

# Department of State Implementation Plan for the U.S. Strategy and National Action Plan on Women, Peace and Security

## Acronym Guide

- **AP:** Atrocity Prevention
- **APEC:** Asia-Pacific Economic Cooperation
- **APTF:** Atrocity Prevention Task Force
- **ASEAN:** Association of Southeast Asian Nations
- **AU:** African Union
- **CEFM:** Child, Early, and Forced Marriage
- **CRSV:** Conflict-Related Sexual Violence
- **DDR:** Disarmament, Demobilization, and Reintegration
- **DHS:** Department of Homeland Security
- **DoD:** Department of Defense
- **FGM/C:** Female Genital Mutilation or Cutting
- **GBV:** Gender-Based Violence
- **GFA:** Global Fragility Act
- **GWIPS:** Georgetown Institute for Women, Peace, and Security

- **LOEs:** Lines of Effort
- **MEL:** Monitoring, Evaluation, and Learning
- **MSS:** Multinational Security Support
- **NAPs:** National Action Plans
- **NGOs:** Non-governmental Organizations
- **OSCE:** Organization for Security and Co-Operation in Europe
- **PNG:** Papua New Guinea
- **SAPRA:** 2022 U.S. Strategy to Anticipate, Prevent, and Respond to Atrocities
- **SAWI:** Support and Accelerate Women’s Inclusion Program
- **SHE WINS:** Supporting Her Empowerment: Women’s Inclusion for New Security
- **SPCPS:** U.S. Strategy to Prevent Conflict and Promote Stability
- **TFGBV:** Technology-Facilitated Gender-Based Violence
- **UNSCR:** United Nations Security Council Resolution
- **USACM:** U.S.-Afghan Consultative Mechanism
- **USAID:** U.S. Agency for International Development
- **USIP:** U.S. Institute of Peace
- **WPS:** Women, Peace, and Security

## List of Department Stakeholders

- **ADS:** Bureau of Arms Control, Deterrence, and Stability
- **AF:** Bureau of African Affairs
- **A/OPE:** Office of the Procurement Executive
- **CA:** Consular Affairs
- **CDP:** Cyberspace and Digital Policy
- **CSO:** Bureau of Conflict and Stabilization Operations
- **CT:** Bureau of Counterterrorism and Countering Violent Extremism
- **DRL:** Bureau of Democracy, Human Rights, and Labor
- **DS:** Bureau of Diplomatic Security
- **EAP:** Bureau of East Asian and Pacific Affairs

- **EB:** Bureau of Economic and Business Affairs
- **ECA:** Bureau of Educational and Cultural Affairs
- **ENR:** Bureau of Energy Resources
- **EUR:** Bureau of European and Eurasian Affairs
- **F:** Office of U.S. Foreign Assistance Resources
- **FSI:** Foreign Service Institute
- **GCJ:** Office of Global Criminal Justice
- **GHSD:** Global Health Security and Diplomacy
- **GP:** Office of Global Partnerships
- **GPA:** Global Public Affairs
- **GTM:** Global Talent Management
- **H:** Legislative Affairs
- **IO:** Bureau of International Organization Affairs
- **INL:** Bureau of International Narcotics and Law Enforcement Affairs
- **INR:** Intelligence and Research
- **IRF:** Office of International Religious Freedom
- **ISN:** Bureau of International Security and Nonproliferation
- **J/TIP:** Office to Monitor and Combat Trafficking in Persons
- **NEA:** Bureau of Near Eastern Affairs
- **OES:** Bureau of Oceans and International Environmental and Scientific Affairs
- **PM:** Bureau of Political-Military Affairs
- **PRM:** Bureau of Population, Refugees, and Migration
- **R/PPR:** Office of Policy, Planning, and Resources for Public Diplomacy and Public Affairs
- **SCA:** Bureau of South and Central Asian Affairs
- **S/GWI:** Secretary's Office of Global Women's Issues
- **WHA:** Bureau of Western Hemisphere Affairs
- **USNATO:** U.S. Mission to the North Atlantic Treaty Organization
- **USUN:** U.S. Mission to the United Nations

# Foreword

As the U.S. Department of State (Department) continues to look for solutions to address multiple conflicts and crises around the world, each of which continues to disproportionately affect women and girls,<sup>1</sup> the promise of United Nations Security Council Resolution (UNSCR) 1325 (2000) on Women, Peace and Security (WPS) offers the world a glimmer of hope. The United States is firmly committed to implementing UNSCR 1325 because we know that its core principles advance our diplomatic, development, and defense efforts. Together with a diverse group of partners, we will increase our collective efforts to move toward lasting, sustainable global peace and security.

Women's and girls' meaningful participation in peace and security processes before, during, and after conflict and crises is critical to achieving lasting peace. The data speaks for itself. Studies show that a peace agreement is more likely to last if women are involved.<sup>2</sup> We know that in order to effectively address the root causes of violence, war, conflict, and crisis, we need diverse global leadership to reflect the lived experiences of all women and girls. To ensure lasting peace and inclusive security, we must continue to advocate for the safety and full, equal, and meaningful participation of women and girls in peace, political, and security decision-making processes. This includes taking an intersectional approach to address overlapping forms of discrimination and oppression, which negatively impact diverse groups of women and girls in the United States and around the world. The Department's WPS implementation will continue to be informed by these factors, which will enable a more comprehensive, equitable, and context-driven understanding of the drivers and effects of conflict and potential responses.

The Women, Peace, and Security Act of 2017 made the U.S. the first country in the world with a comprehensive law on WPS. The [2023 U.S. Strategy and National Action Plan \(Strategy\) on WPS](#) reflects on our progress and provides guidance for leveraging WPS as a tool to advance gender equity and equality.

The Department of State hosted a series of thematic, regional, and multi-stakeholder consultations with women civil society leaders, organizations, and implementing partners to

ensure the proposed actions and commitments of its Implementation Plan reflect the realities and lived experiences of communities in conflict and complement local efforts, interests, and priorities.

We are eager to roll up our sleeves to continue the hard work to fully realize the promise of UNSCR 1325. The Department's WPS Implementation Plan will serve as a foreign policy roadmap to move us toward a more just, equal, free, and peaceful world. A world that values and protects the perspectives, engagement, and leadership of women and girls. A world where their voices are not just silenced or taken into "consideration," but are thoughtfully integrated into our foreign policy objectives, security, defense operations, programs, and humanitarian assistance activities. For every crisis; every conflict; every time; without exception.

*Dr. Geeta Rao Gupta*

*Ambassador-at-Large for the Secretary's Office of Global Women's Issues*

## Executive Summary

The WPS movement originated as a result of the leadership of women from the Global South<sup>3</sup> in response to the disproportionate impacts of conflict and crisis on women and girls. For the first time, civil society leaders demanded that UN member states recognize the critical role women play in building and sustaining peace and international security, and in ensuring gender-responsive, survivor-centered, and trauma-informed approaches in disaster relief and humanitarian assistance efforts, resulting in the adoption of UNSCR 1325, the first resolution of its kind.

UNSCR 1325 (2000), the first of 10 Security Council resolutions on WPS, reaffirms "the important role of women in the prevention and resolution of conflicts and in peacebuilding, and [stresses] the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security."<sup>4</sup>

In 2017, the United States codified its longstanding foreign policy commitment to women's participation and protection in areas of conflict by passing the WPS Act, which made it the first country in the world with a comprehensive law on WPS. Thanks to the support of the bipartisan WPS Caucus, one of only two parliamentary caucuses in the world focused on WPS, we remain accountable to the goals and commitments outlined in the WPS Act.

Decades of research, evidence-based practices, and experiences of those affected by fragility, instability, and conflict demonstrate that the status and safety of women and the stability of nations are inextricably linked. We know that higher levels of gender equality make countries more prosperous, secure, and democratic. Women's inclusion in decision-making, access to justice, and equal enjoyment of physical security is vital in building and strengthening resilient, peaceful, and sustainable societies, and therefore matters for everyone.<sup>5</sup>

As the world grapples with the highest rate of conflict since World War II, ensuring women's safe, equal, and meaningful participation in all peace, political, and security-related processes is critical now more than ever. Research shows that increased threats to women's and girls' protection and leadership do not emerge from active conflicts and crises alone. For example, natural disasters have a disproportionate impact on women and girls. Yet, women and girls continue to experience underrepresentation in decision-making processes related to disaster relief efforts and environmental insecurity across all levels and sectors, which reduces the likelihood of their perspectives being incorporated and of responses being effective, ultimately limiting outcomes for all of society.

The critical leadership role that women play in conflict prevention is also at the core of UNSCR 1325 and is integrated throughout the Strategy's five Lines of Effort (LOE). The integration of WPS is a cross-cutting priority in the Global Fragility Act (GFA) of 2019 and the Elie Wiesel Genocide and Atrocities Prevention Act of 2018. The integration of WPS in fragility and atrocity prevention (AP) legislation and subsequent strategies further reflects the U.S. commitment to WPS as a core tenet of preventing conflict and atrocities and promoting stability.

“When women’s rights are respected, we know societies are safer. They’re more stable. They’re more prosperous. Peacekeeping and security forces that include women can better build trust with the communities that they’re protecting.” – Secretary Blinken at the 2023 launch of the U.S. Strategy and National Action Plan on Women, Peace and Security

The WPS Strategy highlights three “Guiding Principles” which serve as a roadmap for U.S. government implementation: (1) Intersectional Approach; (2) Systemic Approach; and (3) Localization. The Department will lead an inclusive, intersectional approach in our implementation of the WPS Strategy to enable a more comprehensive, equitable, and context-driven understanding of the drivers and effects of conflict and potential responses. This includes ensuring that the Department combats systemic inequalities in seen and unseen power imbalances that individuals and communities face around the world. Finally, the Department is committed to ensuring that diverse, local perspectives are heard and integrated into all efforts to promote women’s and girls’ safety and protection from violence, exploitation, and abuse, as well as efforts to promote their meaningful participation in processes that advance democracy, peace, and security.

Per the mandate of the WPS Act, the Department will implement the U.S. Strategy on WPS in close coordination with the Departments of Defense (DoD), Homeland Security (DHS), and the U.S. Agency for International Development (USAID). This whole-of-government approach increases the reach and effectiveness of WPS-related foreign policy and assistance while upholding our collective commitments within the areas of defense, development, and diplomacy.

