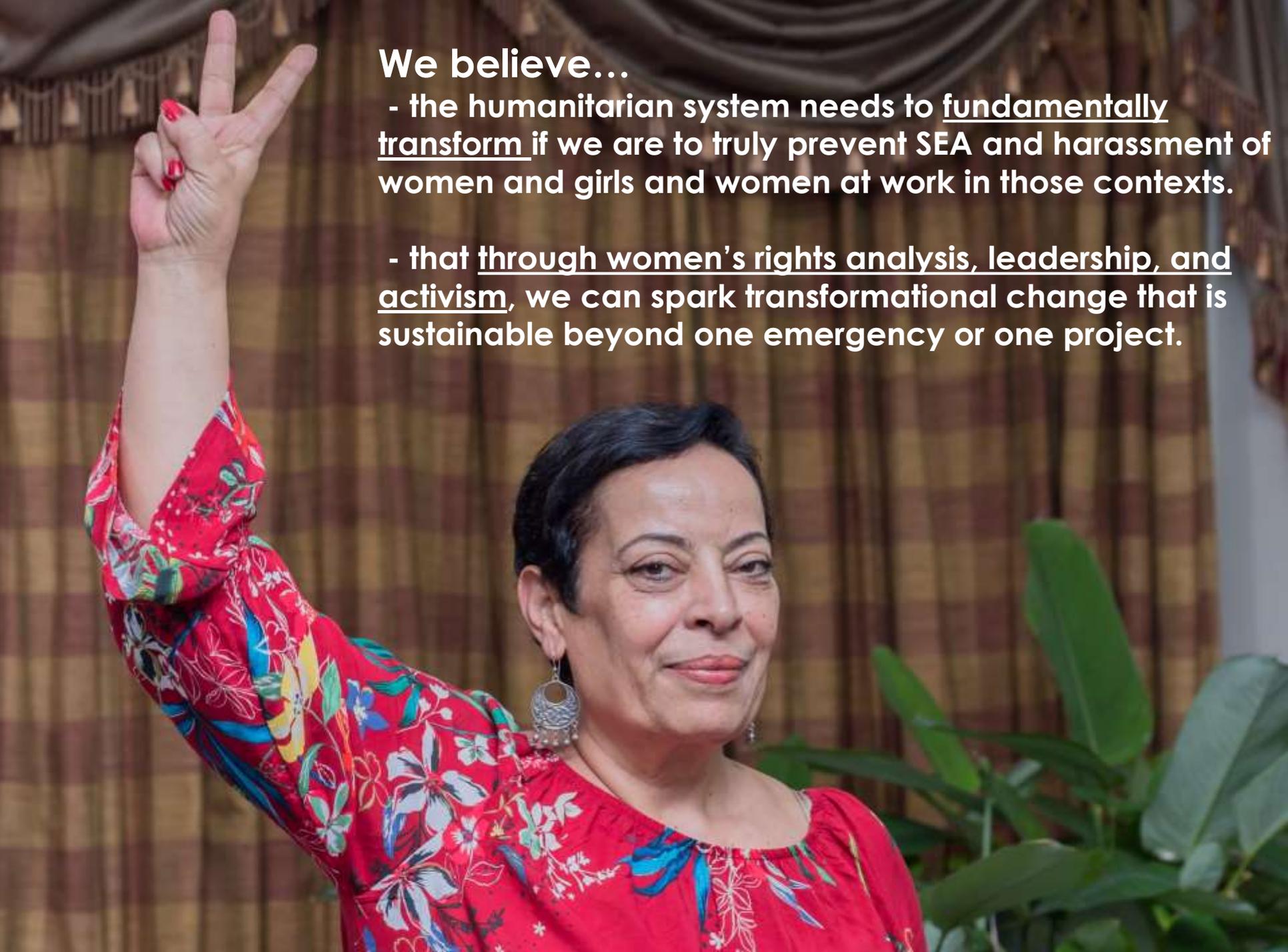


A woman with long, dark hair, wearing a bright pink traditional-style top with black trim and decorative black buttons, stands on a beach with her arms crossed. She is looking slightly to the right. The background shows the ocean and a blue sky with light clouds.

GOAL: Amplify the voices and power of refugee and host community women and girls to catalyze institutional reform, interagency action, and increased resources to reduce sexual harassment, exploitation and abuse of women and girls in humanitarian settings.

Listen Up Advisory Group



A woman with dark hair, wearing a vibrant red long-sleeved shirt with a colorful floral pattern, is making a peace sign with her right hand. She is looking towards the camera with a slight smile. The background consists of a brown and gold checkered curtain and a green plant on the right side.

We believe...

- the humanitarian system needs to fundamentally transform if we are to truly prevent SEA and harassment of women and girls and women at work in those contexts.

- that through women's rights analysis, leadership, and activism, we can spark transformational change that is sustainable beyond one emergency or one project.

