One Sky Giving Circle Grant Application
2018 Grant Focus: Empowerment of Women & Girls:
Legal, Equal & Constitutional Rights (Civic Engagement)

*Please complete and return this application by **Friday, March 23, 2018**. Brevity and bullet points welcome! Feel free to share additional information you believe is relevant in the* Notes *section. Thank you.*

Legal Name of Organization: National Democratic Institute
Website URL: https://ndi.org/
Headquarters Location: Washington, D.C.
Name and Title of Primary Contact: Caroline Hubbard, Senior Gender Advisor
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Application Submission Date: 23 March 2018

Organizational Overview:

Organization Description:

The National Democratic Institute (NDI) is a nonprofit, nonpartisan, non-governmental organization that supports the development of democracy and governance globally, including promoting and strengthening inclusive political processes, state-civil society engagement, open and responsive governance institutions, and commitment to international frameworks. NDI's work focuses on creating resilient democratic systems with the capacity to manage diverse and complex social, economic and political demands effectively. Democratic resilience requires that systems and processes take account of all populations, including women. NDI is a leading organization in the field of advancing women's political participation around the world, empowering them to participate, compete and lead as equal and active partners in democratic change. Mobilizing its global networks and drawing on three decades of experience in 132 countries, NDI supports women's aspirations for gender equality, and for inclusive and responsive government. NDI's multinational approach reinforces the message that, while there is no single democratic model, certain core principles are shared by all democracies.

Mission Statement:

The Institute's work upholds the principles enshrined in the Universal Declaration of Human Rights. It also promotes the development of channels of communications that bridge the divides between citizens, create trust and confidence in political institutions and elected officials, and strengthens their capacity to deliver services that improve the quality of life for all citizens with transparency and accountability.

Within and for the Institute, the Gender, Women and Democracy (GWD) team works towards achieving NDI's goal of inclusive, resilient and accountable democracy by promoting the participation, inclusion and empowerment of women.

Program Budget: If your organization has a specific program focused on civic engagement, please list the name and budget for that program.
- Program name: Gender, Women and Democracy (GWD) Operating
- Operating Budget: $395,900
- Program name: Gender, Women and Democracy (GWD) Programs
- Program Budget: $637,000

Staffing: List the locations where you operate, and the number of staff in each location (you <u>do not</u> need to list staff names or titles)

Location: Washington, D.C. . Total Staff Members on the GWD team = <u>6</u>

Annual Report: Does your organization produce an annual report?   Yes<u>   </u> No <u>X</u>

We produced a 30th anniversary report in 2014, which can be found here: https://www.ndi.org/30th-report-pub

Organizational Activities: (check all that apply)
__ Direct Service
X Advocacy
X Capacity Building (training, etc.)
X Awareness Building
X Convening
X Research and Publications
__Membership Organization
__Other(s):

Organizational Strategy

1. Discuss your organization's "theory of change" (how does your work contribute to change in the world) including the following:
   a. What are your long-term organizational goals?
   b. How does your current approach (advocacy, policy, impact legislation, research, direct service, etc.) help you achieve these goals?
   c. Within the broad topic of 'civic engagement' discuss why your organization focuses in a particular area or areas (e.g. leadership training, voting rights, fair elections, etc.). In other words, why do you feel intervention in these areas is critical to positive change?

NDI's core goal is to develop and strengthen inclusive democracies worldwide which support women's aspirations to actively and equally participate in the public decision-making that affects their lives. In addition to being a right, women's political participation benefits their communities. The evidence we do have is clear: women's political empowerment makes *all* elected officials more responsive to citizens' needs, increases cooperation across party and ethnic lines and promotes sustainable peace and economic development.

Based on what we have learned through more than thirty years of our experience in democracy assistance programming, NDI has developed a theory of change that outlines the three areas of action necessary to achieve women's meaningful political participation, and eventually their full empowerment. We understand the need to remove barriers that occur at three levels: **the individual**, referring to the personal capacity of the women themselves; **the institutional**, which includes the rules, regulations and operating procedures of political institutions, whether formal or informal; and **the socio-cultural,** by which we mean the generally accepted social norms and behaviours that shape the roles and responsibilities of people and their communities.

Programming focused on women at the individual level builds women's leadership skills and competencies in order to address their deep-rooted disadvantages in confidence, capacity, and connections. Our programs build women's confidence in their ability to lead; enhance their capacity to advocate convincingly, run successful electoral campaigns and serve effectively once in office; and develop connections with women and men within political networks.