The Department’s WPS Implementation Plan will advance core U.S. national security objectives by providing a more stable, durable, and inclusive foundation for our foreign policy efforts. Aligned with the Strategy, the Department’s implementation will be structured under five LOEs, which are outlined in more detail throughout this plan:

**LOE #1 – Participation:** Seek and support the preparation and meaningful participation of all women and girls in civic and political leadership, in informal and formal decision-making processes, and institutions related to peace and security.**LOE #2 – Protection:** Promote the protection of human rights for all people, bearing in mind gender, and prevent and respond to all forms of gender-based violence (GBV) in conflict and crisis contexts, including conflict-related sexual violence (CRSV).**LOE #3 – Relief, Response, and Recovery:** Prioritize the integration of gender-responsive policies and programs to support the safety, participation, and leadership of women and girls in U.S. government responses to conflict, crises, and disasters; reinforce women’s agency and decision-making at every level of relief, response, and recovery efforts; and provide safe, equitable access to humanitarian assistance.**LOE #4 – Integration and Institutionalization:** Integrate WPS principles across U.S. policies and programming to strengthen the institutionalization of comprehensive gender analyses and improve gender equality outcomes.**LOE #5 – Partnerships:** Encourage partners to mainstream WPS principles across policies and strategies and strengthen capacity to improve gender equality in processes and institutions connected to peace and security decision-making. We are committed to comprehensively implementing the WPS Act and recognizing the universal rights of all individuals, particularly women and girls.

## Outcomes and Planned Actions

### **LINE OF EFFORT 1: PARTICIPATION**

#### **Department Outcome 1**

The Department prioritizes women’s and girls’ meaningful participation in peace, political, and security decision-making processes; and promotes conflict prevention, resolution, and peacebuilding efforts that respond to their needs and perspectives.



## Background, Goal, and Application

### BACKGROUND

Prioritizing women's and girls' leadership and civic and political participation is critical to building democratic resilience and stabilizing fragile democracies. When women and girls are safe and can exercise their agency and expertise, they are powerful leaders of change in their communities. Nevertheless, research shows that women are consistently underrepresented in decision-making processes aimed at preventing conflict, increasing security, and countering terrorism. Global crises and sustained democratic backsliding have contributed to the rise of authoritarianism around the world, putting women more at risk. For example, women and girls are often a first and primary target of authoritarian leaders, which has contributed to global regression on gender equality. Systemic barriers and harmful norms have only exacerbated this trend. Women who participate in peace, political, and security processes often experience targeted reprisals by state and non-state actors as a method to prevent, limit, or stop their participation in decision-making. Targeted reprisals, intimidation tactics, and violence against women in politics and public life, including technology-facilitated gender-based violence (TFGBV) and other forms of GBV, aim to silence the work of women and civil society leaders. Women's and girls' inability to equitably or safely participate—both online and offline—leads to negative consequences for local communities, democracy, and international peace and security.

### Department Spotlight

Announced at the first Summit for Democracy in 2021, **Supporting Her Empowerment: Women's Inclusion for New Security (SHE WINS)** builds the capacity of local women-led organizations in preventing, resolving, and recovering from conflict; countering violent extremism; and addressing GBV through the development of peacebuilding initiatives and through localization of National Action Plans (NAPs) on WPS. SHE WINS includes a Rapid Response Fund to enable flexible resourcing of women peacebuilders.

## GOAL

This LOE aims to address the challenges, gaps, and barriers to women's full, equal, and meaningful participation. This includes, but is not limited to, supporting women's leadership and participation in peace, political, and security efforts through the Department's policies, programs, and diplomatic efforts. This also includes thoughtfully integrating the perspectives and expertise of local, women- and girl-led civil society organizations, leaders, and experts within the Department's foreign policies. The Department will continue to prioritize the inclusion of a diverse set of voices that will support a safe and enabling environment for their direct and meaningful participation in peace, political, and security processes. We will also strive to ensure our work engages men and boys as important allies and partners in advancing women's participation.

## Department Spotlight

In July 2024, the U.S. government launched **Women Leading Effective and Accountable Democracy in the digital age (Women LEAD)**, a [public-private partnership](#) that convenes governments, philanthropy, civil society, and multilateral organizations to advance women's political and civic participation and leadership globally. The Department of State and USAID have made commitments towards [Women LEAD](#) to advance women's political leadership, prevent and address GBV against women leaders online and offline, and support women's meaningful participation in the criminal justice sector, peacebuilding and conflict resolution. Alongside the United States and 16 countries, more than 25 foundations, international organizations, and civil society partners have made more than \$900 million in commitments.

## APPLICATION TO DEPARTMENT

The Department must engage with women and girls who face multiple and intersecting forms of discrimination in inclusive, survivor-centered, and trauma-

informed ways, and work to combat the systemic barriers that impede their ability to participate in public life safely and equitably. To address and reduce such barriers, the Department will help foster an environment for women and girls to prevent and resolve conflicts in their communities, contribute to decision-making processes, and guide post-conflict recovery and stabilization efforts.

### **LOE 1 Department Commitments<sup>6</sup>:**

- Strengthen the capacity of local women-led and girl-led organizations in preventing, resolving, and recovering from conflict; countering violent extremism; and addressing GBV through the development of peacebuilding initiatives and through the implementation and/or localization of WPS NAPs. (S/GWI, CSO, All Regional Bureaus)
- Increase the meaningful participation and engagement of women in peacekeeping; disarmament, nonproliferation, demobilization, and reintegration; security sector reform; and military operations. (PM, CSO, ADS, ISN, All Regional Bureaus)
- Ensure senior women negotiators and technical experts on gender equality are included in U.S. negotiations teams relating to peace and security processes and agreements. (CSO, IO, All Regional Bureaus)

Additional examples can be found in [Appendix A](#).

Metrics and indicators can be found in [Appendix B](#).

## **LINE OF EFFORT 2: PROTECTION**

### **Department Outcome 2**

The Department prioritizes survivor-centered, trauma-informed GBV prevention and response through WPS-related policies, public diplomacy programs, and operations.

## Background, Goal, and Application

### BACKGROUND

As outlined in the [U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally](#), the United States recognizes that GBV, including CRSV, often accompanies the perpetration of atrocities and can itself be an atrocity crime – and that women and girls, in all their diversity, are often deliberately targeted. From humanitarian assistance to conflict prevention and countering violent extremism efforts, it is imperative to ensure a community-based approach to advancing women’s and girls’ protection and respect for their human rights. Members of some populations experience several overlapping and intersecting forms of discrimination that put them at an even greater risk of experiencing GBV. This discrimination is fundamentally rooted in gender inequality, which is directly linked to an increased risk of instability, violence, and conflict.

Ensuring support for survivors and increasing their access to lifesaving, survivor-centered GBV resources and support services is the first step in addressing stigma and changing the norms, laws, and lack of accountability mechanisms that enable GBV to be perpetrated with impunity. Strengthening trauma-informed, survivor-centered justice and pursuing accountability for perpetrators of GBV is not only essential for survivors, but it can also help deter future crimes, strengthen rule of law, and contribute to lasting stability. The United States continues to emphasize that CRSV is not inevitable, and that prevention is a critical objective when addressing all forms of GBV. Such prevention efforts can include monitoring early warning indicators and addressing the underlying drivers of GBV.

### Department Spotlight

**Survivor-Centered Conflict-Related Sexual Violence Recovery and Justice:** As announced at the [launch](#) of the U.S. Strategy and National Action Plan on Women, Peace

and Security, the Department is funding a project to support survivors of CRSV and other forms of GBV in Ukraine by advancing survivor-centered approaches to justice and accountability. The project provides survivors and local GBV service providers with a range of capacity building, reintegration, and psychosocial support services needed for individuals and communities to recover and thrive. It also enhances the capacities of national authorities and institutions to deliver survivor-centered services and ensure that the needs and perspectives of CRSV survivors are meaningfully included in peace and justice processes.

## GOAL

Through the implementation of this LOE, the Department will ensure the promotion, respect, and protection of women and girls, throughout the cycles of violence, conflict, and crisis, and prioritize the prevention of and response to all forms of GBV in conflict and crisis contexts. The Department will address the deeply rooted inequalities that drive GBV and undermine access to protection services, particularly for individuals who are most at risk. The Department will promote accountability for perpetrators through coordination with allies and multilateral partners, use of sanctions and other accountability tools, and by strengthening survivor-centered justice processes and systems, including those focused on transitional justice.

## Department Spotlight

**Promote Accountability for Conflict-Related Sexual Violence:** As launched at the United Kingdom's Preventing Sexual Violence in Conflict Initiative Conference in 2022, the historic Memorandum on Promoting Accountability for Conflict-Related Sexual Violence directs federal agencies to marshal sanctions authorities to promote justice and accountability specifically for conflict-related sexual violence. Since issued, we have announced nearly two dozen sanctions consistent with the Presidential Memorandum. This year included a designation of five armed groups and their leaders in the Democratic Republic of the Congo implicated in sexual violence; two designations in Haiti, one of a former member of

Parliament and one of a gang leader responsible for gender-based attacks; an action targeting a Rapid Support Forces commander in Sudan who for CRSV; and sanctions against three former government of Uzbekistan officials for sex trafficking and sexual abuse of minors at a state-run orphanage.

#### APPLICATION TO DEPARTMENT

The Department will prioritize timely, effective, and responsive GBV prevention and response efforts that reflect the needs and lived experiences of all of those affected. Through context-specific programming and outreach, the Department will prioritize and increase its diplomatic efforts to advocate for GBV prevention and response interventions that are proven, adaptable to local contexts, survivor-centered, and trauma-informed.

Additionally, the Department will engage with a broad range of civil society actors at the regional, national, and local levels. Engaging men and boys, and assisting male survivors, remains critical to promoting gender equality and changing harmful expectations and practices. The Department's broader approach to addressing GBV is outlined in the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally.

Additionally, through the implementation of the Elie Wiesel Genocide and Atrocities Prevention Act of 2018 and the [2022 U.S. Strategy to Anticipate, Prevent, and Respond to Atrocities \(SAPRA\)](#), the Department will promote the meaningful participation of women in efforts to prevent, respond to, and recover from atrocities and support programming to prevent and respond to all forms of GBV in a trauma-informed and survivor-centered way. The Elie Wiesel Genocide and Atrocities Prevention Act of 2018 and the SAPRA further codified that AP is a core national security commitment and core moral responsibility of the U.S. The SAPRA prioritizes prevention through early warning and risk assessments; strong partnerships with the interagency, partner nations, and civil society organizations; capacity building; and the ongoing

implementation of a variety of tools, including public and private diplomacy, in-country or desk assessments, sanctions, and training.

## Department Spotlight

Since 2011, the NSC-led **Atrocity Prevention Task Force (APTF)** oversees the implementation of atrocity prevention and response efforts. The APTF utilizes the [Atrocity Risk Assessment Framework](#) in consultation with Posts to provide analysis and recommendations for priority prevention countries jointly identified by the interagency. The SAPRA prioritizes the use of qualitative and quantitative assessments, drawing upon input from civil society to identify priority countries for AP efforts, including risks and incidents of CRSV. The Department seeks to ensure WPS is integrated into the APTF internal annual work plan and the annual Elie Wiesel Report to Congress, which outlines U.S. responses to ongoing atrocities, as well as required personnel training, global risk assessments, and employed AP tools and programs.

