

Annex I: Overview of changes and locally led solutions (outcome 2)

Overview locally led solutions

Under outcome 2, the project aims to contribute to locally led solutions to promote women participation and leadership and to improve their positions in society. Besides promoting a more conducive environment and changing perceptions of key actors, the project also intends to establish dialogue between key actors and women group members and to agree on locally led solutions to address the underrepresentation of women. To measure progress, three indicators have been developed linked to locally led solutions:

- Outcome indicator 2c: *"# of locally led solutions which are agreed upon by women's groups and actors, gain written commitment and are implemented"*.
- Output Indicator 2.2.3: *"# of participating women who takes a leadership position at local or county level withing the project period"*
- Output indicator 2.3.1: *"# of contextualized solutions which are considered feasible by representatives of women's groups and key public authorities"*

Based on the above indicators, the locally led solutions are divided into two categories: 1) the appointment of women in leadership positions; 2) other locally led / contextualized solutions which contribute to the empowerment of women. Whereas not all locally led solutions have gained written commitment, several have successfully been implemented and so far 39 women have been appointed into leadership positions. These positions were already existing but occupied by men before. The first table provides an overview of newly appointed women in leadership positions within the project period (names are known to ZOA and the ABIC) and the second table provides an overview of other locally led and contextualized solutions. Some of these are yet to be verified and locally led solutions will be further discussed and agreed on in the workshops which are planned in June 2022.

Community & county		Position(s)	Position Tenure
Blameyea Town; Bong County	1	Town chief	As long as a condition provides for replacement
	2	Assistant quarter chief	As long as a condition provides for replacement
	3	Assistant quarter chief	As long as a condition provides for replacement
	4	Assistant quarter chief	As long as a condition provides for replacement
Chief Compound; Bong County	5	Quarter Chief	As long as a condition provides for replacement
Duta Town; Bong County	6	Assistant Town Chief	As long as a condition provides for replacement
	7	Assistant Quarter Chief	As long as a condition provides for replacement
	8	Assistant Quarter Chief	As long as a condition provides for replacement
	9	Assistant Quarter Chief	As long as a condition provides for replacement
	10	Development Chair	As long as a condition provides for replacement
Gbartala; Bong County	11	Zonal Head	As long as a condition provides for replacement
Gbelekpelai; Bong County	12	Assistant Town chief	As long as a condition provides for replacement
	13	Assistant Quarter chief	As long as a condition provides for replacement
	14	Assistant Quarter chief	As long as a condition provides for replacement
Jennepleta; Bong County	15	Quarter chief	As long as a condition provides for replacement
	16	Assistant Quarter chief	As long as a condition provides for replacement
	17	Member of the board of elders	As long as a condition provides for replacement

	18	Head of community watch forum	As long as a condition provides for replacement
Kornie; Bong County	19	Assistant Town Chief	As long as a condition provides for replacement
	20	Quarter Chief	As long as a condition provides for replacement
	21	Quarter Chief	As long as a condition provides for replacement
	22	Assistant Youth President	As long as a condition provides for replacement
	23	Community watch leader	As long as a condition provides for replacement
	24	Assistant chair for the community board of elder	As long as a condition provides for replacement
	25	Advisor	As long as a condition provides for replacement
Millionaire Quarter; Bong County	26	Quarter chief	As long as a condition provides for replacement
	27	Quarter chief	As long as a condition provides for replacement
	28	Quarter chief	As long as a condition provides for replacement
SKT; Bong County	30	Assistant Town Chief	As long as a condition provides for replacement
Goba-Chop; Montserrado County	31	Block Leader	As long as a condition provides for replacement
	32	Block Leader	As long as a condition provides for replacement
King Gray; Montserrado County	33	Advisor on the community board of elder	As long as a condition provides for replacement
West Point Township; Montserrado County	34	Block Leader	As long as a condition provides for replacement
	35	Member of the community board of elder	As long as a condition provides for replacement
	36	Advisor on the community board of elder	As long as a condition provides for replacement
Chocolate City; Montserrado County	37	Vice chair for operation	3yrs
	38	Chair for Women and Children affair	3yrs
	39	Treasure	3yrs

