**Recommendations for Social Inclusion in Resilience Programming in Nepal**

*Day 3, November 21, 2019; 10:45 am-12:15 pm | Dynasty Hall*

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1. *What do we appreciate that…USAID/IP brings to strong social inclusion resilience program?*
2. *What do we need from…USAID/IP to strengthen inclusion resilience programming?*

**IPs**

Appreciation --

1. Money/resources
2. Language, expectations, eg. Guidance
3. GESI Focal points
4. Internal reflection & learning events
5. (Disaggregation)/indicators specific to gender

Needs –

1. True integration – not add on
2. Increase weight in award process to incentivize
3. Meta analysis across programs
4. Understand/interpret project indicators in relation to higher-level national data
5. Integrate GESI lens into assessment, design, implementation, MEAL to understand power dynamics
6. Space to be equitable in our operations & programming/ local knowledge
7. Focal point – resource it

**USAID**

Appreciation –

1. Raise issues/vet/validate
2. Responsiveness
3. Dedicated for points/staff resources

Needs –

1. Integration/not add on
   1. Design, stage
   2. Realistic strategy to prioritize
2. Ask more questions & research early on
3. Emergency/protection – social inclusion/norms in this context
4. Health/nutrition earlier intervention 🡪 shock of maternal health/mortality
5. Governance & social protection – issues evaluated, but need more feedback on investment, implementation
6. Investment in policy, sustainability
7. Tracking change in social dynamics

Recommendations:

1. Enhance and ensure representation among USAID, IPs, project (HQ and Field), leadership and staff
   * Invest in recruitment and building capacity through OJT, etc. so people can grow into their positions
   * Raise awareness around implicit bias
   * Leadership aware, trained, and evaluated on represent of staff (caste, gender, geography, urban/rural)
   1. Challenge grant?
2. Make gender and social inclusion intentional throughout the project life cycle (design, implementation, MEAL) and beyond represent number
   * Identify incentives for applicants
   * Understand constraints of diverse populations (conflicts with responsibility, livelihoods, etc.)
   * For emergency response, as well
   * Don’t forget disability!
   * Dedicate time and pause & reflect for GESI
3. Innovations! Move beyond success stories – show impact of GESI innovations at scale
4. Conduct meta-analysis of GESI across projects to understand what does/doesn’t work in Nepal
   * GESI CLA Competition
   * Include emergency response
5. Apply GESI perspective to sectoral technical approach/project as they exist in a broader system of structures, power dynamics and relationships in Nepal