



**AGENDA  
FOR HUMANITY**  
5 CORE RESPONSIBILITIES  
24 TRANSFORMATIONS



# **Individual Self Reflection 2020 on World Humanitarian Summit Commitments and Initiatives - Food for the Hungry**



## Stakeholder Information

**Organisation Name**  
Food for the Hungry

**Organisational Type**  
NGO - International

**City and Country where Headquartered**  
Phoenix, United States of America

**Focal Point Name**  
Shep Owen

**Region**  
Global

**Twitter ID**  
@food4thehungry



## 2D Take concrete steps to improve compliance and accountability

### Individual Commitments

Commitment	Commitment Type	Core Responsibility
Food for the Hungry commits to adopt the IASC statement on the Prevention of Sexual Exploitation and Abuse at the individual agency level.	Policy	Uphold the Norms that Safeguard Humanity

### Core Commitments

Commitment	Core Responsibility
Implement a coordinated global approach to prevent and respond to gender-based violence in crisis contexts, including through the Call to Action on Protection from Gender-based Violence in Emergencies.	Uphold the Norms that Safeguard Humanity
Fully comply with humanitarian policies, frameworks and legally binding documents related to gender equality, women's empowerment, and women's rights.	Uphold the Norms that Safeguard Humanity Leave No One Behind

### 1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

#### Gender-based violence prevention and response

Food for the Hungry (FH) continues to uphold and implement the FH Protection Policy which aligns to the six IASC core principles relating to sexual exploitation and abuse. All staff, contractors and volunteers must sign an agreement to adhere to the FH Protection Policy and regular trainings are held to orient new staff, and others.

### 2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

- Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

### B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

Through existing internal systems and frameworks Food for the Hungry evaluates on an ongoing basis compliance with the FH Protection Policy. The policy itself is also reviewed regularly to be sure that it continues to align to IASC standards.

### 3. A. Please select no more than 3 key challenges faced in implementing the commitments related to this transformation. Only the categories selected by the organisation will be seen below.

- Funding amounts  
 Human resources/capacity  
 Institutional/Internal constraints

### B. How are these challenges impacting achievement of this transformation?

While the current FH Protection policy is shared among beneficiary communities, FH has identified the need for more intentional and systematic beneficiary engagement within the FH Protection Policy. However internal constraints such as lack of HR capacity and funding amounts have been a challenge to further action towards address this need.

### 4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

FH will begin working on reviewing current policies and procedures to see how beneficiaries can be more intentionally and systematically engaged in FH's upholding of IASC principals of protection for the prevention of sexual exploitation and abuse.



## 5. What steps or actions are needed to make collective progress to achieve this transformation?

Opportunities to share and learn from experiences around best practices related to compliance and inclusion of beneficiary accountability within compliance policies.

### **Keywords**

Gender, People-centred approach, Protection, PSEA



## 3G Address other groups or minorities in crisis settings

### Individual Commitments

Commitment	Commitment Type	Core Responsibility
Food for the Hungry commits to endorse the Charter on Inclusion of Persons with Disabilities in Humanitarian Action.	Policy	Leave No One Behind

#### 1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

Food for the Hungry (FH) has endorsed the Charter on Inclusion of Persons with Disabilities in Humanitarian Action; approval from [humanitarianandisabilitycharter.org](http://humanitarianandisabilitycharter.org) is pending. FH is also a full member of BOND (UK network for organisations working in international development), Global Network of Civil Society Organisations for Disaster Reduction (GNDR), and InterAction - all endorse networks of the charter. As part of regular development programming as well as relief responses, FH conducts vulnerability assessments and prioritizes child wellbeing work in those communities considered to be most vulnerable. When targeting participants, FH staff are trained to take additional time to ask about often-overlooked households or individuals, such as those who are disabled, foreigners, or belong to a minority group.

#### 2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

- Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

#### B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

Through existing internal systems, FH is continually monitoring our programs to ensure the needs of the most vulnerable and marginalized are considered and addressed by project activities and goals.

#### 3. A. Please select no more than 3 key challenges faced in implementing the commitments related to this transformation. Only the categories selected by the organisation will be seen below.

- Data and analysis  
 Information management/tools

#### B. How are these challenges impacting achievement of this transformation?

Many offices where FH operates have systems in place to be able to systematically monitor and report on how programming is inclusive of minority groups, including persons with disabilities. In some fields however, limitations related to data/ analysis and information management tools have been a challenge to ensuring this transformation is addressed across the organization.

#### 4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

- Further refinement and rollout of FH's Organizational Accountability to the Affected Population Framework
- Continued roll-out of our organization wide monitoring and evaluation/ information management system

#### 5. What steps or actions are needed to make collective progress to achieve this transformation?

- Commitment from the Senior Leadership
- Dedicated resources to implement the framework

#### 6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

FH has learned that inclusion of minority groups, like persons with disabilities, female or child headed households and other marginalized groups must be a principal focus of programming from the design phase to implementation and monitoring and evaluation.