S/N	Community & County	Locally Led Solutions
1	Careysburg West point; Montserrado County	In Careysburg, the women's group has united themselves and support each other through several activities. Several activities including construction of pit hole latrine around the community, construction of office for women and children detachment were jointly initiated and completed by the women's group and the AI group also secured a land and are currently carrying on cassava farming to sustain their group. Additionally, the group committed themselves to make woman assistant general secretary for the community.
2	Jennepleta; Bong County	The women's group in Jennepleta has secured a land to erect a Centre for the community women. The group is engaged in collecting river sand and selling to generate income for the construction.
3	Gbelekpelai; Bong County	The group secured a land and are engaged with beans farming for income generation to enable them start VSLA in the community.
4	Chief Compound; Bong County	The group started their own CSLA with twenty-five members. In addition, they are also constructing a palava hut in their community from the transportation given to them by Bong County Women Organization.
5	King Gray	The group started their own CSLA with twenty-five members and have also set-up a mobilization team to carry out awareness to women that were left out of the project.
6	Bay community	The enabler in this community (clan chief) set up a committee comprising four women for mediation and women representation in his office.

Changes observed in communities and actors as a result of the Appreciative Inquiry

Communities

S/N	Community & County	Situation before intervention	Changes observed (local solutions, perceptions)	Next steps / agreements	Follow up
1	Blameyea Town; Bong County	Blameyea is a traditional community. Strong opposition against women's leadership because the secret nature of the tradition does not allow for women to occupy top positions. This limited female involvement in the community and in leadership.	The intervention transformed the perception of a key traditional leader who saw women's participation in leadership and decision-making as taboo. He initially told the scoping team that it is traditionally forbidden for women to make decisions and that women's leadership should not be encouraged to prevent society's disorganization. He claimed that society is peaceful when women remain in their God-given role of cooking and caregiving. But after several Appreciative Inquiry meetings in their community, he resigned as town chief and handed the position to a woman. He also advocated for three appointed women, who currently serve as quarter chiefs.	Participants are thinking about a sustainability plan.	Coaching and constant follow-up are needed on women's leadership and the sustainability plan.
2	Chief Compound; Bong County	The community had a male zonal head, and men headed all five quarters. No active organizational groups for women were present. The men had ultimate control, and women had no interest in their decision-making roles.	Women have discovered their potential. A female was appointed and inducted as quarter chief in quarter 2, and the zonal head further promised to appoint another female quarter chief in quarter 3.	The zonal head promised to appoint another woman as quarter chief in quarter 3 to mentor the newly inducted quarter chief.	Follow-up needed on promise to appoint another woman.

3	Duta Town; Bong County	Men headed all nine quarters. Women were very passive and had no interest in decision-making roles. They believed men to be the ultimate decision-makers and said that men had never sought their interest and felt it was useless even to consider inclusion. Instead, they focused on their livelihoods and farming.	Since the Appreciative Inquiry Meetings, women in the AI group have increasingly positive perceptions towards inclusive decision-making and benefits to them and their community. Women thought that community meetings were exclusive to men, but they are now significant actors in such meetings. After the intervention, the men have appointed five women; one Assistant Town Chief, three Assistant Quarter Chiefs, and one Developmental Chair.	Participants are thinking about a sustainability plan.	Coaching and constant follow-up are needed on women's leadership and the sustainability plan.
4	Gbartala; Bong County	The community had nine leaders; eight males and one female. Women had no interest since they had not realized their leadership potential and the significance of their participation in decision-making.	One meeting participant indicated improved self-confidence to participate in leadership and decision-making processes. Meanwhile, a woman in the Appreciative Inquiry group was appointed and inducted as zonal head for a newly created zone in Gbartala, Bong County.	The community is committed to advocating for a woman to be the city mayor for the community.	Follow-ups are needed on the commitment to advocate for a female city mayor.
5	Gbelekpelai; Bong County	Women were very inactive and had no interest in decision-making roles. They believed that men were the ultimate decision-makers. The men had all the authority to decide who participated in their community's leadership and decision-making processes.	Three women were appointed and currently serve in local positions; one Assistant Town Chief and two Assistant Quarter Chiefs.	The group promised to continue the meetings to mentor other women; The group has started to plant beans and will use the proceeds to empower the women in the group through establishing a VSLA.	Follow-ups are needed to ensure sustainability.
6	Jennepleta; Bong County	Before the project, women were very passive and had no interest in decision-making roles. They believed	The Appreciative Inquiry meetings helped build women's confidence to participate in leadership and decision-making. Four women were appointed and are	The men promised to guide the	Follow-ups are needed on the guidance of the women leaders.

