



Stakeholder Engagement and Information Disclosure

January 10, 2023

CEPF Grant 112943

Grantee Re:wild

Call to Action: Conservation Action Plans for Priority Caribbean Species

Antigua and Barbuda, The Bahamas, Jamaica, Saint Lucia and Saint Vincent and the Grenadines

Grant Summary

1. **Grantee organization:** Re:wild
2. **Sub-project title:** Call to Action: Conservation Action Plans for Priority Caribbean Species
3. **Grant number:** 112943
4. **Grant amount (US dollars):** xxxxxxxxx
5. **Proposed dates of grant:** March 1 2023 – February 28, 2026.
6. **Countries where activities will be undertaken:** Antigua and Barbuda, The Bahamas, Jamaica, Saint Lucia and Saint Vincent and the Grenadines.
7. **Date of preparation of this document:** January 10, 2023
8. **Introduction:** This section will briefly describe the sub-project, including design elements and potential social and environmental issues. Where possible, include maps of the sub-project site(s) and surrounding area.

This Stakeholder Engagement and Information Disclosure has been prepared by Re:wild, a biodiversity conservation NGO with its headquarters in Austin, Texas, for the CEPF project 12943 Call to Action: Conservation Action Plans for Priority Caribbean Species.

The proposal presented by Re:wild in partnership with sub-grantee Fauna & Flora International (FFI), is a joint endeavor to build the species conservation capacity of at least six local partner CSOs – including the Bahamas National Trust (Bahamas), Birdlife Jamaica (Jamaica), Caribbean Coastal Area Management Foundation (C-CAM, also Jamaica), Environmental Awareness Group (EAG, Antigua), Saint Lucia National Trust (Saint Lucia), and Science Initiative for Environmental Conservation and Education (SCIENCE, St Vincent & the Grenadines) – and support them to develop action plans for 10 target endangered species of trees, reptiles, amphibians and birds across multiple sites in five countries.

Re:wild, FFI and their staff and consultants will serve as mentors and trainers to provide technical guidance for the development, implementation and evaluation of species conservation action plans. This work will mainly take the form of workshops, meetings (in person and virtually), desk-based work, site visits and exchanges, which pose minimal risks social and environmental risks in the sub-project sites.

All activities will be guided by the strategic framework outlined in the 2019 Ecosystem Profile for the Caribbean Islands Biodiversity Hotspot and in adherence to CEPF's Project Operational Manual and other key documents, policies and procedures relevant to the hotspot provided by the CEPF Secretariat and the World Bank. These include but are not limited to the Project Appraisal Document (PAD), Project Operational Manual (POM), Environmental and Social Management Framework (ESMF), Environmental and Social Commitment Plan (ESCP), a Stakeholder Engagement Plan (SEP), Labor Management Procedures (LMP), Health and Safety Plan, and a Sub-grant Operational Manual.

Conservation action plans will be developed during the first 18 months of the sub-project. Implementing the plans will be led by local partner CSO and collaborating government agencies under their own funding agreements with CEPF and other sponsors. It is too early to say whether any conservation actions chosen by these groups will present any additional social and environmental issues, but any substantial risks will need to be assessed and discussed with CEPF prior to implementation. Re:wild and FFI will comply with the ESMF and will also endeavor to strengthen the understanding and capacity of grantees to comply with key environmental and social standards and CEPF's gender policy.

This is a living document and will be updated to meet any changes in the demands or circumstances of the sub-project.