### **LOE 2 Department Commitments<sup>7</sup>**

- Partner with survivors and local organizations to ensure that any GBV-related intervention is designed with and for survivors and a diverse range of local organizations. (S/GWI, A/OPE, DRL, PRM, CT)
- Strengthen legal reform and accountability for CRSV, including as part of transitional justice processes and conflict recovery processes, while advocating for women's and girls' participation in such processes. (S/GWI, J/GCJ, CSO, DRL)

Additional examples can be found in [Appendix A](#).

Metrics and indicators can be found in [Appendix B](#).

## **LINE OF EFFORT 3: RELIEF, RESPONSE, AND RECOVERY**

### **Department Outcome 3**

The Department's relief, response, and recovery efforts, from the start of a crisis, include comprehensive policies, services, and mechanisms that are responsive to the needs and perspectives of women and girls in areas of crisis and conflict. The Department will continue to support the efforts of women's rights groups, peacebuilders, and local actors working to advance lifesaving humanitarian assistance throughout the cycle of conflict.

## **Background, Goal, and Application**

### BACKGROUND

The world continues to face an increasing number of conflicts, crises, and natural disasters, resulting in more displaced persons globally and a greater need for humanitarian assistance due to displacement, forced migration, famine, lack of resources, and a host of other reasons. All of these factors also have disproportionate impacts on women and girls and research shows that living in proximity to conflict and crisis undermines women's and girls' inclusion, justice, and security. Multiple studies have shown that armed conflict amplifies risks of GBV,<sup>8</sup> leads to disproportionate levels of school dropouts for girls,<sup>9</sup> and creates barriers to women's livelihood opportunities.<sup>10</sup> Additionally, over half of maternal deaths globally occur in humanitarian emergencies and fragile settings.

Women and girls must be able to access all relief, response, and recovery assistance programs safely and equitably. This includes access to support services for survivors; clean water and sanitation; food, aid, and shelter; mine and ordnance clearance; education; and economic empowerment and livelihood activities. The United States is committed to integrating the perspectives of all women and girls and ensuring their participation in the design of relief, response, and recovery efforts. Women and girls also must have the opportunity to inform and influence priorities in security-related relief, response, and recovery efforts; including disarmament, demobilization, and



reintegration processes; as well as transitional justice processes, as they face distinct barriers.

## GOAL

This LOE will increase the safety, participation, and leadership of all women and girls in the development and implementation of our responses to crises, conflicts, and disasters. We will prioritize humanitarian assistance and response efforts that promote women's leadership and protection, provide GBV prevention and response services, and shift funding, influence, and decision-making power to women within humanitarian and security response systems.

## Department Spotlight

In December 2022, the State Department and USAID updated and expanded **Safe from the Start ReVisioned**, a flagship program to provide lifesaving services and support to survivors of GBV in emergency and conflict settings. The initiative demonstrates the United States' commitment to promoting women's leadership, prioritizing support and advocacy for GBV prevention and response programming, and shifting funding, influence, and decision-making power to women and girls within humanitarian response systems. In Fiscal Year (FY) 2023, the United States provided nearly \$181 million in funding for Safe from the Start initiatives at the global level, in addition to continued support for GBV prevention and response in emergencies.

## APPLICATION TO DEPARTMENT

The Department will expand and apply gender analysis to relevant policies, plans, programs, and operations related to relief, response, and recovery. The Department will also continue to support and increase the representation and leadership of women and girls and women-led organizations in decision-making structures and in the delivery of assistance in conflicts, crises, and disasters. In order to ensure the

integration of gender equality, we will prioritize the integration of WPS personnel within interagency conflict and crisis response teams, policies, and planning processes. This includes training negotiators on WPS objectives to increase their capacity on such processes. We will continue to consult with women before conflicts arise and strive to maintain lines of communication when conflicts break out.

We will continue to develop security assistance policies, programs, and initiatives that improve inclusive and accountable governance of the security sector; build partners' institutional capacity on disarmament, demobilization, and reintegration that responds to the specific risks faced by women and girls; and professionalize partner-nation security forces.

### **LOE 3 Department Commitments<sup>11</sup>**

- Develop an adaptable crisis and conflict response mechanism and working group for systematically and rapidly integrating a gender-responsive lens across Department diplomacy, foreign assistance, and multilateral engagement. (CSO, S/GWI)
- Scale effective GBV prevention and response programming in conflict, climate, and other emergencies through integration of interventions into the broader humanitarian sector, peacebuilding efforts, and through building the capacity of partners. (PRM, CSO)
- Increase representation and leadership of women and girls in humanitarian assistance, peace, and security decision-making structures and in delivery of that assistance in conflicts, crises, and disasters, including those induced or exacerbated by climate change and other natural disasters. (PRM, CSO, S/GWI)

Additional examples can be found in [Appendix A](#).

Metrics and indicators can be found in [Appendix B](#).

## **LINE OF EFFORT 4: INTEGRATION AND INSTITUTIONALIZATION**

## **Department Outcome 4**

The Department elevates WPS as a cross-cutting human rights, national security, and foreign policy priority and integrates WPS principles into operational policies and practices.

### **Background, Goal, and Application**

#### BACKGROUND

Gender equality efforts, including WPS, are not adequately staffed and resourced in the Department, making it challenging to maintain institutional knowledge, standardization, and integration. In addition, WPS implementation has limited dedicated funding and therefore is often siloed and treated as an afterthought during a conflict or crisis. Failing to intentionally and proactively integrate WPS into broader foreign policy and national security efforts ultimately hinders the effectiveness of both, to the detriment of all.

#### GOAL

Through the implementation of this LOE, we will prioritize WPS integration and institutionalization across the formulation of U.S. foreign policy and assistance, while strengthening the capacity of the Department's personnel at home and abroad. Such integration efforts will increase the Department's WPS understanding, expertise, and ability to address gender equality, aligned with the WPS Act's training requirements. We will also strive to increase personnel resources and designated Gender Advisor positions in relevant bureaus, independent offices, and posts.

### **Department Spotlight**

**WPS Integration as a Cross-Cutting Priority for GFA Implementation:** Both in DC and in missions abroad, our diplomats have leveraged GFA coordination mechanisms to ensure coherence and elevate WPS expertise. In April 2024, CSO Assistant Secretary Anne Witkowsky and S/GWI Ambassador Geeta Rao Gupta traveled together to Papua New Guinea (PNG) to meet with local stakeholders—including national and regional government authorities, civil society, multilateral organizations, and the private sector—to emphasize the importance of gender equality as a mutual priority for addressing the underlying drivers of instability, preventing conflict, and increasing economic livelihoods for PNG communities.

#### APPLICATION TO DEPARTMENT

The Department's work to improve the institutionalization of the WPS Act and Strategy requires integration across policy, planning, and program formulation and implementation. This commitment starts by looking inward at operational policies and practices, including requirements for strategic planning and budgeting processes, program proposals, data collection, and personnel training. By integrating gender equality and WPS into our policies and programming, we will improve the efficacy and impact of our work. Expanding the Department's use of gender analyses will improve policy and program design, help identify gaps, and strengthen the effectiveness of Department efforts. We are also committed to engaging across the interagency and with local women, girls, and civil society organizations to ensure the voices, perspectives, and experiences of systemically marginalized and excluded groups inform U.S. WPS efforts.

#### **LOE 4 Department Commitments<sup>12</sup>:**

- Prioritize an approach to WPS implementation that recognizes the historic, structural, sociocultural, and systemic disadvantages and power imbalances members of different groups face as a result of persistent and systemic inequality. (All implementing bureaus and offices)

- Continue to facilitate WPS-focused modules in PP226, Promoting Gender Equality to Advance Foreign Policy. (S/GWI, FSI)
- Update conflict and atrocity prevention-related training offerings consistent with the WPS Act of 2017 and accommodate the demand for such trainings as resources allow. (S/GWI, FSI, L, CSO)
- Develop guidance, tools, and training on meaningful consultations with women and girls to inform gender analysis findings, and the design, implementation, monitoring, and evaluation of Department foreign policy and assistance efforts. Following development of formalized approach – with evaluation criteria, include consultations in gender analysis and other program and policy requirements related to gender equality. (S/GWI)
- Provide support to posts in countries experiencing or at risk of conflict to increase capacity and collaboration on WPS, including through training, education, and learning exchanges. (CSO, S/GWI, DRL)
- Increase inclusion of Gender Foreign Assistance Standard Indicators in projects attributed to the WPS Key Issues. (F, S/GWI)

Additional examples can be found in [Appendix A](#).

Metrics and indicators can be found in [Appendix B](#).

## **LINE OF EFFORT 5: PARTNERSHIPS**

### **Department Outcome 5**

The Department builds and strengthens relationships and meaningfully engages with a diverse range of partners on WPS to inform foreign policy and programming and improve the meaningful participation of women in peace and security decision-making processes and institutions.

## **Background, Goal, and Application**

### BACKGROUND

Intentional and sustained partnerships are critical to advancing peace and security. Achieving success requires collective resolve and shared responsibility across the global community, including but not limited to partner nations; multilateral, regional, national, and local organizations; civil society; academia; and the private sector. Partnering with other governments requires engaging with all levels of society including local authorities, municipalities, civil society organizations, and women human rights defenders, journalists, and peacebuilders to integrate a community-based and context-specific approach. The success of WPS requires countries to have comprehensive, resourced NAPs to promote WPS sustainability. Achieving adequate resourcing of WPS is not possible without the support of parliamentarians and local officials. It is important for the Department to continue to engage with partners, such as the bipartisan WPS Caucus, who work to hold the implementing departments and agencies accountable to the implementation of the WPS Act of 2017.

### GOAL

Through our implementation of this LOE, we will strive to strengthen relationships and build a global network to drive forward WPS implementation and address regression on gender equality. We will continue to prioritize partnerships on WPS with multilateral entities, including but not limited to, the United Nations, North Atlantic Treaty Organization (NATO), Organization for Security and Co-Operation in Europe (OSCE), the African Union (AU), and the Association of Southeast Asian Nations (ASEAN). We will also continue to engage bilateral partners on key strategic priorities related to WPS and NAP implementation. Finally, we will ensure ongoing and sustained engagement with a diverse range of civil society leaders and organizations as critical

partners in strengthening engagement with and integrating the perspectives of impacted women and girls into the Department's WPS work.

## Department Spotlight

The **WPS Centers of Excellence Initiative** strives to support governments' efforts to coordinate internally and throughout their regions to enhance capacity and increase operational effectiveness in WPS policy development, implementation, monitoring, evaluation, and learning. By supporting the establishment of new WPS Centers and strengthening existing ones, the Initiative ultimately seeks to ensure WPS is translated from policy to practice at the local, national, regional, and international level through coordination, sharing of best practices, and technical learning exchanges for WPS NAP development and implementation. This Initiative is led by governments hosting WPS Centers of Excellence, in partnership with local women leaders, the United States, and other potential future donors and partners. The U.S. has signed MOUs to work with the governments of Kosovo, Colombia, and the Philippines following the launch of their WPS Centers of Excellence.

