Women, Peace, and Security Strategy: Milestones & Metrics

In June 2019 President Donald J. Trump released the United States Strategy on Women, Peace, and Security (WPS Strategy), which recognizes the benefits derived from creating opportunities for women and girls to serve as agents of peace via political, economic, and social empowerment. The WPS Strategy aims to promote the meaningful inclusion of women in processes to prevent, mitigate, resolve, and recover from deadly conflict or disaster. In line with the requirements of the Women, Peace, and Security Act of 2017, and to measure the United States Government's (USG) progress on achieving the WPS Strategy's ambitious goals, the Department of State (DOS), the US Agency for International Development (USAID), the Department of Defense (DOD), the Department of Homeland Security (DHS), and the White House present, for the first time, integrated interagency metrics. These metrics include milestones, as well as performance and process metrics to measure progress toward achieving the following objectives:

- Women are more prepared and increasingly able to participate in efforts that promote stable and lasting peace;
- Women and girls are safer, better protected, and have equal access to government and private assistance programs, including from the United States, international partners, and host nations; and
- The United States and partner governments have improved institutionalization and capacity to ensure WPS efforts are sustainable and long-lasting.

As this is the first time the USG will be collecting integrated WPS Strategy metrics, we will use a graduated approach in measuring success. The USG recognizes that measuring progress on the WPS Strategy is an iterative process that will need to utilize best practices, lessons learned, and ongoing innovations within the field to further refine metrics and effectuate change. Therefore, in the year following submission of this framework, departments and agencies will work to define, refine, and establish collection methodologies for these metrics as needed through data-driven approaches and discussions with key stakeholders. Departments and agencies will begin data collection after the first anniversary of release of the WPS Strategy.

As the WPS Strategy matures, the USG will continue to refine metrics related to the WPS Strategy.

The nominated metrics below build on past efforts, such as the former U.S. National Action Plan for WPS, and aim to further elevate and integrate WPS within our national security institutions and interventions. The metrics remain high-level to enable departments and agencies to contribute data from their respective missions and activities, yet are sufficiently specific to illustrate whole-of-government progress toward the Strategy's goals. In addition, departments and agencies have detailed metrics and approaches specific to their unique contributions to the WPS strategy as part of their implementation plans.

These metrics and the overall WPS Strategy are mutually supportive, but distinct from, the Women's Global Development and Prosperity (W-GDP) Initiative, the first-ever, whole-of-government effort dedicated to global women's economic empowerment, which was established by President Trump through National Security Presidential Memorandum-16 (NSPM-16).

USG commitment to coordinating, monitoring, and evaluating implementation of the WPS Strategy.

Milestone: The National Security Council staff (NSC) will coordinate at least three senior-level department and agency meetings a year to discuss progress and revisit metrics related to the WPS Strategy. One of these meetings will include a cross-over discussion with W-GDP.

The White House's continued high-level engagement will elevate and drive the WPS Strategy's implementation. Senior leadership meetings at the NSC will ensure WPS principles are integrated across U.S. national security priorities and foreign policy. In order to integrate security and economic efforts into a holistic approach to women's empowerment, the NSC will hold an annual high level meeting on WPS and W-GDP to review learning tools, gender analysis requirements, and identify and build on mutually reinforcing successes.(Reporting organization: NSC)

USG commitment to modeling best practices on civil society engagement.

Milestone: Departments and agencies will coordinate two public consultations with U.S. based civil society organizations a year.

United States engagement with civil society is critical to our efforts to understand best practices, emerging issues in the field, and learning of key gaps in our approach. In return, departments and agencies will share, to the extent practicable, information on progress toward WPS Strategy goals to support feedback, learning, and dissemination beyond government. (Reporting departments or agencies: State, USAID, DOD, and DHS)

USG commitment to strengthening and improving implementation of the WPS Strategy.

Milestone: Departments and agencies will collectively compile an annual review of the U.S. implementation of WPS Strategy objectives, including the preparation of a public report.

In order to ensure our efforts are successful and sustainable, the USG will need to continuously assess and adapt our approaches and activities under the WPS Strategy. The USG also recognizes the importance of transparency and information sharing with key stakeholders. (Reporting d or agencies: State, USAID, DOD, and DHS)

Line of Effort 1: Seek and support the preparation and meaningful participation of women around the world in decision–making processes related to conflicts and crises.

