plans in Haiti, Libya, Mozambique, Papua New Guinea, and Coastal West Africa. To achieve these objectives, the United States will continue to institutionalize new standards for utilizing gender analysis of quantitative and qualitative information to identify, understand, and explain gender gaps to inform the design and targeting of our interventions in conflict-affected millareas.

- **Leading Humanitarian Donor for GBV Prevention and Response Efforts**
Worldwide: In FY21, USAID’s Bureau of Humanitarian Assistance (BHA) funded 224 humanitarian assistance awards that included protection sector activities, of which 128 supported field-level GBV prevention and response, and a further 8 contributed to global research, policy, and capacity building for GBV in emergencies. Collectively, these interventions supported more than **3.7 million people in 41 countries** and at the global level. These interventions constituted stand-alone GBV response and prevention initiatives, such as psychosocial support, case management and health care for GBV survivors, and community-based prevention measures, such as safe spaces for women and girls. Other FY 2021 activities include, but are not limited to, developing a digital, no/low-literacy version of the GBV Pocket Guide to support first-line responders, supporting the rollout of the GBV in Emergencies Minimum Standards, improving the quality of and access to programming for child and adolescent survivors of GBV in emergencies, supporting the United Nations Populations Fund and GBV Area of Responsibility to strengthen their delivery of GBV services for survivors in humanitarian contexts and a global Capacity Building Strategy, building and improving evidence on the integration of cash and voucher assistance in GBV programming in humanitarian settings, and developing virtual safe spaces for adolescent girls and an e-referral pathway app for GBV service providers and coordination structures globally
- **Curating Region-Specific WPS Training and a Global Roster of WPS Trainers:** USAID continues to prioritize further strengthening and expanding the reach of its WPS training activities, even during the height of the COVID-19 pandemic. In FY 2021, the Agency trained **91** Washington and Mission staff on USAID’s implementation of the WPS Strategy. This includes tailored, region-specific WPS 101 training sessions for colleagues in Africa, the Middle East, and Asia. The WPS Training of Trainers (ToT) course is offered to staff who have completed the WPS 101 course in the last two years. The ToT aims to deepen USAID staff’s understanding of WPS concepts and provide staff with best practices through virtual facilitation.
- **Strategic Approaches to Increase Our Communication and Consultations on WPS Implementation Efforts:** USAID works with various communication teams and Missions to share information and offer opportunities to highlight WPS implementation efforts. The Agency continued quarterly consultations and presentations from Missions where program managers briefed on the progress of WPS activities. During the reporting period, USAID also worked with a global communications firm to develop a WPS



animated video, which will be used as an additional training tool for USAID staff on the WPS Strategy. The Agency is also working to highlight our support to women attorneys in **Somalia** who are accessing justice for GBV survivors. Finally, we engaged our leadership and amplified the Agency's multilateral commitments on WPS. For example, USAID Administrator Power delivered a [video](#) announcing the United States as a signatory to the WPS and Humanitarian Action compact at the **Generation Equality Forum** in June 2021.

USAID's WPS Implementation Plan

USAID's WPS Implementation Plan describes concrete steps the Agency is taking to expand and strengthen our work to empower women and girls in countries affected by crisis and conflict.

WPS Lines of Effort (LOEs)

LOE 1: Participation

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

Highlighted Countries: Pakistan, Niger, Libya, Kosovo, Guinea, Sri Lanka, Nigeria, Guatemala, Ghana, India, Burma, BiH

Highlighted Regions: Africa, Middle East, Europe and Eurasia, Latin America and the Caribbean

- **Increasing Women's Leadership in Addressing Violent Extremism Narratives:** In **Pakistan**, WPS activities are focused on increasing the meaningful participation of women in leadership roles and decision-making that address violent extremist narratives targeting marginalized communities and temporarily displaced populations. During the reporting period, USAID partners worked to prevent and address the harmful effects of conflict and sought to increase women's participation in the civic and political transition processes as districts adjust to the merger within Khyber Pakhtunkhwa (KP) province. Activities assisted 3,649 women and adolescent girls in KP and 106,397 women in southern Punjab, northern Sindh, and Karachi in participation in women's forums, women district committees, and the KP Commission on Status of Women. Such representation helped to enhance the civic and political transition processes as districts adjusted to the merger within KP province. This representation also helped enhance women's roles as key agents of change to prevent conflict and promote peacebuilding for marginalized communities affected by violent extremism and conflict. Through the Mission's Youth Empowerment and Leadership Development initiative, young women from local universities helped to engage adolescent girls at the community level through civic and social action projects.

In **Niger**, USAID increased women's and girls' leadership and participation in community-level decision-making, citizen action, and inclusive service delivery to improve communities' resilience to violent extremism. Activities included multi stakeholder dialogues in Tillabéri and Diffa to bring together women, girls, and youth with other community stakeholders and government representatives to identify the local



drivers of conflict and impediments to service delivery, with the goal of mitigating local grievances that could fuel radicalization and violence. USAID supported the creation of 12 women’s leadership groups to promote engagement in decision-making related to security issues and provided leadership training for 271 women and 40 girls in advocacy techniques and communication. Additionally, the Agency awarded 15 small grants for women in Tillabéri and Diffa to improve local education and health facilities, as well as create 16 girls' peace clubs, each comprising 15 girls for a total of 240 girls in all target communes to encourage girls' leadership. Through a series of Women's Leadership Roundtables in the Diffa region, women from local associations and women’s groups discussed challenges, opportunities, and the stakes of leadership; and obstacles and difficulties related to the role of women leaders. Women leaders in the Tillabéri region created a WhatsApp group-based network of change agents who advocate to the Tillabéri region’s authorities on better social service provision and share knowledge and experiences on citizen priorities, advocacy, and service provision issues.

- **Increasing Underrepresented Women’s Role in Government and Political Processes:**

In **Libya**, USAID is supporting the “30% Quota” campaign, a women-led strategic advocacy campaign to establish a 30 percent quota for women in government institutions. The campaign is developing strategies to engage with key stakeholders working on election laws. This included facilitating roundtable discussions between the campaign and members of the High State Council and House of Representatives’ Legal Committee to discuss instituting a quota for women in future election legislation. In support of the Agency’s commitment to encourage deeper engagement of the intersectionalities inhabited by women beyond gender, USAID’s “Power to Persuade” program focuses on empowering women with physical disabilities and training women leaders to design and implement advocacy plans across different regions in Libya. Lastly, in partnership with UN Women and the European Union, USAID launched the first in a series of campaign skills workshops and interactive sessions, with experienced international experts, for women interested in running as candidates in scheduled national elections in Libya.

In **Kosovo**, USAID continues to support women leaders from different ethnic groups and communities; where 60 participants (22 women; 11 Bosniak; 3 Gorani; 1 Montenegrin; 1 Roma; 38 Serb) engaged in the Women’s Political Academy. The Academy helped women from minority communities increase their understanding of political processes, build their leadership skills, offer multi-ethnic networking opportunities, and ultimately increase political participation of women from Serbian-speaking communities.

- **Strengthening the Role of Women Journalists and Civic Educators during Violent Electoral Processes:**

In **Guinea**, during the conflict surrounding the presidential elections, which ended in a military coup d’état and the arrest of the president, USAID trained 393 journalists, including 117 women, from 32 radio stations and 3 TV stations on the responsible reporting of conflict-sensitive information, electoral awareness raising among communities, and the promotion of nonviolence and women’s security during the electoral process. Activities broadcasted 67 audiovisual programs on sociopolitical issues, women’s participation, and peaceful cohesion 534 times through 33 radio and TV stations. Activities included the production of an audio magazine to promote women’s and other traditionally marginalized groups' voices on issues such as peacebuilding,



conflict prevention, and access to justice to resolve electoral disputes peacefully, while discouraging violent street demonstrations.

In **Sri Lanka**, USAID is providing technical assistance to individuals from different political parties in an effort to improve women’s political and civic participation in the Parliament of Sri Lanka, the election commission, and community groups. USAID also provided technical assistance to the Women’s Parliamentary Caucus (WPC) of the Ninth Parliament to carry out national-level policy dialogues on the prevention of sexual harassment in the workplace. This supported the WPC and the Select Committee on Gender Equality and Equity to carry out evidence-based policy debates and refine their legislative recommendations to Parliament. Additionally, the program provided technical assistance to women parliamentarians and training to electoral stakeholders to improve gender equality and social inclusion in electoral processes.

- **Reaffirming the Powerful Role of Women Mediators in Resolving Conflict and Local Disputes:** Women mediators newly trained by USAID continue to make gains in **Nigeria**. Out of the 877 disputes resolved across the USAID WPS activities in six target states, women mediators resolved 116, representing 13.2 percent of conflicts. None of these 116 disputes resolved by these women reoccurred, demonstrating the women’s nuanced understanding of the conflict, actors, and the environmental context. USAID training targeted women who are active leaders in their communities or influential members of their local mediation committees, organizers of peace events, or regular commentators on radio and television programs on a wide range of issues relating to peaceful co-existence, government policies, and development interventions.

In **Guatemala**, USAID partnered with Guatemala’s Office for the Protection of Indigenous Women to implement a training process on citizen participation for young indigenous women in decision-making spaces, especially in the Community Development Councils in Totonicapan, where civic participation of women is key to changing gender paradigms, particularly related to conflict mitigation and peacebuilding. Some of the prevailing gender paradigms addressed in the training included countering the following notions: women cannot identify the conflicts that affect communities; conflicts identified by women are unimportant, and women are not prepared to participate in decision-making. As a result of this process, 55 indigenous women with an interest in assuming leadership roles became more aware of opportunities for participation in the community. Women’s participation and leadership in preventing conflict and promoting stable, lasting peace around the world must include addressing the distinct challenges women and girls face in vulnerable regions and disaster-affected areas in Guatemala, Latin America, and the Caribbean.

- **Increasing Women’s Participation in Agriculture, Climate, and Environmental Security Efforts:** Women have unique knowledge, skills, and networks that make them critical stakeholders in designing and implementing climate solutions. When women have secure land rights, their resilience to climate change increases, as does their communities’ resilience overall. But women who rely on customary land tenure systems that disadvantage them are the most affected by climate change, especially as forest and water sources are depleted, and soil degrades. Without secure land rights, they are less able to



prevent overgrazing of pastureland and deforestation, which worsen greenhouse gas emissions.

In **Ghana** women in six districts in the Upper West region successfully lobbied traditional authorities and landlords in their communities to release between one and two acres of land to each woman for farming purposes on flexible terms. Many women now consider farming as a lucrative business and are negotiating for farmlands and cultivating marketable crops to generate income for their households. This has enhanced agricultural productivity overall by increasing the acreage dedicated to commercialized agriculture. In FY 2021, USAID supported interventions that improved women’s active participation in agricultural governance by supporting a local partner to provide technical support to more than 30,000 women from 750 women’s groups. The women’s groups received technical support in areas such as advocacy, public speaking, social accountability mechanisms, gender auditing, and social auditing. These interventions helped to amplify the visibility and voices of the women within local government circles and enhanced their capacities to better advocate for services from government agencies.