## Department Spotlight

On July 9, 2024, the Department hosted the first official WPS side event during the **75th NATO Summit in Washington, DC**. The historic roundtable discussion, "**Turning Vision into Action: Women, Peace, and Security Across the Alliance**," co-hosted by Ambassador-at-Large Dr. Geeta Rao Gupta and NATO's Secretary General Special Representative Irene Fellin, introduced [NATO's updated WPS policy](#). The 2024 policy addresses the alliance commitment to eliminating new security threats, including TFGBV and the misuse of new and emerging technologies, climate security, and CRSV, and also notes Russia's war of aggression against Ukraine and the threats it poses specifically to women on the frontlines of the conflict. During the discussion, Foreign and Defense Ministers, and high-level government officials renewed their commitments, dedication, and partnership to making WPS a cornerstone of their countries' security priorities and NATO's mission.

## APPLICATION TO DEPARTMENT

In recognition of our Guiding Principle on localization, we will amplify local expertise, networks, leaders, and experiences through our advocacy efforts. We will also seek and strengthen relationships with partners to identify and enhance complementary programming efforts across all of the LOEs. We are committed to working with partner governments on capacity building and technical assistance for WPS, including WPS policy development; removing barriers to recruitment, retention, and promotion of women across defense and security sectors; and enhancing capacity to integrate the needs and perspectives of women and girls across policies and programs related to conflict and crises.

### **Example LOE 5 Department Commitments<sup>13</sup>:**

- Support foreign government efforts to advance WPS, including through bilateral partnerships on WPS that scale collaboration. (S/GWI, All Regional Bureaus)
- Strengthen relationships and facilitate consultations between governments and civil society stakeholders to develop sustainable strategies, approaches, and solutions for effective implementation of partner countries' NAPs on WPS through WPS Centers of Excellence. (S/GWI, ECA)
- Introduce and negotiate strengthened WPS-related language into multilateral products, including agreements, resolutions, communiqués, and mandate renewals, particularly in contexts where WPS has not historically been discussed. (ADS, ISN, All Regional Bureaus, S/GWI, CSO)
- Leverage U.S. diplomatic influence to enhance the role of local women's civil society groups in conflict prevention, peacebuilding, peacekeeping, and recovery. (CSO, All Regional Bureaus, J/IRF, S/GWI)

Additional examples can be found in [Appendix A](#).

Metrics and indicators can be found in [Appendix B](#).



# Regional Lens

Recent data shows that approximately 600 million women—15 percent of women in the world—lived within 50 kilometers of armed conflict in 2022, which is more than double the levels in the 1990s.<sup>14</sup> The levels of global security and displacement are projected to continue to deteriorate amidst worsening conflict, instability, and violence. The Georgetown Institute for Women, Peace and Security (GIWPS), whose 2024 WPS Index ranks and scores 177 countries, notes a negative correlation between proximity to conflict and the WPS Index score. This section is organized by the Department's six regional bureaus and provides cross-cutting regional priorities through which the Department will focus its WPS implementation.

## **AFRICA**

Given the multiple ongoing conflicts throughout the region, women's participation in peace and security processes, politics, and public life is critical to breaking the cycles of violence in ongoing conflicts in Ethiopia, Sudan, South Sudan, Democratic Republic of Congo (DRC), and Central African Republic (CAR), and to efforts to countering violent extremism and terrorism across the continent.

Through consistent bilateral and multilateral engagement with African partners, the United States will continue to emphasize its support for women's full, equal, and meaningful participation in conflict mitigation and peacebuilding efforts, and in the security and law enforcement sectors where women's leadership and representation remain low. Long-lasting, sustainable stability across Sub-Saharan Africa requires centering women and girls in conflict prevention efforts including elevating their needs and participation in politics, local and national governance structures, and public life. The U.S. Strategy to Prevent Conflict and Promote Stability (SPCPS) strives to integrate WPS throughout implementation, programming, security, and diplomatic efforts, of which six out of the nine priority countries are in sub-Saharan Africa (Mozambique, Benin, Cote d'Ivoire, Ghana, Guinea, and Togo). Various SPCPS programs in the region

focus on building the resilience of women and girls to violent extremism and strengthening their capacity, in coordination with security actors, to utilize peaceful means to resolve disputes and meaningfully engage in accountable community security, which is reflective of the growing youth population across Africa.

The Department will continue to engage and support activists and organizations advancing women's participation and supporting GBV survivors across the continent, including those working to prevent and respond to CRSV; female genital mutilation or cutting (FGM/C); child, early, and forced marriage (CEFM), GBV and harassment in the workplace and public spaces; GBV connected to environmental insecurities and migration/displacement; TFGBV, particularly against women in public life; and other forms of GBV targeting at-risk groups.

### Africa Spotlight:

The **Supporting Her Empowerment: Women's Inclusion for New Security (SHE WINS)** program supports leadership and sustainability of women-led organizations in addressing peace and security challenges at the community level in Cameroon, the Central African Republic, and the Democratic Republic of Congo.

### **EAST ASIA AND THE PACIFIC**

The Department will continue to engage with partners in the region both bilaterally and multilaterally on women's political participation, addressing the impacts of environmental insecurity on women and girls, and preventing and responding to all forms of GBV. Additionally, continuing to amplify the voices of women in Burma, Timor-Leste, the Philippines, Vietnam, and Papua New Guinea are important to advancing WPS efforts nationally and regionally. The Department will continue to explore opportunities to deepen our partnerships with Indonesia, Japan, and ASEAN particularly as they implement their latest WPS NAPs.

For example, planned activities under the implementation of the SPCPS in Papua New Guinea aim to increase women's meaningful participation in community decision-making, conflict and crisis resolution, peacebuilding, and climate change initiatives. Similarly, the United States will continue to support locally-led reforms in national, provincial, and local government entities to improve their handling of GBV, sorcery accusation-related violence, and other forms of targeted violence against members of marginalized groups.

The Department will also its work with partner countries in the region in the Global Partnership for Action on Gender-Based Online Harassment and Abuse, including Australia, New Zealand, and the Republic of Korea, to address TFGBV, including through multilateral fora such as the United Nations and Asia-Pacific Economic Cooperation (APEC).

The Department will also amplify existing Department of Defense WPS efforts through its geographical combatant command, the U.S. Indo-Pacific Command, in the region.

### East Asia and the Pacific Spotlight:

In Spring 2024, Ambassador Geeta Rao Gupta led a delegation to Tokyo with Congresswoman Sydney Kamlager-Dove (D-CA) – a member of the WPS Congressional Caucus – as part of the first WPS congressional exchange trip of its kind. The objective of this exchange was to share lessons learned and best practices with Japan's Diet Members' Network for Women, Peace, and Security and highlight the important role legislators play in advancing WPS. Given that Japan and the U.S. are the only two countries in the world with WPS parliamentary caucuses, it is critical that we continue to coordinate closely and share information, and advocate for other countries to establish similar WPS legislative bodies.

## **EUROPE AND EURASIA**

To promote democracy, which intrinsically depends on women’s leadership and civil society participation, a key priority for some countries in Europe and Eurasia is supporting women-led and women-serving civil society organizations and building partnerships across sectors. Particularly in the Caucasus (Georgia, Azerbaijan, Armenia) and Central Europe (Belarus, Poland, Hungary, Moldova, and Romania), the Department will continue to advocate for opportunities for civil society organizations to operate without the threat of gender-based harassment, discrimination, or violence and arbitrary arrest or detention. The Department will also continue its cooperation to prevent and respond to TFGBV with regional members of the Global Partnership for Action on Gender-Based Online Harassment and Abuse, including Denmark, France, Iceland, Spain, Sweden, and the United Kingdom.

Ukraine remains a priority country focus area given the continued war resulting from Russia’s full-scale invasion in February 2022. The Department will strengthen engagement and partnerships with local and national government leaders with capacity to advance WPS through efforts such as including women’s leadership in political and security agencies; advancing implementation of the Government of Ukraine NAP on WPS; preventing and responding to GBV, including CRSV; and promoting safe opportunities for civil society to serve Ukrainian populations.

Given mass displacement and the number of women and girls now living as refugees in other countries, the Department will continue to engage regional partners in advocating for and supporting protection measures and access to support services. To promote justice and accountability, we will work across the Department and the U.S. government interagency to use all available tools—including those pertaining to sanctions, visa eligibility, and security assistance—to promote accountability for perpetrators of GBV, including CRSV, across all regions.

**Europe and Eurasia Spotlight:**

**Equipping Ukrainian servicewomen:** At the NATO Washington Summit, Allies announced historic contributions through the Comprehensive Assistance Package (CAP) to provide women's body armor, boots, and uniforms to the Ukrainian armed services to further NATO's non-lethal support to Ukraine and commitment to supporting women's full and equal participation in defense and security. This marked the first time Allies have directed resources through CAP to advance Women, Peace, and Security objectives.

## **NEAR EASTERN AFFAIRS**

Department policy engagement in the region will continue to focus on promoting women in decision-making roles in political institutions to build more prosperous, stable, and inclusive countries that can serve as both economic and security partners to the United States, including, but not limited to: Jordan, Kuwait, Libya, Saudi Arabia, Egypt, the United Arab Emirates, and Yemen. On October 1, 2024, the United States and the Organization of Islamic Cooperation signed a Memorandum of Understanding affirming our common interest in the promotion, support, and empowerment of women and girls around the world and our close and continuing partnership. Meaningfully engaging partnerships like these will be key to advancing the roles of women as decision makers.

Engaging with migrants and ethnic and racial minorities of these countries will also inform our approach to peacemaking and governance. The Department will also continue to support local partners in peacebuilding efforts. Under the SPCPS 10 Year Plan for Libya, the U.S. government is committed to the meaningful participation of women in Libyan processes connected to peace and security and other decision-making institutions to ensure they are beneficiaries of foreign assistance efforts and empowered to shape their country's future.

Given the ongoing conflicts in Gaza and Yemen, as well as the November regime change and transition in Syria, it is also essential to continue to engage partners and stakeholders across the U.S. government, within multilateral fora (i.e. OIC, Arab

League), and in the region to incorporate the needs of local women and girls in humanitarian response and efforts to facilitate long-term peace and security. All women must be able to fully, equally, and meaningfully participate in any de-escalation, ceasefire, or other efforts to negotiate peace and plan for future governance for a successful humanitarian recovery and sustainable security and prosperity. These efforts must include women's participation in truth and reconciliation, memorialization, and transitional justice efforts. These processes must be driven by local leaders and peace movements, many of which are led by women.

Additionally, prevention and response to GBV remains an important policy priority in the region, key to the health of families and strong communities. Women and girls continue to face daily violence and discrimination by both state and non-state actors. The Department will continue to prioritize efforts to address instances of domestic and intimate partner violence, TFGBV, so-called "honor" killings, CRSV, FGM/C and CEFM.