		that men were the ultimate decision-makers. They also said that men had never sought their interest since they had the power to decide; it was useless to consider inclusion.	currently serving local leadership positions at the community level. Positions given to women include; one quarter chief, two Assistant Quarter chiefs, and one head of the community watch forum. Additionally, two women were given the opportunity to be members of the community board of elders and they accepted.	inducted women in their new positions.	
7	Kornie; Bong County	Women and girls were marginalized from social, economic, civic, and political decision-making processes. Men held all the community's leadership positions, and there were no organized women groups. Women always shied away because they had not realized their potential for leadership and participation in decision-making.	After the intervention, women indicated their self-confidence to participate in leadership and decision-making processes increased. Six women were put in leadership positions: one Assistant Town Chief, two Quarters chiefs, one Assistant Youth President, one Assistant chairperson for the community board of elders, and one Advisor.	There is no sustainability plan to date. The men promised to guide the women in the various leadership roles.	Follow-up is needed on the guidance of women in leadership and the project sustainability plan.
8	Millionaire Quarter; Bong County	Three women had been asked to act as quarter chiefs in Millionaire Quarter before the AI had started. However, there were issues around their appointment, due to several reasons (the lack of support of other women, interference by lawmakers and their appointment not being accepted by community members).	The women were inducted after the AI activities, which helped to resolve the issues in the community. Additionally, another woman was appointed as quarter chief. The induction ceremony was held by the female Gbarnga city mayor (an enabler for the project).	The men promised to guide the inducted women in their -new positions.	Follow-ups are needed on the guidance of women in leadership.
9	SKT; Bong County	Women's leadership was forbidden because culture completely prohibits their participation in leadership and decision-making. Women were restricted to being submissive and obedient to their husbands, and anything contrary was unacceptable.	The traditional leader, who used to oppose the idea of women occupying leadership positions, has appointed a female Assistant Town Chief. He promised to appoint additional women for other positions as long as they displayed confidence to step out for leadership.	The traditional leader promised to appoint additional women for other positions.	Follow-ups are needed on continued commitment to women's leadership and sustainability plan.

