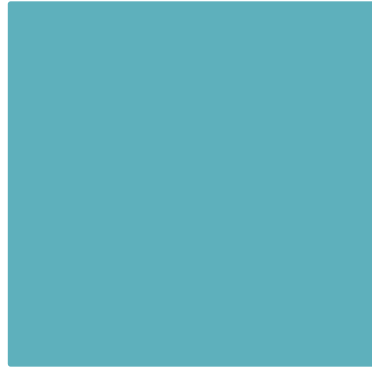
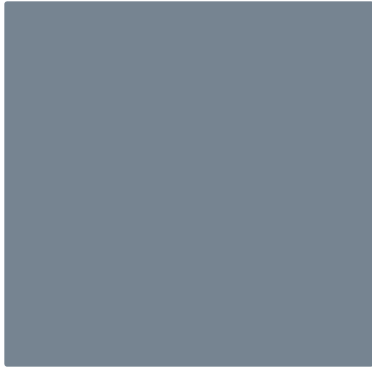


INSTITUTE OF INTERNATIONAL EDUCATION
DEMOCRACY FELLOWS AND GRANTS (DFG) PROGRAM
ANNUAL PERFORMANCE REPORT 5
YEAR 5: OCTOBER 1, 2016 – SEPTEMBER 30, 2017



Acronym List

AFR	
AFR/DP	USAID's Bureau for Africa's Office of Development Planning
AOR	Agreement Officer's Representative
AP	Atrocity Prevention
APS	Annual Program Statement
ASA	American Sociological Association
ASU	Arizona State University
BIO	Biodiversity Conservation
BIS	Bureau of Industry and Security
BU	Brown University
CMM	USAID's Office of Conflict Management and Mitigation
CPD	Comparative Politics and Democratization
CFP	Conflict, Fragility, and Peacebuilding
CSM	Civil Society and Media
C-TIP	Counter Trafficking in Persons
CU	University of Colorado
CVE	Countering Violent Extremism
DCHA	USAID's Bureau for Democracy, Conflict, and Humanitarian Assistance
DF	Democracy Fellow
DFG	Democracy Fellows and Grants Program
DoD	Department of Defense
DR	Disability Rights
DRG	Democracy, Human Rights, and Governance
DRG Center	USAID's Center for Excellence on Democracy, Human Rights, and Governance
DSS	US Department of Defense, Defense Security Services
DU	University of Denver
e-FCL	Electronic Facility Clearance System
FSO	Facility Security Officer
FT	Full-Time
GCC	Global Climate Change
IE	Impact Evaluation
IIE	Institute of International Education
ITP	Insider Threat Program
JPAS	Joint Personnel Adjudication System
KMP	Key Management Personnel
LAQ	Learning Agenda Questions
LC	Learning Curation
LGBT	Lesbian, Gay, Bisexual, Transgender
LGBTI	Lesbian, Gay, Bisexual, Transgender, Intersex
LU	Learning Utilization
MSU	Michigan State University
UMich	University of Michigan
NCE	No-Cost Extension
ND	University of Notre Dame
NU	Northwestern University
OPM	Office of Personnel Management
PD	Position Description
PEA	Political Economy Analysis

PI	Principal Investigator
PPL	USAID's Bureau for Policy, Planning, and Learning
PPL/P	Policy Fellow, USAID's Bureau for Policy, Planning, and Learning
PPM	USAID's Office of Program, Policy, and Management
PT	Part-Time
Q&A	Question and Answer
R&E	Research and Evaluation
RDMA	USAID's Regional Development Mission in Asia
RFA	Request for Applications
SOW	Scope of Work
SS	Survey Specialist
TDY	Temporary Duty
TEC	Technical Evaluation Committee
TOC	Theory of Change
UMich	University of Michigan
UMN	University of Minnesota
UPitt	University of Pittsburgh
USAID	United States Agency of International Development
UVA	University of Virginia
VU	Vanderbilt University
VAR	Visit Authorization Request
W&M	College of William & Mary
WPS	Women, Peace, and Security
WSU	Wayne State University

Contents

EXECUTIVE SUMMARY	1
DFG PROGRAM ACCOMPLISHMENTS, YEAR 5	2
Objective 1: A group of professionals at the junior, mid-, and senior-level are recruited and gain new skills and exposure to USAID as Democracy Fellows.	2
Objective 2: Fellows receive professional development opportunities through field experience and a range of other career development opportunities	7
Objective 3: Relations strengthened between USAID and new academic, think tank, and research organizations	14
Objective 4: Innovative solutions to DRG identified through DFG grants component	17
DFG PRIORITIES FOR YEAR 6	18

EXECUTIVE SUMMARY

This fifth Annual Performance Report for the USAID-funded Democracy Fellows and Grants (DFG) program, managed by the Institute of International Education (IIE), covers the program's fifth year, from October 1, 2016, to September 30, 2017. Key Year 5 accomplishments include:

Fellows

- Managed a cadre of up to 21 Democracy Fellows at a time, with several Fellows concluding and beginning Fellowships throughout the reporting period:
 - Atrocity Prevention: Tyler Thompson
 - Biodiversity Conservation: Anjali Kumar+
 - Conflict, Fragility, and Peacebuilding: Thomas Flores+*
 - Comparative Politics and Democratization: Aaron Abbarno*
 - Counter-Trafficking in Persons: Marina Colby*
 - Countering Violent Extremism: Casey Johnson*
 - Disability Rights: Leah Maxson*
 - Global Climate Change: Kyle Rearick*
 - Impact Evaluation: Nicole Bonoff*
 - Impact Evaluation in [REDACTED] Molly Inman*
 - Impact Evaluation in [REDACTED] Heather Huntington*
 - Impact Evaluation in [REDACTED] Daniel Posner*
 - Learning Curation: Laura Ahearn*
 - Learning Utilization: Laura Adams
 - Lesbian, Gay, Bisexual, Transgender Rights: Vy Lam
 - Lesbian, Gay, Bisexual, Transgender, Intersex Rights: Diego Soares*
 - Policy: Jerry Lavery
 - Political Economy Analysis: Marc Cassidy
 - [REDACTED] Ross Herbert*
 - Survey Specialist: Bill Mishler*
 - Women, Peace, and Security: Jennifer Hawkins
- Initiated recruitment for 5 Fellows—Biodiversity Conservation; Conflict, Fragility, and Peacebuilding (twice); Countering Violent Extremism; and Research and Evaluation.
- Supported 16 Fellows in taking 31 trips, domestically and internationally, to support USAID's field work and present USAID's technical work to other actors in the field.
- Organized two Fellows' networking and professional development lunches.

Security

- Updated IIE's institutional information to be prepared for a Defense Security Services (DSS) telephone assessment related to IIE's Facility Clearance. Completed all action items as required by DSS, including a Secret level clearance for [REDACTED]
- Completed 45 clearance-related actions for 15 Fellows.
- Completed design for and implemented IIE's DSS-mandated Insider Threat Program.
- Completed annual update of DSS-mandated SF-328 Certificate Pertaining to Foreign Interests, which involves reporting on every grant or contract received from foreign sources and all IIE Trustees' and executive personnel's foreign interests.
- Completed DSS-mandated Bureau of Industry and Security (BIS) Critical Facility Assessment.

Grants

- Managed 44 researchers and their institutional support staff in initiating, implementing, and/or finalizing research under nine grants:
 - Brown University
 - Michigan State University
 - Northwestern University
 - University of Colorado
 - University of Denver
 - University of Minnesota
 - University of Pittsburgh
 - University of Virginia
 - Wayne State University
- Finalized and published 11 grantee research papers in Year 5; prepared 1 grantee research paper to be published in Year 6.
- Coordinated USAID’s technical input to, and review of, research progress and products for all nine DFG grantees, including organizing and facilitating 11 conference calls among USAID, IIE, and DFG grantees on research progress and products.

Events

- Supported 8 events to strengthen ties between USAID and the academic and research communities:
 - October 3, 2016: Literature Review Workshop by DFG grantee Denver University
 - November 14, 2016: Literature Review Presentation by DFG grantee Denver University
 - November 14, 2016: Literature Review Presentation by DFG grantee Northwestern University
 - November 14, 2016: Literature Review Presentation by DFG grantee University of Virginia
 - November 14, 2016: Literature Review Presentation by DFG grantee Wayne State University
 - December 9, 2016: First Think Session by DFG grantee Michigan State University
 - May 12, 2017: Second Think Session by DFG grantee Michigan State University
 - May 24, 2017: Workshop with University of Minnesota and USAID staff to discuss the literature review, “Making Human Rights Campaigns Effective while Limiting Unintended Consequences: Lessons from Recent Research”
 - May 31, 2017: Workshop with Brown University and USAID staff to discuss the literature review, “Grassroots Reform in the Global South”
 - June 2, 2017: Workshop with University of Colorado and USAID staff to discuss the literature review, “Maintaining Civic Space in Backsliding Regimes”
 - July 14, 2017: Literature Review Presentation by DFG grantee Brown University
 - July 14, 2017: Literature Review Presentation by DFG grantee University of Colorado
 - July 14, 2017: Literature Review Presentation by DFG grantee University of Minnesota

DFG PROGRAM ACCOMPLISHMENTS, YEAR 5

Objective 1: A group of professionals at the junior, mid-, and senior-level are recruited and gain new skills and exposure to USAID as Democracy Fellows.

Result 1.1: Applications from highly qualified applicants are received for each fellowship opportunity.

DFG initiated recruitment for five Democracy Fellows (DFs) during Year 5 in the following specializations: Conflict Fragility and Peacebuilding (CFP), Round 1; Biodiversity Conservation (BIO); Research & Evaluation (R&E), Round 2; CFP, Round 2; and Countering Violent Extremism (CVE), Round 2. The CFP (1) recruitment was initiated at the request of DCHA/CMM; the BIO, R&E (2), CFP (2), and CVE (2) recruitments followed the granting of a no-cost extension to IIE's cooperative agreement with USAID in August 2017. See the table below:

DFG Quarter	Fellowship	PD Finalized	PD Posted	PD advertised	PD closed	Matrix Sent to USAID	# Apps Received	# "Highly Qualified" Apps Received
17	Conflict, Fragility, and Peacebuilding (1)	9/19/16 (Y4)	9/23/16 (Y4)	DFG mailing list (4,341 contacts)	10/9/16	10/18/16	27	7
				DFs (19)				
				Devnet				
				Foreign Affairs				
				Idealist				
University job boards: American, Columbia, Georgetown, George Washington, Johns Hopkins, New York, Stanford, Syracuse								
20	Biodiversity Conservation	8/10/17	8/21/17	DFG mailing list (4,777 contacts)	9/3/17	9/7/17	4	2
				Devnet				
				Foreign Affairs				
				Idealist				
University job boards: American, George Mason, Maryland								
20	Research & Evaluation (2)	8/22/17	8/25/17	DFG mailing list (4,777 contacts)	9/17/17	9/27/17	28	9
				LAQ I and II teams (32)				
				Devnet				
				Foreign Affairs				
				Idealist				
				University job boards: American, George Mason, Maryland				
APSA Mailing List (via former DF)								
20	Conflict, Fragility, and Peacebuilding (2)	9/14/17	9/20/17	DFG mailing list (4,884 contacts)	Y6/Q21	Y6/Q21	Y6/Q21	Y6/Q21
				Devnet				
				Idealist				
				Foreign Affairs				
University job boards: American, George Mason, Maryland								
20	Countering Violent Extremism (2)	9/14/17	9/27/17	DFG mailing list (4,884 contacts)	Y6/Q21	Y6/Q21	Y6/Q21	Y6/Q21
				Devnet				
				Idealist				