### Near Eastern Affairs Spotlight:

In 2022, with support through the Gender Equity and Equality Action Fund, the Middle East Partnership Initiative launched a \$3.6 million program, "**Support and Accelerate Women's Inclusion (SAWI)**", to address barriers to the recruitment, retention, and promotion of women in Middle East and North Africa region workplaces and workforces across four targeted sectors including STEM, higher education, healthcare and banking. The project works to close the regional data deficit in women's recruitment, retention, and promotion (981 women interviewed and 3,274 employers surveyed) across Lebanon, Iraq, Morocco, Tunisia, Algeria, Libya, Jordan, and Bahrain. With the necessary data, SAWI then works with employers to implement changes and ultimately, create more inclusive and equitable workplaces so that women can meaningfully participate in the workforce.

### **SOUTH AND CENTRAL ASIA**

Advancing the safety and meaningful participation of all women in politics and public life remains a top priority in the region. Opportunities exist in Bangladesh, Pakistan, and Sri Lanka to advance WPS, particularly for expanding women's participation in UN peacekeeping operations.

In Afghanistan, given the Taliban's continued institutionalized system of gender persecution, women face more than 100 Taliban edicts which attempt to erase them from public life.<sup>15</sup> The Department remains steadfast in its position that women's rights are central to U.S. policy toward Afghanistan and cannot be siloed or deprioritized and continues to work through various channels to ensure the voices of Afghan women and civil society are incorporated into U.S. and international policy.

Additionally, the region is predicted to face severe risks of conflict and increased migration as a result of worsening drought conditions, flooding, and other environmental crises. Given women and girls in this region are primarily responsible for water collection and face pre-existing social norms and restrictions that make them more vulnerable to the consequences of these challenges, opportunities exist to meaningfully engage with them on related solutions. For instance, Inclusive Action for Climate Change is a three-year project funded by the Bureau of South and Central Asian Affairs and implemented by the Rural Development Institute in Bangladesh, Maldives, and Nepal. The program seeks to advance climate action through the Women, Peace, and Security framework to build a South Asia network of women-led civil society organizations contributing to mitigation, response, and resilience efforts throughout the region.

### South and Central Asia Spotlight:

The **Consultative Mechanism for Afghan Women and Civil Society project supports the U.S.-Afghan Consultative Mechanism (USACM)**, which was established by Special Envoy Amiri and Secretary Blinken in July 2022 as a public-private partnership with GIWPS and the U.S. Institute of Peace (USIP). The mission of the USACM is to facilitate regular and

direct dialogue between Afghan women and civil society and international policymakers to inform deliberations on Afghanistan.

## **WESTERN HEMISPHERE**

While there are countries that lead globally on women's political representation in the region, progress remains uneven. Additionally, across the region there are large gaps in women's representation in police forces and in the military which contributes to unequal treatment of women in interactions with these institutions.

Countries in the Western Hemisphere have some of the highest rates of GBV globally, with cases of gender-related killings of women and girls (femicide) sharply increasing in recent years. Guatemala, Honduras, and El Salvador remain a focus for broad U.S. policy because GBV contributes to irregular migration across our Southern border. Combating GBV is one of the five pillars of the [U.S. Strategy for Addressing the Root Causes of Migration in Central America \(RCS\)](#), which is an excellent opportunity for engagement and linkage to the U.S. Strategy to Prevent and Respond to GBV Globally. Under the RCS, the State Department signed a Women and Children Protection (WCP) partnership with Honduras in May 2024. This non-binding partnership is a country-specific policy and program framework, the first of more envisioned to be signed with Guatemala and El Salvador, to guide a holistic U.S. government approach in countering all forms of violence against women and children, including but not limited to GBV. WCP partnerships focus on strengthening efforts for prevention, protection, and response to GBV, which is a key driver of irregular migration.

There are also important linkages to the SPCPS. Priority areas for the SPCPS in Haiti include expanding the availability and quality of GBV resources for survivors, building the capacity of local courts to prosecute instances of GBV, and engaging men and boys in GBV prevention efforts. In Haiti, given the pervasive levels of violence and its disproportionate impact on women and girls, the Department continues to coordinate



humanitarian response efforts and advocate for women in leadership and Haitian-led solutions. The Department also continues to provide support to the Kenya-led Multinational Security Support mission that began deployment to Haiti in June 2024 so that all current and future Multinational Security Support (MSS) mission personnel are properly trained on gender and GBV issues to minimize the risk of harm to women and girls.

### Western Hemisphere Spotlight:

The Department will build on recent successes, including the establishment of the regional **WPS Center of Excellence in Colombia**. The Department supports monitoring of Colombia's commitments to women and girls under the 2016 Peace Accord, and the inclusion of women civil society leaders in Colombian peacebuilding and stabilization processes at all levels.

## Implementation Process and Accountability

In response to the WPS Act of 2017, and through the 2023 Strategy and NAP and this Implementation Plan, the Department is committed to advancing women's participation in peace and security processes and integrating the perspectives of women and girls in U.S. foreign policy and national security decision-making in all areas and at all levels. The Department will closely coordinate its WPS implementation with interagency partners, including DoD, DHS, and USAID, to ensure our efforts are complementary and having the greatest impact possible.

To track progress and impact, the Department is committed to reporting annually on metrics in support of the interagency logic framework, including our contributions to shared interagency commitments, which will be published upon the release of our respective plans. We will integrate both qualitative and quantitative information, and prioritize survivor-centered, localized, and data- and evidence-driven methods—adhering to the “do no harm”

principle. With our interagency colleagues, the Department commits to publishing annual reports to Congress on our progress to support and advance the Strategy, and to identify ways we can collectively improve our efforts.

Through a bottom-up process of consultation across the Department, S/GWI led the effort to collaboratively establish priorities, identify core competencies, develop timely and measurable outcomes, assign roles and responsibilities, and establish a monitoring and evaluation structure that reflects the realities and needs of the Department. The Department recognizes the importance of better capturing, monitoring, demonstrating, and communicating the results of its work to implement the WPS agenda. By doing this, we can better learn both from challenges and successes, build support, mobilize resources, and identify gaps and opportunities.

### **Integrated Prevention Policies (WPS, GFA, and AP)**

The GFA, the WPS Act, and the Elie Wiesel Genocide and Atrocities Prevention Act comprise a prevention-oriented canon of U.S. law. At the heart of these three pieces of legislation is a reform effort: that overcoming legacies of conflict and fostering more peaceful, inclusive societies requires a long-term, adaptive approach that addresses the underlying, structural drivers of fragility and violence – including gender inequality. All three laws aim to disrupt the cycles of inequality, exclusion, and injustice that can lead to conflict, impunity, and violence.

The implementation of the GFA through the associated SPCPS represents an investment in global peace and security that aligns interagency prevention toolkits across diplomacy, development, and defense. Systematic integration of the WPS agenda and AP is an important component of SPCPS implementation, and conflict prevention and stabilization approaches and lessons learned from SPCPS implementation will be essential to WPS and AP activities globally.

Likewise, implementation of the Elie Wiesel Act through the SAPRA recognizes and acknowledges that not only is CRSV frequently a pre-cursor to further violence, but atrocities also often include the perpetration of sexual violence. The Strategy notes that atrocity

perpetrators may employ CRSV as a deliberate tactic to instill fear and control populations, destroy the social fabric or alter the genetic composition of an ethnic or racial group, or inflict maximum suffering. It further highlights the importance of integrating indicators that reflect risks facing women and girls in early warning, and the critical role that women already do and must play in efforts to prevent and respond to atrocities. As such, CRSV and gender equality are meaningfully integrated into the atrocity risk assessment framework of analysis, included in all Department AP training, and are an encouraged component of AP programming design.

## **Accountability**

The Department is accountable to the global community, civil society, the interagency, Department personnel, and Congress for monitoring progress against the goals, objectives, and outcomes of this strategy; analyzing ways to improve; and adapting implementation on an annual basis. This annual iteration will be informed by four process milestones across all Department gender equality strategy implementation plans: (1) annual reporting against the Monitoring, Evaluation, and Learning (MEL) plan and logic model; (2) annual consultations with civil society; (3) annual reviews of progress with the interagency; and (4) coordination from drafting to feedback and adaptation across gender equality strategy implementation plans. These processes for iteration are being applied across all Department gender equality strategy implementation plans to ensure civil society and the Department are working together to advance the WPS Act of 2017 and the overarching goals of the National Security Strategy and the Joint Strategic Plan for security, democracy, economic growth, and advancing human rights. See Appendix B for more detail on this implementation plan's logic model.

## Footnotes

[1] The use of the term “women” and “women and girls” throughout this document refers to women and girls in all their diversity. [\[back to 1\]](#)

[2] [Women's Participation in Peace Processes](#) [\[back to 2\]](#)

[3] The term “south” or “global south” refers to developing countries, which are located primarily in the Southern Hemisphere.[\[back to 3\]](#)

[4] [UN Security Council resolution 1325 on women and peace and security \(2000\) | UN Women – Headquarters](#) [\[back to 4\]](#)

[5] WPS Index, 2023-24 Report, GIWPS ([2023 Women, Peace & Security Index \(georgetown.edu\)](#)) [\[back to 5\]](#)

[6] Department Commitments for this LOE were developed in close coordination with Department staff, civil society, and other key stakeholders based on lessons learned, WPS best practices, and current foreign policy and gender equality policies and priorities. These commitments will form the foundation the Department’s implementation of the 2023 U.S. Strategy and NAP on WPS, UNSCR 1325, the WPS Act of 2017. Bureaus and offices will be responsible for tracking and reporting on progress towards these commitments on an annual basis. Indicators and milestones can be found in Appendix C. [\[back to 6\]](#)

[7] Department Commitments for this LOE were developed in close coordination with Department staff, civil society, and other key stakeholders based on lessons learned, WPS best practices, and current foreign policy and gender equality policies and priorities. These commitments will form the foundation the Department’s implementation of the 2023 U.S. Strategy and NAP on WPS, UNSCR 1325, the WPS Act of 2017. Bureaus and offices will be responsible for tracking and reporting on progress towards these commitments on an annual basis. Indicators and milestones can be found in Appendix C.[\[back to 7\]](#)

[8] Ekhatior-Mobayode et al. 2020; Svallfors 2023. (WPS Index)[\[back to 8\]](#)

[9] OHCHR 2017. (WPS Index)[\[back to 9\]](#)

[10] Quek 2019. (WPS Index)[\[back to 10\]](#)

[11] Department Commitments for this LOE were developed in close coordination with Department staff, civil society, and other key stakeholders based on lessons learned, WPS best practices, and current foreign policy and gender equality policies and priorities. These commitments will form the foundation the Department’s implementation of the 2023 U.S. Strategy and NAP on WPS, UNSCR 1325, the WPS Act of 2017. Bureaus and offices will be responsible for tracking and reporting on progress towards these commitments on an annual basis. Indicators and milestones can be found in Appendix C.[\[back to 11\]](#)