USG policy leadership in advancing women's meaningful participation.

Metric: Number of engagements by key USG leaders focused on increasing women's meaningful participation and leadership.

USG senior-level engagement helps to: raise awareness of the importance of women's participation in peace and security processes; and mobilize political will and action from foreign governments, international organizations, and non-governmental actors. (Reporting departments or agencies: State, USAID, DOD, DHS)

Women's meaningful participation in peacebuilding efforts supported by the USG.

Metric: Number of local women who participate in substantive roles or positions influencing peace efforts, both formal and informal, in which the United States is involved.

Peace processes and peacebuilding efforts are more successful when women have influential roles. Women exercise influence across a range of roles, including negotiators, mediators, representatives of constituent groups, and technical experts. The USG will initially track women's meaningful participation in the peace efforts and will look to develop future metrics to capture women's influence, in formal and informal roles in peace and security initiatives to measure the outcomes of their participation. (Reporting departments or agencies: State, and USAID)

Women's access to U.S.–funded training.

Metric: Number of women who participate in U.S.-funded training for foreign nationals.

Many women face multiple barriers when trying to enter, remain, or advance in the workforce. The USG will assess whether women have access to the same capacity-building and career-strengthening opportunities we provide to their male colleagues by measuring women's participation in U.S.-funded training and initiatives. This will help the USG identify gaps in U.S. efforts to guide future programs and outreach. (Reporting departments or agencies: State, USAID, DOD, and DHS)

Line of Effort 2: Promote the protection of women and girls' human rights; access to humanitarian assistance; and safety from violence, abuse, and exploitation around the world.

USG commitment to the safety of program participants and beneficiaries.

Metric: The USG will review, revise, and adopt safeguarding standards that guide the conduct of implementers' of USG funded programs.

The USG is committed to protecting beneficiaries of U.S. assistance and advancing human dignity by preventing sexual exploitation and abuse. Establishing effective safeguarding standards, in consultation with implementing partners, beneficiaries, and program participants, will strengthen accountability and lay the groundwork for necessary and appropriate action. (Reporting department or agency: State, USAID, DOD, DHS)

USG policy leadership in advancing women's and girl's safety and reducing Gender–based Violence.

Metric: Number of USG key leader engagements focused on women's safety and prevention of gender-based violence (GBV) in conflict, crisis, and disaster contexts.

Senior-level engagement raises awareness of the importance of protecting women's and girls', including from GBV, and helps mobilize political will and action from partner governments, international organizations, and non-governmental actors. Tracking this metric will measure the commitment of key and influential leaders across the USG to safety issues and bolster USG commitment to advancing accountability for abuse. (Reporting departments or agencies: State, USAID, DOD, and DHS)

USG commitment to preventing and responding to GBV through survivor centered support.

Metric: Number of people who benefit from U.S.-funded support to GBV survivors.

The USG is committed to mitigating the harmful effects of GBV through assistance that supports the needs of survivors. This metric will assist the interagency in tracking the effectiveness of USG efforts to assist survivors of GBV through services that include legal, psychosocial and economic support, shelter, and access to telephone hotlines services. (Reporting departments or agencies: State, USAID)

USG commitment to enhancing the overall effectiveness of humanitarian assistance by preventing and responding to GBV.

Metric: Percentage of USG funded projects with non-governmental and international organizations that include activities to prevent and/or respond to GBV in humanitarian emergencies.

Conflict and natural disasters (humanitarian emergencies) often exacerbate the vulnerability of individuals, particularly women and girls, to GBV. The USG is a leader in the international community in supporting activities to prevent and respond to GBV in humanitarian emergencies. This metric will assist departments and agencies in tracking efforts to address GBV for women and girls in humanitarian emergencies, ensuring that it remains a priority for the USG and an integral part of disaster-response strategies and funding. (Reporting departments or agencies: State, USAID)

Line of Effort 3: Adjust United States international programs to improve equality for, and the empowerment of, women.

USG infrastructure on WPS Strategy leadership.

Metric: Departments and agencies designate one or more senior official to be the lead for Women, Peace, and Security.