10	Suakoko; Bong County	The community had a strong base for support for female candidates for political positions. Still, the women lacked the self-confidence to take up leadership and participate in decision-making. Males headed the five zones in the community. Females in the community needed more mentoring to empower them to participate in leadership and decision-making.	The women indicated that they are no longer shy; they can now talk in a group. One of the women mentioned that she was appointed to be sessional chief before the project started, but she rejected the position due to fear and shyness. However, she recently accepted the position because the AI meeting improved her confidence.	One zonal head promised to hand his position over to a female.	Follow-ups are needed on his commitment to finding a female replacement for his position and the sustainability plan.
11	BAY Town; Montserrat County	A woman headed the community leadership, but she was overprotective of the position and blocked leadership opportunities for other women. Many of the community dwellers were dissatisfied as they felt that they were disconnected from the leadership and decision-making processes. The community already had an organized women's group but needed mentoring on inclusive participation in leadership and decision-making.	Several women indicated that their decision-making skills significantly improved due to the project. They stated that their perception that women are only responsible for domestic services and everything about leadership and decision-making are exclusive responsibilities for men has changed. They are now encouraged to work along with the men in leadership and decision-making, but disappointment with being disconnected from the leadership and decision-making processes remains a challenge.	Need to improve the connections with leadership and decision-making processes.	More mentoring and follow-up are needed on the dissatisfaction of dwellers' exclusion from the decision-making processes at community level.
12	Bentol; Montserrat County	Had a strong base for women's leadership and participation in decision-making. Still, despite being a female herself, the city mayor was not supporting other women's leadership and participation in decision-making.	The AI meeting impacted many women who previously lacked the self-confidence to express themselves. The five male champions also cited improved knowledge of inclusive leadership and decision-making participation. The female mayor of Bentol city, a project blocker, attended the feedback session and mentioned that she is not mayor for the women alone, so he does not have a particular interest in supporting the women.	Need to continue to work with the city Mayor.	Regular follow-up and mentoring are needed on female support for one another for leadership and decision-making.

13	Careysburg Manneh Town; Montserrado County	Women accepted that men were the ultimate decision-makers; they lagged behind and had no interest in decision-making roles.	Unlike before, women are now proactive and are interested in decision-making. A woman was appointed and currently serves as Assistant Town chief. There is improved self-confidence to participate in leadership and decision-making processes. Many of the meeting participants indicated that they are no longer shy; they can now talk in a group.	The group promised to engage in cassava group farming to sustain the project in their community.	More mentoring is needed for equal and inclusive decision-making and on sustainability.
14	Careys burg West point; Montserrado County	The livelihood of women was solely dependent on the production of charcoal. Even though a female occupied the community chair position, there was a disconnect between the benefit of her leadership to that of other females in the community. Women with low incomes cannot buy land because of the high cost. Nonetheless, women in the community seemed decisive and had the potential to grow and develop.	Unlike before, women cited that they are now part of decision-making at the community level. Several activities were jointly initiated and completed, including constructing a pit hole latrine around the community and constructing an office for women and children. Additionally, the group committed itself to appointing a female assistant general secretary. The community's perception of women's participation and the relationship between the female chairperson and other women improved, but the high cost of land for low-income women remains a challenge.	The group also promised to engage in cassava group farming to sustain the project in their community.	Continued follow-up is needed on the appointment of a female assistant general secretary and the cassava group farming to sustain the project in their community.
15	Chocolate city; Montserrado County	Chocolate City community is a considerably big community along the Somalia Drive. Leadership in this community comprises 13 elected positions. Of the 13, only one is a female, and she holds a position traditionally given to women alone (chairlady for women and children affairs). This confirms that men are entirely in charge.	The AI meeting changed the former mentality that leadership and decision-making are exclusively for men. The women stated that they now have the confidence to compete and serve leadership and decision-making roles. Meanwhile, three women won elected positions during the May 14, 2022, community elections. Position won by women include; Vice Chair for Operations, Treasure and Chair for women and children affair.	Women participated in the community elections and did win some seats.	Follow-up is needed on the women's who are elected to support them in taking up their roles.
16	Goba-Chop; Montserrado County	Women were very passive and had no interest in decision-making roles. They believed that men were the ultimate decision-makers. They also said that men had never sought their	Women are now fully represented in the community leadership structure. One of the appointed block leaders testified that the AI meeting altered her perception and reaction to things in the community. Before the meetings started in their community, she	The men promised to guide the inducted	Follow-ups are needed to guide the women's leadership and the sustainability plan.