[12] Department Commitments for this LOE were developed in close coordination with Department staff, civil society, and other key stakeholders based on lessons learned, WPS best practices, and current foreign policy and gender equality policies and priorities. These commitments will form the foundation the Department’s implementation of the 2023 U.S. Strategy and NAP on WPS, UNSCR 1325, the WPS Act of 2017. Bureaus and offices will be responsible for tracking and reporting on progress towards these commitments on an annual basis. Indicators and milestones can be found in Appendix C.[\[back to 12\]](#)

[13] Department Commitments for this LOE were developed in close coordination with Department staff, civil society, and other key stakeholders based on lessons learned, WPS best practices, and current foreign policy and gender equality policies and priorities. These commitments will form the foundation the Department’s implementation of the 2023 U.S. Strategy and NAP on WPS, UNSCR 1325, the WPS Act of 2017. Bureaus and offices will be responsible for tracking and reporting on progress towards these commitments on an annual basis. Indicators and milestones can be found in Appendix C.[\[back to 13\]](#)

[14] Conflicts to Watch in 2024: Implications for Women, Peace and Security, GIWPS ([Conflicts to Watch in 2024: Implications for Women, Peace and Security – GIWPS \(georgetown.edu\)](#)) [\[back to 14\]](#)

[15] Conflicts to Watch in 2024: Implications for Women, Peace and Security, GIWPS ([Conflicts to Watch in 2024: Implications for Women, Peace and Security – GIWPS \(georgetown.edu\)](#)) [\[back to 15\]](#)

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- ## Appendix A

### Department Commitments

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The Department of State’s Implementation Plan for the U.S. Strategy and National Action Plan on WPS priority planned actions provide direction for organizing the Department’s policy, programmatic, public diplomacy and public affairs, and operational activities.

Department Commitments were developed in close coordination with Department staff, civil society, and other key stakeholders based on lessons learned, WPS best practices, and current foreign policy and gender equality policies and priorities. These commitments will form the foundation the Department's implementation of the 2023 U.S. Strategy and NAP on WPS, UNSCR 1325, the WPS Act of 2017. Bureaus and offices will be responsible for tracking and reporting on progress towards these commitments on an annual basis. Lead bureaus and/or offices are identified in parentheses in Appendix B. Corresponding indicators and milestones can be found in Appendix C.

## Line of Effort 1: Participation

### **USG OUTCOME**

Increase the meaningful participation of women and girls in peace and security decision-making processes.

### **DEPARTMENT OUTCOME**

The Department prioritizes women and girls' meaningful participation in peace, political, and security decision-making processes; and promotes conflict prevention, resolution, and peacebuilding efforts that respond to their needs and perspectives.

### **PRIORITY PLANNED ACTIONS**

Priority Area 1.1: Mitigate barriers and increase enabling environments for women and girls' meaningful participation in peace and security decision-making processes related to the cycle of preventing, resolving, and rebuilding after conflict, crisis, and violent extremism.

## Proposed Commitments for Priority Area 1.1:

1. Establish mechanisms to address targeted violence against women peacebuilders, human rights defenders, and those who participate in politics and public life. (S/GWI, DRL, CSO, PM)
2. Improve gender parity in international security, deterrence, arms control, nonproliferation, capacity-building, and disarmament efforts. (ADS, ISN, PM)
3. Strengthen the capacity of local women-led and girl-led organizations in preventing, resolving, and recovering from conflict; countering violent extremism; and addressing GBV through the development of peacebuilding initiatives and through the implementation and/or localization of WPS NAPs. (S/GWI, CSO, DRL, All Regional Bureaus)
4. Increase the meaningful participation of women in peace processes, and reconciliation initiatives. (CSO, PM, DRL, All Regional Bureaus)
5. Increase women and girls' opportunities to participate in political and decision-making forums, including DDR, transitional justice, and those addressing the environmental and economic costs associated with conflict, crisis, and terrorism, through diplomatic leadership and advocacy. (DRL, J/GCJ, J/IRF, OES, S/GWI, CSO, All Regional Bureaus)
6. Strengthen support of women and girls' meaningful participation in climate-related decision-making processes. (S/GWI, OES, ISN, All Regional Bureaus)
7. Strengthen women and girl's knowledge to enable their meaningful participation and leadership in political processes and democratic transitions. (DRL, ECA)

8. Support women and girls in conflict-affected areas to design, manage, implement, and evaluate local solutions to gender inequality and violence. (S/GWI)
9. Promote women's civic engagement, leadership, and formal representation in civil society, including faith-based organizations, political parties, labor unions and business associations, and elected and appointed offices. (All Regional Bureaus, J/IRF, S/GWI, DRL)
10. Engage current and emerging foreign leaders, including religious actors, in international exchange programs that address peace and security themes to expand their knowledge, networks, and influence. (ECA, J/IRF, All Regional Bureaus, ISN, PM)

Priority Area 1.2: The U.S. government will increase women and girls' meaningful participation in security sectors.

Proposed Commitments for Priority Area 1.2:

11. Increase women and girls' participation and leadership in preventing, countering, and recovering from violent extremism. (DS, S/GWI, CSO, CT, J/IRF)
12. Increase the meaningful participation and engagement of women in peacekeeping; disarmament, nonproliferation, demobilization, and reintegration; security sector reform; and military operations. (PM, CSO, ADS, ISN, All Regional Bureaus)
13. Increase participation of women in international fora on arms control, nonproliferation, and disarmament through public statements, engagement activities, resolutions, and votes. (ADS, ISN, S/GWI)



14. Increase women's participation in the security and justice sectors by engaging partner governments and civil society through diplomacy and foreign assistance. (INL, CT, ISN, PM, DRL, All Regional Bureaus)
15. Support peacekeeping troop-contributing countries to increase women's participation in peacekeeping operations in alignment with UN gender parity goals. (PM)
16. Strengthen women's participation, leadership, and retention in the security sector and civilian oversight through diplomacy, messaging, and foreign assistance. (CT, INL, ISN, PM, All Regional Bureaus)
17. Support policewomen to prevent and counter violent extremism, and engage communities affected by all forms of terrorism. (CT, SCA)
18. Support women's roles and participation in early warning and response systems in communities to prevent conflict and violence. (CSO, DRL, All Regional Bureaus)
19. Support women's participation in the International Military Education and Training program in proportion to their representation in partner security sectors at a minimum, with a goal toward increasing their participation over time. (PM, All Regional Bureaus)
20. Enhance women's professional capacity through security sector reform initiatives. (All Regional Bureaus)

Priority Area 1.3: The U.S. government and partner governments are responsive to women and girls' needs and recommendations in peace and security processes.

Proposed Commitments for Priority Area 1.3:

21. Provide technical support to U.S. diplomats on the promotion of inclusive approaches and gender equality issues in negotiations and peace processes, dedicating resources to this priority and promoting it systematically as a key objective. (CSO, All Regional Bureaus)
22. Ensure senior women negotiators and technical experts on gender equality are included in U.S. negotiations teams relating to peace and security processes and agreements. (CSO, IO, All Regional Bureaus)
23. Increase participation of local, grassroots, historically marginalized, women-led civil society organizations in the implementation of strategic policy priorities. (All Regional Bureaus, ISN, CSO, DRL)
24. Increase engagement with women and girls from countries impacted by conflict and these countries' diaspora by facilitating regular, direct engagements with U.S. policymakers. (S/GWI, All Regional Bureaus, ISN)
25. Promote the participation of grassroots civil society women leaders in local and national governments, security sector processes, and international fora including the UN Security Council. (CSO, DRL, J/IRF, S/GWI, All Regional Bureaus, PM, ISN)
26. Meaningfully engage with grassroots women-led civil society during regular peacekeeping monitoring and evaluation trips to incorporate their input as feasible in trip reporting and mandate renewals. (IO)
27. Provide training for foreign governments and regional organizations to enhance their integration of gender perspectives and promote women's meaningful participation, throughout peace and security initiatives, including DDR, and criminal justice system programming. (CT, CSO, All Regional Bureaus, PM)

28. Build partner governments' capacities to work with women in communities to address threats from violent extremism, terrorism, and related ideologies. (CT, CSO, J/IRF, All Regional Bureaus)
29. Advance democratic political processes, transparency, accountability, and host governments' responsiveness to the unique needs of women and girls in their country through diplomacy and foreign assistance. (DRL, All Regional bureaus)

## Line of Effort 2: Protection

### **USG OUTCOME**

The human rights of women and girls are promoted and respected throughout the cycles of violence, conflict, and crisis, including in the prevention and response to all forms of gender-based violence.

### **DEPARTMENT OUTCOME**

The Department prioritizes survivor-centered, trauma-informed GBV prevention and response through WPS-related policies, public diplomacy programs, and operations.

### **PRIORITY PLANNED ACTIONS**

Priority Area 2.1: The development of U.S. government policies and programs includes a survivor- and trauma-informed approach to preventing and responding to gender-based violence, including integrating localized and survivor-determined definitions of justice and accountability.

Proposed Commitments for Priority Area 2.1:

30. Partner with survivors and local organizations to ensure that any GBV-related intervention is designed with and for survivors and a diverse range of local organizations. (S/GWI, A/OPE, DRL, PRM, CT)
31. Facilitate governments, international organizations, civil society, youth, law enforcement, educators, and the private sector to address the scourge of targeted reprisals and TFGBV, including political leaders, journalists, activists, and other public figures, and identify ways to promote protection, prevention, survivor support, and accountability through the Global Partnership for Action on Gender-Based Online Harassment and Abuse and other interagency workstreams. (S/GWI, CDP, DRL, CSO, IO)
32. Strengthen GBV risk mitigation and response policies and programs that are informed by, inclusive of, and accessible to persons with disabilities, as committed to at the 2022 Global Disability Summit. (S/GWI, A/OPE, DRL, PRM)
33. Promote the prevention of, response to, monitoring of, and accountability for conflict-related sexual violence within broader U.S. efforts related to arms control and disarmament, peace, security, conflict prevention, transitional justice, law enforcement, and atrocity prevention. (S/GWI, J/GCJ, CSO, DRL, ADS, PM, J/IRF)
34. Ensure that mental health and psychosocial support (MHPSS) is an integral part of all GBV programming. (S/GWI, A/OPE, DRL)
35. Include local women and girls' rights organizations and other groups working with survivors of GBV, as well as civil society groups working with other at-risk groups, in atrocity risk assessments. (S/GWI, CSO, DRL)
36. Encourage bureaus and posts to seek out and incorporate perspectives of boys and men as champions, allies, advocates, and

survivors in our engagements on GBV with civil society and other stakeholders. Encourage bureaus and posts to consider how men and boys can be uniquely engaged as partners in GBV prevention. (S/GWI, DRL, J/IRF, ADS)

37. Advance an approach that increases the inclusion of LGBTQI+ persons and advances the recognition of the human rights of LGBTQI+ persons, and freedom from all forms of GBV, including intersex genital mutilation, rape, intimate partner violence, and all other forms of GBV, as well as so-called conversion therapy practices. (DRL)

38. Incorporate GBV and forms of codified gender-based discrimination in the Department's annual Country Reports on Human Rights Practices. (DRL)

Priority Area 2.2: Survivors of gender-based violence have access to justice, health, and psychosocial support and services.