Similarly in **India**, women have a central role to play as energy professionals, energy decision-makers, and energy consumers. As supported by a USAID funded report, “Advancing Gender in the Environment: Making the Case for Women in the Energy Sector,” integrating women into all levels of the energy value chain leads to more effective and efficient clean-energy initiatives, unleashing greater return on investments and expanding emission reduction opportunities, yet representation of women in the energy sector, especially in the technical energy fields, is very limited. In response, USAID partnered with the U.S.-India Strategic Partnership Forum to establish the self-sustaining South Asia Women in Energy (SAWIE) platform to promote women’s leadership, mentor women in mid-level positions, and develop policies to advance gender parity and equity in Indian utilities. During the reporting period, SAWIE hosted six events to highlight the role of women in climate actions and clean-energy transition and prioritize gender equity as a business imperative. Additionally, through USAID’s Engendering Industries activity, in FY 2021, the Agency partnered with 41 company partners to create tangible economic opportunities for women in male-dominated industries, including energy and water. Over the life of the activity, this work has led to adoption of nearly 60 gender equality company policies, 990 girls engaged in internship programs, more than 37,000 women trained on career-advancing skills, and \$1.56 million in funding contributed by company partners to implement gender equality interventions.

- **Improving Women’s Capacity on Legal Analyses and Federalism to Improve Peace Process:** USAID supported the online training of 49 local, non-state, women leaders in **Burma** on Myosaunt Law (Race and Religion Laws) and intensive training on *Feminism and Federalism* for 31 participants, including 10 women leaders. Legal analysis workshops and training helped women leaders become effective participants in the peace process through a better understanding of federalism. Topics covered included customary practices and gender equality, women's representation in politics, the electoral system and women's quota system, and financial systems, all of which will inform the drafting of state constitutions based on a gender analysis. Such training, provided virtually despite the coup that began in February 2021, equipped women leaders to be



prepared for any future opportunity to provide strong recommendations to civilian lawmakers for effective policy amendments. It also helped to increase engagement and coordination with emerging stakeholders across states, regions, and even in other countries. Activities also aided women's rights defenders, especially important given Burma's coup-related violence and human rights abuses, who require a range of assistance (safe transportation, accommodation, accessible legal counseling and representation), particularly in the aftermath of the coup. Gender inclusion and systems of mutual support, solidarity, and emerging strategies to advance the WPS agenda will serve as a springboard for the envisioning and advancement of women's equity and equality as Burma struggles to determine its future.

- **Increasing Women's Participation in Elections:** Women are not represented equally in public life in **Bosnia and Herzegovina (BiH)**, are unlikely to hold influential positions in either the political or economic spheres, and are often subject to vicious attacks in the public sphere. To address these challenges, USAID supported a broad spectrum of activities to advance women candidates in local elections in the municipalities of Modrica, Samac, Derventa, Bosanski Brod, and Vukosavlje, where 117 women participated and acquired skills needed for more active and successful political careers. Other activities included 43 meetings in rural areas with women's groups, associations, and individual citizens in which 708 participants learned about the value of women's political participation and electoral processes. Additional training taught 73 women candidates how to develop a political message and identify topics of interest to voters. USAID also organized 20 thematic forums in urban and rural areas that gathered 97 women to share their professional stories and personal insights about the challenges women face in BiH politics. Finally, activities supported the creation of a network of 40 successful female politicians, entrepreneurs, and humanitarians.

LOE 2: Protection and Access

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

Highlighted Countries: Ukraine, Papua New Guinea, Mexico, Mauritania, South Sudan, India, Cambodia, Azerbaijan, Ethiopia

Highlighted Regions: Africa, Asia and Pacific Islands, Latin America and Caribbean, Europe & Eurasia

USAID is committed to protecting beneficiaries of U.S. assistance and advancing human rights by preventing sexual exploitation, violence, and abuse. The Agency's established survivor-centered programming advances women's protection and strengthens support services to survivors. USAID's support to countries' local and regional efforts helps protect women and girls from all forms of violence and benefit equally from governmental and nongovernmental assistance, services, and development programs. Activities under this Line of Effort of the WPS Strategy will be implemented in close coordination with the guiding principles of the forthcoming updated U.S. Strategy to Prevent and Respond to Gender- Based Violence Globally (2022), which advances GBV prevention, protection, and accountability.

To address challenges in protection and access, USAID continued GBV prevention, mitigation, and response support in FY 2021 through its health, education, democracy, and governance



activities. Interventions include awareness raising, generating evidence, capacity building of GBV service provisions, and addressing gaps in the reform and enforcement of laws.

- **Standing with Women and Girls in Ukraine:** USAID is collaborating closely with its partners in the humanitarian response to recognize and respond to the disproportionate impact of the war on women and girls, including the heightened risks they face of conflict-related GBV, human trafficking, and sexual exploitation and abuse as they flee the country and once they cross international borders. To address these growing needs, USAID is supporting eight protection partners in **Ukraine** and is scaling up activities, with a focus on improved access to social services and psychosocial support for conflict-affected individuals, particularly GBV survivors and members of highly vulnerable groups.
- **Prioritizing Efforts to End GBV in Papua New Guinea: Papua New Guinea (PNG)** ranked 160 out of 161 countries on the UN Development Programme’s 2021 Gender Inequality Index and has the world’s highest GBV rates. GBV remains a key development challenge in PNG, at a rate of one woman beaten every 30 seconds and 1.5 million survivors every year. As a known driver of the Human Immunodeficiency Virus (HIV) epidemic in PNG, GBV affects key populations, particularly female sex workers and Lesbian, Gay, Bisexual, Queer, Transgender, Intersex + members of other identifying communities (LGBTQI+) persons. USAID improved access to HIV and GBV support services by strengthening routine screening for GBV and support for survivors. During the reporting period, 34,785 survivors accessed USAID-supported services and were screened for GBV. USAID’s future implementation of the GFA Strategy looks to address GBV as an indicator of fragility and instability in PNG.
- **Protecting Women at Risk of Femicide in Latin America:** Of the countries with the top 25 highest femicide rates, approximately 50 percent of femicide acts are committed in Latin America. During the reporting period, 736 women were victims of femicide in **Mexico**, representing a 5 percent increase from the same period in 2020. To address the epidemic, USAID is partnering with civil society and local authorities to prevent violence and improve survivor services. To date, this network of local women leaders and organizations have enabled authorities to open 372 GBV investigations and allowed 6,504 survivors to receive legal, health, and psychosocial support.
- **Increasing Our Funding Commitments to Tackle Child and Early Forced Marriage (CEFM) in Areas of Conflict and Crisis:** The Bureau of Conflict Prevention and Stabilization (CPS) partnered with the Office of Gender Equality and Women’s Empowerment (GenDev) to amplify WPS-dedicated funding to address CEFM. We know that conflict and climate stress can worsen violence against women and girls, making them particularly vulnerable to GBV, in particular CEFM. CEFM threatens the futures of all children, particularly girls, by depriving them of their rights to make decisions about their relationships and lives and increases their vulnerability to violence, discrimination, and abuse; poor sexual, reproductive, maternal, and mental health outcomes hinder human development, violate international laws and treaties, and affect girls’ security. USAID’s interventions are preventing and responding to such violence and will meaningfully contribute to local and national human development and, ultimately, global peace and security efforts. This dedicated Agency initiative supported more than \$2



million in activities to address CEFM in **Mauritania, India, and Cambodia**. In **Mauritania**, activities will reduce the prevalence of CEFM and GBV through increasing livelihood skills and GBV support services, including psychosocial support to survivors. In **Cambodia**, activities to prevent and reduce the prevalence of CEFM focused on shifting social and gender norms among parents, traditional leaders, and youth through comprehensive support services for CEFM survivors, which increased CEFM knowledge and awareness initiatives and strengthened child- and youth-friendly support networks.

- **Increasing Access to Justice and Support Services for Survivors: In Burma**, activities provided tele-counseling services to 838 women from Internally Displaced Persons (IDPs) camps, including women with disabilities, women suffering from addiction, and survivors of GBV in Kachin State.

Azerbaijan has seen an increase in reporting of GBV cases, particularly Intimate Partner Violence (IPV) and Domestic Violence (DV). The local media reported 33 women were murdered as a result of IPV and DV. Such staggering numbers led Azerbaijan's Prosecutor General's Office to make its first public statement condemning the violence as well as the public's silence to IPV and DV. To assist GBV survivors, USAID supported "safe spaces" for survivors in nine regions. These safe spaces provided 261 women and men survivors access to psychological counseling and 242 women and men access to legal counseling sessions. USAID organized a series of training on "Life Skills" for 21 survivors of GBV to help them better adapt to current economic realities in their communities by improving their job search, professional skills, and personal growth planning. A group of 18 local women and girls, plus coordinators from the government-supported Women's Resource Centers, were trained in GBV data collection and learned the importance of its use to address community needs.

In **Ethiopia**, USAID's rule of law activity Fete (Justice), through organizing a workshop in cooperation with the Attorney General's Office, is raising public awareness of legal issues related to GBV. Fete also launched two legal aid centers offering free legal services to women and other marginalized groups. In the next year, the centers are expected to provide support for an estimated 1,500 cases, including an estimated 100 survivors of GBV. Local women lawyers and human rights associations helped to train 54 journalists and heads of media institutions on topics including gender-sensitive court reporting, which led to the production of 13 radio and 5 TV programs. Topics include the impact of rape on women and their children; laws and accountability mechanisms for administering justice; law enforcement and self-representation in courts on GBV issues; and gender discriminatory laws and practices.

- **Increasing Prevention and Response to GBV in Humanitarian Emergencies:** USAID has long been a champion for prevention and response to GBV in emergencies, demonstrated by the launch of the Safe from Start initiative in collaboration with the U.S. Department of State's Bureau for Population, Refugees, and Migration (PRM) in 2013. Safe from the Start has increased the quality and quantity of the USG's humanitarian GBV prevention and response activities. For instance, USAID/BHA's GBV funding has continued to increase by \$10 million or more each year since, reaching \$103 million in FY 2021. The initiative is leveraged in advocacy with fellow donors; global and national



coordination bodies; and response agencies to scale up GBV activities. In early 2021, BHA and PRM undertook an ambitious rewrite of Safe from the Start, informed by ten multi-stakeholder consultations in three languages. The new Safe from the Start ReVisioned will outline new, more ambitious goals to realize a systematic shift in humanitarian response that centers on women and girls. It focuses on improving and expanding GBV programming, increasing expertise, shifting power to disaster-affected women, and recognizing them as experts, providers, and leaders. BHA, in coordination with PRM, continued to represent the U.S. government in the global, multi-stakeholder platform, the Call to Action on Protection from GBV in Emergencies (Call to Action). Specifically, BHA has been working with peer states and donors and Call to Action NGO and International Organization members on a task team that seeks to address ongoing barriers to allocating and accessing funding for GBV within the humanitarian system.

