

GIRL DETERMINED

Girls at the Forefront of Change

Girl Determined Final Progress Report

October 2019

Organization	Girl Determined
Contact Name	Brooke Zobrist
Contact Address	1900 Arlington Blvd, Suite B Charlottesville, VA 22903
Contact Email & Telephone	brooke@girldetermined.org 09450015996 (Myanmar)
Project Name	Scale-up of Circles Model – Further Enable Girls to Lead
Grant Start Date	May 2016
Kind of Grant	Sustained Program Funding Grant
Program Design Outcomes	<p>Increased Community Management of weekly Colorful Girls Circles programs in order to sustainably scale-up:</p> <p><i>Phase One (about 2 years)</i> Develop core group of facilitators and trainers Develop training manual & videos based on facilitator’s core competencies Publish and share Colorful Girls curriculum Develop supplementary training modules Hire Partnership Coordinator</p> <p><i>Phase Two (about 1 year)</i> Train interested young women program alumnae into community-based positions</p>
Funding for this Program	In addition to <i>Dining for Women</i> , we have received funding from Taiwan-based <i>Ing Foundation</i> for this project. Their support will support salaries and other costs towards the scale-up.
Any organizational changes since the proposal	Girl Determined is now an independent US 501(c)3, which it was not in during the initial proposal—this has been already reported in previous reports and email updates. Our US Board of Directors continues to consist of five members and Brooke Zobrist— all women who are experienced in either international humanitarian and development work or have a background in Burma studies and political analysis. We are also supported on the ground by an advisory board of mixed men and women from Myanmar.

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<p>Challenges and how we are dealing with them</p>	<p>For the past year, in addition to the political challenges which have affected us in previous periods, we have been going through an internal struggle on how to determine potential partners who will meet our ideals and requirements with regards to appropriate child safeguarding, particularly considering that we with and for vulnerable adolescent girls, sometimes in remote areas. In Myanmar there has been growing attention - and possibly a growing number of incidences but that is unclear - of sexual abuse and assault of very young girls and adolescent girls. The discourse on the topic has become incredibly moralized with one active campaign calling for "Punishment of Death to all Child Rapists." Of course, this is not helping the victims and with an very poor record on juris prudence, could potentially cause further damage to society. With all of that going on, we are indeed aware that sexual abuse against girls in our communities is not rare and that it has been going on and in some ways has been accepted as "normal" or at least, unavoidable.</p> <p>This reality has led to questions, especially about organizational leadership and management and its will to potentially support or possibly cover-up any complaint of abuse that might come up. We had had heated internal conversations on the needed guidelines for partnership around the make-up of organizational leadership. In the end, we have determined that we will partner with women-led organizations with whom we have a an ongoing relationship. This creates limitations and importantly excludes any government bodies as potential partners. Of course, we will continue to have these conversations internally and in our peer communities because they are needed and all are working to decrease the risks for girls and women and expand opportunities, and as we see the impacts of our work, we expect that risks for girls in active program communities will decline.</p>
<p>Objective - any change?</p>	<p>No change in project objectives.</p>
<p>Progress against each stated objective</p>	<p><i>Phase One (about 2 years)</i></p> <p>Develop core group of facilitators and trainers – Our leadership team is still quite strong, and we’ve added several new management-level positions including Research Coordinator and Training Coordinator. These coordinator-level individuals possess the confidence, resources, and ability to support the capacity development</p>