9. Summary of previous stakeholder engagement activities: If you have undertaken any activities to date, including information disclosure and/or consultation, provide the following details:

- **Type of information disclosed, in what form (e.g., oral, brochure, reports, posters, radio, etc.), and how it was disseminated.**
- **Locations and dates of any meetings undertaken to date.**
- **Individuals, groups, and/or organizations consulted.**
- **Key issues discussed and key concerns raised.**
- **Grantee's response to issues raised, including any commitments or follow-up actions.**
- **Process undertaken for documenting these activities and reporting back to stakeholders.**

The primary stakeholders and beneficiaries for this proposal are the host national CSOs: Bahamas National Trust (Bahamas), Birdlife Jamaica and C-CAM (Jamaica), Environmental Awareness Group (EAG, Antigua), Saint Lucia National Trust (Saint Lucia), and SCIENCE (St Vincent & the Grenadines). Both the Project Leader and Project Co-leader have had many discussions with the directors and lead technical staff in these groups since 2021, both in person and online, to develop this sub-project. The target species were chosen by the host national CSOs from CEPF's list of eligible species.

During the development of this sub-project, from January 10, 2021 through November 15, 2022, we also discussed the proposed work with key stakeholders with responsibility and expertise for terrestrial wild animals and plants to engage them in the process and seek their support and advice. All discussions were conducted in person or virtually using video links, with supporting information shared through emails, including the proposal concept. Meetings were held with the directors and senior wildlife officials of the St. Vincent & the Grenadines Forestry Department, Saint Lucia Forestry Department, National Environmental and Planning Agency, Urban Development Corporation and national Endangered Species Committee in Jamaica, and Department of Environment in Antigua, who proved to be very inciteful and supportive, and endorsed the choice of target species. Re:wild and FFI also discussed relevant components of this sub-project with colleagues at BirdsCaribbean, Durrell Wildlife Conservation Trust, IUCN SSC Iguana Specialist Group, Amphibian Survival Alliance and the Global Trees Campaign, among others, who will assist with reviewing the nine or more conservation action plans that will be produced by this sub-project and may provide additional technical guidance and training as the action plans take shape.

There was unanimous support for the proposed sub-project. Everyone appeared pleased with the intention to not only develop conservation action plans through a participatory process but to build

local capacity and enable local CSOs to access funds to implement the agreed conservation actions. Among the feedback were concerns about whether more data were needed for some of the species to develop action plans, and we duly inserted rapid surveys for the St Vincent Blacksnake and Grey Birch in 2023. Many asked whether additional species could be included in the sub-project, such as the Critically Endangered Lesser Antillean Iguana and Endangered Jamaican Hutia. We explained that CEPF funding under Strategic Direction 3 was directed towards species listed as priorities on the Ecosystem Profile, but it is hoped that the species conservation capacity built through this sub-project will help equip the CSOs, government agencies and other stakeholders to address other threatened species in the near future.

Once this sub-project is launched, Re:wild, FFI and our local partners will reach out to the wider network of interested parties within each country to encourage key representatives to participate and help shape the actions to be carried out on the ground, including other relevant national/local government agencies, local communities, landowners, universities, businesses, etc. They will be invited to the workshops to develop the new species conservation action plans (Component 1) and other relevant project activities. Their involvement in the action planning process is imperative to ensure that local views and knowledge are incorporated, to identify and where possible resolve any potential conflicts or major concerns before actions are decided, and to enthuse and encourage the stakeholders to help implementing the action plans that they have helped to develop. In the case of the Antiguan Racer, for example, the stakeholders who will be invited to participate in this process will include a number of relevant government agencies (Environment, Fisheries, Forestry, Tourism, Education), landowners (e.g. Mill Reef Club), tour operators (e.g. Wadadli Cats, Adventure Antigua) and other persons with interests in the species and/or the offshore islands of Antigua. This sub-project will benefit from the fact that the CSOs and government environmental agencies already have a wide circle of contacts and understanding of community groups and other stakeholders within and around the areas occupied by the target species in all five countries.

The conservation action planning processes are designed to be highly participatory to encourage as many of the stakeholders as possible to develop a sense of ownership in the action plans and a desire to help play their part in implementing them. We aim to keep the main action planning workshops relatively short (one or two days in length) because experience tells us that this will encourage a bigger turnout from start to finish. Most stakeholders understandably cannot afford to spend a whole week or more in a workshop.