LOE 3: Internal U.S. Capabilities

Adjust United States international programs to improve outcomes in equality for, and the empowerment of, women.

Highlighted Regions: Africa, Asia, Middle East, Europe & Eurasia

USAID is consistently increasing its internal capacity in Washington and at its Missions by offering a robust suite of training focused on gender equality and women's empowerment to all of the Agency's staff. To increase the Agency's capacity on WPS, CPS coordinates closely with USAID/GenDev to make sure these Agency-level offerings include a focus on integrating key WPS objectives. This includes providing for the meaningful participation of women in conflict prevention and peacebuilding; the protection of women and girls from violence, exploitation, and abuse; and the safe, equitable access of women and girls to relief and recovery assistance.

- **Regional Specific WPS Training Offerings for Washington and Mission Staff:** USAID continues to prioritize actions to further strengthen the reach of WPS training activities. In FY 2021, CPS trained 91 Washington and Mission Staff on USAID's implementation of the WPS Strategy. This includes tailored regional-specific WPS 101 training for colleagues in **Africa, the Middle East, and Asia**, with new offerings forthcoming for **Latin America** and **Europe & Eurasia** regions. The WPS ToT course is offered to staff who have completed the WPS 101 course in the last two years. The ToT aims to deepen USAID's staff's understanding of WPS concepts and provide staff with the best practices through virtual facilitation. The WPS ToT also equips USAID staff with facilitating skills so they are empowered to train other Mission and USAID Washington colleagues. This way, the Agency will develop a roster of global WPS trainers to maximize full participation and increase Mission's ownership on WPS. The Agency will increase its interagency collaboration with GenDev to develop a gender and WPS training plan for all staff working on issues of conflict, crisis, fragility, and transition.
- **Required Gender Training for All USAID Personnel:** USAID's Gender 101 and Counter-Trafficking in Persons Code of Conduct training are required courses for all Agency personnel. In FY 2021 alone, more than 400 USAID staff participated in elective online gender training courses (GBV and ADS 205). During the reporting period, USAID offered training along with self-led courses aligned with requirements in the WPS Act of



2017, reaching over **11,600** staff. Other Agency gender-related courses are required for a subset of personnel, such as the two-day, live Humanitarian Protection training offered by BHA, which is required for all staff who work on or deploy in support of disaster response programming. BHA staff developed a virtual iteration of the training in FY 2021 due to pandemic-related restrictions on in-person training.

- **Prioritizing the Integration of Inclusive Development, Inclusive Peacebuilding, and Localization Approaches to the WPS agenda:** During the reporting period, Administrator Power presented the Agency with a bold vision for USAID that puts inclusion and equity at the center of our work. This includes amplifying the Agency’s efforts to include marginalized and underrepresented communities in all our programming and diversify organizations we partner with, prioritizing local voices so we can effectively access the needs of those we aim to help. The CPS Bureau developed *Principles for Inclusive Peacebuilding*, a tool for peacebuilding professionals and partners to design and deliver more equitable peacebuilding initiatives. This approach recognizes that particular groups, such as but not limited to, women and girls, persons with disabilities, children and youth, LGBTQI+ people, displaced persons, migrants, indigenous persons, older persons, religious minorities, racial and ethnic minorities, and individuals in low castes or low socioeconomic statuses, or diverse political opinion should be meaningfully included in peacebuilding efforts. The tool offers a few key principles for inclusive peacebuilding such as “*Do no (more) harm*” and “*Nothing about us without us.*” Further, USAID’s **Africa** Bureau is also working with the United States Institute of Peace/Researching Solutions to Violent Extremism (RESOLVE) in Sub-Saharan Africa to better integrate local- or micro-level peacebuilding approaches, to mitigate the top-down and external approaches to support peace. This includes, also, the role of women in countering and preventing violent extremism (or other ideologically driven violence) from a local perspective.
- **Increasing Our Understanding and Body of Evidence of the Role of Women in CVE and Community-Based Armed Groups (CBAGs):** USAID has embarked on analytical assessments and convened experts, especially focusing on **Sub-Saharan Africa**. These assessments and discussions help the USG and broader policy and practitioner community to better understand how participation in CBAGs can be a conduit to expand political and social activism, especially for women. Even in traditional societies where male and female roles are differentiated, norms of gender complementarity within CBAGs can allow women to serve their communities when security needs are great. Thus, women’s expanded duties within society can lead communities to reassess the suitability of political and social restrictions on women’s activities, potentially yielding longer-term shifts in gender roles. CBAGs facilitate women’s engagement with politics, create avenues for expressing anger, commitment to community values and national identity, and enable women to push for change in their communities by opening spaces for women’s participation. Assessing the formal and informal contributions women make to armed community mobilization and hybrid security reveals opportunities for gender-specific engagement and cautions that unidimensional considerations of where and how women intersect with conflict and security have the potential to undermine violence reduction and post-conflict peacebuilding efforts.



- **WPS Training with the Department of Defense and the U.S. Department of State:** During the reporting period, USAID led cross-interagency WPS training courses with the Departments of Defense and State. This includes leading WPS training with the U.S. Army War College classes through USAID’s Office of Civilian Military Cooperation or joining interagency panels at the Integration and Exercise Workshops organized by the Joint Staff.

LOE 4: Partner Support

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

Highlighted Countries: Egypt, Morocco, Kyrgyz Republic

Highlighted Regions: ASEAN

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

- **USAID Commitment to the Compact on WPS and Humanitarian Action:** At the July 2021 Paris Forum for Generation Equality, Administrator Power announced U.S. support of the Compact on WPS and Humanitarian Action (WPS-HA), including a focus on three thematic areas: women’s meaningful participation in peace processes; women’s leadership and agency across peace, security, and humanitarian sectors; and protection of women in conflict and crisis contexts, including women human rights defenders. These areas align with current WPS policy and implementation efforts, engage the entirety of the interagency, and support Administration priorities. In addition, the combination of the thematic areas of participation and leadership and agency reflects the totality of Line of Effort 1 in the WPS Strategy. In line with the WPS-HA Compact, USAID continues to help women be more prepared and increasingly able to participate in efforts that promote stable and lasting peace.
- **Encouraging Partner Governments to Promote Interethnic Dialogue Surrounding Violence against Women and Girls:** USAID is partnering with Government of Egypt to implement awareness-raising activities related to issues of women’s empowerment, including changing attitudes toward harmful practices such as early marriage and Female Genital Mutilation (FGM), and combating violence against women and girls. The Intercommunity Girls’ empowerment activity is implemented in 12 villages in Upper Egypt, where child and early marriage is notably the most prevalent. Young women from different social and cultural backgrounds participate in awareness-raising sessions on key issues such as age of marriage, education, health and wellbeing, violence against women, and sexual harassment.
- **Increasing the Capacity of Multi-Stakeholders on the Intersections for Gender and Violent Extremism:** In Morocco, USAID hosted roundtables and key stakeholder interviews to discuss the Mission’s recent research findings, which explored the relationship between gender and CVE in Morocco. In the roundtable, participating



government and Embassy officials, international donors, researchers, practitioners, and civil-society organizations discussed addressing localized drivers of violent extremism through an inclusive approach that closely considers the needs of women and youth; rights-based approaches to rehabilitation and reintegration; and brainstorming new approaches to fostering a community of practice on CVE best practices.

- **Launch of the Second Report of the Chairperson of the African Union Commission (AUC) on the implementation of the WPS Agenda in Africa:** USAID assistance to increase the capacity at the AU’s Office of the Special Envoy (OSE) on WPS supports a Gender Monitoring Specialist who plays an integral role in the OSE’s efforts to build the capacity of member states to monitor and report against the Continental Results Framework (CRF) on the implementation of UNSCR 1325. The Specialist conducted consultations to support initial development or updating of member WPS NAPs, training for members’ state-level stakeholders on use of the CRF, and development of case studies on CRF implementation. To date, 80 percent of member states with NAPs have reported against the CRF (30 member states have NAPs in place). In addition, seven Regional Economic Communities/Regional Mechanisms have adopted WPS Regional Action Plans including the Intergovernmental Authority on Development (IGAD), Economic Community of West African States (ECOWAS), Economic Community of Central African States (ECCAS), International Conference of the Great Lakes Region (ICGLR), South African Development Community (SADC), East African Community (EAC), and the Common Market for Eastern and Southern Africa (COMESA).
- **Increasing Our Participation on the Integration of WPS in Multilateral and Global Commitments:** USAID actively engages in discussions on WPS in the G7. This includes within the G7 Gender Equality and Women’s Empowerment Working Group and in preparation for relevant ministerials including the Development Ministers’ and Foreign Ministers’ Meetings. In addition, USAID co-leads the U.S. government’s participation in the G7 Accountability Working Group, which includes tracking progress on development-related G7 commitments in the G7 Comprehensive Accountability Report (CAR) related to WPS. Also, in the CAR that will be released alongside the G7 Leaders’ Summit June 26-28, 2022, the United States provided a case study specific to WPS.
- **Creating Space for Dialogue and Implementing New Monitoring Mechanisms to Track the Progress of the Implementation of NAPs:** The Agency has continued to collaborate with regional entities and host-government Ministries that are responsible for the implementation of NAPS on WPS. In the **Krygyz Republic**, USAID is supporting the development of a National Strategy on Achieving Gender Equality until 2030 and the NAP for 2021-2023, including co-organizing and conducting oblast- and national-level consultations on the new strategy with relevant government and civil-society actors. **ASEAN**, USAID recognizes the importance of targeted programs to address barriers and enhance women’s meaningful participation and leadership in efforts that promote stable and lasting peace; newly dedicated WPS funds have recently been awarded to the ASEAN region. The goal is to strengthen the capacity and leadership of WPS-focused networks within ASEAN—as a strategic partner in the Indo-Pacific—to make WPS efforts sustainable and long-lasting.



Gaps and Challenges

While the global Women, Peace, and Security community has made strides in advancing women's contributions to peace and security and improving their protection in areas affected by crisis and conflict, there are gaps in the global response. These include in addressing women's leadership in peace and security; the intersection of gender and conflict with climate change, food insecurity, and the gender digital divide; the intersection of gender and violent extremism; and efforts to address all forms of GBV in conflict, including CEFM and conflict-related sexual violence (CRSV). To address these gaps, the Agency will explore opportunities to work with partners abroad and at home to apply lessons learned and best practices from WPS activities to make progress in these areas.

Women's Leadership: There remain multifaceted challenges to women's leadership, from legal and regulatory restrictions to targeted violence against women in politics and public life, including online. Challenges that limit women's abilities to fully participate in society must be addressed to advance their roles in their communities and to strengthen coordination efforts with host governments, civil society, and the broader donor community.

Climate Change: The effects of climate change are not equal—they disproportionately affect women and girls as well as marginalized groups. Additionally, women face discrimination in legal codes and/or access to economic resources, services, and social protection and may be subject to persecution, sexual harassment, and/or violence; are more vulnerable to climate shocks and stresses; and own fewer assets and means within their reach to adapt and withstand the effects of climate change.

