

## Introduction

At Firelight, we believe in the inherent dignity and worth of girls. We understand the important role that families and communities play in socializing girls and in creating or denying them opportunity. We value the power of community action to create a social environment that values and respects girls. We also believe that grassroots organizations have a unique ability to reach the least reached, and most vulnerable children and families, and that, in the process, the grassroots organizations can reach the most vulnerable women and girls. We invest in community-based organizations as a vehicle to empower girls, strengthen families, and mobilize community resources and action of girls.

This tool is offered as a first step in a process to understand the work that your organization is doing within your community from your perspective, as it relates to improving the lives of women and girls. The objective is to help each organization explore the key issues that are contributing to the challenges faced by women and girls by tracing the underlying causes, how they are defined and known, and who helps to continue the violation of the rights of women and girls. We hope this tool will help to visually identify stakeholders and how groups are working together, and to track progress and increases in skill over time. This tool is also a way to help document the innovative programs your organization has created. We will ask you to please complete this tool during each year of this grant. Our intent is that this process will help an organization to develop capacity, develop a stronger response, and increase linkages. If possible, this tool should be filled out by a group of your organization's leadership, staff, and volunteers. We hope this tool can help to facilitate a process of increasing awareness of strengths and gaps in an organization's current activities, knowledge and skills.

This tool focuses on four key areas for changing the lives of women and girls: (1) building the economic assets of girls, (2) ensuring access to education, (3) promoting safety and health, and (4) strategies that specifically try to delay or prevent early marriage or delay first birth. These areas are based on the four "pillars" of the Grassroots Girls Initiative. Please describe what your organization is doing using these areas. Please note that, for this tool, girls are between the ages 13 to 19, and women are 20 and older. If your organization does not work on a particular issue, you can leave that row empty or you can simply delete it. You may also add an area that is not listed but that is a key problem in the community that you serve or an important part of your programming. We recognize that this is not a complete list of what can be done to support girls and women in your community. We have left space for you to add other activities that you are engaged in to support families. Feel free to add additional rows as needed. If you do not know the answer to a question, please indicate that you do not know. Accurate responses will ultimately lead to improved organizational capacity and effective programming.

Though the focus of this tool is tracking your work related to girls and women, Firelight does recognize and value that each organization in GGI 3.0 is working to address the holistic needs of other vulnerable people in your community, including boys, men, and elders.

### I. The Rights of Women and Girls

- **What is the current reality and why?** What is the current reality for women and girls, their safety and protection, and their rights in these key areas? What contributes to that condition? Please note that, for the purposes of this grant, a "girl" refers to a female that is between the ages of 13 and 19, and "women" are age 20 and above.
- **What do you think are the deeper causes? What do you think are some of the reasons for girls having difficulty accessing education? Are there certain actors that are responsible for this challenge?**

- **Who is working to change this and what are they doing?** Is anyone trying to improve that reality? What key actions or approaches are they using?
  - **How are things changing?** What changes do you see as a result of those efforts?
  - **What still needs to happen?** What other things must happen to create about a positive change for women and girls in this area?
- II. Community-level Systems of Support and Girl-friendly services**
- **Types of support and services:** What kinds of support and services exist in these areas? What action exists to build an environment that empowers women and girls?
  - **Are these services able to reach the girls most in need of services:** If a service or support system exists, is it able to really reach the girls that are in need of the service or system?
  - **Are these services designed for the specific needs of girls:** If a service or support system exists, does it address the special needs of girls? For example, does a center for children living on the street have special facilities and services for girls?
  - **Provide Immediate assistance and support:** Does the service try to address the immediate problem the girl faces?
  - **Does the support and service do more than address the immediate needs:** Does the service or system also try to empower the girl or help her to make longer term changes? For example, does a shelter for girls living on the street provide shelter only, or do they also provide counseling and options for addressing the other issues that led to her living on the street?
  - **Gaps/Limitations:** What is missing at the level of support and services, systems, policies or procedures in any of these areas that would help to improve support and services for girls?
- III. Organizational Response**
- **Area:** This tool lists four major areas that organizations work in to promote the rights of girls and women: (1) building the economic assets of girls, (2) ensuring access to education, (3) promoting safety and health, and (4) strategies that specifically try to delay or prevent early marriage or delay first birth. Please describe what your organization is doing in these areas. This is not a complete list of what can be done to support girls and women. For example, many Firelight partners are engaged in supporting young mothers and girls who married at an early age. Feel free to add other activities that you are engaged in.
  - **Level of knowledge/competence:** How confident are you in your knowledge base, your skills and competence in addressing this issue and your ability to make a difference: High, medium, low? You can also state which part you have high confidence.
  - **We are doing something innovative:** Are you doing something that you are very proud of, that you feel is unique or innovative in your community? Please tell us.
  - **Is your work in this area fully funded:** Are you doing more work than you have funding to do? Have you been able to do more by working together with other groups, or sharing resources? How have you been able to do this?
  - **Challenges/gaps:** What are the existing challenges and gaps in what you are doing and how you are doing it? Is the gap in knowledge, skills, information, linkages, or resources?
- IV. Linkages and Collaboration**
- **Lead actor:** Is there an organization or a group of organizations that is serving as a leader or main champion in addressing this issue?
  - **Other collaborators:** What other organizations also work on it, even if they are not taking a lead role?
  - **Mechanism for networking/collaboration:** How do these organizations work together? What forum or mechanism exists to link their work? Please state if it is formal or informal. If one does not exist, simply state that none exists.
  - **Gaps/limitations:** What are the limitations in collaboration on this issue? What is the reason for those challenges?