## Keywords

Disability, People-centred approach



## 4A Reinforce, do not replace, national and local systems

### Individual Commitments

Commitment	Commitment Type	Core Responsibility
Food for the Hungry commits to establishing a common approach to providing information to affected people and collecting, aggregating and analysing feedback from communities to influence decision-making processes at strategic and operational levels.	Operational	Change People's Lives: From Delivering Aid to Ending Need
Food for the Hungry commits to make sustained funding conditional on the systematic collection of feedback from affected people on the quality and utility of humanitarian programmes.	Financial	Change People's Lives: From Delivering Aid to Ending Need

### Core Commitments

Commitment	Core Responsibility
Commit to a new way of working that meets people's immediate humanitarian needs, while at the same time reducing risk and vulnerability over multiple years through the achievement of collective outcomes. To achieve this, commit to the following: a) Anticipate, Do Not Wait: to invest in risk analysis and to incentivize early action in order to minimize the impact and frequency of known risks and hazards on people. b) Reinforce, Do Not Replace: to support and invest in local, national and regional leadership, capacity strengthening and response systems, avoiding duplicative international mechanisms wherever possible. c) Preserve and retain emergency capacity: to deliver predictable and flexible urgent and life-saving assistance and protection in accordance with humanitarian principles. d) Transcend Humanitarian-Development Divides: work together, toward collective outcomes that ensure humanitarian needs are met, while at the same time reducing risk and vulnerability over multiple years and based on the comparative advantage of a diverse range of actors. The primacy of humanitarian principles will continue to underpin humanitarian action.	Change People's Lives: From Delivering Aid to Ending Need
Commit to reinforce national and local leadership and capacities in managing disaster and climate-related risks through strengthened preparedness and predictable response and recovery arrangements.	Change People's Lives: From Delivering Aid to Ending Need
Commit to increase investment in building community resilience as a critical first line of response, with the full and effective participation of women.	Change People's Lives: From Delivering Aid to Ending Need
Commit to ensure regional and global humanitarian assistance for natural disasters complements national and local efforts.	Change People's Lives: From Delivering Aid to Ending Need
Commit to increase substantially and diversify global support and share of resources for humanitarian assistance aimed to address the differentiated needs of populations affected by humanitarian crises in fragile situations and complex emergencies, including increasing cash-based programming in situations where relevant.	Change People's Lives: From Delivering Aid to Ending Need Invest in Humanity



Commit to empower national and local humanitarian action by increasing the share of financing accessible to local and national humanitarian actors and supporting the enhancement of their national delivery systems, capacities and preparedness planning.

Change People's Lives: From Delivering Aid to Ending Need  
Invest in Humanity

**1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.**

**People-centered approaches (feedback mechanisms, community engagement, etc)**

Food for the Hungry (FH) is committed to participation, feedback and accountability to beneficiaries. As community members participate in the planning, implementation and evaluation of activities, the most vulnerable do have a voice. FH walks with and works together with communities and project participants. During this relational process, FH appreciates their feedback, positive or negative. FH encourages them to openly provide feedback and register complaints. FH is committed to respect their opinions and handle complaints professionally.

Each field has a Field Protection Team. The Field Protection Team develops a Beneficiary Safety Plan (BSP) that empowers beneficiaries, especially the vulnerable, with a confidential complaint mechanism that is sensitive to the local context.

For FH, accountability is a process of providing people, especially the most vulnerable, with the opportunity to understand and influence the key decisions that are made. Beneficiaries participate in the planning, monitoring and evaluation processes of programs.

**2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.**

- Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

**B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?**

Food for the Hungry piloted a midterm evaluation process in five countries where the tools and the methods provide an opportunity to the community and the most vulnerable to provide feedback on FH programs. These will further be rolled out in the remaining countries in this fiscal year.

**3. A. Please select no more than 3 key challenges faced in implementing the commitments related to this transformation. Only the categories selected by the organisation will be seen below.**

- Human resources/capacity  
 Information management/tools  
 Institutional/Internal constraints

**B. How are these challenges impacting achievement of this transformation?**

Larger organizational change management is a slow process due to limited results and organizational-wide rollout.

**4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.**

- Further refinement and rollout of FH's Organizational Accountability to the Affected Population Framework
- Meta-analysis from midterm evaluation reports and drawing learnings for the Organizational Accountability to the Affected Population Framework

**5. What steps or actions are needed to make collective progress to achieve this transformation?**

- Commitment from the Senior Leadership
- Dedicated resources to implement the framework

**6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.**

FH has learned that Organizational Accountability to the Affected Population is not a particular department's role within the organization, but requires an intradepartmental coordination. Thus it is an organization-wide initiative.





## Keywords

Local action, People-centred approach



## Additional Reports

Attachment
<a href="#">FH Protection Policy English Version (2018).pdf</a>