Proposed Commitments for Priority Area 2.2:

39. Integrate foreign policy and programming efforts that incorporate GBV prevention, mitigation, and response in tandem with technological and environmental challenges. (S/GWI, DRL, OES)

40. Increase positive behavior change around gender equality and challenge harmful norms that contribute to GBV through programming that promotes women's rights, agency, and increased economic skills and opportunities. (S/GWI)

41. Support survivors of GBV and CRSV by advancing survivor-centered and trauma-informed approaches to justice and accountability. (S/GWI, J/GCJ, DRL)

42. Scale effective GBV prevention and response programming through early warning and response systems, addressing harmful gender norms, integration of interventions into the broader humanitarian and security sectors, and through building the capacity of partners. (PRM, CSO)
43. Promote fair, equitable, accessible, and inclusive justice systems that increase survivors' access to justice, and meaningfully encourage the participation of women and girls and other marginalized populations in the systems. (J/GCJ, INL)
44. Develop and implement programs to end GBV in partnership with and under the leadership of LGBTQI+ civil society that expands recognition of the human rights of LGBTQI+ persons and promotes a world free from violence, stigma, harassment, discrimination, marginalization, and criminalization based on actual or perceived sexual orientation, gender identity or expression, or sex characteristics. (DRL)
45. Strengthen legal reform and accountability for CRSV, including as part of transitional justice processes and conflict recovery processes, while advocating for women's and girls' participation in such processes. (S/GWI, J/GCJ, CSO, DRL)
46. Enhance security and justice sector institutions' capabilities to prevent GBV by including training partner government justice, law enforcement, and military forces to recognize, prevent, and respond to GBV through a first-response, survivor-centered, and trauma-informed approach. (PM, S/GWI, All Regional Bureaus)
47. Engage host governments and local civil society on the needs of GBV survivors, particularly on their access to resources and overcoming barriers such as addressing stigma and fear of retribution. (J/IRF, S/GWI, DRL, All Regional Bureaus)

48. Strengthen GBV survivors' access to justice by promoting multi-sectoral collaboration, specifically for access to legal aid, medical and psychosocial support, shelter, and economic resources. (DRL, PRM, J/TIP, All Regional Bureaus)
49. Prevent and pursue accountability for abuses perpetrated by the security sector, to include all forms of GBV such as CRSV and sexual exploitation and abuse (SEA), and other forms of GBV, through targeted engagement that enhances partner governments' capacities and political will to reform security sector governance and justice mechanisms. (DRL, All Regional bureaus, PM)
50. Prevent foreign security units that are credibly known to have perpetrated gross violations of human rights, including those involving sexual exploitation and abuse (SEA) from receiving U.S. security assistance, until host governments have brought perpetrators to justice, including through application of the Leahy Law. (DRL, All Regional Bureaus)
51. Provide specialized pre-deployment training on international humanitarian law and CRSV for partner governments' units from P/TCCs to reduce, investigate, and prosecute violations and abuses, including those involving GBV. (All regional Bureaus, L, PM/GPI)
52. Partner with civil society and the private sector to provide short-term emergency assistance to survivors of all forms of GBV. (S/GWI, DRL)

## Line of Effort 3: Relief, Response, and Recovery

### **USG OUTCOME**

An intersectional gender approach is systematically integrated by the U.S. government as part of preparedness for, prevention of, and responses to conflict, natural disasters, and the climate crisis.

## **DEPARTMENT OUTCOME**

The Department's relief, response, and recovery efforts, from the start of a crisis, include comprehensive policies, systems, and mechanisms that are responsive to the needs and perspectives of women and girls and support the efforts of women's rights groups, peacebuilders, and local actors working to advance inclusive peace and security.

## **PRIORITY PLANNED ACTIONS**

Priority Area 3.1: U.S. government's relief, response, and recovery efforts increase gender equity and equality and mitigate harmful gender norms.

Proposed Commitments for Priority Area 3.1:

53. Increase the participation and leadership of women for humanitarian mine action and the clearance of explosive remnants of war. (PM)
54. Integrate and increase gender equality, GBV, and WPS experts in Department and interagency conflict- and crisis-response processes and streamline communication between the community of experts. (PRM, S/GWI, CSO, All Regional Bureaus)
55. Engage with women leaders and members of civil society, including early-warning efforts, maintaining communication if and when conflicts do arise, and in post-conflict reconstruction efforts and processes. (ADS, S/GWI, CSO, PRM, All Regional Bureaus)



56. Develop an adaptable crisis/conflict-response mechanism and working group for systematically and rapidly integrating the needs and perspectives of women and girls across Department diplomacy, foreign assistance, and multilateral engagement. (CSO, S/GWI)
57. Provide technical support and capacity-building for partners in developing strategies for integrating inclusive approaches into crisis- and conflict-response, including humanitarian efforts, peace and security processes, DDR, and climate crisis adaptation and preparedness. (CSO, All Regional Bureaus)
58. Strengthen advocacy efforts for the protection of women and girls who are internally displaced, refugees, survivors of conflict, climate migrants, and stateless persons, ensuring their rights and well-being are prioritized and upheld. (All Regional Bureaus)

Priority Area 3.2: U.S. government relief, response, and recovery efforts include programs, policies, systems, and mechanisms to prevent GBV risks and provide safe, comprehensive resources to survivors.

Proposed Commitments for Priority Area 3.2:

59. Build on U.S. leadership in the humanitarian sector to advocate for prioritization of GBV prevention and response in humanitarian crises and conflict, for example through the Safe from the Start ReVisioned initiative and participation in the Call to Action on Protection from GBV in Emergencies. (PRM)
60. Scale effective GBV prevention and response programming in conflict, climate, and other emergencies through integration of interventions into the broader humanitarian sector, peacebuilding efforts, and through building the capacity of partners. (PRM, CSO)

61. Build the capacity of humanitarian personnel and service providers in identifying and addressing GBV through a survivor-centered and trauma-informed approach. Provide mental health services to humanitarian personnel that provide services to GBV survivors. (PRM, All Regional Bureaus)
62. Support GBV survivors through a range of humanitarian assistance programs, from prevention and awareness raising to services, including medical, legal, livelihood, and psychosocial support. (PRM, All Regional Bureaus)
63. Ensure humanitarian partners (international organizations and NGOs) implement safeguarding mechanisms, including by using gender analysis, to mitigate potential violence or protection risks and promote the protection and safety of beneficiaries. (PRM)
64. Ensure all conflict mitigation efforts and post-conflict peace processes and programs are responsive to the needs and perspectives of women and girls and provide support mechanisms to survivors of GBV. (CSO, All Regional Bureaus)

Priority Area 3.3: U.S. government relief, response, and recovery efforts support local women's leadership in humanitarian response.

Proposed Commitments for Priority Area 3.3:

65. Increase representation and leadership of women and girls in humanitarian assistance, peace, and security decision-making structures and in delivery of that assistance in conflicts, crises, and disasters, including those induced or exacerbated by climate change and other natural disasters. (PRM, CSO, S/GWI)
66. Fund and provide technical assistance to local organizations on GBV prevention and response, including in humanitarian and post-

conflict settings, with a focus on women's rights organizations, organizations led by members of often marginalized groups, including LGBTQI+ persons and persons with disabilities, and other local organizations and based on their identified need. (S/GWI, PRM, DRL)

67. Develop security assistance and related programs and initiatives that improve inclusive leadership and responsive governance of the security sector, build partners' institutional capacity on inclusive DDR, and professionalize partner-nation security forces. (PM, CSO, All Regional Bureaus)

68. Establish a process and criteria and facilitate the development of Women's Advisory Boards to include consultations with and the meaningful participation of women leaders and activists to contribute to immediate U.S. responses and support for their inclusion in international peace negotiation efforts in emerging conflict- and crisis-affected countries and other countries of concern. (S/GWI)

## Line of Effort 4: Integration and Institutionalization

### **USG OUTCOME**

U.S. government internal systems, processes, and structures integrate WPS principles and training personnel and program design are more inclusive, diverse, and representative of the needs of the population.

### **DEPARTMENT OUTCOME**

The Department elevates WPS as a cross-cutting human rights, national security, and foreign policy priority and integrates WPS principles into operational policies and practices.

## **PRIORITY PLANNED ACTIONS**

Priority Area 4.1: U.S. government internal systems, processes, and structures integrate WPS principles, and training personnel and program design are more inclusive, diverse, and representative of the needs of the population.

Proposed Commitments for Priority Area 4.1:

69. Prioritize the needs and perspectives of women and girls throughout Department systems, processes, policies, and structures in a fully inclusive way, recognizing the presence of intersecting identities, and how these factors can contribute to unique perspectives for policy development and implementation, as well as a more inclusive, whole-of-society approach to peace and security. (All implementing bureaus and offices)
70. Increase an inclusive, intersectional approach to our implementation of WPS principles to enable a more comprehensive, equitable, and context-driven understanding of the drivers and effects of conflict and potential responses. (All implementing bureaus and offices)
71. Strengthen our engagement with men and boys to address harmful practices, increase allyship for women's leadership, and support men and boys' positive contributions to peace and security. (All implementing bureaus and offices)
72. Prioritize an approach to WPS implementation that recognizes the historic, structural, sociocultural, and systemic disadvantages and

power imbalances members of different groups face as a result of persistent and systemic inequality. (All implementing bureaus and offices)

73. Develop unified policy guidance on gender equality and women's empowerment, including by updating operational policies and procedures and other strategic guidance documents. (S/GWI, S/P)

74. Incorporate WPS Strategy mandate and goals into bureau strategic frameworks and Integrated Country Strategies. (All implementing bureaus and offices)

75. Develop bureau-specific policies, action plans, and resources on WPS principles, which signal senior-level support and provide guidance on ways to integrate WPS principles in policies and programming. (CSO, DRL, J/IRF, S/GWI, CT)

76. Encourage women's equal opportunity for participation and representation as speakers in panels and events hosted by embassies and consulates and U.S. diplomatic delegations, as well as events the department hosts and attends. (All implementing bureaus and offices)

Priority Area 4.2: U.S. government personnel are equipped and properly trained on the knowledge, resources, and technical expertise to advance the Strategy.