				Foreign Affairs				
				University job boards: American, George Mason, Maryland				

Result 1.2: IIE’s recruitment of DFs culminates in hiring the best available candidate for each fellowship

DFG supported two complete DF recruitments during Year 5; there were relatively few recruitments completed during the year, because 9/4/17 was the end date of IIE’s original cooperative agreement with USAID, and IIE could not hire any new DFs until a no-cost extension was signed. During Year 5, IIE hired the CFP (1) and BIO Fellows.

DFG also recruited for a R&E (2) DF during Year 5 and completed the entire recruitment process, including interviews with USAID. After the first-choice candidate declined the position, the Chief of DCHA/DRG/L opted to wait until after the NCE in order to be able to offer a longer fellowship (12 months vs. 6 months) and thereby increase the pool of highly qualified candidates, so IIE did not extend an offer to the second strongest candidate.

Quarter(s)	Fellowship	# IIE Pre-screening Interviews	IIE Pre-screening Interviews Completed	# USAID Interviews	USAID Interviews Completed	Candidate(s) Selected	Reference Checks Completed	Fellowship(s) Accepted
17	Conflict, Fragility, and Peacebuilding (1)	7	10/27/16	3	10/31/16	10/31/16	11/7/16	11/10/16
17	Research & Evaluation (2)	N/A	N/A	3	11/22/16	11/22/16	12/6/16	N/A (see narrative above)
20	Biodiversity Conservation	N/A	N/A	2	9/11/17	9/11/17	9/12/17	9/18/17

Result 1.3: IIE’s Facility Security Clearance is maintained and individual clearances for DFs working on site at USAID are supported.

During Year 5, DFG took several actions to ensure the maintenance of its facility security clearance.

On October 6, 2016, new DSS Rep Janet Banzer asked for a redacted version of the security assessment document binder, created for the DSS site inspection that had been scheduled and canceled in Q15. The security binder was mailed to Banzer on October 27, 2016, and Banzer confirmed receipt on November 3, 2016.

Per new DoD requirements, IIE developed its Insider Threat Program (ITP) during Q17, which required the appointment of an ITP Senior Official within IIE, establishment of an ITP Stakeholder Group within IIE, and completion of the Insider Threat Awareness training by all cleared employees and Stakeholder Group members. On October 6, 2016, DFG Director/IIE FSO Lisa Peterson submitted the letter designating her as the ITP Senior Official for IIE. On November 7, 2016, Peterson asked relevant IIE officials from Human Resources, Information Technology, and Legal Departments at IIE to form the ITP Stakeholder Group. By November 4, 2016, all cleared employees had completed the required Insider Threat Awareness training; by November 23, 2016, all ITP Stakeholder Group members had completed

the training. On November 29, 2016, the Stakeholder Group approved IIE’s ITP Plan and the DFG Director/IIE FSO/ITP Senior Official submitted the certification letter of IIE’s ITP Plan to Banzer.

As required by DSS, both [REDACTED] and [REDACTED] were processed by IIE for Secret level clearances during Year 5. Processing [REDACTED] was a new DSS requirement in Year 5, communicated during the telephone assessment with DSS on May 2, 2017 (see below).

On April 11, 2017, DFG received the signed Security Exclusion Resolution from the IIE’s Office of the President. This resolution, passed by the Board of Trustees on April 5, 2017, excludes certain IIE Key Management Personnel (KMP) from the security clearance requirement. On April 20, 2017, DFG Program Officer/IIE AFSO uploaded IIE’s updated KMP list and Security Exclusion Resolution to e-FCL.

On May 2, 2017, IIE’s DSS Representative Janet Banzer held a telephone assessment with DFG Director/FSO Lisa Peterson. She assigned IIE following action items: 1) the DFG Director/IIE FSO must retake FSO training courses that had been updated since her last certification and provide the new certificate of completion; 2) the [REDACTED], must be cleared, and must be initiated into e-QIP to submit his SF-86 by May 17, 2017; 3) IIE’s Security Exclusion Resolution must be updated again to remove [REDACTED] from the excluded KMP list; 4) IIE must execute a temporary Exclusion Resolution for [REDACTED] until he receives his interim clearance; 5) IIE must re-upload the 2016 versions of the SF-328 and relevant attachments to e-FCL; 6) IIE must conduct the annual Self-Inspection and certify completion; and 7) IIE must provide annual refresher security and IT training to all cleared employees. All of these action items were completed prior to the end of Year 5.

On May 4, 2017, the US Department of Commerce, Bureau of Industry and Security (BIS) notified IIE that it was required to participate in a survey of DSS-cleared facilities. On June 1, 2017, with significant inputs from IIE’s Legal, Finance, Grants & Contracts, and Human Resources Departments, the DFG Program Officer/IIE AFSO submitted the completed survey to BIS.

On August 16, 2017, IIE’s updated SF 328, Certificate Pertaining to Foreign Interests, was signed and certified by the DFG Director/IIE FSO. On August 22, 2017, the revised SF 328 was uploaded into e-FCL, as required by DSS.