All action plans will include a monitoring and evaluation objective, with specific actions for tracking progress and reviewing and if necessary, revising, the plans. We recommend these actions include holding a stakeholder meeting (in person or virtual) every one or two years to present and review progress, to remind participants of the needs and actions that were agreed, and to encourage continued collaboration.

10. Project stakeholders: This section will list the key stakeholder groups who will be informed and consulted about the sub-project. These should include persons or groups who: Are directly and/or indirectly affected by the sub-project (i.e., project-affected parties) or have interests in the sub-project that determine them as stakeholders (i.e., other interested parties); and Have the potential to influence sub-project outcomes.

Key stakeholder groups vary from site to site, but commonly include local communities, NGOs, local and national authorities, and private landowners. They can also include politicians, tourism enterprises and other companies, labor unions, academics, religious groups, sports groups, and media agencies.

For each target species, the key stakeholders include a lead CSO and government agency that have a keen interest and mandate to lead their conservation plan. They are as follows:-

1. Antigua Racer (*Alsophis antiguae*): Environmental Awareness Group and the Department of Environment (Government of Antigua & Barbuda)
2. Bahama Oriole (*Icterus northropi*): Bahamas National Trust and the Department of Environmental Planning and Protection (DEPP, Government of the Bahamas)
3. Grey Birch (*Bursera hollickii*): C-CAM and the National Environmental Planning Agency (NEPA, Government of Jamaica)
4. San Salvador Rock Iguana (*Cyclura rileyi*): Bahamas National Trust and DEPP (Government of the Bahamas)
5. St. Vincent Blacksnake (*Chironius vincenti*): SCIENCE and the St. Vincent & the Grenadines Forestry Department
6. St. Vincent Frog (*Pristimantis shrevei*): SCIENCE and the St. Vincent & the Grenadines Forestry Department
7. Saint Lucia Whiptail (*Cnemidophorus vanzoi*): Saint Lucia National Trust and the Saint Lucia Forestry Department
8. Jamaican Blackbird (*Nesopsar nigerrimus*): Birdlife Jamaica and NEPA (Government of Jamaica)
9. Saint Lucia Viper (*Bothrops caribbaeus*): Babonneau Community Group and the Saint Lucia Forestry Department
10. Whistling Warbler (*Catharopeza bishopi*): SCIENCE and the St. Vincent & the Grenadines Forestry Department

For every species, there is a wider groups of key stakeholders groups, according to the definition provide above. For most species, these groups include landowners and other local residents, other government departments and ministries, academics (national and international), tour companies and other businesses, and, in some cases, other international NGOs (e.g. BirdsCaribbean for the bird species, Durrell Wildlife Conservation Trust for the species in Saint Lucia) and IUCN SSC Specialist Groups (the Iguana Specialist Group, Viper Specialist Group, Snakes Specialist Group, Amphibian Specialist Group and cross-cutting thematic groups such as the Translocation Specialist Group). For each species and site we have a running list of known or prospective stakeholders, which will be refined and populated with contact details before the action planning workshops are held. The aims and main approaches of this sub-project have been discussed with some of the stakeholders through

in-person and/or virtual meetings, and all will be contacted before each species action planning workshop to encourage them to participate.

The species conservation action plans will contain objectives and targets for outreach and education actions involve the wider public, schools and/or other more specific stakeholders.

Vulnerable groups

In accordance with our Equal Opportunities, Safeguarding and Anti-harassment policies, both Re:wild and FFI will encourage and facilitate participation from vulnerable groups, as outlined below:-

Women: Nearly half of Caribbean households have a female head, but women are greatly outnumbered by men in the region's labor markets (with the notable exception of the NGO sector, where female staff often outnumber men). Re:wild and FFI will take measures to ensure that women's voices heard in all sub-project consultations, such as ensuring at least 40% of participants in planning workshops, fieldwork and capacity building activities (including training needs assessments) are female. Re:wild does not have a specific Gender Policy yet but does have a Safeguarding Policy "To protect people, particularly children, women, and at-risk adults and beneficiaries of assistance, from any harm that may be attributed to Re:wild." This includes harm arising from the conduct of Re:wild representatives, and from the design and implementation of Re:wild's programs and activities. All Re:wild staff are required to conduct training on Harassment Prevention for US Employees to comply with US federal anti-discrimination and anti-harassment laws. Training includes preventing and responding to sexual harassment and other forms of discrimination based on gender.