		interest since they had the power to decide; it was useless to consider inclusion.	thought the community's welfare was the community leadership's responsibility. However, the inclusive participation message has changed her to take the lead in cleaning the vicinity she lives in. Another appointed female block leader revealed she had never thought of occupying a leadership position because of her previous inability to express herself publicly. Now serving as a block leader is a total change the project has had in her life.	women in their new positions.	
17	King Gray; Montserrado County	Kind Gray community is a traditional community dominated by eight family heads. Leadership and decision-making were limited to them and their children. Women's and strangers' views were never solicited for decision-making.	The knowledge of societal perception that women are mere housewives despite their qualifications has been transformed, but inclusive participation in leadership and decision-making remains a challenge. Three women, including the AI group chairlady and the community chairlady, were appointed as part of the board that can finalize decisions at the community level. Additionally, an older woman put herself forward as a volunteer janitor in the town chief office and has been included as part of the board of elders in the community. She stated that her confidence in inclusive participation has improved due to the project.	Participants promised to continue the meetings and advocate for inclusive participation in leadership and awareness among women that were not part of the project.	Follow-up on women's participation in leadership and decision-making and sustainability plan.
18	Momo Town west; Montserrado County	Women were inactive and had no interest in decision-making roles. They felt entirely excluded and considered the men as the ultimate decision-makers.	Men testified of how women in their community are now supportive and interested in getting involved with improving their community. Men in the group testified that, unlike before, women in their community have started giving very useful suggestions to help the community. The women, too, confirmed that the men have started sharing information with them about the community. The community's perception that women are mere housewives despite their qualifications has been transformed.	The women agreed to support one another to win key positions during community leadership elections.	Follow-up on women's participation in leadership and decision-making and sustainability plan.

19	Parker Corner; Montserrado County	There was a deficient level of civic engagement and a lack of trust. Women and girls were marginalized from participating in leadership and decision-making processes.	The project has already opened the women's eyes. Before, women shied away from leadership and responsibility in the community's affairs. Now, they are coming forth to participate in making decisions for the community, as noted by the community chairman. Four women became part of the community board of elders, while another woman was appointed to lead the community election committee.	The community elections are scheduled for June 2022, and women started mobilizing to vie for some positions.	Follow-ups are needed on the participation of women in the upcoming community elections in June 2022.
20	West Point; Montserrado County	Women thought men were the ultimate decision-makers. They were inactive, wholly excluded, and had no interest in decision-making roles.	Previously, all leadership positions were held by men. As a result of the AI meetings, the township commissioner, a blocker in the project, changed his perceptions and appointed three women (Block leader, Member of the community board of elders, and Advisory). The community leadership headed by the commissioner also promised to appoint more women to leadership.	The community leadership promised to appoint additional women to leadership positions, and the women are determined to advocating for participation in community leadership.	Follow-ups are needed to guide the women's leadership, the sustainability plan, and the promise to appoint additional women to leadership positions.

Actors

S/N Name Community	Status / Position	Situation before intervention	Changes observe (local solutions, perceptions)	Next steps / agreements	Follow up
1 Gbelekpelai; Bong County	Businessman; Blocker	This actor is a businessman. He has a considerable influence due to his business as a mobile money transactor. He believed that women should not hold civic or political positions. His negative influence could hugely undermine any effort to support women's participation in leadership. He believed that women's roles should be limited to collecting firewood, fetching water, cooking, washing clothes, and caring for family.	The actor has committed to cooperating with the community leadership to promote women's involvement in decision-making. He plays a key advocacy role in the appointment of women to local leadership positions.	He committed his support to women's leadership.	Because of his strongly oppositional beliefs before the intervention, follow-up is needed to ensure his continued commitment to women's leadership.
2 SKT; Bong County	Traditional Leader; Blocker	He strongly expressed that culture completely prohibits women from participating in public matters. He believes a woman's role should be limited to family work and emphasized that women should be submissive and obedient to their husbands. Anything contrary to that is unacceptable to society.	He appointed a female Assistant Town Chief and promised to appoint additional women for other positions as long as they are confident to step out for leadership positions.	He promised to appoint additional women for leadership positions.	Follow-up is needed to ensure fulfillment of his promise.
3 West Point Township; Montserrado - County	Township commissioner; Blocker	West point has seven zones, of which males head six. The Commissioner of West Point once refused to speak with the project team during the scoping mission to the community. This local leader was candid about his opposition to women's leadership for reasons he claimed were personal and traditional.	Using the AI "persistence kills resistance" method, the Honorable is now dedicated to ensuring women are included in the leadership structure of the community. Through the AI intervention, Wea appointed three women to local positions: Block leader, Member of the	Even though the actor has appointed women as promised, more female leadership is needed for equal participation in leadership and decision-making.	Because of his strongly oppositional beliefs before the intervention, follow-up is needed to ensure his continued commitment to women's leadership.