Proposed Commitments for Priority Area 4.2:

77. Maintain and strengthen the WPS Steering Committee as a mechanism to enhance access to resources, build capacity, and support the exchange of information and best practices. (S/GWI)

78. Maintain and strengthen the Department's quarterly Gender Equality Foreign Assistance Community of Practice as a mechanism for providing technical assistance on gender integration in foreign assistance programs and processes and supporting the exchange of information and best practices on WPS program implementation. (S/GWI)
79. Continue to facilitate WPS-focused modules in PP226, Promoting Gender Equality to Advance Foreign Policy. (S/GWI, FSI)
80. Conduct needs assessments to determine knowledge gaps that could be filled through standalone WPS in-person and distance-learning courses with expanded coverage of topics specified in the WPS Act. (S/GWI, FSI)
81. Engage with Foreign Service Nationals (FSNs) and Locally Employed Staff to help maintain institutional knowledge and to prevent the loss of knowledge and relationships that can result from the departure of rotating U.S. employees. (All Regional Bureaus)
82. Update conflict and atrocity prevention-related training offerings consistent with the WPS Act of 2017 and accommodate the demand for such trainings as resources allow. (S/GWI, FSI, L, CSO)

Priority Area 4.3: U.S. government policies and programs are informed by intersectional and inclusive gender analysis.

Proposed Commitments for Priority Area 4.3:

83. Integrate gender analysis into procurement practices, including through the Departments' standard solicitation templates and in proposal evaluation criteria. (S/GWI, A/OPE – leading on guidance and templates; all implementing bureaus and offices responsible for integration/reporting)

84. Strengthen relationships with civil society, academia, think tanks, governments, and online audiences to understand and communicate impact on WPS. (CSO, J/IRF, S/GWI)
85. Explore the institution of requirements that implementing partners conduct or outline a plan of how they will conduct a gender analysis with program proposals. (A/OPE, S/GWI)
86. Develop guidance, tools, and training on meaningful consultations with women and girls to inform gender analysis findings, and the design, implementation, monitoring, and evaluation of Department foreign policy and assistance efforts. Following development of formalized approach – with evaluation criteria, include consultations in gender analysis and other program and policy requirements related to gender equality. (S/GWI)

Priority Area 4.4: Training, reporting, and integration of relevant U.S. government strategies and policies occurs across agencies.

Proposed Commitments for Priority Area 4.4:

87. Provide support to posts in countries experiencing or at risk of conflict to increase capacity and collaboration on WPS, including through training, education, and learning exchanges. (CSO, S/GWI, DRL)
88. Develop funding, programming, and multi-stakeholder initiatives to deepen understanding and application of cross-cutting WPS integration in the GFA priority countries/region. Conduct coordination meetings between relevant GFA, WPS, and AP advisors across the Department to further integration efforts. (CSO, S/GWI, DRL)

89. Leverage principal-level public speaking engagements to discuss GFA-WPS-AP strategy integration as applicable. (CSO, S/GWI, DRL)
90. Leverage required reporting, including annual or biennial reports to Congress, as an opportunity to gain and highlight insights on integration of WPS and AP in GFA countries/region. (CSO, S/GWI, DRL)
91. Operationalize the integration of WPS into other relevant U.S. government strategies, including the National Security Strategy, the U.S. Strategy to Prevent Conflict and Promote Stability, and the U.S. Strategy to Anticipate, Prevent, and Respond to Atrocities. (CSO, S/GWI, DRL, CT, All Regional Bureaus)
92. Prioritize the implementation of WPS through a whole-of-institution approach that mainstreams WPS across policies, programs, strategies, operations, training, and education. (All implementing bureaus and offices)

Priority Area 4.5: U.S. government improves monitoring, evaluation, and learning systems and data collection methods to better capture WPS efforts.

Proposed Commitments for Priority Area 4.5:

93. Improve monitoring, evaluation, and learning systems and data-collection methods to better capture existing gender equality efforts and help identify gaps, successes, and opportunities. (F, S/GWI)
94. Increase inclusion of Gender Foreign Assistance Standard Indicators in projects attributed to the WPS Key Issues. (F, S/GWI)



95. Strengthen gender integration in MEL plans for policy frameworks/strategies and public diplomacy implementation plans (PDIP). (R/PPR)

## Line of Effort 5: Partnerships

### **USG OUTCOME**

The U.S. government builds and strengthens partnerships with other governments, multilateral organizations, academia and research institutions, civil society, and the private sector to advance the objectives of the WPS agenda.

### **DEPARTMENT OUTCOME**

The Department builds and strengthens relationships and meaningfully engages with a diverse range of partners on WPS to inform foreign policy and programming and improve the meaningful participation of women in peace and security decision-making processes and institutions.

### **PRIORITY PLANNED ACTIONS**

Priority Area 5.1: U.S. government provides support for partner governments in adopting and enforcing laws and implementation frameworks that promote gender equality.

Proposed Commitments for Priority Area 5.1:

96. Support foreign government efforts to advance WPS, including through bilateral partnerships on WPS that scale collaboration. (S/GWI, All Regional Bureaus)

97. Coordinate with partner governments to develop a WPS Global Parliamentarian Network. (S/GWI)

Priority Area 5.2: U.S. government builds upon and develops mechanisms for ongoing communication and information sharing loops with partner governments, civil society, academia and research institutions, and the private sector.

Proposed Commitments for Priority Area 5.2:

98. Strengthen bilateral partnerships and demonstrate leadership through U.S. participation in international networks that advance gender equality. (S/GWI, ISN)

99. Engage with partner governments in working-level exchanges to coordinate on shared areas of interest related to WPS implementation. (S/GWI, CSO, DRL)

100. Advance research, data collection, and learning on women's roles in peace and security. (S/GWI, CSO, CT, PM)

101. Develop partnerships with COCOMs on their existing WPS efforts. (S/GWI, CT, PM, CSO, DRL)

102. Strengthen relationships and facilitate consultations between governments and civil society stakeholders to develop sustainable strategies, approaches, and solutions for effective implementation of partner countries' NAPs on WPS through WPS Centers of Excellence. (S/GWI, ECA)

103. Increase collaboration and pooled funding among donors, allies, and partners to counter global threats to women and girls and promote their roles in peace and security processes globally. (All Regional Bureaus, S/GWI, CSO, DRL)

104. Cultivate and strengthen relationships with key leaders of Congress and support their advancement of the WPS Act and the recently released Strategy and National Action Plan, including through their participation in multilateral fora, CODELs, and NODELs. (S/GWI)
105. Increase collaboration with civil society to engage key Congressional stakeholders on extending and expanding the Women, Peace and Security Act of 2017 in alignment with the 2023 WPS Strategy and National Action Plan. (S/GWI)
106. Sustain collaboration with alumni of U.S. exchange programs to share approaches on strengthening the role of women in peace and security, protecting them from GBV, and supporting their inclusion in economic and political spheres. (ECA, All Regional Bureaus)
107. Increase collaboration with regional platforms and networks globally to advance WPS Strategy goals. (CT, All Regional bureaus, S/GWI, ISN)
108. Strengthen early-warning tools and data analytics by increasing the collection of sex-disaggregated data, including on risks or indicators of GBV, and promoting the filling gaps in data on women's participation and protection in fragile and conflict-affected contexts. (CSO, S/GWI)

Priority Area 5.3: U.S. government partners with multilateral institutions and fora to elevate Women, Peace and Security action and promote shared responsibility.

Proposed Commitments for Priority Area 5.3:

109. Cooperate with partners in select high-level multilateral fora to advance the implementation of the WPS agenda in conflict prevention, stabilization, and peacebuilding efforts. (S/GWI, CSO)
110. Engage with Organization for Islamic Cooperation (OIC) to advance progress on a work plan in advance of the pending OIC-S/GWI Memorandum of Understanding. (S/GWI, NEA, SCA)
111. Introduce and negotiate strengthened WPS-related language into multilateral products, including agreements, resolutions, communiqués, and mandate renewals, particularly in contexts where WPS has not historically been discussed. (ADS, ISN, All Regional Bureaus, S/GWI, CSO)
112. Integrate WPS into U.S.-hosted strategic and security dialogues. (ADS, CSO, DRL, S/GWI, CT, ISN, PM, All Regional Bureaus)
113. Enhance U.S. messaging that signals WPS as a priority, including in national statements in a range of formal and informal multilateral fora. (ADS, ISN, All Regional Bureaus)
114. Promote mainstreaming of WPS themes into the mandates and work of multilateral bodies to enhance their effectiveness and reach. (ADS, ISN, IO, USNATO/EUR/RPM, All Regional Bureaus)
115. Promote prevention of, response to, and accountability for, SEA among all foreign personnel deployed to international peacekeeping missions. (All Regional Bureaus, PM)
116. Elevate the voices and needs of all girls and young women in multilateral fora and donor working groups, and advance political commitments that promote the well-being and human rights of all girls and young women. This also includes supporting the meaningful and safe participation of girls and young women, particularly survivors, in multilateral fora, through including them as

members of U.S. delegations, resolution negotiation teams, and as speakers at side events. (S/GYI, S/GWI, PRM, DRL, J/IRF, AVC, ISN)

117. Leverage multilateral fora as opportunities to engage and grow the WPS Global Parliamentarian Network. (S/GWI, DRL)

118. Strengthen data analytics by investing in the collection and analysis of UN and other multilateral fora votes on gender equality issues and other WPS indicators. (ADS, ISN, S/GWI, All Regional Bureaus)

Priority Area 5.4: U.S. government prioritizes supporting local civil society organizations through its policies, funding, and partnerships.

Proposed Commitments for Priority Area 5.4:

119. Convene civil society, private sector, regional representatives, and multilateral partners to specifically discuss how to partner in promoting WPS principles and share best practices in implementing WPS principles. (All Regional Bureaus, J/IRF).

120. Promote a safe and enabling environment for the participation of women civil society representatives in multilateral decision-making processes, the UN, and regional bodies, including through logistical support, where appropriate, to enable their travel. (USUN, with support from ADS, CA, All Regional Bureaus, S/GWI).

121. Leverage U.S. diplomatic influence to enhance the role of local women's civil society groups in conflict prevention, peacebuilding, peacekeeping, and recovery. (CSO, All Regional Bureaus, J/IRF, S/GWI).

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## Appendix B

## Metrics & Indicators – Logic Model

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A logic model is a visual representation that shows the sequence or relationships between events that connect the framing goal and objectives of the design with the theory of change, assumptions, inputs, activities/outputs, short-term outcomes, and longer-term outcomes envisioned. The Department created a logic model for this Implementation Plan to ensure that actions taken to implement the Strategy would contribute to measurable changes, aligned with other U.S. government and partner efforts.

After developing Department outcomes in support of the Interagency-developed U.S. government outcomes, Department staff determined how their respective teams could contribute to those outcomes through commitments. After developing Department commitments, indicators and milestones were identified to ensure we can adequately monitor and evaluate our progress and improve how the Department advances WPS globally. Commitments, metrics, and milestones align under the logic model linked below.

[Download Appendix B \[43 KB\]](#)