Unemployed young people: This is a vulnerable group in all five sub-project countries, associated with educational underachievement, high unemployment rates, exposure to violence, and exposure to disease. The unemployment rate among youth is two or three times that of adults, and young women are more likely to be unemployed than young men. Male youth are disproportionately affected by crime (as both victims and perpetrators) and Caribbean youth are also very vulnerable to HIV infection. Youth are unlikely to be employed directly by this sub-project because the number of funded positions is limited and they would not qualify to be consultant trainers and evaluators. However youth who are interested in wildlife and/or future careers in the environment will be welcomed to participate in the species action planning workshops (Component 1) and may participate in relevant training to build their skills (and enable them to become better known to the national NGOs, government agencies and other potential employers). It is likely that many of the species action plans will identify tasks that can be paid and would suit enthusiastic young people. Note FFI has a Safeguarding Policy for Children and Vulnerable Adults.

Elderly people: The Caribbean has an aging population, which is further exacerbated by younger adults emigrating for work. People aged 60 and over accounted for 10% of the Caribbean population in 2000 and projected to rise to over 25% by 2050. In common with many parts of the world, elderly people are particularly vulnerable to social exclusion. Like youth, Re:wild and FFI will endeavor to ensure older people are able to participate in conservation planning and actions, if interested. We

will encourage our local partners and trainers to consider involving retirees from the environmental sector or who have other valuable knowledge, skills and time that they can bring to this sub-project.

LGBTQIA+ people: These are among the most vulnerable groups in the Caribbean, more likely to suffer discrimination and at enhanced risk of social exclusion with regard to project activities and benefits. None of the sub-project countries have anti-discrimination laws concerning sexual orientation, and, in some countries, sexual activity between persons of the same sex is criminalized. There are also high levels of homophobic and transphobic violence in several sub-project countries, particularly in Jamaica. These factors raise issues about how to identify LGBTQIA+ persons without placing them at further risk of discrimination, prosecution or violence. Re:wild and FFI will ensure the confidentiality of personally identifiable information for all participants (NB this is necessary for FFI's compliance with the UK's Data Protection Act, 2018).

People with disabilities: An estimated 15% of the population of the sub-project countries lives with disabilities. People with disabilities are more likely to have lower educational attainment, health outcomes, income and levels of employment than those without. Studies show that women with disabilities are four times more vulnerable to gender-based violence. People with disabilities are also at enhanced risk of discrimination and social exclusion. In this context, sub-project activities must take account of people with disabilities and ensure that they are not excluded from accessing consultation, or other project benefits. This will require paying attention to such things as selecting training venues that are wheelchair accessible (including washroom and toilet facilities), and disseminating project information through media accessible to hearing-impaired people and visually-impaired people.

11. Stakeholder engagement program: This section will summarize the purpose and goals of the stakeholder engagement program. It will briefly describe what information will be disclosed, in what formats, and the types of methods that will be used to communicate this information to each of the identified groups of stakeholders. Methods used may vary according to target audience.

The primary goals of the stakeholder engagement program are to (a) Enlist the input of key stakeholders in developing species conservation action plans so as to benefit from their knowledge and to foster their interest in supporting the implementation of the actions, and (b) Identify and work with key individuals who are interested in developing their skills and network to conserve endangered species in their countries, and involve them in the sub-project's capacity building activities.