Food Insecurity: Compounded impacts of crises, including conflict, often have a disproportionate impact on women's and girls' food security as reflected by their reducing diversity of diets, or abstaining from food consumption to make more food available to others in the family. At the same time, women and girls also have unique challenges dealing with the impacts of food insecurity due to gender norms and gendered access to resources. Gaps remain in analysis to increase further support to addressing gendered impacts of food insecurity, including in contexts affected by conflict, crisis, and violent extremism.

CEFM: CEFM is a global problem and human rights abuse that not only affects children, families, and communities, but also greatly impedes our national security, foreign policy, and development objectives. CEFM is exacerbated by natural disasters, such as droughts, and global health pandemics such as the Ebola crisis and COVID-19; there have also been alarming spikes of CEFM as a result of violent extremism in Nigeria and northern Uganda.

Humanitarian Response: USAID/BHA provides lifesaving assistance to the most vulnerable populations, in extremely dangerous circumstances. The Agency will continue to implement policies, activities, and new learning agendas to examine the life-altering impacts conflict has on IDPs and other vulnerable groups, including conflict-related sexual violence, and the disproportionate effect on women and girl survivors, as we witnessed through the Agency's efforts to support evolving conflicts in Ethiopia, Afghanistan, and Ukraine.

Violent Extremism: There are many lessons learned within the international community of practice implementing global activities on CVE that we can share with those working to address the evolving threat of domestic terrorism in the United States. This includes sharing research,



trends, and best practices regarding the multiple and diverse participation and mitigation roles women play related to violent extremism and conflict.

Gender Digital Divide: There is a significant gender digital divide in countries affected by conflict, crisis, or natural disasters. As noted in USAID's Digital Strategy, the Agency will continue its commitment to advancing women's social and economic empowerment by open, inclusive, and secure digital ecosystems that can mitigate the gender digital divide locally and globally. At the same time, USAID is also committed to promoting an online ecosystem where women and girls can engage and express themselves freely and safely, recognizing the imperative of preventing and addressing technology-facilitated GBV.

Marginalized and Underserved Groups: USAID is also working to fill gaps in our staff's capacities to apply an intersectional lens to our policies and programs. We know such valuable tools will allow the Agency to better serve women and girls with tailored approaches that meet their diverse needs, including increasing baseline assessments and interventions for persons with disabilities, visible and invisible. WPS support to this underserved population can ultimately help increase the full participation and protection of women and girls with disabilities in areas of crisis and conflict.

Challenges: USAID also faced internal and external challenges in advancing its Women, Peace, and Security priorities.

COVID-19: The Agency continues to experience challenges related to the global COVID-19 pandemic at home and particularly in our partner countries where the pandemic is far from contained. The effects of the pandemic have limited travel to visit USAID activities, and COVID-19 restrictions in various countries have affected our partners' abilities to participate in USAID programs. The Agency will continue to follow all COVID-19 protocols that will allow us to engage safely and effectively in the communities we serve.

Lack of Flexible and Core Funding Active conflict, impermissible environments, and lack of political will, as well as internal barriers such as inflexible funding mechanisms, continue to be real challenges for immediately assisting women and girls in the times they need our assistance the most. The Agency will continue to work on ways to break down the bureaucratic barriers that prevent our ability to provide creative and effective funding mechanisms to support women and girls in conflict and crises. In an effort to meet the immediate needs of women and girls, the Agency has found it difficult to provide rapid dedicated WPS monies for programming and staffing support to our Missions' efforts to implement the WPS Act and Strategy in real time. Despite relatively high funding attributions and soft earmarked funds for WPS, new monies to support training, staffing, and WPS activities in our Missions remain low.

Opportunities

We welcome the new opportunities to coordinate WPS objectives with the Biden Administration's suite of new and updated gender policies, such as the National Strategy on Gender Equity and Equality, the forthcoming update to the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally, and the forthcoming first-ever U.S. Global Women's Economic Security Strategy. As an example, as USAID implements the Global Fragility Act, we will further integrate evidence-based approaches regarding WPS core principles such as preventing and responding to GBV and promoting women's meaningful participation, with a focus on GFA country-level implementation. In addition, recognizing the lack of diverse and



local partnerships, USAID is prioritizing localization efforts in the implementation of our new gender strategies.

Demonstrating measurable results, reassessing and adjusting under-performing programming, and harnessing learning to inform future planning are integral to USAID's approach to development and humanitarian assistance. The Agency will apply these approaches rigorously to its implementation of WPS, with a particular focus on adaptive management to achieve impact in all contexts, but especially in challenging, rapidly evolving crisis and conflict situations.

Next Steps

As next steps, the Agency is excited to introduce several new and upcoming policies, including the new 2022 USAID Policy Framework, which will underscore the Agency's commitment to equity and inclusion, including advancing gender equality. In addition, USAID will underscore the WPS links with its [Policy for Countering Violent Extremism through Development Assistance](#), the revised [Counter-Trafficking in Persons \(C-TIP\) Policy](#), [USAID Political Party Assistance Policy](#), USAID's forthcoming Mental Health and Psychosocial Strategy, and [USAID's Climate Strategy](#).

USAID will seek opportunities to address some of the gaps identified in the global Women, Peace, and Security response (identified above). For example, USAID will focus on the intersection of gender, conflict, and climate change. Building on research that highlights the triple nexus of gender inequality, state fragility, and climate vulnerability, USAID is developing an activity that seeks to reduce gender inequality and GBV, while also supporting the meaningful participation of women and girls in peacebuilding and climate action. In alignment with [USAID's Climate Strategy \(2022\)](#), the Agency plans to support behavior change and communications campaigns that challenge and help increase acceptance of women's meaningful participation and leadership on climate actions. Activities will also increase financial and technical resources to facilitate women's meaningful participation and women-led and gender equality organizations to create better jobs, opportunities for advancement, and other tangible economic outcomes opportunities for women in climate-friendly industries.

In addition, in the year ahead, we hope to increase our internal coordination in Washington and at our Missions to advance Youth, Peace, and Security, in line with the Agency's recently updated [Youth in Development Policy](#). We look forward to engaging with the YPS community of practice to support the meaningful inclusion and participation of young women and adolescent girls in peace processes and public life, in particular in areas of conflict, crisis, or climate insecurity.

Conclusion

As USAID stands on the frontlines during active conflict, war, and humanitarian situations, we will continue to support women's contributions to peace and security and respond to their specific experiences and priorities. As Administrator Power said, "If you want peace in this world, trust women to deliver it." USAID will do just that.



Department of Homeland Security Report on the Implementation of the United States Strategy on Women, Peace, and Security (WPS)



Executive Summary

The WPS Act of 2017 recognizes the benefits derived from creating opportunities for women to serve as agents of peace around the world, through political, economic, and social empowerment.

The overall goals of the WPS Act are to ensure that:

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

The Act designates the Department of Homeland Security (DHS), the Department of State (DoS), the Department of Defense (DoD), and the U.S. Agency for International Development (USAID) as implementing agencies. Although the Act focuses on outcomes abroad, these global outcomes have a direct impact on our Nation's security as threats that arise from global conflict and the mass displacement of people make their way to the Homeland.

In June 2019, the White House published the *United States Strategy on Women, Peace, and Security* (Strategy), acknowledging the diverse roles women play as agents of change in preventing and resolving conflict, countering terrorism and violent extremism, and building post-conflict peace and stability. In May 2020, DHS published its agency-specific implementation plan. Consistent with the Strategy, DHS's implementation plan sets forth four lines of effort (LOE): LOE-1, Participation; LOE-2, Protection and Access; LOE-3, Internal U.S. Capabilities; and LOE-4, Partner Support. In June 2021, DHS provided its first annual report documenting progress toward implementing the DHS plan.

This report documents DHS's accomplishments in Fiscal Year (FY) 2021.



Department Highlights

In FY 2021, there were significant accomplishments across the four DHS LOEs. The Federal Law Enforcement Training Centers (FLETC) trained 8,458 women in both basic and advanced law enforcement training programs; Initiative 30x23 was launched to increase the number of women new hires in DHS law enforcement positions by 30 percent no later than 2023; and the U.S. Secret Service celebrated its 50th anniversary of admitting female agents. DHS led a Unified Coordination Group to resettle vulnerable Afghans through a whole-of-government, whole-of-society effort called Operation Allies Welcome (OAW). The United States has swiftly and safely welcomed more than 79,000 Afghans through OAW, providing them with work authorization, immigration benefits, and other support as they begin their new lives in America—including women leaders, human rights activists, humanitarian workers, journalists, and other at-risk individuals (DHS [Press Release, DHS and DOS Announce Exemptions Allowing Eligible Afghans to Qualify for Protection and Immigration Benefits](#), June 14, 2022, <https://www.dhs.gov/news/2022/06/14/dhs-and-dos-announce-exemptions-allowing-eligible-afghans-qualify-protection-and>). As part of OAW, the Department also promoted the protection of Afghan women and girls through such initiatives as listening sessions with stakeholders on civil and human rights considerations. In addition to Department-wide efforts, U.S. Immigration and Customs Enforcement (ICE) conducted targeted trainings on the global treatment of women and highlighted key issues such as Female Genital Mutilation/Cutting (FGM/C).

WPS Lines of Effort

DHS has identified several metrics to monitor the success of WPS initiatives and direct the collection of data. The numbering of the metrics corresponds to the numbering used by all participating agencies. However, metrics alone do not adequately capture the important WPS and other gender-related work that takes place at DHS every day. Beyond the numbers, this report therefore includes highlights of DHS activities, programs, and engagements that support principles in the WPS Act. Accomplishments for each LOE are detailed below.

LOE 1: Participation

DHS supports the preparation for and meaningful participation of women in decision-making processes around the world related to conflict and crisis. Gender equity in the DHS workforce, particularly in law enforcement, is one way in which the Department seeks to improve gender equity, both through hiring and senior leadership engagement.

Metric 1.1

DHS led numerous engagements this year that focused on increasing women’s meaningful participation and leadership. These included the following:

OAW Listening Session. On September 21, 2021, the Officer for Civil Rights and Civil Liberties (CRCL) hosted a listening session with stakeholders on civil and human rights considerations for newly arrived Afghan women and girls. The CRCL team provided updates about conditions at “safe havens” following visits to these locations and incorporated participant



feedback into recommendations for improving OAW operations and facilities. Such recommendations included strategies for ensuring that Afghan women and girls had access to recreation areas, prayer rooms, and other facilities in which they felt comfortable.

U.S. Coast Guard (USCG) Senior Leadership Highlighted the Retention and Participation of Women. USCG leadership (including ADM Karl Schultz, Commandant of the Coast Guard; RADM John Mauger, Assistant Commandant for Prevention Policy; Michelle Godfrey, Director of Civilian Human Resources, Leadership and Diversity; and Ann Castiglione-Cataldo, Director of International Affairs and Foreign Policy Advisor) spoke at the Sea-Air-Space 2021 Conference. These senior leaders provided specific remarks on the retention of Coast Guard women and the importance of their participation and diversity of leadership within the service.

