

## Stage 1: Evaluate the state of play



Framework for review process

11 recommendations

Action plan

Monitoring plan

## Stage 2: Build knowledge and understanding



Training

Communication

Procedures and policies

Capacity building

WE ARE HERE

## Stage 3: Build the culture

Key messaging

Explicit values and principles discussion

Monitoring of activities

Support provision

## Stage 4: Review progress

Analysis of monitoring data

Impact assessment

Recommendations review

Conclusions