The key stakeholder groups will be contacted individually and encouraged to participate in the action planning workshops and other group activities. During the preparation of the action planning workshops, the stakeholders will be asked to identify any other groups they recommend involving in this process. Most workshops will be relatively short (one or two days) to make it easier for more stakeholders to attend, and some meetings may take place in early evenings or weekends for those who are unable to participate during normal working hours. Everyone who participates in the action planning processes will receive electronically a draft copy of the plan to review, as well as the final publication. While most materials will be shared electronically to reduce waste, key government and NGO stakeholders will be offered hard copies of the final plans for their files.

For the wider public in each country, information about the target species and salient points from the action plans and reports will be communicated through media releases, social media postings by Re:wild, FFI and the lead CSO and partner government agency, and interviews with traditional media (radio, newspaper, tv) throughout the grant period. The conservation action plans and other key technical outputs will be posted on ResearchGate and, where possible, the websites of national partner organizations. However, Re:wild and its partners reserve the right to redact sensitive and confidential information (e.g. locations of critical species, if such information might aid poachers).

As noted above, some of the objectives and actions in the conservation action plans may pinpoint additional specific stakeholders that need to be engaged, and describe the methods that will be used. For example, the conservation action plans might identify a need to improve the behavior of tourists or local recreational users through social media, signs, public meetings, phone-in radio shows and/or other forms of engagement and sensitization. Part of Re:wild's co-funding for this sub-project is flexible to allow for some additional engagement costs.

12. Consultation methods: This section will describe the methods that will be used to consult with each of the stakeholder groups identified in Section 10. Methods used may vary according to the target audience, for example:

- **Interviews with stakeholder representatives and key informants.**
- **Surveys, polls, and questionnaires.**
- **Public meetings, workshops, and/or focus groups with a specific group.**
- **Participatory methods.**
- **Other traditional mechanisms for consultation and decision-making.**

In all five countries, representatives from key stakeholder groups will be invited to participate in the species conservation action planning workshops to ensure their knowledge, opinions and recommended are aired and incorporated into the plans. The action planning processes will be highly collaborative and democratic, and will allow participants to contribute their ideas anonymously if they wish. We will also arrange in-person or virtual meetings with key persons who are unable to participate in workshops or require further, more in-depth discussions.

Training activities will focus on a smaller subset of stakeholder – those who carry out conservation work – and will also be highly interactive and participatory, covering both theory and practice. Prospective trainees will complete a self-assessment questionnaire to gauge strengths and weaknesses in their capacity to help inform the training plan.

The species conservation action plans are likely to identify needs and methods for further stakeholder consultations to achieve their goals. For instance, if the new plans call for an action to remove invasive alien species, the lead CSO, government partner and/or other parties responsible for its implementation would need to consult local stakeholders in those areas before the action is taken. If a major consultative process is warranted (e.g. to create a new wildlife reserve), the additional costs will be included in funding requests from the CSOs. Complimentary funding requests to implement the action plans will be developed and submitted to CEPF by local CSOs, with assistance from Re:wild under Component 2, and explain the consultation methods. Depending on the needs identified in the action plans, Re:wild will also seek to engage interest from other funders to support

their implementation through its wide network of contacts and partners. These may include *inter alia* trusts and foundations, other statutory donors, and philanthropists.

A more complete overview of approaches to be taken during this sub-project is shown in Table 1.