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	<p>of community-based staff through monitoring visits and trainings. This includes Girls’ Safety and Security Responders Trainings, monthly skill development meetings, and ongoing discussions about concepts from the Colorful Girls’ curriculum (e.g. puberty, financial management, etc.).</p> <p>Develop training manual & videos based on Colorful Girls’ facilitator core competencies – The training manual and materials have seen gradual growth over the past year. Before her maternity leave, the Training Coordinator was researching and compiling content based on learnings from previous trainings and workshops. Together with the Operations, Circles, and Trainings Coordinators, and other leadership staff, we have determined a logical structure of the manual. Once the Training Coordinator returns from her leave, the manual will return to being a high-priority item, unless we identify an outside contractor to take on this task before then.</p> <p>We have not completed the training videos. As we do not have experience with this, we are seeking external support to ensure that such videos achieve desired learning outcomes. This has become an output that will be a longer term element of training materials for us.</p> <p>Publish and share Colorful Girls curriculum – We are continuing to utilize our established Colorful Girls core curriculum in ongoing programming. On a case-by-case basis, we share our curriculum with select members of our NGO and CBO networks. For example, in Kachin State, where we partner with the Htoi Gender Group, we have hired some of their staff as part-time facilitators or coaches and trained them in our curriculum.</p> <p>Develop supplementary training modules – To supplement the training manual, we’ve developed a glossary to help clarify facilitators’ understandings of terms used in the curriculum. We are also establishing step-by-step guidelines on how to conduct and record home visits, as well as providing strategies for general community engagement. In an upcoming training on capacity development with lead facilitators, some of these topics will again be covered, and any findings or lessons from the training can be used to shape the supplementary training modules.</p> <p>Hire Partnership Coordinator –</p>
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	<p>We have deemed this role to be unnecessary. Our method of expansion and the relationships and partnership required will best be handled by our current Program Coordinators who will work directly with partners on the various elements of the program as opposed to the partners going through a single staff person, we when discussing with partners and potential partners we found was not desirable for them.</p> <p><i>Phase Two (about one year)</i></p> <p>Train interested young women program alumnae into community-based positions with Colorful Girls –</p> <p>So far, we have placed and/or hired over 30 young women alumnae as Colorful Girls facilitators, coaches, media editors, and office staff. In the 2019/20 we will launch out "Young Women's Leadership Pathway Initiative" which will be a structured two-year internship program that will place young women alumnae as facilitators, coaches and peer researchers for a two-year period. We have support across the organization for this transition, which is needed and longer-term community-based staff will have to step aside in support of our mandate to advance adolescent girls and young women. And, we have developed this as a structured program that will benefit young women participants with critical job skills, maintain the quality of all Colorful Girls adolescent programs at the community and contribute to community-level project sustainability.</p>
<p>Completion timeline</p>	<p>All activities and outcomes for the Dining for Women Sustainer Grant have been accomplished.</p>
<p>Lessons Learned</p>	<p>One lesson we have certainly learned is that making high quality training videos is difficult and that, as far as we can tell, the capacity does not exist in Myanmar at the moment. We will need to find an experienced resource person externally, which will be more time-consuming and expensive than we have planned.</p> <p>And, another lesson has been that we need to be more active and focused in supporting community-based staff to execute weekly programs with full regularity. As we have grown and worked to develop the tools needed for further, effective and reasonable growth,</p>

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	<p>we can see that the local power dynamics affect the ability of the community-based person to actively negotiate for the physical space and support needed to run programs for girls every single week. And the regularity of the program one of the key elements of its success. The steady, and slow progress of new ideas, exposure, skills and capacities in critical to the transformational potential of the project. And, for some women the community headperson, school headmaster of religious leaders who is the gatekeeper or local decision-maker may be difficult to communicate with and some women are hesitant to even approach such a person. So, we have had to build more upfront training to support incoming community-based staff on how to do this, and also build out more support organizationally to ensure that we have trained staff women who can handle such tasks and travel to different communities to provide support at the community-level when needed.</p>
Org changes as a result of this project	<p>Overall the Sustaining Grant has given us the opportunity to focus our resources on building these needed tools for ongoing growth and reasonable scale-up, as opposed to shifting our resources regularly had we received only project-by-project support. This has meant the time to strengthen our human resources appointing program management team with commitment and relevant experience. This will continue to bear fruit as we progress.</p>
Unexpected events or outcomes? Unexpected benefits?	<p>We have had the privilege of being recognized in the past three years with both the Beyond Sports, Sport for Equality Award, and The Asia Foundation Lotus Leaders Award for " outstanding individuals and organizations that have made major contributions to the well-being of women and their communities in Asia." In supporting documents to secure these awards and nominations, we were sure to promote our support from Dining For Women as clear evidence of our legitimacy and effectiveness. And, these honors created further opportunities for grant support, individual donor support and strategic partnerships.</p>
Strategy change due to obstacles?	<p>We are not dramatically shifting strategy as we have or will overcome the current obstacles that we face. A small shift is certainly the heightening of the appointment of alumnae girls to lead projects at the community-level and prioritizing this as a platform for project expansion, over partnerships with external community-based organizations. That said, the structures and materials developed through support from DFW's Sustainer Grant contribute effectively to this modification.</p>