Fellow	Fellowship	Security Action
[REDACTED] [REDACTED]	[REDACTED] [REDACTED] [REDACTED]	10/14/16: [REDACTED] turned his badge into Alternate AOR Joe Taggart.
		10/17/2016: DFG separated [REDACTED] from IIE in JPAS.
		10/20/2016: DFG conducted [REDACTED] security debrief and obtained his signature on the debrief portion of his SF-312 non-disclosure agreement.
[REDACTED] [REDACTED]	[REDACTED] [REDACTED]	3/2/2017: DFG provided clearance verification to the U.S. State Department, Bureau of Diplomatic Security, to support [REDACTED] TDY to [REDACTED]
		8/10/2017: DFG resubmitted a revised VAR and 565-1 to USAID/Security to renew [REDACTED] badge following her fellowship extension. Due to an incorrect date in USAID/Security’s system, [REDACTED] will need to be rebadged in Q22.
[REDACTED] [REDACTED]	[REDACTED] [REDACTED]	1/9/2017: DFG conducted [REDACTED] security debrief and obtained her signature on the debrief portion of the SF-312.
		1/9/2017: DFG made a first attempt to separate [REDACTED] from IIE in JPAS, but was prevented by a technical glitch in the system. The glitch was resolved and the separation completed on 2/2/2017.

<p>██████ ██████</p>	<p>██████ ██████ ██████</p>	<p>2/28/2017: DFG resubmitted the VAR and 565-1 to USAID/Security to renew ██████ badge at her request, even though her current badging paperwork extended her stay at USAID through 9/4/17. ██████ then went on TDY; her new badging paperwork expired because she was not at USAID HQ to sign it.</p> <p>4/18/2017: DFG resubmitted a VAR and 565-1, per USAID Security request, to renew ██████ badge, since her IIE-completed paperwork had expired while she was on TDY.</p> <p>4/24/2017: DFG submitted an updated VAR for ██████ to USAID Security, per USAID's request.</p> <p>6/29/17: DFG conducted ██████ security debrief and obtained her signature on the debrief portion of the SF-312.</p> <p>7/6/17: DFG separated ██████ from IIE in JPAS.</p>
<p>██████ ██████</p>	<p>██████ ██████ ██████</p>	<p>11/22/2016: DFG initiated ██████ into JPAS.</p> <p>12/6/2016: DFG processed ██████ SF-86 and signature pages in JPAS.</p> <p>2/14/2017: ██████ attended USAID's required Cybersecurity Training Course in ██████ ██████.</p> <p>2/23/2017: DFG contacted PSMO-I, the contact for non-federal entities holding FCLs to inquire about personnel security clearances, to ask about the status of ██████ clearance. DFG was given a detailed description of the investigation process and advised to call back on 3/15/17 for an update on ██████.</p> <p>2/27/2017: DFG was notified that ██████ clearance investigation moved from PSMO-I to OPM.</p> <p>3/15/2017: DFG contacted PSMO-I again to inquire the about the status of ██████ clearance. DFG was told that we should expect an interim clearance for ██████ within 2 – 4 weeks.</p> <p>5/12/2017: ██████ received his interim Secret security clearance.</p> <p>5/12/2017: DFG submitted a VAR and 565-1 to USAID Security to obtain ██████ badge.</p> <p>5/23/2017: DFG provided clearance verification to support ██████ TDY to ██████.</p> <p>6/6/2017: DFG submitted ██████ SF-312 to PSMO-I.</p> <p>6/29/2017: DFG conducted ██████ security debrief and obtained his signature on the debrief portion of the SF-312.</p> <p>7/10/17: DFG separated ██████ from IIE in JPAS.</p>
<p>██████ ██████</p>	<p>██████ ██████</p>	<p>8/10/2017: DFG resubmitted a revised VAR and 565-1 to USAID/Security to renew ██████ badge following her fellowship extension. Due to an incorrect date in USAID/Security's system, ██████ will need to be rebadged in Q22.</p>
<p>██████ ██████</p>	<p>██████ ██████</p>	<p>7/31/17: DFG conducted ██████ security debrief and obtained his signature on the debrief portion of the SF-312.</p> <p>8/1/17: DFG separated ██████ from IIE in JPAS.</p>
<p>██████ ██████</p>	<p>██████ ██████ ██████</p>	<p>2/7/2017: ██████ signed a new SF-312 and security briefing acknowledgment, after a DFG file audit determined that these documents were missing.</p> <p>6/6/2017: DFG submitted an updated VAR to USAID Security to reflect ██████ new Fellowship end-date of July 14, 2017.</p> <p>7/11/17: DFG conducted ██████ security debrief and obtained his signature on the debrief portion of the SF-312.</p> <p>7/17/17: DFG separated ██████ from IIE in JPAS.</p>
<p>██████ ██████</p>	<p>██████ ██████</p>	<p>9/19/2017: DFG attached ██████ to IIE in JPAS.</p> <p>9/19/2017: DFG submitted a VAR and 565-1 to USAID Security to obtain ██████ badge.</p>