DHS also launched or built on several initiatives this year to increase the participation of women in the DHS workforce. These included:

DHS 30x23 Initiative. In August 2021, Secretary Mayorkas introduced the DHS 30x23 Initiative, which focuses on increasing women’s participation in occupations that perform or supervise law enforcement, inspectional, investigative, or technical support work that ensures compliance with or enforcement of federal law, regulations, or other mandatory guidelines. The primary goal of the 30x23 Initiative is to increase the number of women recruits (new hires) in law enforcement positions to 30 percent by 2023 and improve the environment in which women in law enforcement work. A key goal is to ensure retention, which starts at the point of recruitment (e.g., a recruiting fair). Through the DHS 30x23 Initiative, DHS will build on its culture of diversity. DHS has reached this target in the short term and is working to sustain and expand that goal.

The DHS Women in Law Enforcement Mentoring Program. Beginning in FY 2019, this Departmental-level cross-agency mentoring program has been offered DHS-wide to all women law enforcement officers. The program is now supporting its fourth cohort. Since its inception, 103 women have successfully completed the program, including 79 in FY 2021. The FY 2021 class included 42 mentees and 37 mentors.

U.S. Secret Service (USSS) Celebrates 50 Years of Women Special Agents. On December 15, 2021, USSS recognized the 50th anniversary of the appointment of the first female special agent. Since that turning point in 1971, the Secret Service has made many strides toward complete equality throughout their ranks. Women have held nearly every leadership position. Primary examples include Director, Deputy Director, Assistant Director for the Office of Protective Operations, and many more leadership roles. Today’s Secret Service also has female members assigned to the agency’s highly specialized operations division teams, previously only held by men, including the Counter Assault and Hazardous Agent Mitigation Medical Response teams. The Secret Service has been working diligently to continue growing the agency’s female ranks, currently at 24 percent.

Metric 1.3

FLETC offers basic and advanced law enforcement training programs to federal, state, local, tribal, and territorial officers and agents. In FY 2021, 8,458 women participated in FLETC training programs.



Numerous DHS women personnel also participated in U.S.-funded trainings provided to foreign nationals. FLETC delivered five iterations of the Leadership for Women in Law Enforcement (LWLE) training program internationally. The LWLE is designed to explore challenges for women in the law enforcement profession. Participation is gender-inclusive, and FLETC encourages all interested persons to participate. This program proactively fosters and supports inclusiveness while facilitating open, candid discussions and activities to develop leadership skills, improve resiliency, and foster understanding about challenges that female law enforcement officers may encounter. Competency areas include understanding and adapting to human behaviors, communication skills, team building, decision-making, gender differences, and emotional intelligence.

LOE 2: Protection and Access

DHS Components and Headquarters Offices provide notice of how to file and access complaint processes to maintain accountability during interactions between DHS officials and the public. For example, CBP provides detained persons in their short-term facilities multiple ways to report sexual abuse, sexual assault, staff neglect, or any other violations of responsibilities that may have contributed to such incidents. DHS has mechanisms in place to ensure accountability and follow-through on these complaints.

Metric 2.1

DHS reviewed, revised, and adopted safeguarding standards for federally funded programs. Several examples are listed below:

The Unified Coordination Group. To address the protection needs of Afghan guests at Safe Havens, the Unified Coordination Group (UCG) created the Gender and Vulnerable Population Protection (GVPP) Advisory Group, which includes co-chairs from the Department of Homeland Security (DHS) and the Department of Health and Human Services (HHS) as well as interagency advisors. The Department of Defense (DOD) and Department of State (DOS) also played major roles.

Operation Limelight USA. Operation Limelight USA (OLLUSA) is an effort by ICE HSI to provide a robust education and outreach program aimed at protecting young girls from female genital mutilation or cutting (FGM/C). This outreach program is conducted at international airports across the U.S. to educate the traveling public about the dangers of FGM/C, the criminal framework prohibiting travel for the purpose of FGM/C, survivor resources, and contact information for reporting a child who may be at risk. In FY 2021, 1,900 individuals were trained across the interagency on FGM/C in an effort to prevent and assist victims of child FGM/C, a severe form of child abuse under federal law.

Identification and Monitoring of Pregnant, Postpartum, or Nursing Individuals. ICE conducted a review of its existing policies to ensure that enforcement actions utilize a victim-centered approach. One such policy is ICE Directive 11032.4, *Identification and Monitoring of Pregnant, Postpartum, or Nursing Individuals*, which was issued on July 1, 2021. This Directive ensures that, absent exceptional circumstances, women who are identified as pregnant, postpartum, or nursing are to be released from ICE custody.



LOE 3: Internal U.S. Capabilities

DHS has worked to strengthen internal capabilities and increase workforce understanding to promote the tenets outlined in the WPS Act.

Metric 3.1

A requirement of the WPS Strategy was to identify a senior leader for the Department's WPS-related efforts. The CRCL Officer has been designated to serve as the senior official for WPS Strategy implementation at DHS.

Metric 3.2

DHS also worked to incorporate WPS priorities into a wide range of DHS trainings, including:

LGBTQI+ Training. Much of the Department's work in this sphere relates to the care of noncitizens in our custody. DHS is in the process of updating the ICE Transgender Care Memorandum to better align with forthcoming policies related to custody, supervision, and alternatives to detention for noncitizens, including for transgender individuals. Additionally, DHS continues to evaluate available LGBTQI+-related training and resources to create new aids to help detention and removal officers appropriately and respectfully communicate with and care for LGBTQI+ populations in custody. Also, recognizing the heightened risks faced by LGBTQI+ detained persons, ICE and CBP are working to refine and/or develop better identification tools to assess detained persons for vulnerability risks earlier in the immigration process.

Training on Immigration Relief. To increase access to T and U visas, Special Immigration Visas, and Violence Against Women Act (VAWA) protections, U.S. Citizenship and Immigration Services (USCIS) trains adjudicators on immigration relief for survivors. These benefits offer critical protection for vulnerable noncitizens, often disproportionately women and girls, who may be survivors of human trafficking or severe domestic abuse. All three benefits are crucial in stabilizing survivors by providing a potential pathway to lawful permanent residence (LPR).

Metric 3.3

DHS established critical internal WPS coordination structures and mechanisms by identifying key points of contact (POCs) or subject matter experts within every component. Since June 2020, the POCs have participated in meetings with CRCL and provided input to this report. Moving forward, the POCs and Component senior leadership will engage within their respective Components to promote WPS-related programs and activities. The DHS Gender Policy Council (GPC) Working Group coordinates gender-related efforts at DHS, including work to advance WPS.

LOE 4: Partner Support

DHS engages with other governments, international organizations, and nongovernmental actors to advance WPS priorities.



FGM/C Collaboration with the United Kingdom (UK). On February 4, 2021, the Human Rights Violators and War Crimes Center and the UK’s Metropolitan Police Force and Border Force held a virtual training to coincide with International Day of Zero Tolerance of FGM. There were 180 attendees from the ICE Office of the Principal Legal Advisor (OPLA), DOJ Human Rights and Special Prosecutions, Federal Bureau of Investigation (FBI), Transportation Security Administration (TSA), Customs and Border Protection (CBP), ICE HSI International Operations, and law enforcement colleagues in the UK, Sweden, Ireland, Canada, New Zealand, and Australia. The training covered FGM, its prevalence around the world, the health complications and medical issues associated with this practice, the impact of COVID-19 on increased rates of FGM, an overview of ICE’s and UK’s joint work together in combatting FGM, including Operation Limelight USA (OLLUSA), and the legal implications of FGM, specifically highlighting the recent passage of the STOP FGM Act.

The Human Rights Violators and War Crimes Center Collaboration with Pakistan. On March 19, 2021, the Human Rights Violators and War Crimes Center held a virtual training with the HSI Assistant Attaché in Islamabad, Pakistan, and trained approximately 30 U.S. consular officers and Department of State and ICE HSI staff. The training explained FGM, its prevalence around the world, the health complications and medical issues associated with this practice, the impact of COVID-19 on increased rates of FGM, an overview of ICE’s work in combatting FGM, including OLLUSA, and the legal implications of FGM, specifically highlighting the recent passage of the STOP FGM Act.

Women’s Law Enforcement Training at the International Law Enforcement Academy (ILEA) in Gaborone, Botswana. From February 22-25, 2021, ILEA coordinated and hosted the Leadership for Women in Law Enforcement (LWLE) training program. ILEA Partner Nation Delegations representing Angola, Botswana, Brazil, Ghana, Mozambique, and Rwanda were in attendance for the training facilitated by FLETC’s Leadership Training Division, Technical Training Operations Directorate. The program featured a panel discussion with regional women leaders and accomplished professionals who served as exemplars and role models. Panelists included the Deputy Director of the Botswana Directorate of Public Prosecution, the USAID Country Director, and the FBI Legal Attaché from Johannesburg, South Africa.

Metric 4.1

FLETC Senior Executives engaged with partner nations to promote collaboration on best law enforcement training practices, especially with respect to the inclusion of women.

Chief Executive of the Singaporean Ministry of Home Affairs’ Home Team Academy. FLETC engaged with the Chief Executive of the Singaporean Ministry of Home Affairs’ Home Team Academy (HTA) on his recent assignment to that position. FLETC has maintained a close relationship with HTA, a key strategic partner of the U.S. on defense and non-defense cooperation, for over six years. This relationship has led to the continuation of a FLETC/HTA memorandum of understanding (MOU), the co-facilitation of a future global crisis leadership symposium, and the exchange of staff from both academies. This partnership provides training courses that specifically prioritize women participants and continues to be a vehicle for women to participate at the highest levels of law enforcement by providing them the training for success.

Commissioner of the Australian Federal Police. DHS/FLETC engaged with the Commissioner of the Australian Federal Police (AFP) to reinforce ongoing collaboration with both training



institutions. This engagement led to the formalizing of a relationship through the AFP's newly created Chief Learning Officer position by way of an MOU. The MOU provides a vehicle for formal, professional exchanges of information-sharing and benchmarking. FLETC and AFP's collaboration and partnership opens the door for key law enforcement training and related activities for both nations and for other foreign partners with specific emphasis on the greater inclusion of women in law enforcement.

The Royal Canadian Mounted Police, the Australian Federal Police, and the New Zealand Police. On January 20, 2021, DHS/FLETC engaged with executives from the Royal Canadian Mounted Police, the AFP and the New Zealand Police to discuss virtual training due to the ongoing pandemic. This exchange has facilitated greater alignment in training and benchmarking of opportunities for women of the four nations. It also opened the door for a higher, more inclusive forum with all Five Eye partner nations to exchange ideas and information relevant to training.

Gaps, Challenges, Opportunities, and Next Steps

DHS leveraged last year's initial baseline reporting process to establish internal structures, engage components in WPS-related efforts, and obtain historical performance on the WPS implementation plan metrics. CRCL now has a WPS Manager devoted exclusively to this work. To enhance DHS's WPS efforts, DHS will undertake the following next steps:

Leadership Engagement. Senior leadership engagement is important to successfully advance WPS initiatives. DHS will continue to identify champions in its leadership ranks to promote WPS principles.

