

## ANNEX 6: ACTION PLAN FOR PRIORITY AREA 5. STAKEHOLDER AND COMMUNITY ENGAGEMENT IN VULTURE CONSERVATION

**Strategic Objective 1:** By 2030, establish and strengthen community-led conservation projects that directly protect at least 30% of the target vulture areas.

**Strategic Objective 2:** Raise awareness among traditional healers, private sector actors, farmers, and other identified key players about the ecological importance of vultures and promote vulture conservation efforts across all range Member States by 2035.

Strategies	Activities	Outcomes	Indicators	Targets	Means of Verification	Timeline											Responsible	Other Actors	Level of Implementation
						'25	'26	'27	'28	'29	'30	'31	'32	'33	'34	'35			
<b>Strategy 1:</b> Strengthen community capacity and engagement	<b>Activity 1:</b> Organize national and regional workshops across various communities in the region to equip local residents with skills in vulture identification and habitat assessment techniques, and knowledge about the ecological importance of vultures and threats to their survival.	Community awareness and capacity for vulture identification and habitat assessment increased	Percentage of workshop participants who report improved knowledge and skills in vulture identification and habitat assessment techniques (measured through pre- and post-workshop surveys)	All the workshop participants (100%)	Workshop attendance records and participant feedback forms. Pre- and post-workshop assessments to evaluate changes in knowledge and skills. Follow-up surveys or interviews with participants to assess the application of skills and knowledge in their communities.												SADC, RMS	NGOs. Local communities	National, Regional
	<b>Activity 2:</b> Form partnerships with local schools, NGOs, and government agencies to create a network of community members involved in vulture monitoring efforts.	Collaborative network established	Number of active partnerships formed participating in vulture monitoring initiatives	At least 10 partnerships formed	Documentation of partnership agreements and memorandums of understanding (MOUs) with schools, NGOs, and government agencies.												RMS	Schools, NGOs	National, Regional
	<b>Activity 3:</b> Work with local government agencies to integrate vulture conservation into regional development plans and ensure that conservation efforts are aligned with community goals.	Conservation efforts align with local community goals and sustainable development objectives	Percentage of national and regional development plans that include specific vulture conservation strategies and actions.	All Regional and national development plans	Copies of revised regional development plans showing the inclusion of vulture conservation measures.												RMS		National, Regional
	<b>Activity 4:</b> Develop engaging educational materials such as culturally relevant brochures, posters, infographics, and digital content in local languages to explain the benefits of vultures to livelihoods and ecosystems.	Awareness and understanding of the ecological and economic benefits of vultures among local communities increased	Number of Range States running a program to develop educational materials on vultures	All Range States are involved	Samples of educational materials (brochures, posters, infographics, and digital content) created, with documentation of their distribution												RMS	Local communities	Local, National
	<b>Activity 5:</b> Develop or utilize interactive educational tools such as mobile apps or online quizzes to educate community members about vulture species, their ecological roles, and threats.	Community engagement and knowledge enhanced	A set of interactive educational tools	At least one set of interactive educational tools	Analytics reports from mobile app stores and online platforms indicating the number of downloads and active users of the educational tools.												RMS	Local communities	Local, National
<b>Strategy 2:</b> Promote community-based conservation and action	<b>Activity 1:</b> Establish and implement community-led habitat restoration projects targeting key vulture habitats, enhancing nesting sites and creating safe environments.	Nesting success and safer environments enhanced	Number of Range States running community-led habitat restoration projects	All Range States	Photos and documentation of community involvement in restoration activities												RMS	Local communities	Local, National