		9/21/2017: IIE received [REDACTED] Ireland passport and sent letter to PSMO-I confirming possession.
[REDACTED]	[REDACTED]	8/10/2017: DFG resubmitted a revised VAR and 565-1 to USAID/Security to renew [REDACTED] badge following his fellowship extension. Due to an incorrect date in USAID/Security's system, [REDACTED] will need to be rebadged in Q22.
[REDACTED]	[REDACTED]	10/24/2016: DFG resubmitted the VAR and 500-1 to USAID/Security to renew [REDACTED] badge, which had expired.
[REDACTED]	[REDACTED]	8/10/2017: DFG resubmitted a revised VAR and 565-1 to USAID/Security to renew [REDACTED] badge following his fellowship extension.
[REDACTED]	[REDACTED]	7/27/17: DFG conducted [REDACTED] security debrief and obtained her signature in the debrief portion of the SF-312.
[REDACTED]	[REDACTED]	8/1/17: DFG separated [REDACTED] from IIE in JPAS.
[REDACTED]	[REDACTED]	10/3/2016: DFG separated [REDACTED] from IIE in JPAS.
[REDACTED]	[REDACTED]	12/30/2016: DFG provided verification of [REDACTED] security clearance to USDA.
[REDACTED]	[REDACTED]	2/1/2017: DFG submitted a revised VAR to USAID Security, ending IIE sponsorship of [REDACTED] clearance and badge.
[REDACTED]	[REDACTED]	2/2/2017: DFG conducted [REDACTED] security debrief and obtained his signature on the debrief portion of the SF-312.
[REDACTED]	[REDACTED]	2/6/2017: DFG separated [REDACTED] from IIE in JPAS.
[REDACTED]	[REDACTED]	8/10/2017: DFG resubmitted a revised VAR and 565-1 to USAID/Security to renew [REDACTED] badge following his fellowship extension. Due to an incorrect date in USAID/Security's system, [REDACTED] will need to be rebadged in Q22.

Result 1.4: DFs are oriented to the DFG program, USAID, and their fellowship positions.

DFG conducted orientations for two full-time (FT) and two part-time (PT) DFs during Year 4. The FT DF orientations were held on January 9, 2017, for **DFP DF Thomas Flores** and September 25, 2017, for **BIO DF Anjali Kumar**. The PT DF refresher orientations were held on September 6, 2017, for **PEA DF Alina Rocha Menocal** and **PEA DF Marc Cassidy**. The refresher briefing focused primarily on travel policies and regulations, as well as a new invoice template to be used by PT PEA Fellows.

Objective 2: Fellows receive professional development opportunities through field experience and a range of other career development opportunities

Result 2.1: DFs gain relevant field experience.

During Year 5, DFG supported 16 Fellows in taking 31 trips, domestically and internationally, to support USAID's field work and present USAID's technical work to other actors in the field. See table below:

Fellow	Fellowship	DFG Quarter	Destination	Trip Purpose
Adams, Laura	LU	17	[REDACTED]	Present at and attend the Central Eurasian Studies Society Conference.
		18	[REDACTED]	Assist the [REDACTED] mission and implementing partner to design an evaluation for a pilot CVE program; conduct site visits to do data quality checks.

		19	██████	Assist ████████ in designing a retrospective evaluation of its democracy programming.
Ahearn, Laura	LC	17	██████ ██████	Chair the session “Participatory Monitoring and Evaluation Methods in Design and Practice” at the annual conference of the American Evaluation Association.
Cassidy, Marc	PEA	17	██████	Participate in the ████████ PEA workshop and PEA process.
			██████	Facilitate a PEA team training with ████████ and conduct related interviews.
		19	██████	Support ████████ to conduct a PEA of labor issues in the garment district.
		20	██████	Familiarize a broad cross-section of the mission with PEA and work with the Mission’s DRG office on how to plan for a PEA that would inform a number of its activities (current and planned) with respect to challenges around state/society relations.
Colby, Marina	C-TIP	17	██████ ██████	Attend a Freedom Fund meeting of anti-slavery thinkers, practitioners, and policy makers to discuss how different sectors can join forces to counter slavery.
		18	██████	Assist ████████ in the design of a new counter-trafficking activity in Laos.
Flores, Thomas	CFP	19	██████	Support the pilot of a fragility assessment framework methodology and assess patterns of elite polarization, its impact on ████████ access to the state, and related opportunities for USAID programming.
Hawkins, Jennifer	WPS	17	██████ ██████	Attend the Wilton Park Conference, “Preventing Sexual Violence Initiative: Next Steps to Tackling Stigma.”
		18	██████ ██████ ██████	Participate in the annual Commission on the Status of Women Conference.
		19	██████ ████████	Participate in a workshop, “Women’s Economic Empowerment Framework”.
		20	██████ ██████ ██████	Participate in the Naval Academy conference on WPS.
Herbert, Ross	AFR	17	██████	Support a draft study of the political economy of resource mobilization in ████████
		18		Work with the DRG Center’s EPT Division to conduct an after-action assessment of USAID funding in support of ████████ election.

Huntington, Heather	IE- [REDACTED]	18	[REDACTED]	Facilitate a five-day training for staff of the local data collection firm working on the [REDACTED] impact evaluation.
Inman, Molly	IE- [REDACTED]	19	[REDACTED]	Conduct qualitative data collection in schools in [REDACTED] discuss impact evaluation progress, and attend the Civic Education Teacher's Forum.
Johnson, Casey	CVE	17	[REDACTED]	Participate in a CVE research conference and conduct interviews with CVE practitioners and researchers in [REDACTED] to gain a better understanding of current CVE initiatives (both USG and non-USG supported) in [REDACTED]
			[REDACTED]	Support USAID field research related to CVE and citizen security, particularly a study on street gangs and violent extremist organizations, in [REDACTED]
		18	[REDACTED]	Support USAID field research related to CVE and citizen security, focused on street gangs and extremist organizations in the LAC and MENA regions.
			[REDACTED]	
Lam, Vy	Human Rights	17	[REDACTED]	Assist with HR assessments in [REDACTED]; monitor HRGP programs and Being LGBT in [REDACTED] programs; conduct HR trainings for [REDACTED]
			[REDACTED]	
		18	[REDACTED]	Attend the "Professional Certificate in the Promotion and Implementation of Human Rights" training, offered by the International Centre for Parliamentary Studies.
		20	[REDACTED]	Provide technical support in developing content and delivering the PEA training for the [REDACTED] program and [REDACTED].
Lavery, Jerry	PPL/P	18	[REDACTED]	Participate in the DRG Integration Summit.
		20	[REDACTED]	Attending a Context-Driven Adaptation peer-to-peer training.
Maxson, Leah	DR	17	[REDACTED]	Conduct inclusive education training for USAID Education Officers from the [REDACTED] region.
			[REDACTED]	Conduct disability-related sessions in the 2016 LAC Gender Equality and Social Inclusion Training.
		18	[REDACTED]	Present on labor inclusion of persons with disabilities at the Zero Project Conference.
			[REDACTED]	Participate in the Global Action on Disability donor coordination group.
Rearick, Kyle	GCC	17	[REDACTED]	Attend a Climate and Environment Training Workshop.
			[REDACTED]	Attend the [REDACTED] Task Team Meeting and the [REDACTED] Informal Meeting.
Rocha Menocal, Alina	PEA	17	[REDACTED]	Participate in a team retreat focused on future applications of PEA and Thinking and Working Politically at [REDACTED]
			[REDACTED]	Participate in a three-day PEA training at [REDACTED]
		18	[REDACTED]	Co-facilitate a PEA workshop for the [REDACTED] CDCS team; provide technical