NDI programming at the institutional level creates space for women's leadership in political parties, elections commissions and parliaments. We make it easier for women to inform policy and become leaders within existing organizations, while strengthening women's rights organizations, women's caucuses and coalitions. We provide leadership training and technical advice on, for example, internal rules and procedures, and help these groups develop policy platforms for advocacy.

However, women's political participation remains impossible if we do not disrupt the gender-based social norms rooted in the imbalance of power between men and women. These ingrained inequalities show both a worrying universality and resilience to change. At the socio-cultural level, NDI's interventions show the public that women and men are equally capable and deserving of opportunities for political leadership. Activities in this areas include, among other things, public education campaigns, working with journalists and media houses to change their representation of women, and sharing polling that exposes biases and discrimination. We do not present women's political leadership as a zero-sum game, with men as the losers. The goal of gender equality and women's political empowerment is to support a longer-term change in norms that liberates women _and_ men from harmful gendered roles.

The worldwide prevalence of violence against women and girls is a physical manifestation of this inequality. As more women have stepped forward into positions of political leadership, they face increased levels of resistance and a violent backlash, which in itself becomes a further barrier to _all_ women's political participation. While an act of violence is an abuse of one woman's human, civil and political rights, the threat of violence drives even more women away from politics.

3

Violence, therefore, undermines the possibility of establishing inclusive, responsive and resilient democracies, because democracy without the full participation of women (half the population) is impossible.

2. Do you work with partners to achieve your goals? If yes, please describe the role partners play in your strategy.

NDI maintains a global network of offices that are a testament to its deep and sustained focus on in-country relationships with local leaders, organizations and institutions, as well as other international organizations. Our partners provide guidance on the social and political context, plus local dynamics. They are largely responsible for the delivery of our programming through the provision of sub-grants. For example, over the last year in Kenya, our women's programming has involved working with broad-based groups to advance women's inclusion in politics and society. Partners include Kenya Women Holding (KWH), the Kenya Women Parliamentary Association (KEWOPA) and Women's Empowerment Link (WEL). We also coordinated with the Federation of Women Lawyers (FIDA-Kenya) and Health Assistance Kenya on victim services referrals. At the same time, NDI participates in global advocacy campaigns, such as the *Deliver for Good* campaign convened by Women Deliver, which seeks to ensure that **all** the Sustainable Development Goals (SDGs) are delivered with gender equity, not just SDG5, which is the gender equality goal.

3. What distinguishes your organization from others working in this area?

NDI's leadership on the issue of supporting women's ambition for political empowerment is based on two key facts: 1) unlike other democracy assistance organizations, we work in **all** the political sectors - citizen participation, political parties, elections, post-electoral governance, technology for democracy and women's political participation; and 2) on the basis of what we learn from our global network of offices and partners, we are able to work simultaneously on global advocacy campaigns, programmatic approaches at country level, as well as being thought leaders in our field.

Programs

Please describe the program(s) that best fits our funding focus – **Civic Engagement**

1. **Please provide a brief overview of the relevant program(s):**

We have two programs that best fit One Sky's funding focus.

The #NotTheCost Call to Action to stop violence against women in politics was launched in March 2016. Its title reflects the fact that many women are told that harassment, threats, psychological abuse, physical and sexual assault are "the cost of doing politics." For the last two years, NDI has been working to challenge this claim

4

by raising awareness, collecting information and building capacity among our partners in order to eradicate this phenomenon. The Call to Action and Program Guidance present "opportunities for action" that stakeholders can take in every political sector, and in the online space which is, by its nature, cross-cutting.

This violence, whether physical or psychological, effects politically active women around the globe, whether they are activists, civil society leaders, voters, candidates, or elected or appointed officials. Many types of violence cut across sectors: perpetrators can be individuals within the private or public sphere. Given the range of organizational and contextual issues, NDI has developed a sector-focused approach to address the problem of violence and the barriers it creates to women's participation. For example, NDI's Votes Without Violence toolkit, manual and website for citizen election observer groups is dedicated to ways of mitigating, reporting and responding to violence against women during election cycles.

The second program that we would like to present would focus on **closing the gender gap on voter registration**. An examination of the few voter registers that are sex-disaggregated indicates that in many countries women are still significantly underrepresented as voters, and thereby unable to exercise their civil and political rights to participate in electoral processes. The hurdles women face reflect gender roles and norms, and can range from not being aware of their voting rights to not having the right documentation, to logistical issues with the time and place for registration, to formal or informal financial costs. Even overcoming a barrier that is a prerequisite for voter registration is not always enough. For example, in Pakistan, by 2012, 40 million women possessed a computerized national identity card which is required for voter registration, but the electoral commission and civil society organizations estimated that almost 11 million women were simultaneously absent from the voter roll. Closing this gap on women's political participation enhances democratic integrity, and has been described by data2X (see page 3) as having the potential to be a significant driver of women's empowerment more generally.