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	<b>Activity 2:</b> Establish community monitoring programs that contribute to the SADC regional database by partnering with experts to develop standardized protocols, training local residents, and setting up monitoring stations for effective data collection and reporting.	Data collection and informed conservation actions improved.	Number of Range States implementing community monitoring programs	All Range States	Training attendance records and participant evaluations to assess the effectiveness of training sessions and the knowledge gained by community members.													RMS	Local communities	Local, National
	<b>Activity 3:</b> Create an online platform for communities to share monitoring findings, success stories, and best practices, fostering regional collaboration while ensuring that the data collected is integrated into the SADC regional database for comprehensive analysis and action.	Valuable data, experiences, and strategies for effective conservation practices shared	Number of Range States implementing online platforms for communities	All Range States	A repository of uploaded content -monitoring findings, success stories, and best practices													RMS		Local, National
<b>Strategy 3:</b> Advocate for policy change, and collaborating with Stakeholders	<b>Activity 1:</b> Advocate for poison reduction by launching regional campaigns to reduce the use of poisons and pesticides in agriculture.	Biodiversity and protection of vulture populations improved	Number of annual regional and national reports from Range States indicating a reduction in the use of poison	One regional and 12 national (Range State) reports	Pre- and post-campaign surveys of agricultural practices to quantify changes in poison and pesticide usage													SADCS, RMS		National, Regional
	<b>Activity 2:</b> Assess the impact/ effectiveness of conservation programs using feedback and data to inform future actions.	More informed and adaptive management strategies.	A set of policies, regulations and guidelines developed from stakeholder feedback	One set of instruments for the region and each of the Range States	Documentation of the police, regulations and guidelines developed from feedback.													SADCS, RMS		National, Regional
	<b>Activity 3:</b> Convene regional stakeholder forums for community leaders, conservationists, and officials to address vulture conservation challenges.	Vulture conservation challenges addressed through shared knowledge, resources, and strategies.	Number of stakeholder forums	3 regional forums and 120 national (Range State) forums	Documentation of forum proceedings, Documentation of forum recommendations implemented													SADCS, RMS		National, Regional
	<b>Activity 4:</b> Engage, identify, and train local leaders and support their advocacy efforts.	Sustainable practices within the communities actively advocated	Number of Range States implementing training programmes	All Range States	Training material, Attendance list, Trainee feedback													RMS	Partner NGOs, Local leaders	Local, National
<b>Strategy 4:</b> Promote sustainable vulture friendly practices and livelihoods through incentive programs	<b>Activity 1:</b> Facilitate the implementation of sustainable land use practices, including both agricultural and waste management strategies that minimize harmful impacts on vulture populations (such as reducing the use of poisons and promoting safe disposal of carcasses), as well as the adoption of organic farming and eco-friendly livestock management to create conditions more conducive to vulture habitats.	See Annex 2, Strategy 1, Activity 6																SADCS, RMS	Partner NGOS, Farmers	

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	<b>Activity 2:</b> Develop and support alternative livelihoods that reduce reliance on practices harmful to vultures, such as poaching or toxic pesticide use	Sustainable alternative livelihoods that reduce reliance on harmful practices impacting vulture populations created	Number of Range States that launched new sustainable livelihood programs within the community that do not rely on practices harmful to vultures.	All Range States	Documentation of alternative livelihood projects, including reports on their implementation status, participant numbers, and types of activities undertaken.												SADCS, RMS	Local communities, NGOs	Local, National	
	<b>Activity 3:</b> Collaborate with NGOs to create programs that help communities transition to sustainable tourism, organic farming, or crafts that generate income without harming wildlife.	Generating income without harming wildlife while fostering environmental conservation achieved	Number of Range States implementing community programs involving sustainable tourism, organic farming, and crafts programs facilitated by NGOs.	All Range States	Documentation of enrollment and attendance in workshops and programs, including demographic information and initial engagement levels.												SADCS, RMS	NGOs, local communities, Safari operators	Local, National	
	<b>Activity 4:</b> Design and implement incentive programs that reward communities for participating in conservation efforts, such as providing financial support for sustainable practices or recognizing conservation achievements through awards	Incentive programs that motivate and reward communities for active participation in conservation efforts established	Number of Range States actively engaged in conservation incentive programs	All Range States	Documentation of participants in the incentive programs, detailing their involvement and contributions to conservation efforts. Award nomination and distribution records													SADCS, RMS	Local communities, NGOs	Local, National
<b>Strategy 5:</b> Raise Awareness and Promote Vulture Conservation	<b>Activity 1:</b> Launch a regional awareness campaign highlighting the ecological importance of vultures while collaborating with regional media outlets to amplify messaging through press releases and educational events.	Awareness and understanding of the ecological importance of vultures and the role of community monitoring in their conservation increased	Number of Range States implementing national awareness campaigns	All Range States	Documentation of the materials used in the campaigns (posters, flyers, social media posts, videos, etc.). Documentation of any local or regional media coverage.												SADCS, RMS	Local communities, Media houses, NGOs	National, Regional	
	<b>Activity 2:</b> Develop tailored outreach initiatives aimed at specific groups such as farmers and schools, in partnership with community leaders to create culturally relevant content that encourages local involvement in vulture conservation.	Engagement and participation in vulture conservation efforts among targeted audiences enhanced	Number of Range States implementing targeted outreach campaigns	All Range States	Documentation of the tailored content developed for each audience, including brochures, presentations, and multimedia resources. Engagement metrics.												RMS	NGOs, targeted audience	Local, National	
	<b>Activity 3:</b> Create and distribute a community toolkit that includes accessible informational resources and actionable steps for local residents to actively engage in vulture conservation efforts.	Community knowledge and empowerment regarding vulture conservation enhanced	Number of Range States implementing a program to develop materials and community engagement	All Range States	An inventory of all informational materials including brochures, fact sheets, infographics, and digital content.												RMS	NGOs	Local, National	
<b>Strategy 6:</b> Promote Sustainable Ecotourism for vulture conservation	<b>Activity 1:</b> Create and promote vulture-watching tours in the form of guided tours in key areas with educational information on vulture ecology and conservation.	Public awareness and appreciation for vultures increased	Number Range States implementing vulture tour programs	All Range States	Tour development documentation, Marketing and promotion records, attendance records												RMS	Tour operators, vulture guides, local communities	Local, National	