<b>I. THE RIGHTS OF WOMEN &amp; GIRLS</b>					
<b>AREAS</b>	<b>What is the current reality in this area and why?</b>	<b>What do you think are the deeper causes for the challenges affecting girls in this area?</b>	<b>Who is working to change this and what are they doing?</b>	<b>How are things changing in this area?</b> <i>(choose one)</i> <input type="radio"/> A: They are not changing <input type="radio"/> B: They are changing but only a little <input type="radio"/> C: They are changing for the better <input type="radio"/> D: There have been a lot of positive changes in this area	<b>What work is still needed in this area to bring about positive change?</b>
<b>(1) Helping Women and Girls have the same economic opportunities as men and boys, in order to support themselves and their families</b>					
<b>(2) Ensuring that women and girls have the same access to education as men and boys</b>					

<b>(3) Promoting girls' and women's safety and health</b>					
<b>(4) Specifically delaying early marriage and delaying first birth</b>					
<b>Feel free to add other areas or issues that affect your community</b>					

II. COMMUNITY-LEVEL SYSTEMS OF SUPPORT AND SERVICES							
Area (Note: focus is on girls)	Types of support and services available	Able to reach the girls most in need of services? <ul style="list-style-type: none"> <li>○ A: Not usually</li> <li>○ B: Sometimes</li> <li>○ C: Most of the time</li> </ul>	Designed for the specific needs of girls? <ul style="list-style-type: none"> <li>○ A: Not for the most part</li> <li>○ B: They have made some modifications</li> <li>○ C: Yes</li> </ul>	Provide immediate assistance and support? <ul style="list-style-type: none"> <li>○ A: Not for the most part</li> <li>○ B: Sometimes</li> <li>○ C: Most of the time</li> </ul>	Help girls access other services, through linkages and referrals? <ul style="list-style-type: none"> <li>○ A: Not for the most part</li> <li>○ B: Sometimes</li> <li>○ C: Most of the time</li> </ul>	Do more than address the girls immediate needs, but also empower girls for longer-term change? <ul style="list-style-type: none"> <li>○ A: Not for the most part</li> <li>○ B: Sometimes</li> <li>○ C: Most of the time</li> </ul>	Gaps/Limitations
<p><b>(1) Building economic assets, specifically of girls</b>                      Example: helping girls to build skills and knowledge so that they can support themselves</p>							
<p><b>(2) Ensuring girl's access to education</b>                      Example: Helping girls to enroll, remain, and succeed in school</p>							

<p><b>(3) Promoting girls' safety and health</b>          Example:          addressing rituals for "sexual cleansing," of girls, HIV education, self-defense training, workshops on girls rights</p>							
<p><b>(4) Specific activities that delay early marriage and first birth of girls</b>          Example: Providing girls with education about family planning, or educating families to help prevent early marriage</p>							
<p><b>Feel free to add other areas or issues that affect your community</b></p>							

III. YOUR ORGANIZATION'S RESPONSE					
Area (Note: focus is on girls)	What is your organization doing in this area? If your organization is not working in this area please indicate this.	Level of Competence and activity: (choose one) <input type="radio"/> A: This is an area we need to learn more about before we can be confident about our work in this area <input type="radio"/> B: We have a basic level of knowledge but need to learn more before we can act <input type="radio"/> C: We are learning and becoming more competent as we work in this area <input type="radio"/> D: We feel like we know enough about this area that we can teach others, and it is one of our areas of strength and expertise	We are doing things in this area that are innovative  <input type="radio"/> Yes (please describe)  <input type="radio"/> No	Is your work fully funded in this area? If not, what resources do you use to do your work?  <i>Example: We work with another CBO to train girls in sewing at that CBO's training center.</i>	Challenges/Gaps
(1) Building economic assets, specifically of girls Example: vocational training for girls or family members that are out of school					

