

Practicing Accountability in the What Works II Programme



Accountability is central to our Feminist Principles

Accountability is a particularly important feminist principle in robust grant making initiatives such as What Works Impact at Scale programme seeking to build an evidence base about violence against women and girls prevention. Feminist accountability ensures that women and girls lead and inform programming priorities and the programming generates tools and resources to stem any form of harm, exploitation and abuse.

The WW2 programme seeks to foster values-based strategies, feminist ways of working and robust partnerships with each other, with women and girls in all their diversities, their organisations, and communities. Learning from ethical programming, grantmaking and from WW1, the Implementation consortium saw it paramount to have a dedicated pillar on accountability, particularly to grantee partners and women and girls as prioritised throughout the life of the program.

Our Feminist Principles

- We will centre all women and girls affected by violence in all our work, and ensure our work responds to the range of experiences of those women and girls.
- The What Works II Programme will first and foremost be accountable to women and girls affected by violence in the Global South.
- We will use the power and resources provided by the What Works 2 Programme to amplify the voices of women and girls affected by violence, and to challenge systemic inequalities and patriarchal structures that perpetuate violence at all levels.
- We will adopt an intersectional approach throughout the programme, recognising the multiple sources of oppression and discrimination that affect women and girls, expose them to violence, and determine their opportunities for safety, healing and recovery.
- We will work collaboratively and reflexively within the consortium and with all other organisations, individuals and groups involved in the What Works 2 Programme. We will create ways of working that share ownership, visibility and decision-making and challenge existing power inequalities, while recognising this is difficult work and an on-going learning process.
- We will prioritise 'doing no harm' and the safety, well-being and care of each other and all those involved in and impacted by our work.

What is Accountability?

- Accountability is not Policing: we practise it to foster a culture of **TRUST**, **OPENNESS** and **RESPECT** in which people can **RAISE CONCERNS** and **SUGGESTIONS** without the **FEAR** of reprisal or judgement.
 - Accountability is cross and multi directional: We practise collective accountability with shared responsibility, accountability is everyone's responsibility.
 - Accountability is an active practice: It is an ongoing process rather than a final destination, and we are actively holding ourselves accountable. This has shifted from a practice one avoids, to a practice now embraced, carried out intentionally.
 - Accountability is an internal resource: it enables us to receive feedback and concerns, recognise the harm and address it before it escalates.
 - Accountability is active listening: As the What Works programme we have created numerous platforms where we actively and compassionately listen to our grantee partners. We step back from speaking and allow grantee partners and community members to tell their story.
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Key Elements of Accountability Approach and Practice

- **Roles and Responsibilities:** Within the implementation consortium we have clearly defined each organisation, pillar and individual's duties and expectations. This has also been extended to the grantee partners with programme staff working directly with partners to provide continued support. This also includes the Accountability pillar within the programme responsible for ensuring that both Implementation consortium & grantee partners work in aspirational feminist principles along with timely and effective program delivery
- **Governance Structures:** Our implementation consortium is governed by the Programme Management Unit that is made up of all member organisations of the consortium.
- **Transparency:** We aim to maintain open communication and reporting between consortium members, Grantee partners, Foreign Commonwealth and Development Office (FCDO), and the International Advisory Board (IAB) about performance, financial matters, and decision-making processes.
- **Accountability Reflection Processes:** We have established a regular reflection process for consortium members and grantee partners. This allows for stock taking and course correction to guide us to remain grounded in our feminist principles. We play the role of a facilitator to raise issues or concerns within the implementation consortium or with grantee partners.
- **Community Involvement:** One of our requirements have been for grantee partners to engage local communities and relevant stakeholders in the design, implementation, and oversight of violence prevention programme they are implementing.
- **Investing and funding Women's Rights Organisations (WROs):** The What Works programme is committed to working with WROs from the Global South and increased investment to VAWG prevention. The programme currently has multiple WROs funded from Asia and Africa.