				assistance to help ensure integration of a PEA/TWP approach into new sector strategies.
Solares, Diego	LGBTI Rights	17	██████████	Evaluate HRGP activities related to LGBTI rights in ██████████ provide recommendations for improving USAID's LGBTI programming.

Result 2.2: DFs gain knowledge and experience relevant to their technical fields and planned career trajectories.

DFG provides full-time DFs with a \$1,500 professional development fund, which can be used to attend workshops, subscribe to journals, and buy books relevant to the technical specialty of their Fellowship. Nine DFs used their professional development funds during Year 5. In addition, DFG organized a professional development lunch with USAID Deputy Assistant Administrator Bob Leavitt, who provided his “Writing for Principals” presentation for the DFs. See table below for a full summary of professional development opportunities supported by DFG in Year 5:

Fellow	Fellowship	DFG Quarter	Purpose
Adams, Laura	LU	18	Attended DF professional development lunch featuring USAID Deputy Assistant Administrator Bob Leavitt, who presented “Writing for Principals.”
		19	Purchased books relevant to her Fellowship and registered for an online course, “Social and Economic Networks: Models and Analysis”.
		20	Renewed membership to the American Sociological Association (ASA).
Flores, Thomas	CFP	18	Renewed memberships to the American Political Science Association, the International Studies Association, and the Midwest Political Science Association (MPSA), and purchased a ticket to attend the MPSA annual conference.
		19	Attended DF professional development lunch featuring USAID Deputy Assistant Administrator Bob Leavitt, who presented “Writing for Principals.” Covered lodging for attendance at the annual conference of the Midwest Political Science Association.
Herbert, Ross	AFR	20	Registered for the Society of International Development Conference, hired a language tutor for French, purchased a digital subscription to <i>The Economist</i> , and renewed membership to the American Association of Political Science.
Inman, Molly	IE- [REDACTED]	18	Attended DF professional development lunch, featuring USAID Deputy Assistant Administrator Bob Leavitt who presented “Writing for Principals.”
Johnson, Casey	CVE	18	Purchased books on topics related to his Fellowship.
Lavery, Jerry	PPL/P	18	Attended DF professional development lunch, featuring USAID Deputy Assistant Administrator Bob Leavitt who presented “Writing for Principals.”
Maxson, Leah	DR	18	Attended DF professional development lunch, featuring USAID Deputy Assistant Administrator Bob Leavitt who presented “Writing for Principals.”
Rearick, Kyle	GCC	18	Attended DF professional development lunch, featuring USAID Deputy Assistant Administrator Bob Leavitt who presented “Writing for Principals.”
Thompson, Tyler	AP	19	Registered for the 2017 annual meeting of the American Society of International Law and attended the conference, “Large-Scale Violence and Its Aftermaths: The US and the World”.

Result 2.3: IIE builds a community among current DFs and establishes connections between current and former DFs.

DFG organized two DF lunches during Year 5, providing Fellows a space to meet, share experiences, learn about each other’s work, and receive further support and guidance.

A DF professional development lunch was held on January 31, 2017. IIE invited USAID Deputy Assistant Administrator Bob Leavitt to present, “Writing for Principals,” which trained Fellows in best practices for preparing for and presenting deep technical knowledge to high-level policymakers. 6 DFs attended: **LU DF Adams, CFP DF Flores, Impact Evaluation- [REDACTED] (IE- [REDACTED] DF Molly Inman, PPL/P DF Lavery, DR DF Maxson, and GCC DF Rearick. On February 1, 2017, the DFG Director emailed the PowerPoint presentation to all Fellows.**

On May 3, 2017, DFG hosted a Democracy Fellows’ lunch featuring a presentation by CVE DF Johnson on his recent TDYs in El Salvador, Jordan, and Morocco on gang violence prevention programming in Latin America and its applicability for CVE in the Middle East. 6 DFs attended: **LU DF Adams, PEA DF Marc Cassidy, CFP DF Flores, IE- [REDACTED] DF Inman, PPL/P DF Lavery, and AP DF Thompson.**

Result 2.4: Each DF’s portfolio of work is reflected in his or her official work plan.