The structure of this project is based on **social franchising**. Through a targeted action-learning program in a number of diverse pilot countries, NDI would work with its network of civil society partners to develop a **campaign toolbox[1]** to support in-country women's voter registration drives. The campaign toolbox would include a diagnostic assessment of the country's voter registration system that would help civil society groups identify and design country-specific sustainable and routinised registration processes. The goal of the campaign would be to close the current gaps _and_ prevent a continued disparity in voter registration of women relative to men into the future. These civil society groups would then be able to engage with the relevant authorities and stakeholders on designing mechanisms that would enable women's ability to register to vote. Such mechanisms might include: changes in the way voter registration takes place (place and time for

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[1] An outline of the elements for this toolbox can be found at Annex 1.

example); a review of the documentary evidence needed to register to vote; or a nationwide voter awareness campaign targeting young women.

2. What are your current programmatic priorities?

Our current programmatic priorities are to complete the development of both the 360 Individual Risk Assessment Tool and the Women's Voter Registration Toolkit.

3. What are your current programmatic challenges?

We have faced two key challenges. With respect to the risk assessment toolkit, this is ground-breaking work, and the first challenge was to form the right partnerships to develop the tool using expertise from the domestic violence/intimate partner violence, risk analysis and technology sectors. This challenge we have successfully overcome: our in-country testing of the prototype has been phenomenally successful with feedback from the women in our focus group confirming that it meets an important need, and that the tool is both relevant and useable. A participant at the Nicaragua focus group sessions, remarked: "there are some key questions that make you 'rewind the cassette' and think about the various cases of political violence that we assume as normal." We will now finesse the prototype to produce four versions (paper, SMS, online, mobile app), each in 4 languages.

The second challenge has been to complete the development of the technological versions of the risk assessment tool and start to develop the in-country support networks necessary to reach and help as many women as possible. One of the challenges for any programmatic tool is how the tool is distributed to ensure that it reaches a wide audience for maximum impact. As this tool is for every politically active woman, NDI wanted as many women as possible to be able to use the tool, so it will be available via paper, SMS, a website and a mobile app. Each different version comes with its own design challenges, particularly because of the need to ensure we do no harm in offering this tool to women to use. For example, the SMS version, which is critical to reach the most marginalised and geographically dispersed women, limits both characters and text presentations. As a result, we need to completely modify the base survey to meet SMS platforms' requirements.

Impact

1. **What, briefly, is your organization's approach to understanding your impact?**

In general, NDI utilizes our theory of change for women's political empowerment, described above, as a our way of measuring and understanding the impact of our programming. The theory of change allows us to identify program-specific results to measure.

We also collate and assess women's testimonies and reports of their own experiences, using incident forms, focus group sessions and surveys. We take a participatory approach to program monitoring and evaluation, involving stakeholders at every stage of measurement and learning directly from the perspectives and experiences of politically active women. When we piloted the Individual Risk Assessment Tool in Lebanon, for example, we collected feedback firsthand: "[The tool] helped me recognize the violence I went through without even noticing that it was violence."

2. What are your key output and outcome (or other) metrics?

NDI develops indicators aligned with every program's objectives. We use these program-specific indicators to measure progress over the life of the program. Although indicators are tailored to the specific outcomes identified for each program, they are also tied to the overarching theory of change for women's political empowerment, which enables cross-programmatic analysis at the individual, institutional and socio-cultural levels.

Below is an illustrative example of how we measure results of a program vis-à-vis its objective:

Objective: Mitigate and prevent violence against women in elections (VAW-E)				
1. Socio-cultural level		*2. Individual level*	*3. Institutional level*	
Result 1.1: Increased awareness of VAW-E as a barrier to women's electoral participation among election observer groups, CSOs, the election commission, and political parties	**Result 1.2:** Mitigation of gendered social norms that permit / enable violence against women in elections	**Result 2.1:** Increased capacity to identify and address VAW-E among election observer groups, CSOs, the election commission, political parties, and the security sector	**Result 3.1:** Early warning systems for VAW-E established / increased	**Result 3.2:** Increased integration of VAW-E into election observation systems
Cross-cutting Result. 4: A robust, credible set of data on VAW-E is established.				

3. **What has been your impact to date?**

NDI's Chairman Madeleine Albright has said, "Development without democracy is improbable. Democracy without women is impossible," and our programs around the world constantly create concrete gains for women's political participation and empowerment. Specific examples of our impact can be found here on our website.