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<p>How many lives have been touched? Directly and indirectly?</p>	<p>Directly - more than 6000 adolescent girls Indirectly - 16,000 parents and family members Teachers, School and Community Leaders - 250</p>
<p>How to monitor - measurements and results?</p>	<p>We have active and detailed impact assessments that include both quantitative and qualitative data collections. In the past three years we have developed a Girls' Peer Research Unit which trains young women program Alumnae to conduct regular questionnaire survey assessments and structured one-on-one interviews with adolescent girls in the weekly programs at three stages of their participation across the country.</p> <p>Please see here for some reporting on those results: University of Virginia Global Policy Center, External Review of Interview Data</p> <p>In-depth Analysis and Impact Evaluation of one Girl Determined Colorful Girls project region</p>
<p>Ongoing plans?</p>	<p>As the fundamental purpose of this Sustainer Grant was to develop the necessary internal structures and training materials to scale up programs to effectively meet the needs of more adolescent girls across Myanmar, the outcomes of Dining for Women's support will continue to have an impact on the way we work and the active reach to adolescent girls for years to come. The structures that we have established and the materials we have developed due to the Sustainer grant are the underlying gridwork for expanding Girl Determined's Colorful Girls programs with a surge over the next three years. We expect that the current reach of 3,500 adolescent girls across 80 communities to nearly double in the next three year period.</p>
<p>Narrative Expense Report</p>	<p>Expenses for this grant hewed the original budget with support for organizational functions and expenses related directly to building up the structures and materials needed to reasonably scale-up the programs</p>
<p>Did this grant and relationship with DFW assist org in other ways?</p>	

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Yangon Office
No. 236 Yadana Street
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*Girl Determined is a
US-registered not-for-
profit based in Myanmar
EIN 47-2574299*

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Final Progress Reporting Guidelines

Grantee Name: Girl determined

Report Due: 10-2019

Prompt detailed final reports are required for all Dining for Women funded programs. We will share your report and success stories to educate our members. This information will be included in our newsletters, on our website and in other DFW social media. Please be candid. Dealing with obstacles, or less than ideal outcomes, educates our members about the successes and challenges NGOs face with program implementation in the developing world.

Your Final Progress Report is due on **10-2019**. Please submit the progress report, photos, and other supporting documentation by loading them to the Dropbox folder assigned to you. We request that reports be attached as MS Word files. Please send an email to grants@diningforwomen.org to confirm these files have been uploaded.

Grant completion requirements include the following to be submitted:

- The final budget with detailed financial accounting of all grant funds.
- Five to six page narrative addressing the questions listed below.
- Several high-resolution JPG photographs of the program depicting the women/girls who have benefited from the grant funds should be posted to your assigned Dropbox. Photos should be submitted with the right to use in all forms and media in DFW documents and website. Include confirmation of grantee's right and consent to use photos/videos as per local law.
- Include several stories, experiences and quotes from women/girls, preferably in their own words, whose lives were altered by the funded program.
- Any message you would like us to convey to our membership and donors about the impact our grant is having on those being served and/or your organization and its mission.

Please Note:

- Your report should address each of the items below. Answers need not be lengthy; five to six pages for the report is often adequate.
- All content must be in English and US Dollars.

Final Report Content

1. Please provide the following information:
 - a. Organization Name
 - b. Program Title
 - c. Grant Amount
 - d. Contact Person
 - e. Address
2. Recap briefly what outcomes the program was designed to achieve.
3. What was accomplished in connection with this project? Please address each stated objective. If any project objectives were changed, please also explain the circumstances leading to the modification of the objective(s).
4. What challenges did you face in connection with this project? How did you address these challenges?
5. Is your organization or program situation different than presented in the approved proposal? For example, new executive director, significant program staffing changes or NGO affiliation, loss of large funding, or other significant changes?
6. What were the most important lessons learned?
7. What has changed within your organization as a result of this project?
8. Describe the unexpected events and outcomes, including unexpected benefits.
9. Did you change your strategy as a result of obstacles your encountered? How will you address these challenges in the future?
10. Approximately how many lives have been touched, both directly and indirectly, by the program?
11. What are the measurements used to monitor success and how was this information measured (e.g., surveys, observation)? Be specific and include measurable results.
12. If the program is ongoing, provide plans and expected results, including projected timeframe.
13. Provide a detailed list of all expenses incurred during the grant cycle which have been paid for with the Dining for Women grant.
14. Did this grant and relationship with DFW assist your organization in obtaining other funding, partnerships with other organizations, or public recognition in some capacity?

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