Training. To instill WPS principles in the DHS workforce, training in the coming fiscal year will focus on the three G's of "gender parity, gender perspectives, and gender analysis." Gender parity involves those initiatives that increase the opportunity of women to participate in the DHS workforce. Gender perspectives take into consideration the specific security needs of different genders and access to resources to better protect underserved individuals, such as in emergency preparedness and response. For example, gender-based violence (GBV) and gender inequalities impact the ability of women to survive and recover from a crisis. Gender analysis is critical as a systematic process in both the promotion of gender parity efforts and the integration of gender perspectives within DHS activities, programs, and engagement.

Connections. DHS will work to ensure that WPS efforts are connected to and aligned with related initiatives such as the National Strategy on Gender Equity and Equality, the United States Strategy to Prevent and Respond to Gender-based Violence Globally, the pending Gender-based Violence National Action Plan, and the Global Fragility Act (GFA). Integrating these initiatives will allow us to more effectively assess our overall impact and facilitate an understanding of the connection between global and local (domestic) threats.

Collaboration. DHS will work to deepen collaboration with key partners like DoS, USAID, DoD, and the NSC on WPS initiatives. Such collaboration should include coordination with WPS POCs at U.S. Northern Command (USNORTHCOM) on the integration of gender perspectives into the prevention of gender-based violence during disasters. USNORTHCOM's civil support mission includes domestic disaster relief operations during fires, hurricanes, floods, and earthquakes.



Department of Defense Report on the Implementation of the United States Strategy on Women, Peace, and Security (WPS)



Executive Summary

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

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

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

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

Fiscal Year (FY) 2021 was a pivotal year for the DoD WPS program. It was the first full fiscal year the Department implemented the DoD WPS SFIP and the first full fiscal year the Department collected interagency metrics, including the DoD-specific metrics and indicators in the DoD WPS SFIP. Section 1210E of the National Defense Authorization Act (NDAA) for FY 2021 provided additional guidance to DoD for implementation of the WPS Act. In addition, the FY 2021 Appropriations Act included an increase in Operation and Maintenance (O&M) accounts for WPS, as well as a \$3 million focused inclusion in the O&M, Defense-wide ISCP account. Despite the cancellation of events, travel, and other in-person engagements due to the continuing COVID-19 global pandemic, the Department remained adaptive, agile, resilient, and creative with its implementation of WPS.

In FY 2021, the Department made progress toward WPS Defense Objective 1 in two ways. First, the Department strengthened its internal collaborative efforts. Coordination on WPS with offices that oversee the Department’s diversity, equity, inclusion, and accessibility (DEIA) and sexual harassment and assault prevention and response was particularly important in developing implementation plans following the review conducted by the Independent Review Commission on Sexual Assault in the Military (IRC), initiated in February 2021. The IRC identified five WPS-specific recommendations for taking an internal as well as external approach to gender-based violence prevention as part of DoD’s implementation of the WPS Act. Second, DoD made



progress towards operationalizing a gender perspective in military operations, most notably through the Department's first deployment of its gender advisory workforce to the eight U.S.-based military installations hosting Afghan evacuees during Operation Allies Welcome.

Despite travel limitations due to COVID-19, the Department focused on building its internal capacity to accomplish WPS Defense Objectives 2 and 3 as well as conducting virtual events, training, and engagement with partner nations. The DoD SC workforce spun up its efforts in FY 2021 to better integrate WPS principles into DoD SC planning, programming, and design, which has improved progress towards WPS Defense Objectives 2 and 3. Combatant Commands (CCMDs) primarily conducted virtual activities with partner nations that addressed barriers and opportunities to women's recruitment and retention in partner nation armed forces, assessing the gender dynamics of across different DoD missions, including upholding international human rights, humanitarian laws and humanitarian practices. The Department capitalized on the guidance established in Section 1210E, the dedicated DoD WPS funding, and the Secretary of Defense-approved DoD WPS SFIP to hire and train new staff to operate at the nexus of WPS and SC as well as identify areas for integrating a gender analysis and WPS principles into the training programs of instruction for DoD personnel. The following section provides more detail on DoD's implementation of the WPS Strategy LOEs during the FY 2021 reporting period.

Department Highlights

The Department achieved a number of accomplishments in FY 2021. Below are the highlights:

- Military Departments hired dedicated WPS personnel. U.S. Space Command (USSPACECOM) and U.S. Cyber Command (USCYBERCOM) also hired their first ever dedicated WPS personnel.
- The Joint Staff and CCMDs conducted a total of eight Operationalizing WPS training programs this year (seven for Gender Focal Points (GFPs); one for Gender Advisors (GENADs)), training approximately four hundred DoD personnel to serve as GFPs and thirty personnel qualified to serve as GENADs.
- The Joint Staff adapted the DoD gender analysis framework to align with the Department of State and U.S. Agency for International Development (USAID) gender analysis framework, enhancing interagency coordination in support of WPS from the strategic to tactical levels.
- The IRC Implementation Roadmap to initiate action on IRC recommendations approved by Secretary of Defense provides guidance for WPS-specific initiatives to strengthen collaboration between the Office of the Under Secretary of Defense for Policy (OUSD(P)) and the Office of the Under Secretary for Personnel & Readiness (OUSD(P&R)) and to identify resource requirements for full-time equivalent Gender Advisor billets across several DoD Components. These efforts represent unprecedented attention to the importance of our commitment to promote women's meaningful participation in our own force and with partner nations.
- USNORTHCOM provided the first-ever gender advisor support during Operation Allies Welcome. This included the mobilization, training, and deployment of twenty-seven DoD GENADs and GFPs to eight U.S. installations from September 2021 to February 2022.



WPS Defense Objectives

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

DO 1 supports WPS Strategy LOEs 1, 2, and 3, which focus on women’s preparation for and meaningful participation in decision-making; the protection of women and girls’ human rights and safety; and adjustments in U.S. international programs to support women’s empowerment efforts. The Department of Defense will achieve success under DO 1 by modeling and employing WPS principles and operationalizing a gender perspective in military operations and activities. This requires the establishment of internal DoD policies, hiring and training staff, integrating WPS within professional military education, and enhancing coordination between WPS and key OUSD(P&R) portfolios.

Establish DoD Policies and Programs to advance WPS.

The Department sustained momentum to update and provide guidance to implement the DoD WPS SFIP, WPS Strategy, and WPS Act throughout FY 2021. OUSD(P), CCMDs, and Military Departments, for the respective organizations, established policies to memorialize key personnel and training requirements, establish WPS programs, and define requirements for WPS activities with partner nations, namely via SC. For example, in FY 2021, the acting Deputy Under Secretary of Defense for Policy issued guidance that established GFPs across key Policy offices to support WPS implementation in OUSD(P). Furthermore, two of the eleven CCMDs - U.S. Africa Command (USAFRICOM) and U.S. Indo-Pacific Command (USINDOACOM) - established headquarters-level policies by the end of FY 2020. By the end of FY 2021, U.S. Northern Command (USNORTHCOM) and U.S. Central Command (USCENTCOM) finalized headquarters-level policies. USSPACECOM is also developing a WPS policy for its international operations, activities, and investments, including SC.

The Military Departments made strides issuing WPS policies to establish key staff and to guide the integration of WPS into SC planning, programming, and execution. For example, the U.S. Naval War College (USNWC) finalized its WPS Charter in FY 2020 and began implementation in FY 2021. Headquarters, Marine Corps (HQMC) issued an Information Paper, “Impact of Women, Peace and Security on U.S. Marine Corps Security Cooperation,” and distributed it to the U.S. Marine Corps Security Cooperation Community of Interest (COI). The National Guard Bureau issued a Chief of the NGB memo to establish its WPS program and selected a program manager within the NGB State Partnership Program (SPP) to manage its WPS initiatives with the 54 SPP directors and coordinators focused on SC. Finally, the Office of the Chief of the Army Reserve has reviewed its policies and programs to better incorporate WPS as a key element of its SC program.

Hire Qualified Personnel

In FY 2021, DoD made progress towards establishing roles, responsibilities, and requirements for its gender advisory workforce, a critical component to DoD WPS implementation. The gender advisory workforce is comprised of technical subject matter experts (i.e., GENADs, GFPs, and identified gender-supporting occupational specialties across U.S. Armed Forces) who advise and assist in the Department’s implementation of WPS DOs in alignment with the WPS



Act and Strategy. In FY 2021, DoD implemented an October 2020 Under Secretary of Defense for Policy (USD(P)) memorandum on Implementation of the DoD WPS SFIP which described WPS roles, responsibilities, and training requirements for each DoD Component, including the hiring of WPS subject matter expertise and identification of one General Officer/Flag Officer/Senior Executive Service (GO/FO/SES) to oversee the Component's WPS program. By the end of FY 2021, all Military Departments, the Joint Staff, and CCMDs had a GO/FO/SES-level WPS representative and nine of the eleven CCMDs had a full-time, dedicated WPS subject matter expert. The two exceptions, U.S. European Command (USEUCOM) and (U.S. Strategic Command) USSTRATCOM, retained WPS points of contact who manage WPS as one of their portfolios. At the beginning of FY 2022, USEUCOM hired a full time WPS subject matter expert.

The Military Departments experienced substantial growth in personnel focused on WPS. The **Department of the Air Force** (DAF) officially organized its WPS program under the Secretary of the Air Force for Manpower and Reserve Affairs (SAF/MR) and contracted for a GENAD. The DAF GENAD established the cross-functional Executive Steering Group, developed three Working Groups in alignment with the DoD SFIP Objectives, and conducted a data call to baseline current WPS implementation across the Air and Space Force in the WPS arena. The **Department of the Navy** (DON) established a WPS analyst position within the Office of the Deputy Under Secretary of the Navy for Policy (DUSN-P) to assist in the review of current efforts and the development of WPS implementation in the DON. The U.S. Naval War College hired a new WPS Chair, who leads the USNWC faculty in integrating WPS into all aspects of the core professional military education curriculum. The Assistant Commandant of the Marine Corps (ACMC) appointed Commanding General, Training and Education Command (CG TECOM) as the Marine Corps (USMC) lead for WPS. ACMC directed the Commanding General of TECOM, who further delegated lead to Education Command (EDCOM), to develop a Marine Corps plan to implement the U.S. Strategy on WPS, in consonance with emerging DoD guidance. The **Department of the Army**, U.S. Army Training and Doctrine Command (TRADOC), remained the Army lead for WPS, with Combined Arms Center (CAC) serving as the lead for TRADOC, and the U.S. Army Peacekeeping and Stability Operations Institute (PKSOI) serving as the office of primary responsibility within CAC.