Table 1 Methods to consult and engage each stakeholder group

Stakeholder group	Methods for consultation and engagement
Local CSOs and CBOs	<ul style="list-style-type: none"> • Face-to-face meetings • Virtual meetings/ calls and WhatsApp • Direct emails • Social media tagging • Workshops and webinars • Use of GoogleDocs or other platforms to facilitate collaborative writing and reviewing of plans and other documents. • One-on-one coaching and mentoring • Peer exchanges
National government agencies (including partners)	<ul style="list-style-type: none"> • Face-to-face meetings • Virtual meetings/ calls and WhatsApp • Direct emails • Workshops and webinars • Use of GoogleDocs or other platforms to facilitate collaborative writing and reviewing of plans and other documents. • Engagement in sub-project activities
Local communities and the public	<ul style="list-style-type: none"> • Face-to-face and virtual meetings • Social media • Media (newspapers, tv, radio) • Other pathways recommended by local partners to target communities in and around the sub-project sites
Private sector actors (including landowners)	<ul style="list-style-type: none"> • Face-to-face and virtual meetings • Direct emails • Engagement in project activities, including workshops and webinars • Social Media • Media
Academic institutions	<ul style="list-style-type: none"> • Face-to-face and virtual meetings • Direct emails • Engagement in project activities, including workshops and webinars • Social media • Media • ResearchGate • Regional conferences
International CSOs	<ul style="list-style-type: none"> • Face-to-face and virtual meetings • Direct emails • Virtual meetings/ calls and WhatsApp

Stakeholder group	Methods for consultation and engagement
	<ul style="list-style-type: none"> • Engagement in project activities, including workshops and webinars • Posting on Caribbean listservs and ResearchGate • Social media • Media • Regional conferences • Academic papers
International donors and regional and international inter-governmental agencies	<ul style="list-style-type: none"> • Face-to-face and virtual meetings • Direct emails • Social media • Media • Conferences • Academic papers

13. Other engagement activities: This section will describe any other engagement activities that will be undertaken, including participatory processes, joint decision-making, and/or partnerships undertaken with local communities, NGOs, or other stakeholders. Examples include benefit-sharing programs, community development initiatives, job creation initiatives, and/or training and microfinance programs.

Training and mentoring will be offered to key men and women in each country as part of Component 3. These will include staff and interns employed by the lead CSO and partner government wildlife agency in each country, but should also include others who are or wish to be professionally or voluntarily engaged in conserving endangered species. These may include local students, citizen scientists and nature tour guides. Self-assessments using a form provided by Re:wild will be conducted with the prospective trainees to identify important competency gaps or weaknesses, and inform the training plan. This will describe the training that Re:wild, its consultant trainers and FFI can offer during the course of this sub-project, along with information on free online courses and other learning opportunities that may fit their needs.

Among the deliverables of the sub-project is foster a new network of Caribbean conservationists that can help provide peer-to-peer support through exchanges of knowledge and collective problem-solving. This will begin with key partners in the five sub-project countries, with a number of engagement activities planned including exchanges and regular webinars. The network will be opened to conservationists from other Caribbean islands, many of whom are already known to Re:wild and FFI through other projects in this region, who will be contacted individually by email and invited to join the online webinars and other networking activities. In response to a request from CEPF, other Caribbean grantees working on endangered species conservation action plans will be welcomed to visit project sites and participate in the webinars: RIT will be responsible for making introductions once this sub-project is underway.

The species action plans will identify stakeholders and methods for further engagement to achieve their goals. It is too soon to prescribe what these may be: They may include training, job creation

and other initiatives, but more details will be provided in the funding requests to CEPF from the implementing partners in due course.

14. Timeline and resources: This section will present and implementation timeline for each stakeholder engagement activity listed in Sections 11 to 13, together with an estimate of resource needs.

Table 2 shows the main engagement activities and approximate costs, The cost estimate is very conservative and shows only directly relevant costs charged to the CEPF grant and not co-funding or in-kind support. Given the highly collaborative nature of this sub-project and how Re:wild and FFI will work closely with our national partners on all activities, It could be argued that almost all operational expenditures concern an active engagement with at least one stakeholder.

Table 2 Indicative timeline for Stakeholder Engagement and Information Disclosure implementation.