Area	What is your organization doing in this area? If your organization is not working in this area please indicate this.	Level of competence and activity: (choose one) <ul style="list-style-type: none"> <li>○ A: This is an area we need to learn more about before we can be confident about our work in this area</li> <li>○ B: We have a basic level of knowledge but need to learn more before we can act</li> <li>○ C: We are learning and becoming more competent as we work in this area</li> <li>○ D: We feel like we know enough about this area that we can teach others, and it is one of our areas of strength and expertise</li> </ul>	We are doing things in this area that are innovative  <ul style="list-style-type: none"> <li>○ Yes (please describe)</li> <li>○ No</li> </ul>	Is your work fully funded in this area? If not, what resources do you use to do your work?  <p><i>Example: We work with another CBO to train girls in sewing at that CBO's training center.</i></p>	Challenges/Gaps
<b>(2) Ensuring access to education</b> Example: Helping girls to enroll and succeed in school					



Area	What is your organization doing in this area? If your organization is not working in this area please indicate this.	<b>Level of Competence and activity: (choose one)</b> ○ A: <i>This is an area we need to learn more about before we can be confident about our work in this area</i>  ○ B: <i>We have a basic level of knowledge but need to learn more before we can act</i>  ○ C: <i>We are learning and becoming more competent as we work in this area</i>  ○ D: <i>We feel like we know enough about this area that we can teach others, and it is one of our areas of strength and expertise</i>	<b>We are doing things in this area that are innovative</b>  ○ Yes (please describe)  ○ No	<b>Is your work fully funded in this area? If not, what resources do you use to do your work?</b>  <i>Example: We work with another CBO to train girls in sewing at that CBO's training center.</i>	Challenges/Gaps
<b>(3) Promoting girls' safety and health</b> Example: addressing rituals for "sexual cleansing," of girls, HIV education, self-defense training, workshops on girls' rights					

Area	What is your organization doing in this area? If your organization is not working in this area please indicate this.	Level of Competence and activity: (choose one) <ul style="list-style-type: none"> <li>○ A: This is an area we need to learn more about before we can be confident about our work in this area</li> <li>○ B: We have a basic level of knowledge but need to learn more before we can act</li> <li>○ C: We are learning and becoming more competent as we work in this area</li> <li>○ D: We feel like we know enough about this area that we can teach others, and it is one of our areas of strength and expertise</li> </ul>	We are doing things in this area that are innovative  <ul style="list-style-type: none"> <li>○ Yes (please describe)</li> <li>○ No</li> </ul>	Is your work fully funded in this area? If not, what resources do you use to do your work?  <p><i>Example: We work with another CBO to train girls in sewing at that CBO's training center.</i></p>	Challenges/Gaps
<b>(4) Specific activities that delay early marriage and first birth</b> Example: Providing girls with education about family planning, or educating families to help prevent early marriage					
<b>Feel free to add other areas or issues that affect your community</b>					

<b>IV. LINKAGES &amp; COLLABORATION</b>				
<b>Area</b>	<b>Lead Actors or Organizations</b>	<b>Other Collaborators</b>	<b>Mechanism for networking/collaboration</b> Please note if this network/collaboration is formal or informal	<b>Gaps/Limitations</b>
<b>(1) Building economic assets, specifically of girls</b> Example: vocational training for girls or family members that are out of school				
<b>(2) Ensuring access to education</b> Example: Helping girls to enroll and succeed in school				
<b>(3) Promoting girls' safety and health</b> Example: addressing rituals for "sexual cleansing," of girls, HIV education, self-defense training, workshops on girls' rights				
<b>(4) Specific activities that delay early marriage and first birth</b> Example: Providing girls with education about family planning, or educating families to help prevent early marriage				
<b>Feel free to add other areas or issues that affect your community</b>				

## Narrative Questions

1. Were there times during this period when your organization engaged in advocacy that benefitted girls or increased the resources available for girls in your community (at a community, regional/provincial, or national level)?
  - a. If yes, please provide an example.
  - b. Please indicate if worked with a network of other organizations as part of your advocacy.
2. Can your organization share examples of when girls in your programs worked or are currently working together to create positive change at a community, regional/provincial, or national level during this grant period? If yes, please explain.
3. Are there ways that your organization has changed its programs, processes, or practices to improve your programs for girls in the during this grant period? If yes, please describe the changes that were made.
4. Please share the story or stories of a girl that your organization has reached during this grant period. Please describe the services you provided and how she was affected by participating in your program. Feel free to include a photo. She is welcome to tell her story in her own words.