			community board of elders, and Advisor.		
4 Blameyea Town; Bong County	Traditional Leader; Blocker	The actor is head of traditional leaders. He intimidated his wife with traditional threats. She resigned from the town chief position and he took over the position from his wife,	He changed his perception of women's leadership and is now encouraging women to lead alongside men. During our early visits, he strongly opposed women's leadership, claiming that the tradition does not provide for women to occupy top positions because of the secret nature of the tradition, which limits women's involvement. After attending several AI meetings, he accepted the idea of inclusive decision making, willingly resigned and gave the town chief position back to his wife. He also advocated for appointing three female quarter chiefs, who were subsequently appointed.	He committed to supporting women's leadership.	Because of his strongly oppositional beliefs before the intervention, follow-up is needed to ensure his continued commitment to women's leadership.
5 Goba-Chop; Montserrado County	Community Co-Chairman; Blocker	He opposed women's participation in leadership and decision-making because women's roles should be limited to domestic services.	The AI meeting has transformed the actor's perception of women's leadership and participation in decision-making. He played a leading role in appointing two women as block leaders and another woman as financial secretary.	He promised to advocate for women's leadership.	Needs follow-up to ensure continued commitment.
6 BAY Community;	Former youth president; Blocker	He was opposed to female leadership and used his influence to disrupt female leadership activities in his community. He	The former youth leader has accepted the idea of inclusive participation in decision-	The blocker is in the improvement stage with a lot needed to	More mentoring and follow-up are needed to on the

Montserrado County		believed that women should stick to domestic services.	making and no longer uses his influence to set up his followers against female leadership. His perception of inclusive participation in leadership and decision-making is improving.	transform his perception of equal and inclusive participation in leadership and decision-making.	acceptance of the former youth leader for women equal and inclusive participation in leadership and decision-making.
7 Bentol City; Montserrado County	City Mayor; Blocker	She has decision-making power and the authority to ensure women's participation in leadership but had no interest in promoting women's civic and political leadership.	She is protective of her position. She firmly believes that her leadership is not limited to a particular group of people and therefore does not want to support women specifically.	No sign of commitment to promoting women's leadership, but She promised to open her office door to enable women have access to information about the community	A lot of monitoring and follow-up are needed on the promise to include other women in decision-making processes at the community level.
8 Suakoko; Bong County	Paramount Chief; Blocker	He has the authority and control over decisions and leadership at the civic level in the district but did not see the significance of women's participation in leadership and decision-making. He firmly believed that women are weak-minded and should not be trusted with decision-making roles.	Yet to be determined – update will be provided in next progress report.		
9 BAY Community; Montserrado County	Clan Chief; Enabler	He has the authoritative power to appoint women to civic and political positions in the clan. Unlike other leaders, he had no problem with women's participation in leadership and decision-making. Due to his opposing views, he does not have a close relationship with the youth leader (blocker) in the same community.	He set up a committee comprising four women for mediation and women representation in his office and provided the necessary support to the female leaders in the community.	He promised to advocate for equal and inclusive participation in leadership and decision-making.	Follow-up is needed on his commitment to equal and inclusive participation in leadership and decision-making.
10 Parker Corner;	Community Chairman; Enabler	He has the authority to ensure women's participation in leadership and decision-making at the community level. He always	He has been fully involved in organizing the AI meetings and reminding participants about the schedule. Under his	He promised to always advocate for women's inclusion in leadership and decision-making	Follow-up on his promise to encourage and work with women