We also continue to attract the best international researchers to help us develop our portfolio even further. Dr. Derek Ruths, Associate Professor in the School of Computer Science at McGill University and head of the Network Dynamics Lab, beat teams from Oxford and Boston universities to win the bid to support our path-breaking work to measure the violence that women who engage in political conversations face on Twitter. Using Dr. Ruths' technical advice, NDI is working with local civil society organizations in three countries to create data algorithms to measure and analyze the impact of online violence on women's political participation.

Another clear indicator of NDI's successful advocacy is the fact that barely 18 months after the launch of the #NotTheCost campaign, the UN Special Rapporteur on Violence Against Women and Girls agreed to prepare a thematic report on violence against politically-active women and girls, which she will present to the UN General Assembly in October of this year.

Staffing

1. **How does your staff reflect the populations you serve? Do you hire locally, and if so what percentage of regional staff are from that region?**

Our current network of 54 country offices are predominantly staffed by nationals from the country of operation who know their societies well. At NDI's Washington DC office, staff represent 40 nationalities, creating a diverse and multicultural global team deeply committed to the Institute's mission. The GWD team has an established Washington DC-based staff complement of six female personnel.

2. **Are there any key positions not currently filled?**

No, the GWD team is currently at full complement.

3. **How long has your executive director been in her or his current role?**

The GWD Director, Sandra Pepera, has been in her role for three and a half years.

Governance

1. **Please attach a list of Board of Directors including affiliations, tenures, and terms.**

Please find the Board of Directors list here: https://ndi.org/board-directors

2. **What percentage of the Board of Directors financially supports the organization?**

94% of our Board of Directors provide financial support to the organization.

3. **To what extent do board members represent the populations you serve?**

In order to ensure the quality of leadership and oversight needed for NDI's global operations, NDI's Board Members are senior figures drawn from political, diplomatic, private sector and academic circles in the United States. These include: former Secretary of State Madeleine Albright as Chairman; Donna Brazile, Senator Tom Daschle, Ambassador Kathryn Hall, Senator Barbara Mikulski; Lynda Thomas; and Ambassador Johnnie Carson.

Funders

1. **Please attach a list of current funders (or include the relevant link to your website)**

Link: https://www.ndi.org/our-stories/who-supports-our-work. The Gender, Women and Democracy team receives primary support through the National Endowment for Democracy.
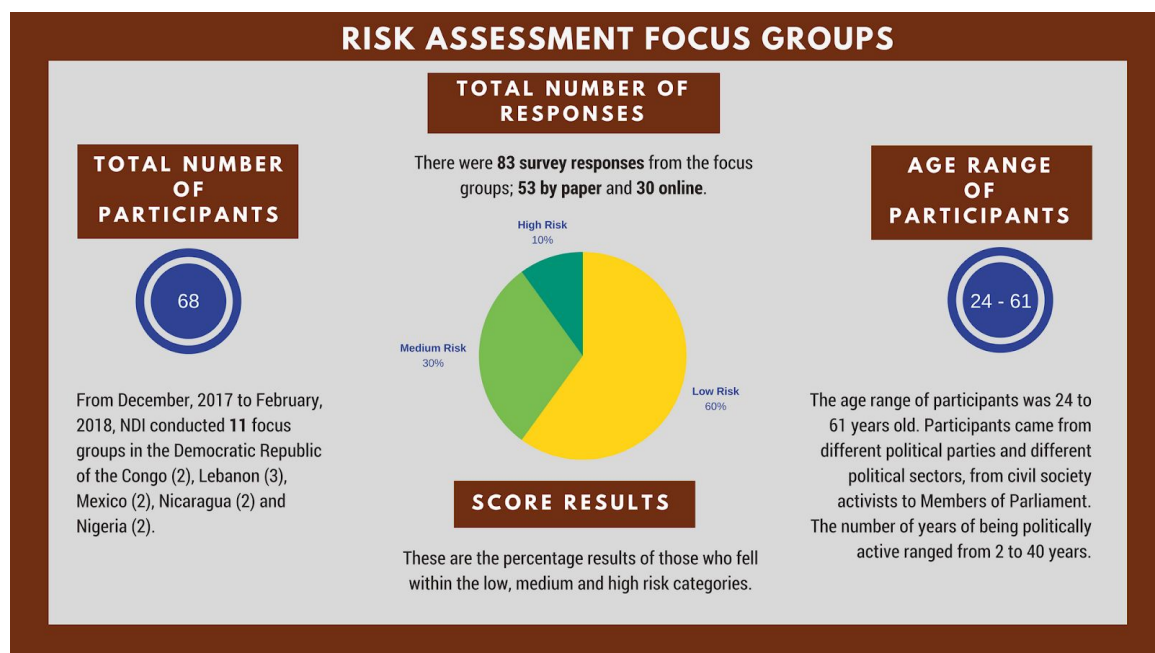
2. **If you receive a grant from One Sky, how would the money most likely be used?**

A grant from One Sky, could be used in one of two ways.