The DFG Director invested considerable time and effort in mid-year and annual assessments for DFs engaged as IIE employees, completing seven mid-year assessments for seven DFs and 10 annual assessments for nine DFs (with Lavery receiving two annual assessments during Year 5). For each assessment, the DFG Director meets individually with both the Fellow and the Fellow’s onsite manager at USAID. The assessments provide the Fellows an opportunity to collate and present their work, and get feedback from their managers and colleagues at USAID; they also provide DFG an opportunity to check in with DFs and their onsite managers on professional performance and so address any concerns pre-emptively, and make sure that the DFs’ daily work is reflected in and relevant to their official work plans. See table below for Year 5 mid-year and annual assessments:

Fellow	Fellowship	Assessment Type	Date Completed
Adams, Laura	Learning Utilization	Mid-Year	12/21/16
		Annual	6/27/17
Ahearn, Laura	Learning Curation	Mid-Year	N/A (fellowship ended Jan 2017)
Colby, Marina	C-TIP	Mid-Year	1/11/17
		Annual	5/4/17
Hawkins, Jennifer	Women, Peace, and Security	Annual	10/3/16
		Mid-Year	4/16/17
Herbert, Ross	AFR	Annual	10/26/16
		Mid-Year	N/A (fellowship ended July 2017)
Johnson, Casey	Countering Violent Extremism	Mid-Year	11/21/16
		Annual	3/21/17
Lam, Vy		Mid-Year	3/17/17

	LGBT Rights/Human Rights	Annual	8/23/17
Lavery, Jerry	Policy	Annual	10/3/16
		Mid-Year	5/2/17
		Annual (2)	9/28/17
Maxson, Leah	Disability Rights	Annual	N/A (fellowship ended July 2017)
Thompson, Tyler	Atrocity Prevention	Mid-Year	10/25/16
		Annual	3/22/17

Objective 3: Relations strengthened between USAID and new academic, think tank, and research organizations

Result 3.1: Applications from highly qualified applicants are received for each grant opportunity.

The LAQ2 RFA was finalized and published in Year 4, with applications due in Year 5 (November 1, 2016). The questions, further elaborated in the Request for Applications (RFA), were in the following areas:

- **Research Questions (Closing Civic Space):** What enables civic and political participation in countries where civil liberties have been lost? How do forms of civic and political engagement in such contexts differ from forms of engagement in contexts in which civil liberties are protected? Are some forms of civic and political engagement generally more tolerated in newly repressive contexts than others? How do civic actors adapt their engagement tactics to achieve their objectives?
- **Research Question (Grassroots Reform):** When citizen participation has led to local reforms in a particular sector (e.g., health), what processes lead to these reforms' influencing the regional or national levels of that sector (e.g., citizen groups monitoring medicine supplies in local clinics leads eventually to pharmaceutical procurement reform in the Ministry of Health)?
- **Research Questions (Human Rights Awareness Campaigns):** What makes a human rights awareness campaign successful? Why do many campaigns fail? What are the unintended negative consequences of both successful and failed campaigns? How do local norms and other cultural factors constrain or enable the translation of campaigns from one context to another?

DFG received two applications in response to Closing Civic Space, one application in response to Grassroots Reform, and four applications in response to Human Rights Awareness Campaigns (see table below).

RFA: LAQ2

LAQ Research Question	Applications Received
Closing Civic Space	2
Grassroots Reform	1
Human Rights Awareness Campaigns	4

Result 3.2: DFG Speakers' Series and Workshops strengthen ties between USAID and academic, think tank, and research organizations.

DFG supported the DRG Center by organizing 11 workshops and presentations during Year 5 that brought together USAID staff and academic experts on research topics of mutual interest. See chronology of DFG grantee workshops and presentations under Result 3.4 below.

Result 3.3: DFG grant solicitations reflect feedback received from researchers and academics.

DFG was not asked to post any draft grant solicitations for comment during Year 5.

Result 3.4: DFG grants program used to forge new relationships between USAID and academic, think tank, and research organizations.

DFG reviewed all grants deliverables closely to flag and address any shifts in focus, priorities, or activities. DFG also worked closely with USAID throughout grant implementation to make sure that USAID was aware of any shifts in focus or priority; to give USAID the opportunity to review and comment on grant deliverables and the direction of grantee research; and to connect USAID personnel to DFG grantees through email, conference calls, sharing resources, joint Google Drives, and in-person meetings. The following tables illustrate the Year 5 calls, workshops, and presentations that DFG organized in Year 5 to connect USAID and the DFG grantees:

LAQ1 Grantees: DU, NU, UPitt, UVA, WSU

Grantee	Date	Description
DU	October 3, 2016	Workshop with USAID staff to discuss the Literature Review, "Human Rights and Pressure 'From Below'".
	November 14, 2016	Presentation of Literature Review (see above).
NU	November 14, 2016	Presentation to USAID staff of Literature Review: "Reducing Corruption through Better Civil Service".
UVA	November 14, 2016	Presentation to USAID staff of Literature Review: "Increasing the Civic and Political Participation of Women".
WSU	November 14, 2016	Presentation to USAID staff of Literature Review: "Increasing the Civic and Political Participation of Women".

LAQ2 Grantees: BU, CU, UMN

Grantee	Date	Description
BU	January 7, 2017	Call: introductions, review of conceptual approach to research question, review of work plan.
	March 3, 2017	Call: review of full bibliography assembled to address research question.
	April 14, 2017	Call: review and discuss annotated bibliography.
	May 31, 2017	Workshop with USAID staff to discuss the Literature Review, "Grassroots Reform in the Global South".
	July 14, 2017	Presentation of Literature Review (see above).
CU	January 19, 2017	Call: introductions, review of conceptual approach to research question, review of work plan.
	February 23, 2017	Call: review of full bibliography assembled to address research question.