Listen Up Theory of Change

VISION

Women and girls affected by crisis and women at work in emergencies pursue their potential, free from violence and inequality

OUTCOMES

GBV response

Women and girls trust and access safe, confidential, accountable support services when they experience GBV, including sexual harassment, exploitation and abuse

Gender-responsive programming, risk mitigation, empowerment & participation

Women and girls have equal access and control over humanitarian services and resources

Humanitarians use power positively, and respect and value women and girls

System reform

The humanitarian system prioritises, resources and values efforts to address sexual harassment, exploitation and abuse

Organizational reform

Humanitarian organisations hold staff accountable to address sexual harassment, exploitation and abuse

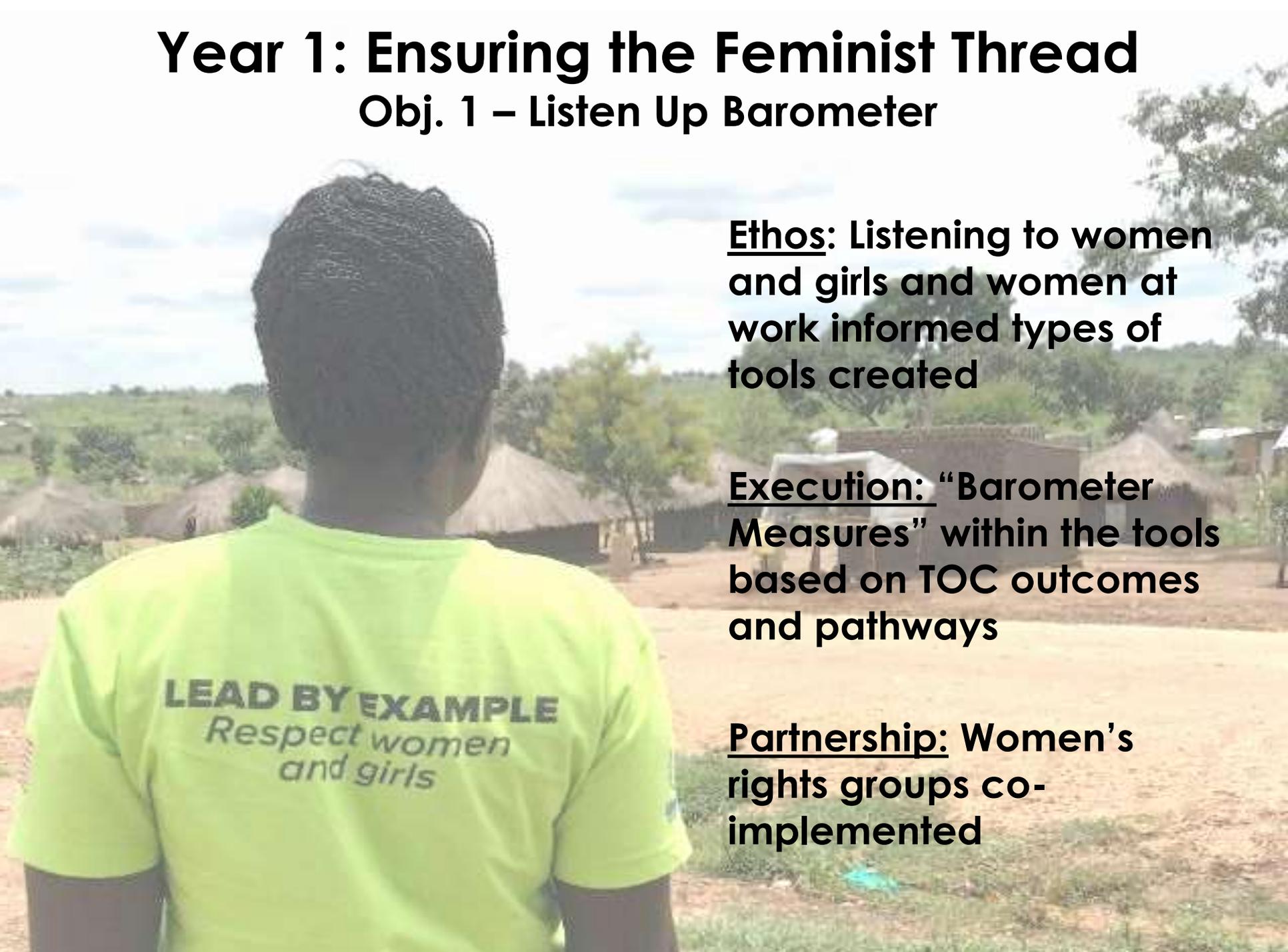
Year 1: Ensuring the Feminist Thread

Obj. 1 – Listen Up Barometer

Ethos: Listening to women and girls and women at work informed types of tools created

Execution: “Barometer Measures” within the tools based on TOC outcomes and pathways

Partnership: Women’s rights groups co-implemented



LEAD BY EXAMPLE
*Respect women
and girls*

Year 1: Listening and Learning

Obj. 3 – Women and girls lead

Ethos: Listening and planning based on feedback

Execution: Awareness raising and sensitization with community and colleagues

Partnership: Forming a women's task force







Year 1: Further Activities

- PSHEA Action Groups
- Inter-agency, multi-stakeholder
- Women@Work
- Leadership and advocacy
- Digital Platform for Action



Year 1: Examining Power and Patriarchy

Obj. 2 – Organizational culture change



- Conventional SHEA trainings have limited impact
- *Get Moving! to Prevent SHEA* builds off *Raising Voices'* existing curriculum
- Using multiple approaches
- 7 pilots in three countries (with 3 INGOs and 3 WRO partners)