The Individual Risk Assessment Tool is the final element in NDI's portfolio of solutions to end violence against women in politics. As women have advanced toward equality, they have made historic gains in political life and are increasingly taking on positions of power, such as civil society activists, political party leaders, or local councilors and mayors. Yet a growing number of reports from around the world indicate that as women step forward to claim their right to participate in politics, they are met by acts that encompass psychological abuse (both in person and online), and physical or sexual assault. A study conducted by UN Women in India, Nepal and Pakistan found that more than 60 percent of women do not participate in politics due to fear of violence.

The risk assessment tool will provide women who are or who aspire to become politically active with a means to reflect on their own personal, professional and political circumstances; to take action to mitigate the identified risks through a safety plan; and to document and report any incidents to the relevant body - this could be an internal party grievance mechanism, the local police, or to the United Nations Special Rapporteur on Violence Against Women.

This form of "self-assessment" is particularly critical for women because it will allow them to assess not only public forms of risk and violence, but also the risk they might face in their private and domestic lives. The risk assessment tool will be available in four versions (paper, SMS, online and app), each in four languages (Arabic, English, French and Spanish). The tool has been through two rounds of piloting in five NDI partner countries, details of which are presented graphically below:

RISK ASSESSMENT FOCUS GROUPS

TOTAL NUMBER OF PARTICIPANTS

68

From December, 2017 to February, 2018, NDI conducted **11 focus** groups in the Democratic Republic of the Congo (2), Lebanon (3), Mexico (2), Nicaragua (2) and Nigeria (2).

TOTAL NUMBER OF RESPONSES

There were **83 survey responses** from the focus groups; **53 by paper** and **30 online**.

High Risk 10%
Medium Risk 30%
Low Risk 60%

SCORE RESULTS

These are the percentage results of those who fell within the low, medium and high risk categories.

AGE RANGE OF PARTICIPANTS

24 - 61

The age range of participants was 24 to 61 years old. Participants came from different political parties and different political sectors, from civil society activists to Members of Parliament. The number of years of being politically active ranged from 2 to 40 years.

A contribution from One Sky could fund a website that will be a go-to resource for grassroots organizations and individual political aspirants who right now have nowhere to turn. The new site would house the Individual Risk Assessment Tool, including a full guide on how to use it, tutorials on how to develop and implement a safety plan and information on organizations and resources that might be useful to those wanting to operationalize the tool. A dedicated website for our tool would serve as a reference and outreach point for civil society organizations and women around the world who might otherwise feel too scared to get involved in politics.

Alternatively, a contribution from One Sky could fund the design and piloting of a new **Voter Registration Toolkit**. An examination of the few voter registers that are sex disaggregated, shows that in many countries women are significantly

10

underrepresented, and therefore effectively prevented from exercising their right to participate in electoral processes. This underrepresentation is due to an array of legal, physical and socio-cultural barriers to women's ability to register. We would take the opportunity of forthcoming elections in 2-3 countries to develop a methodology of identifying and addressing the key barriers that hinder women's voter registration. This methodology would include sample pathways to achieve sustainable and routinised systems to register women voters. We know that when systems and processes are changed to enable women to take up their civil and political rights, it enables citizens from other marginalised groups - young women and men, ethnic and religious minorities, the disabled, LGBTQI populations - to benefit from the improved access as well. Therefore, creating mechanisms and technologies through which more women will register to vote will lead to wider and improved access to political processes for everyone.

Charitable Purpose

Does your organization have audited financials? Yes X No__

If available on your website, please include a link here, or attach a copy to this form

Link:
https://drive.google.com/drive/folders/100BskD_vUh6CuAUCGxiuP3esH04NDSO0

If US-based
- **Is your organization a registered 501(c)(3)? Yes X**

Presenting to One Sky Giving Circle Membership
Each year the One Sky grant committee chooses a slate of four organizations (two domestic, two international) to present to our full membership for voting. We ask that a representative from each of those four organizations presents at our annual member meeting.

This year our annual meeting, in San Francisco, California, is on **Wednesday, May 23rd, 2018, beginning at 7pm PST.** If your organization is chosen for the slate, would a representative be available on this date and time to present to our group, either in person or via Skype?

Yes, a representative would be available.

Notes

None submitted.

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Gender, Women and Democracy
National Democratic Institute
Washington DC

23 March 2018

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