	March 23, 2017	Call: review of annotated bibliography.
	June 2, 2017	Workshop with USAID staff to discuss the Literature Review, “Maintaining Civic Space in Backsliding Regimes”.
	July 14, 2017	Presentation of Literature Review (see above).
	January 23, 2017	Call: introductions, review of conceptual approach to research question, review of work plan.
	February 23, 2017	Call: review of full bibliography assembled to address research question.
UMN	March 24, 2017	Call: review of annotated bibliography.
	May 24, 2017	Workshop with USAID staff to discuss the Literature Review, “Making Human Rights Campaigns Effective while Limiting Unintended Consequences: Lessons from Recent Research”.
	July 14, 2017	Presentation of Literature Review (see above).

TOC II: MSU

Grantee	Date	Description
MSU	December 9, 2017	First Think Session
	May 12, 2017	Second Think Session

Result 3.5: DFG Grantees manage their grants capably and compliantly.

Almost none of the PIs working on DFG grants has previously received a USAID-funded grant. As a result, DFG provides intensive support, training, and guidance to the PIs, as well as to a variety of university support staff working in administrative or compliance positions. DFG also provides intensive, targeted, technical feedback on and oversight of the research process and product. During Year 5, DFG completed a total of 1240 conversations with 14 DFG grantees.¹ See table on next page.

¹ A “conversation” includes the complete back and forth necessary to resolve each issue, and often included several emails and/or calls; distinct issues also often were addressed within a single email or call. For the conference calls held with the LAQ1 and LAQ2 grantees and with MSU, each call or workshop was counted as one USAID conversation and one program conversation, even though many individual conversations happened during each call or event. Each conference call between IIE and USAID on a DFG grantee was counted as one USAID conversation, even though many conversations happened during each call.

Grantee	DFG Grant Portfolio	Total by Grantee
ASU	2013 DRG APS	3
BU	LAQ2	336
CU	LAQ2	218
DU	2013 DRG APS + LAQ1	73
MSU	TOC2	177
NU	LAQ1	45
ND	2013 DRG APS	3
UMich	2013 DRG APS	5
UMN	LAQ2	227
UPitt	LAQ1	5
UVA	LAQ1	59
VU	C-TIP APS	2
W&M	2013 DRG APS	41
WSU	LAQ1	46
Total		1240

Objective 4: Innovative solutions to DRG identified through DFG grants component

Result 4.1: DFG research grantees offer products that USAID can use to improve the design and implementation of DRG programs.

During Year 5, DFG worked closely with USAID to clear, copyedit, and publish 11 research products, prepared by DFG grantees **ASU, BU, DU, UMich, ND, NU, UC, UMN, UVA, W&M, and WSU**.

1. Arizona State University: *Does Women's Political Presence Matter? Examining Descriptive, Substantive, and Symbolic Representation via a Natural Experiment*
2. Brown University: *Grassroots Reform in the Global South*
3. Denver University: *Making Human Rights Campaigns Effective While Limiting Unintended Consequences*
4. University of Michigan: *Development of an Election Forensics Toolkit: Using Subnational Data to Detect Anomalies*
5. University of Notre Dame: *Can Indigenous Associations Foster Trust, Tolerance, and Public Goods? Exploring the Role of Grinw in Rebuilding Civil Society and Democracy in Post-Conflict Mali*
6. Northwestern University: *Reducing Corruption through Better Civil Service*
7. University of Colorado: *Addressing the Shrinking of Civic Space*
8. University of Minnesota: *Consequences of Human Rights Awareness Campaigns*
9. University of Virginia: *Increasing the Civic and Political Participation of Women*
10. College of William and Mary: *China and the African State: Evidence from Surveys, Survey Experiments, and Behavioral Games in Liberia*
11. Wayne State University: *Increasing the Civic and Political Participation of Women*

In August 2016, IIE and USAID signed a no-cost 18-month extension to the DFG cooperative agreement, which clearly sets IIE's priorities for Year 6.

The NCE budget called for IIE to extend the following six Democracy Fellows through January 31, 2019:

- Laura Adams, Learning Utilization
- Marc Cassidy, Political Economy Analysis (PT Fellow)
- Jennifer Hawkins, Women, Peace, and Security
- Vy Lam, Human Rights
- Alina Rocha Menocal, Political Economy Analysis (PT Fellow)
- Tyler Thompson, Atrocity Prevention

Jerry Lavery, Policy Fellow, is to be extended through October 31, 2017.

IIE also will be recruiting the following additional FT Fellows during Year 6:

- Biodiversity Conservation (recruited Anjali Kumar on 9/25/17)
- Civil Society and Media
- Conflict, Fragility, and Peacebuilding (recruitment began during Y5)
- Counter-Trafficking in Persons
- Countering Violent Extremism (recruitment began during Y5)
- Research & Evaluation (recruitment began during Y5)
- PT Senior Research Fellow

IIE will continue to support travel and professional development for all Democracy Fellows. IIE will continue to conduct mid-year and annual performance reviews for all full-time Democracy Fellows. Once new recruitments are finalized in early Year 6, IIE will work with Tyler Posey of the USAID General Counsel's office to schedule a new briefing on Inherently Governmental Responsibilities/Conflict of Interest for Democracy Fellows and their on-site managers.

While the NCE budget included funding for future Innovation and Research Grants, the details of new grant tracks were not provided by USAID to IIE during Y5. The DGF team began conversations on this topic with our AOR early in Year 6.

During Year 6, IIE will continue to meet all of DSS' requirements to maintain IIE's facility security clearance and support the personal security clearances for all existing and new Democracy Fellows. We anticipate undergoing another DSS assessment of IIE's security program, continuing the implementation of the DSS-mandated Insider Threat Program, updating IIE's SF-328 certificate on foreign interests, and updating IIE's response to the Department of Commerce BIS Survey. We also will process Secret level security clearances for all newly recruited full-time Democracy Fellows and ensure that all cleared Fellows have current USAID badges for entry into USAID space in the Ronald Reagan Building.