Action	Implementation Schedule	Cost Estimate (USD)*
Re:wild to notify subgrantee (FFI) and in-country CSO and government partners of grant being approved by email and arrange calls to discuss next steps.	Within 10 days of start of the sub-project	Negligible
Virtual and face-to-face meetings with subgrantee (FFI) and in-country partners (CSOs and government agencies) to plan, manage and monitor sub-project activities.	Throughout sub-project	Re:wild and FFI staff time and travel = \$32,960
Virtual and face-to-face meetings with other key stakeholder groups, action planning workshops, training classes and webinars	Throughout sub-project	Workshop costs (included in service contracts for CSOs) = \$62,720 Re:wild and FFI staff time = \$30,000
Exchange visits between the sub-project countries by partner staff, and study visits by other CEPF grantees	Throughout sub-project, but mainly 2024 and 2025.	Exchange visits = \$22,800
Dissemination and discussion of sub-project activities on social media and traditional media	Throughout sub-project	Re:wild and FFI staff time = \$3,000
Site visits with partners and stakeholders during planning, implementation and monitoring	Throughout sub-project	Staff time and travel = \$31,270

Action	Implementation Schedule	Cost Estimate (USD)*
Participation in regional conferences by Re:wild, FFI and key in-country partners	Once or twice a year	\$6,000 (for partners only)
Monitoring of grievance email accounts	Throughout sub-project	Negligible
Participation in site visits and evaluations by CEPF and other funders	On request	Negligible
Development and delivery of training materials	Throughout sub-project	Contracted trainers = \$16,850 Re:wild and FFI staff = \$10,000
	TOTAL	\$215,600+

15. Monitoring and arrangements: This section aims to outline what steps you will take to monitor and evaluate the effectiveness of the stakeholder engagement activities listed in Sections 11 to 13.

Re:wild will endeavor to monitor and evaluate the effectiveness of the stakeholder engagement activities above:

- Seeking feedback from stakeholders throughout sub-project implementation through regular virtual and face-to-face meetings, direct email, social media, feedback forms from training sessions, peer exchanges, webinars and workshops, etc.
- Reviewing sub-grantee and consultant reports.
- Virtual or face-to-face site visits to sub-projects and discussions with stakeholders at project sites.
- Seeking feedback from stakeholders at the final evaluation of the CEPF Caribbean Islands Biodiversity Hotspot investment and documenting and sharing lessons learned, best practice and recommendations.
- Reporting on stakeholder engagement activities in bi-annual programmatic reports to the CEPF.
- Reporting during meetings and supervision missions with RIT and/or the CEPF Secretariat.
- Monitoring of the Grievance Redress Mechanism (GRM).

16. Consultation: This section will summarize the consultations carried out with stakeholders in preparation of the plan, particularly any local communities who may be particularly affected by the proposed activities. Include dates of consultations, and a summary of the number of women and men consulted, but do not include names of individuals.

Section 9 above details the consultation process that Re:wild conducted, together with FFI. This included 17 women and 15 men (not including personnel employed by RIT, CEPF and other funding agencies).

17. Disclosure: CEPF requires that environmental and social instruments are disclosed to affected local communities and other stakeholders prior to sub-project implementation. Please describe the efforts you have taken to disclose this Stakeholder Engagement Plan.

The Stakeholder Engagement and Information Disclosure will be finalized and shared with all partners once funding is confirmed.

18. Grievance mechanism: For all sub-projects where a World Bank environmental or social standard applies, the grantee must provide local communities and other relevant stakeholders with a means to raise a grievance, and whereby this grievance may be considered and satisfactorily resolved.

The Grievance Mechanism for stakeholders is very similar to that of staff and contractual employees:

1. The Project Leader will be the point of contact for all grievances concerning this sub-project. Contact information will be provided in correspondence with partners and stakeholders upon signing of contract, including emails.
2. If the individual does not feel comfortable reporting to the Project Leader (for example, if that person is nonresponsive or implicated in the concern), they may report to the FFI Project Co-leader, Re:wild's Chief Operating Officer or the leader of the lead in-country CSO.
3. Grievances can be made in person, by telephone call, or in writing. Grievances can be made anonymously.
4. All received grievances will be registered within two working days of receipt by the Project Leader, Project Co-leader or Chief Operating Officer, who will attempt to address and resolve the grievance within the established time frame of three weeks upon receipt. The complainant will be informed in writing of the measures taken to address the grievance.
5. If the grievance is very serious (e.g. breaching safeguards to protect the welfare and wellbeing of people or wildlife), project activities may be suspended until the matter is resolved and, if appropriate, Re:wild may refer the matter to the relevant authorities for prosecution.
6. All grievances – and a proposed response – will be shared with the Regional Implementation Team and the CEPF Grant Director within 15 days.
7. If the claimant is not satisfied following the response, they may submit the grievance via the CI Ethics Hotline (toll-free telephone line: +1-866-294-8674/ secure web portal: <https://secure.ethicspoint.com/domain/media/en/gui/10680/index.html>).
8. If the claimant is not satisfied with the response from the CEPF Executive Director, they may submit the grievance to the World Bank via the World Bank's Grievance Redress Service (GRS). This GRS should ideally only be accessed once the sub-project's grievance mechanism has first been utilized without an acceptable resolution. World Bank Procedures require the complainant to express their grievances in writing to World Bank office in Washington DC by completing the bank's GRS complaint form at the following link: <http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service#5>. Completed forms will be accepted by email, fax, letter, and by hand delivery to the GRS at the World Bank Headquarters in Washington or World Bank Country Offices: Email: grievances@worldbank.org; Fax: +1-202-614-7313; By letter: The World Bank Grievance Redress Service (GRS) MSN MC 10-1018 NW, Washington, DC 20433, USA

9. Key stakeholder groups, including local communities involved in this sub-project, will be made aware of the grievance mechanisms through links to this document on emails and other correspondence, and reminded verbally in meetings and workshops. It is essential that confidentiality is maintained at all stages of the reporting and response process when dealing with complaints. Information relating to the concern or complaint and subsequent case management shall be shared on a need to know basis only and shall be kept secure at all times.
10. Stakeholders will have access to the following grievance information:
 - Contact information for grievance submission (the direct contacted details of the Re:wild Project Leader, FFI Project Co-leader, Re:wild’s Chief Operating Officer, and the Grievance Mechanisms of the Implementing Agency—Conservation International).
 - The option of either verbal or written grievance complaint, and the opportunity to remain anonymous.
 - Timelines for grievance response (normally 24 hours to three weeks).
 - The possibility to hold an open and a constructive meeting about a grievance.
 - The right to appeal against a decision made and to appeal to the Grievance Mechanisms of the Implementing Agency—Conservation International.
 - The right to be accompanied by a fellow worker or support of her/his own choice when attending the meeting to discuss a grievance.
 - The Ministry of Labor of the respective country or the National Courts are alternatives that the affected individual or group can use, and may be approached if the matter cannot be resolved by Re:wild and the sub-project team.

Re:wild does not tolerate retaliation against persons who, based on a reasonable belief, provide information about, complain, or assist in the investigation of any complaint related to a violation. In all cases, Re:wild will follow up as necessary to ensure that no individual is retaliated against for making a complaint or cooperating with an investigation.

Addressing Gender-based Violence

Re:wild’s Equal Employment Opportunity Statement and Non-harassment Policy includes sexual harassment, which is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment; (2) submission to, or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Re:wild’s policy sets out a sexual harassment reporting mechanism similar to that of the grievance mechanism above, but places priority on the wellbeing and wishes of the Survivor. The Survivor will not be subjected to interrogation about the matter, but instead enabled to give as much or as little information as they wish, in confidence.

Re:wild will seek CANARI’s list of GBV service providers in each sub-project country and ensure workers and consultants have this information. Re:wild does not employ a specialist on GBV, and survivors of GBV will be encouraged to contact the GBV service provider directly, if they wish.

The GBV survivor can also approach the World Bank directly, especially if the alleged perpetrator is someone directly responsible for managing the GRM. She/ he can approach the Task Team Leader (TTL), the World Bank Caribbean country director, or any other World Bank staff within the task team with whom she/he feels comfortable sharing.