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	<b>Activity 2:</b> Utilize ecotourism for conservation messages (i.e. integrate conservation messages into ecotourism initiatives).	Awareness and understanding of conservation issues increased	Number of Range States integrating vulture conservation messages into ecotourism	All Range States	Development of educational resources, Ecotourism partner Agreements with operators, social media and marketing analysis, Training of guides												RMS	Tour operators, vulture guides, local communities	Local, National
	<b>Activity 3:</b> Utilize social media, websites, and tourism platforms to share stories and promote sustainable vulture-watching tours.	Visibility and interest in sustainable vulture-watching tours increased	An increase in the level of audience interaction with posts related to vulture-watching tours, measured through likes, shares, comments, and overall reach.	In SADC as a region, and In All Range States	Content creation and distribution, social media engagement metrics												RMS	Tourists	Local, National, Regional
<b>Strategy 7:</b> Establish community monitoring and feedback Systems	<b>Activity 1:</b> Collaborate with regional conservation experts and community representatives to develop standardized monitoring protocols tailored to the specific vulture species and habitats present in the area.	See Strategy 2, Activity 2 (This Annex)																	
	<b>Activity 2:</b> Create an online platform for communities to share their monitoring findings, success stories, challenges faced, and best practices, fostering regional collaboration and learning.	See Strategy 2, Activity 3 (This Annex)																	
	<b>Activity 3:</b> Facilitate dialogue between community monitors and regional policymakers to present monitoring data and advocate for conservation policies that support vulture populations and their habitats.	Collaboration between community monitors and regional policymakers strengthened	Number of conservation policies developed or revised in response to monitoring data presented during dialogue sessions	At policy one policy document developed by each Range State	Policy document												RMS	Communities, NGOs	Local, National
	<b>Activity 4:</b> Work with regional conservation bodies to incorporate community monitoring findings into broader regional and national conservation strategies and action plans.	Integration of community monitoring findings into regional conservation strategies and action plans enhanced	Proportion of Regional and National Conservation Strategies or Action Plans that Include Community Monitoring Data	Analysis of existing conservation strategies and action plans to identify whether they reference community monitoring findings and how these findings are integrated	Access reports from regional and national conservation bodies to verify the inclusion of community monitoring data and related recommendations												SADCS, RMS	Conservation bodies, local communities, , Partner NGOs	Local, National, Regional