Additionally, the **Defense Security Cooperation University** (DSCU) contracted for a staff to design, develop, and deliver WPS training and education tailored to specific audiences and segments of the SC enterprise. By incorporating WPS training into its SC curriculum, DSCU helps the SC workforce understand and promote the strategic effects of WPS implementation, advancing progress towards WPS Defense Objectives 2 and 3. The **Defense Institute for International Legal Studies** (DIILS) designated a member of its staff to serve as its primary WPS liaison within DoD and the larger WPS community of interest. DIILS also retained a one-year full-time WPS Advisor who is responsible for providing subject matter expertise on applying the WPS policy framework to SC efforts across the DIILS mission set, including providing instruction on institutional capacity building, human rights, and the law of armed conflict (LOAC), the Maritime Security Initiative, and others.

Train GENADs and GFPs

In FY 2021, the Joint Staff updated and standardized the program of instruction for the Operationalizing WPS (OpWPS) level 100 training for GFPs and level 200 training for GENADs



to respond to the expanding gender advisory workforce across the Department. Approximately 950 DoD personnel completed one or both online courses in FY 2021 which are available on Joint Knowledge Online (JKO) and titled, “Introduction to WPS,” and “DoD Implementation of WPS,” respectively. The Joint Staff also updated its gender analysis in alignment and consultation with the Department of State and the USAID. As a result, DoD, the Department of State, and USAID all follow the same framework for gender analysis, enhancing interagency coordination in support of WPS from the strategic to the tactical levels. Furthermore, the Joint Staff revamped the OpWPS 200 level training to conclude the course with a full-day tabletop exercise—the first-ever exercise of its kind in DoD. The tabletop exercise enables GENADs to practice applying a gender analysis to a DoD mission in a real-world scenario related to humanitarian assistance/disaster relief, countering violent extremism, and strategic competition.

With increased virtual training options due to COVID-19, training for GFPs reached a peak in FY 2021 with demand outpacing throughput. The Joint Staff and CCMDs conducted a total of eight OpWPS trainings this year (seven OpWPS 100 level; one OpWPS 200 level), training approximately 400 DoD personnel to serve as GFPs and 30 personnel qualified to serve as GENADs.

Professional Military Education (PME). The Department has recognized that WPS is an important field of study and as such, must be incorporated into how the Department educates its commissioned and non-commissioned officers to think strategically and identify creative approaches to joint warfighting and sustaining momentum in the Department’s campaigns. The U.S. Army War College (USAWC) continues to offer elective courses on Women and War, Prevention of Genocide and Mass Atrocities, Women in Leadership, and Operationalizing WPS in Transforming Conflict. In FY 2021, the USAWC advanced its integration of WPS concepts into the 2021-2022 Key Strategic Issues List (KSIL) which is developed on a biennial basis to help focus the research community on topics important to the U.S. Army. In FY 2021, PKSOI published a white paper titled *Human Security in U.S. Military Operations: A Primer for DoD*. This paper addresses the origins and current U.S. policies regarding WPS; Protection of Civilians; Atrocity Prevention; Conflict Related Sexual Violence; and Sexual Exploitation and Abuse. Similarly, PKSOI completed a Leadership Reference Guide with case studies that address the same topics.

The USNWC hosted its annual WPS Symposium virtually in April 2021 titled “*Women, Peace, and Security in Education, Operations, and Institutions*,” which gathered more than 100 WPS scholars and practitioners from PME institutions, DoD organizations, civil society organizations, academia, and private industry to share ideas and facilitate collaboration. For the Marine Corps, in coordination with Headquarters Training and Education Command, Marine Corps Education Command has initiated work on a WPS principles implementation strategy involving PME, Individual and Collective training, and Doctrine.

Strengthening Coordination on WPS implementation between USD(P) and USD(P&R)

DoD’s imperative for military readiness is supported through implementation of the WPS Strategy. The Department must address the factors underpinning WPS concepts, including diversity, equity, inclusion, and accessibility (DEIA) and sexual assault prevention and response (SAPR). In addition to advancing DoD’s readiness focus, DoD recognizes that to remain credible in our efforts with partner nations, DoD must model and implement the WPS principles it advises other partner nations to uphold. For example, P&R provided technical support to



NATO's Preventing and Responding to Sexual Exploitation and Abuse (PSEA) policy development efforts by offering suggestions drawn from many years of experience of policy development and implementation related to PSEA. DoD offered suggestions on the inclusion of emerging areas of concern, such as problematic behaviors across digital platforms, as well as clarifying language around key terms to ensure survivors are appropriately protected. DoD continues to strengthen the relationship between initiatives that facilitate the diversity of its personnel and the DoD WPS community implementing the WPS Act with partner nations globally. In FY 2021, WPS teams across the Office of the Under Secretary of Defense for Policy (OUSD(P)), the Joint Staff, Military Departments, and CCMDs became better synchronized with OUSD(P&R) offices working on DEIA and SAPR initiatives.

For example, the U.S. Indo-Pacific Command (USINDOPACOM) WPS team drafted the inaugural USINDOPACOM DEIA charter which includes the GENAD in an advisory capacity on its DEIA Council. USNORTHCOM and USSTRATCOM funded a combined total of 70 personnel to attend the Cornell eUniversity Gender in Leadership Certificate program. U.S. Special Operations Command (USSOCOM) and its service components made progress towards evaluating and assessing barriers to women qualifying, training, and serving in special operations occupational specialties. Greater collaboration between WPS programs and those responsible for DEIA and SAPR will contribute to improving DoD culture and establishing DoD as a model for the actions we seek to advance with our allies and partners.

Independent Review Commission on Sexual Assault in the Military (IRC). Secretary Austin pledged that countering sexual assault and harassment in the military is a top priority. To that end, in February 2021, Secretary Austin directed the establishment of an IRC to take bold action to address sexual assault and harassment in the force. In June 2021, the IRC released a report identifying more than eighty recommendations for the ways the Department can improve climate and culture, prevent sexual assault and sexual harassment, better care for survivors, and hold perpetrators accountable. Recognizing that sexual assault and harassment pose significant obstacles to women's meaningful participation in the military—within our own ranks, as well as our allied forces, the IRC identified five WPS-specific recommendations:

- Elevate and standardize the gender advisory workforce.
- Use qualitative data as part of indicators for Defense Objective One of the WPS Strategic Framework.
- Integrate a gender analysis into the military's planning and operational frameworks.
- Review and revise PME and DoD schoolhouse curricula to mainstream WPS priorities.
- Congress should support DoD's inclusion of Personnel and Readiness in WPS implementation and codify in legislation.

The Department continues to work to resource and implement IRC recommendations approved by the Secretary of Defense.

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

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



support women's empowerment efforts; and engagements with partner nations to improve women's meaningful participation.

SC is a primary mechanism through which the DoD advances its WPS defense objectives. Through WPS integration into SC, the DoD works to support the ability of allies and partners to build defense capability and institutional capacity that is diverse, inclusive, upholds principles of human rights, and capable of responding to the unique security needs of host nation populations. SC with allies and partners is a core component of the Department's ability to fulfill the requirements of the WPS Act, WPS Strategy, and DoD WPS SFIP.

Incorporate Women's Participation within SC Activities.

The WPS Act establishes U.S. policy to advance the meaningful participation in peace and security. Working with partner nations to advance women's participation within their defense institutions and national security forces is a common focus for advancing WPS through DoD SC. In FY 2021, the Department conducted a variety of in-person and virtual workshops, seminars, and trainings to address different aspects of women's participation in the security sector. This includes best practices for recruiting and retaining servicewomen, addressing gender bias in the security sector, overcoming gender-specific challenges to serving in the Armed Forces, the roles of women in addressing global threats, and the different perspectives and approaches diverse people bring to security environments. Importantly, the Department made a concerted effort to demonstrate the importance of women's participation in specific DoD missions and priorities, such as maritime domain operations, military leadership development, and women in special operations forces.

- **DoD Regional Centers for Security Studies**, managed by DSCU, continued efforts to communicate WPS principles to senior, multilateral, and inter-ministerial personnel through primarily virtual education, training, research, and advising activities. Reduced costs associated with virtual options increased enterprise-wide participation in transformative programs, including participation of women national security professionals.
- The **National Guard Bureau** State Partnership Program remained a critical enabler for WPS engagements by hosting or facilitating approximately thirteen symposia, workshops, and subject matter exchanges on WPS-specific topics, such as gender mainstreaming, sexual assault and harassment prevention, and women's leadership development, with partners in the Middle East, South America, the Arctic, and the Indo-Pacific.
- **USINDOPACOM** conducted ten multilateral forums and webinars to advance WPS discourse with diverse stakeholders, with an emphasis on highlighting women's voices and perspectives on the ground, as well as the importance of localizing the WPS agenda for sustainable security outcomes. Notably, for the first time, the USINDOPACOM Chiefs of Defense Conference featured a plenary session addressing the significant role women play in defense and security, and included a follow-on session on gender perspectives in security with senior enlisted leaders of partner nations. U.S. Pacific Air Forces also hosted its first WPS symposium at Joint Base Pearl Harbor-Hickam attended by 116 virtual and in-person representatives from 20 nations throughout the Indo-Pacific region in March 2021.



- **USNORTHCOM**, in partnership with the Canadian Armed Forces, conducted an event on leveraging the Arctic as a region of global stability in a sea of change. The discussion included Arctic security expert input on trade-offs, risks, and opportunities for engaging local populations, specifically rural and indigenous women, on resiliency and sustainability at the nexus of economic development, regional security, and strategic competition. Additionally, USNORTHCOM, U.S. Navy Command North, USSOUTHCOM and the William J. Perry Center for Hemispheric Defense Studies conducted a “WPS and Maritime Security in the Caribbean Region” expert seminar involving 26 women leaders representing 9 Caribbean country militaries, including 7 representatives from The Bahamas to discuss the role of women’s participation in maritime domain operations. USNORTHCOM and USSOUTHCOM convened the Fifth Annual USNORTHCOM WPS Symposium at the Western Hemisphere Institute of Security Studies (WHINSEC). This year’s event was held virtually with the aim of developing an understanding of gender issues, challenges, and opportunities for women in leadership roles throughout the region.
- **USSOUTHCOM** elevated the voices of different women in peace and security in their theater through several initiatives throughout FY 2021. Notably, USSOUTHCOM released the publication of the *Twenty Years, Twenty Stories: Women, Peace, and Security in the Western Hemisphere* in collaboration with the William J. Perry Center. This publication includes essays from 24 authors representing 13 countries in the Western Hemisphere. The USSOUTHCOM WPS also partnered with the Florida International University school of Journalism to assist with the technical support and editing of the *Breaking Barriers* Podcast hosted by Ambassador Jean Manes, Civilian Deputy to the USSOUTHCOM Commander. In this short audio podcast, guests from Argentina, Belize, Bolivia, Brazil, Jamaica, Suriname, and Trinidad and Tobago shared powerful stories and valuable insights about women as equal partners in preventing conflict and building peace. USSOUTHCOM also co-hosted two WPS Senior Enlisted Leader Panel discussions with Colombia to highlight women enlisted leaders in the USSOUTHCOM theater. The two engagements reached over 100,000 views, likes, or shares on social media platforms. Finally, for the first time ever, USSOUTHCOM’s annual exercise, Tradewinds, incorporated a WPS program during which more than 1,500 men and women in the military and law enforcement from partner nations attended a course on the importance of promoting and integrating women in the defense and security sectors.
- **USSOCOM** expanded its WPS program by hiring a subject matter expert to work in partnership with the Theater Special Operations Commands to design and support military-to-military exchanges on the importance of WPS concepts and increasing female participation in SOF planning, decision making, execution, and force development with Cameroon, Chad, Colombia, Guinea, Jamaica, Jordan, Iraq, Niger, Nigeria, Palau, Philippines, and Trinidad-Tobago. USSOCOM established a specific training module for the four-week long military Strategic Leaders International Course offered by the Naval Small Craft Instruction and Technical Training School in Mississippi, which operates under USSOCOM. During this module, military leaders learned how to advance strategic objectives while recognizing the diverse roles women play in security and defense, including operationalization of WPS in the maritime domain and broadening the focus of leadership on gender inclusion.