Senior-level leadership is essential to marshalling support for the WPS Strategy. Developing infrastructure and senior leaders to implement the WPS Strategy will ensure that this strategy receives the highest levels of support at each department and agency. Senior officials will be responsible for coordination of WPS Strategy implementation in their departments and agencies and serve at the SES-equivalent level. (Reporting departments or agencies: State, USAID, DOD, and DHS)

USG integration of WPS themes across department and agency training.

Metric: Number of USG trainings that integrate WPS principles.

In order to be successful, U.S. personnel must be equipped and supported to implement the WPS Strategy. Given that WPS is a cross-cutting effort that can be applied across a wide array of issue areas, departments and agencies recognize the importance of integrating WPS themes into existing training in addition to stand-alone efforts. (Reporting departments or agencies: State, USAID, DOD, and DHS)

Department and agency coordination of WPS Strategy activities.

Metric: departments and agencies establish internal WPS coordination structures and mechanisms.

Establishing internal mechanisms to track, coordinate, and implement WPS Strategy initiatives within a given department or agency will advance WPS Strategy integration across strategies, policies, and programs and amplify WPS Strategy impact. (Reporting departments or agencies: State, USAID, DOD, and DHS)

Scope of USG commitment to implementing the WPS Strategy.

Metric: Total funding of activities aligned with WPS Strategy objectives.

Identifying the scope of U.S. support for WPS Strategy goals in terms of both funding and personnel, serves as a reflection of USG commitment and will enhance USG ability to identify gaps and opportunities. (Reporting departments or agencies: State, USAID, DOD, and DHS)

Integration of the WPS Strategy across key USG department and agency strategies.

Metric: Number of key USG strategies that explicitly integrate WPS principles.

Prioritizing integration of the WPS Strategy across key U.S. department and agency strategies will ensure USG foreign policy and processes will be more informed and successful in endeavors relating to preventing, mitigating and responding to conflict. (Reporting departments or agencies: State, USAID, DOD, DHS, and NSC)

Integration of gender analysis across the USG.

Metric: Number of U.S. strategies, policies, and programs are informed by a gender analysis.[1]

Ensuring U.S. strategies, policies, and programs are informed by a gender analysis makes U.S. policy and programming more effective by allowing the USG to identify how these activities affect men, women, boys, and girls and to adjust activities to improve outcomes.

Line of Effort 4: Encourage partner governments to adopt policies, plans, and capacity to improve the meaningful participation of women in processes connected to peace and security and decision-making institutions.

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[1] The WPS Strategy incorporates the definition of "gender analysis" outlined in the Women's Economic Empowerment and Entrepreneurship Act, namely, to undertake analysis of "quantitative and qualitative information to identify, understand, and explain gaps between men and women. This indicator will also mutually support best practices under the Women's Global Development and Prosperity Initiative (W-GDP).

USG policy leadership in mobilizing global partners to action on WPS Strategy elements.

Metric: Number of engagements by key U.S. leaders that lead to formal partnerships on WPS with partner nations.

USG senior-level engagement raises awareness of the importance of WPS and helps mobilize political will and action from other governments, international organizations, and non-governmental actors. (Reporting departments or agencies: State, USAID, DOD, and DHS)

USG models global leadership of WPS on the world stage.

Metric: Number of high-level commitments on WPS introduced or led by the USG in multilateral fora.

The USG should serve as a global leader in promoting women's meaningful participation in conflict prevention, management and resolution, and post-conflict relief and economic, political, and social recovery. Tracking USG efforts to advance the WPS Strategy in multilateral fora measures our commitment to exercising global leadership on WPS and contribute to normative change and accountability. (Reporting departments or agencies: State, DOD)

Effectiveness of USG global efforts to promote policies and plans that support women's participation and safety.

Metric: Number of partner nation legal instruments and policies drafted --including national-level frameworks on WPS and GBV response -- that are developed or implemented with assistance or encouragement from USG actors.

Legal and policy frameworks of partner nations are critical to building supportive environments for women and girls' participation in forums for decision making and safety. They also provide local women's groups with a framework to hold their own governments accountable. By measuring the number of partner nations' policies and plans that have been created as a result of U.S. funding or diplomatic encouragement, we can monitor both our commitment to systemic reform and its impact. (Reporting departments or agencies: State, USAID, and DOD)