Montserrat County		invited women to participate in decision-making for the community.	chairmanship, four women have become part of the community council of elders, and another woman was appointed as head of the community election committee.	processes at the community level.	for their participation in the leadership and decision-making at the community level.
11 Chocolate City; Montserrat County	Pastor; Enabler	The impact of his religious work as a pastor makes the community very dependent on him for fair judgment, mediation, and critical decisions.	Very resourceful in motivating women to participate in leadership and decision-making. He has been encouraging more women to vie for key leadership positions at the community level.	Is committed to working with women to vie and occupy key elected positions in the community.	Follow-up is needed on his commitment to work with women to vie and occupy key elected positions in the community.
12 King Gray; Montserrat County	Town Chief; Enabler	He has authority and control over decisions and leadership at the community level. He supported equal participation in leadership and decision-making. He is very young and has a voice of command among the elders (decision-makers), youth and women because of his hard work and diligence. Eight family heads dominate the community, so leadership and decision-making were limited to them and their children.	He managed to include women in leadership and decision-making processes in a traditional community where women's and strangers' views were never solicited. Three women are now part of the board that can finalize decisions at the community level. The community dwellers have accepted this as great change in the governance of their community.	He promised to include more women in the leadership structure and mentor them to remain part even when he no longer serves as town chief.	Follow-up on his promise to include more women in the leadership structure and mentor them to remain part even when he no longer serves as town chief.
13 Careys burg Manneh Town	Community Chairman Enabler	He is influential and has the authority to appoint leaders at the community level. He initiated several activities for community-based support, including an adult literacy program among women in the community.	Has been taking the initiative in motivating women to participate in AI meetings. Despite other engagements, he frequently attended the women's meeting and helped	He promised to include additional women in the community leadership structure.	Follow-up is needed on the promise to include additional women in the community

			translate the discussion into the Kpelle vernacular. One woman was appointed as Assistant Town Chief.		leadership structure.
14 Montserrado County	Superintendent; Enabler	She has the authority to ensure inclusive participation in leadership and decision-making at civil and political levels in the county.	Yet to be determined – update will be provided in next progress report.		
15 Gbarnga, Bong County	Paramount Chief; Enabler	She is an uneducated female in leadership and decision-making. She is a role model to the many female that think only educated people can be a leader.	Yet to be determined – update will be provided in next progress report.		
16 Bong County	Superintendent; Enabler	She has the authority to ensure inclusive participation in leadership and decision-making at civil and political levels in the county.			
17 Gbarnga, Bong County	City Mayor; Enabler	She has the authority and control over decisions and leadership at the community level. But internal ranking that include female lack of support to women leadership discourage her idea about equal and inclusive participation in leadership and decision making.	Yet to be determined – update will be provided in next progress report.		
18 Gbartala, Bong County	District Commissioner; Enabler	She has the authority and control over decisions and leadership at civic and political levels in the district. She has a strong desire to support women’s participation in leadership and decision-making.	Yet to be determined – update will be provided in next progress report.		
19 Suakoko, Bong County	District Commissioner; Enabler	He has the authority and control over decisions and leadership at the district level. He favors inclusive participation and has a strong desire to support women’s participation in leadership and decision-making.	Yet to be determined – update will be provided in next progress report.		

20 Suakoko, Bong County	City Mayor; Enabler	He supports equal participation in decision-making and has the authority to ensure inclusive participation. His participation as an enabler in the AI meeting may increase his desire to advocate for and appoint women to leadership and decision-making positions.	Yet to be determined – update will be provided in next progress report.		
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