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

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

Incorporate Gender Analysis into SC Activities.

The U.S military works with our partners and allies around the world to promote an understanding and respect for the law of war (also referred to as the law of armed conflict or international humanitarian law (IHL)) and international human rights law (IHRL)). In the WPS context, this includes a focus on protections for women and girls. To accomplish this, DoD applies a gender perspective to military operations, which evaluates gender together with other socio-cultural factors to understand human behavior and the different security needs and challenges of host nation civilians. This information provides the Department additional data points about the host nation human population necessary for planning and conducting military operations to ensure human rights are protected. Though continued education and training remains necessary, in FY 2021, the Department's understanding of operationalizing a gender perspective and advancing DO3 improved as indicated through the notable activities below.

- In FY 2021, CCMDs focused on developing a baseline for understanding partner nation gender responsiveness and WPS implementation by leveraging contract support to identify open source metrics and indicators to collect this data. For example, USINDOPACOM, USNORTHCOM, and USSOUTHCOM consolidated resources to partner with the Pacific Disaster Center (PDC) to develop a methodology to establish a regional and global baseline assessment of partner nation's gender responsiveness by evaluating indicators measuring gender inequality and empowerment. PDC organized the data in an online database, which was made available to the entire DoD WPS community of interest. The PDC WPS analytic frameworks provides an effects-based approach to collecting consistent gender data with quantifiable metrics that can be used to measure CCMD WPS program effectiveness, as well as drive data-informed WPS operations, activities, and investments, including but not limited to SC.
- **USINDOPACOM** also developed a gender responsive scale as an abbreviated mechanism for SC and WPS personnel to evaluate gender responsiveness of a SC project in projects that support overseas humanitarian assistance and disaster relief within partner nations. This has ensured humanitarian assistance projects conducted in the USINDOPACOM theater benefit the entire population by accounting for the unique gendered needs of the population and not through applying the traditional gender-neutral approach. Furthermore, USINDOPACOM developed a Practitioner's Field Guide for DoD personnel at headquarters and components to serve as a stand-alone planning document to guide gender considerations in the planning processes, monitor progress, evaluate projects, and collect and report sex and age-disaggregated data. The Field Guide further provides mechanism to support after action reporting metrics and end use monitoring of engagement delivery and execution. Finally, USINDOPACOM is working to build a regional network of GENADs and GFPs in allied and partner nation national



security forces, including the Philippines, Japan, Australia, Timor-Leste, Myanmar, Fiji, Republic of Korea, and Indonesia. This program increases awareness and understanding of WPS principles and their relevance to partner nations' defense and security sectors, including military operations, and develops the skills necessary to integrate a gender perspective into Allied and partner nation defense and security sector planning, policies, operations, engagements, and assessments. Though challenges with SC authorities for this type of activity remain, this effort also makes progress towards developing interoperability among gender advisory workforces in the U.S. and our allies and partners in the Indo-Pacific region.

- **USAFRICOM** incorporated a gender perspective in its information operations campaigns to counter the influence of China in Africa and to also socialize women's integration in the Somalia National Army. To counter China, USAFRICOM developed strategic messaging to highlight China's lack of inclusiveness and poor human rights records towards women as a contributing factor to regional instability by focusing on the genocide of Chinese Uighurs, the sexual abuse of Uighur women, and the arrest of tennis star, Peng Shuai, for exercising free speech. To overcome sociocultural barriers to women serving in the Somalia National Army, USAFRICOM military information support operations featured Somali women soldiers working to defeat Al-Shabaab and highlighted the inclusiveness of the Somali National Army's Danab battalions. This featured content reached 2.4 million listeners and 300,000 viewers across Somalia for the purposes of demonstrating women's ability to effectively serve in the Danab and contribute to Somalia's counter terrorism efforts.
- **U.S. Special Operations Command South (SOCSOUTH)** social and data scientists created two analytical tools using a Data Driven Decision (D3M) making model. One tool is a WPS index for measuring variances between male and female equality within countries in the USSOUTHCOM area of responsibility. The second analytical tool builds upon the WPS Index to create a Power Business Intelligence Dashboard, which combines all five D3M Indices with open-source external data across regional and individual point heat maps in order to assist headquarters and deployed forces with mission analysis. These tools enable USSOUTHCOM to incorporate relevant gender-based data from their theater into planning for military operations. The development of different tools and analytical frameworks enables DoD personnel to use gender responsive and WPS supporting data to inform the development of SC activities.
- The **U.S. Army Security Force Assistance Proponent (SFAP)**, an organization within the Mission Command Center of Excellence of the U.S. Army's Combined Arms Center, consciously worked to integrate WPS principles by including the application of a gender perspective, in all aspects of Army Security Force Assistance (SFA) efforts—current, enduring, and future. SFAP views WPS as an integrated component of SFA activities and not an afterthought secondary to the “primary” SFA missions. This effort important for ensuring U.S. Army security force assistance efforts in geographic combatant command theaters reflect a gender perspective.

USNORTHCOM Concept of Gender Advisory Support to Operation Allies Welcome.

Operational Allies Welcome (OAW) marked the first time the DoD deployed its Gender Advisor workforce as a capability to address gender dynamics within a current military operation. OAW



was the coordinated effort across the Federal government to support, house, and resettle vulnerable Afghans, including those who worked on behalf of the United States. USNORTHCOM was the lead DoD Component to support the interagency OAW effort by providing housing, sustainment, and support for Afghan evacuees on U.S. military installations in the United States.

Recognizing lessons learned from U.S. combat operations in Afghanistan, the USNORTHCOM WPS team designed a concept of gender advisor support including the mobilization, training, and deployment of twenty-seven DoD GENADs and GFPs to eight U.S. installations. USNORTHCOM sustained the gender advisory support and training over a five-month period (September 2021-February 2022). This deployment included 15 USNORTHCOM trained GENADs and GFPs and 12 GENADs and GFPs from other DoD components and CCMDs. Other DoD components who sent their gender advisory personnel include OUSD(P), USINDOPACOM, USTRANSCOM, and Army University.

DoD gender advisory support to OAW included providing direct advice to military leadership and staff managing the day-to-day operations of the U.S. installations on gender and protection issues; coordinating with interagency and nongovernmental partners to organize gender and culturally sensitive programming for Afghan evacuees at each installation; working with military engagement teams to disseminate information and key messages in a gender sensitive way to the Afghan population about programming and resettlement; and ensuring installations followed best practices for gender responsive site management. Gender advisory support also ensured adherence to the U.S. WPS Act, the U.S. National Strategy on WPS, and U.S. agency WPS implementation plans.

Gaps, Challenges, Opportunities, and Next Steps

Guidance. Despite action across many components to establish WPS policies, components consistently report the lack of a Department of a Defense Instruction (DoDI) as a main challenge to consistent WPS program implementation. OUSD(P) is currently coordinating a draft version of the DoDI for WPS with the aim of publishing later in calendar year 2022.

Personnel. Many components report insufficient internal staff capacity and WPS expertise to integrate WPS principles and equities into the component mission set. For many DoD personnel, including GFPs, working on WPS is a secondary or tertiary duty and they are often unable to dedicate sufficient staff bandwidth to meet the demands of the WPS efforts at their component—a gap also identified by the IRC with its recommendation on the need for establishing a full time gender advisor workforce. This causes delays and degraded implementation of WPS across components. Moreover, many WPS positions across the Department are filled through contract support. Leveraging contract support to implement WPS enabled the Department to quickly bring in WPS subject matter expertise to inform the Department’s efforts. However, this has not been without challenges, including the inability of contracted Gender Advisors to perform inherently government functions such as overseeing GFPs and managing WPS program funding.

Training. Many personnel still lack a baseline understanding of WPS and its relationship to national security. In FY 2021, DoD Components reported gaps in WPS training in two key areas. First, there is currently no specialized senior leadership training to arm senior leaders with guidance and tools for implementing WPS at their component. The Joint Staff is currently



evaluating options for senior leader training to pilot in FY 2022. Second, the DoD SC workforce currently lacks the knowledge and skills to sufficiently integrate WPS principles into DoD SC planning, programming, and design. In FY 2022, DSCA anticipates hiring a WPS subject matter expert to advise on applying and operationalizing WPS principles and policy frameworks across the DSCA mission set, and to help oversee development of WPS SC proposals.

Assessment, Monitoring, & Evaluation. In FY 2021, DoD delayed administration of the annual Workplace and Gender Relations (WGR) Survey which generates official prevalence estimates for sexual assault, sexual harassment, and gender discrimination. The Department will assess indicators aligned to WPS DO 1 when the results of the WGR Survey are published later this year. In alignment with the WPS IRC recommendations, the Department will also assess the addition of qualitative indicators, such as insights from the Military Service and Gender Relations Focus Groups, and the Office of People Analytics' (OPA) forthcoming study on career outcomes for Service members who experience sexual violence, to its existing set of WPS indicators for DO 1 for professional military education, pre-commissioning academies, and functional schools. Additionally, military departments undertook a similar process. For example, the DAF conducted its second independent disparity review report, which identified racial, ethnic, and gender disparities and an underrepresentation of women and minorities in leadership positions. DoD also faced several challenges to collecting WPS metrics in FY 2021 because DoD Components did not track gender-specific data related to SC events and activities. DoD is working to remedy this by ensuring Socium—the DoD's cloud-based workflow management tool for tracking SC activities—has all required fields for collecting and recording this data and ensuring users understood when and how to enter requested data.

Conclusion

Despite the COVID-19 global pandemic, the Department's WPS efforts continued to flourish in FY 2021. The Department's commitment to investing in women's meaningful participation in our own force made notable progress through the work to begin implementing recommendations from the Independent Review Commission on Sexual Assault in the Military. Though challenges remain, the combination of dedicated people, funding, and external and internal guidance resulted in more robust WPS programs at the Military Departments, an expansion of online and virtual WPS training, and the integration of WPS principles within the Department's SC planning, programming, and execution processes.