

Template:

Human Rights Indicators

This template is a starting point for developing the human rights indicators described in [Step One of the Monitoring, Evaluation and Adaptation Module](#) of the Guide. TNC and the IPLC collaborated on a mutually agreed-upon approach to the human rights impact assessment in [Step Two of the FPIC Modules](#). The indicators focus on monitoring the human rights impacts of the initiative process, for example, the level of meaningful participation, self-determination and other areas embodied in the Principles and Safeguards, as well as any unintended impacts of the initiative.

This template also includes some questions for TNC and the IPLC to consider when developing the indicators. Agreement on the indicators should be documented in a culturally responsive manner, which may include signatures or initials on the plan, an exchange of emails, a show of hands at a meeting, a protocol or ceremony.

For guidance on what makes a strong indicator, refer to TNC's VCA Measures and guidance on developing SMART and SPICED indicators.

(https://www.betterevaluation.org/sites/default/files/EA_PM%26E_toolkit_module_2_objectives%26indicators_for_publication.pdf).

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Initiative: _____

Time period: _____

Date: _____

Updated as of: _____

Approved by:

Organization or group:

Name: _____

Name: _____

Name: _____

Name: _____

Name: _____

Name: _____

1. Human rights impacts or key areas of concern

Revisit the Human Rights Impact Assessment results or other areas of concern identified as part of the FPIC process in Module Two. If TNC and the IPLC developed a Consultation Plan using the template, return to the list of potential and actual human rights impacts in that plan to guide this section.

i. Potential and actual positive impacts:

ii. Potential and actual negative impacts, including severity, probability and underlying causes of the risk:

iii. Proposed mitigation for potential and actual negative impacts:

iv. Plan for tracking responses and outcomes and for communicating how impacts are being addressed:

2. Additional information, if not included in the impacts listed above:

a. The IPLC's goals, priorities and concerns regarding the initiative:

b. Ways the initiative may impact an IPLC's core resources or practices:

c. Most contentious issues in consultation:

d. Expectations the IPLC has for the initiative that have informed decision-making & FPIC:

3. Highlights from the checklists in each module

Revisit the checklists at the end of each module in the Guide, noting key responses to the checklist prompts.

a. Module One - Learning & Early Discussions:

b. Module Two - Free, Prior & Informed Consent:

c. Module Three - Conflict Resolution:

d. Module Four - Implementation:

e. Module Five - Documentation:

f. Module Six - Monitoring, Evaluation & Adaptation:

4. Indicators to monitor unintended impacts of the initiative, based on review of #1 & #2 above

a. Indicator 1:

b. Indicator 2:

c. Indicator3:

5. Indicators to monitor the impacts of the initiative process, based on review of #3 above

a. Indicator 1:

b. Indicator 2:

c. Indicator 3:

d. Indicator 4:

e. Indicator 5:

Questions to Consider for Developing Indicators:

- Does TNC and the IPLC have a plan in place for collaboratively collecting and evaluating feedback?
- Does TNC and the IPLC have a process for deciding which activities to change, which to continue and which to strengthen, based on the feedback received?
- How does TNC and the IPLC plan to share the results of the monitoring, evaluation and adaptation process with rights holders and stakeholders, consistent with confidentiality obligations?

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