Strategies	Activities	Outcomes	Indicators	Targets	Means of Verification	Timeline '25 '26 '27 '28 '29 '30 '31 '32 '33 '34 '35												Responsible	Other Actors	Level of Implementation
<b>Strategy 8:</b> Collaborate with educators, students and conservationists to create and integrate engaging vulture conservation content into existing curricula across various subjects for a holistic educational approach.	<b>Activity 1:</b> Research and establish connections with schools, educators, and educational organizations interested in wildlife conservation.	Awareness and engagement in wildlife conservation among students and educators fostered	Number of Range States that launched a program for conservation organizations to partner with schools, educators, and educational organizations	All Range States	Documentation of approved program, implementation report, partnership agreements													RMS, Schools, Institutions of learning, educators		Local, National
	<b>Activity 2:</b> Create lesson plans, activities, multimedia content, and assessment tools that focus on vulture conservation across subjects such as science, geography, and art.	Educational resources that promote understanding and conservation of vultures among students enhanced	Number of Range States implementing a program to develop educational resources	All Range States	Documentation of approved national program to develop educational resources for vulture conservation													RMS	Schools, educators, NGOs	Local, National
	<b>Activity 3:</b> Organize workshops or training sessions for educators on vulture conservation and effective teaching methods for integrating the content into their curricula.	Educators equipped with knowledge and effective teaching methods to integrate vulture conservation into their curricula	Number of regional and national workshops	One regional 12 launch workshops	Workshop program, attendance list, workshop reports, feedback from the participants													SADCS, RMS	Schools, educators, NGOs	Local, National
	<b>Activity 4:</b> Work closely with educators to develop and implement a plan for integrating biodiversity (vulture included) conservation content into existing curricula.	A collaborative framework for integrating biodiversity conservation, specifically focusing on vultures, into the existing curricula across various subjects	Development of a comprehensive curriculum integration plan that includes biodiversity and vulture conservation content across multiple grade levels and subjects	Finalize and implement a biodiversity conservation integration plan	A formal document outlining the integrated curriculum plan													RMS	Schools	Local, National
	<b>Activity 5:</b> Implement a pilot program in select classrooms, collecting feedback from educators and students on effectiveness and engagement, and refining the content and approach based on ongoing evaluation.	Understanding and engagement in biodiversity (vulture) conservation improved	Number of Range State implementing a pilot program in selected schools	All Range States implementing a pilot program with at least 3 schools within the next 12 months in country	Approved national program documents, implementation reports, M&E reports													RMS	Schools	Local, National
	<b>Activity 6:</b> Develop or adopt and adapt interactive and multi-format educational materials (e.g. from <a href="http://www.vultureday.org/">www.vultureday.org/</a> )	Accessibility and engagement in learning among target audiences enhanced	The number of Range States developed and implemented programs to develop or enhance interactive and multi-format educational materials	All 12 Range States	A comprehensive inventory listing all developed and adapted educational materials, including descriptions and formats (e.g., videos, multimedia presentations, interactive websites).													RMS	Schools, students, educators, NGOs, Conservationists	Local, National

Strategies	Activities	Outcomes	Indicators	Targets	Means of Verification	Timeline '25 '26 '27 '28 '29 '30 '31 '32 '33 '34 '35												Responsible	Other Actors	Level of Implementation
<b>Strategy 9:</b> Establish capacity building programs for teachers to ensure effective delivery of conservation education and encourage active participation in local conservation initiatives	<b>Activity 1:</b> Conduct a thorough assessment of teacher training needs and requirements for effective conservation education.	Teachers are equipped with the necessary knowledge and skills to effectively teach conservation education	Number of key training needs identified from the assessment (specific areas of required knowledge, skills, and pedagogical strategies).	Identify at least 5 distinct training needs relevant to conservation education.	A report summarizing identified training needs based on survey, interview, and focus group data.													RMS	Teachers, NGOs	Local, National
	<b>Activity 2:</b> Organize targeted workshops focused on conservation education methodologies and curriculum development to enhance teacher effectiveness.	Teachers demonstrate enhanced effectiveness in delivering conservation education	Number of workshops organized by SADC and Range States	One Regional workshop and 12 national Range State workshops organized after every four years	Approval documents of the program, workshop materials, attendance records, feedback surveys													SADCS, RMS	Teachers, educationists, curriculum developers	Local, National
	<b>Activity 3:</b> Facilitate hands-on, project-based learning experiences that engage students in real-world conservation initiatives.	Students acquired practical skills and knowledge	Change in student knowledge regarding conservation issues, measured through pre- and post-project assessments	At least 75% of students demonstrate an increase in knowledge (e.g., scores improving by 20% or more on assessments)	Conduct pre- and post-activity quizzes or surveys to assess knowledge gains related to local ecosystems and conservation efforts.													RMS	Students, Teachers, NGOs	Local, National
	<b>Activity 4:</b> Partner with local conservation organizations and experts to provide students with mentorship and access to practical experiences.	Students gained practical knowledge and experience in conservation efforts through mentorship	Total number of formal partnerships established with local conservation organizations and experts.	At least 10 formal partnerships with local conservation organizations and experts per Range State	Records of formal agreements, memorandums of understanding, or partnership contracts with local organizations.													RMS	NGOs, Schools, experts	Local, National
	<b>Activity 5:</b> Coordinate community events and workshops that promote conservation education and foster partnerships among teachers, students, and conservation leaders.	Awareness and understanding of conservation issues enhanced	Number of SADC and national Range State community events and workshops hosted annually	One SADC inception workshop. At least 10 National Range State Workshops annually	Workshop materials, Attendance records, feedback surveys													RMS	NGOs, Schools	Local, National