**Introduction**

Welcome to the Conrad N. Hilton Foundation online reporting system and thank you for your continued partnership! The following pages ask a series of questions about how the work supported by the grant is progressing and what you are learning.

We recognize that you and your team are closest to the work, and we value the insights you have gained. We want to emphasize that while we enjoy hearing about successes, we also understand that contexts shift, and grant implementation doesn’t always go according to plan. We appreciate your willingness to share with us not only what has gone well but also what might need course correction, different resources, etc.

As part of this update, we’ll be requesting you complete three elements:

1. Update the Project Measures Table with progress made in reaching the grant's objectives.
2. Complete and return the budget worksheet (i.e., Expenditure Report) to report on expenditures.
3. Answer three reflection questions to provide a bit more insight into your successes, challenges, and learnings to date.

Note that you have been given access to this report 60 days prior to the due date. Following submission, Foundation staff will be in touch with questions and/or to confirm next steps. As indicated in your grant agreement, we target subsequent payments to be made within 60 days of the submission of your report.

While we are providing these prompts in Word format to share more easily within your organization, we ask that you please enter your responses in the online application system (Grantee Portal) unless this creates a barrier for you (see Requests for Accommodations).

**Using the Portal**

Information entered into fields within the Portal will automatically be saved; however, if you would like to paste text into any of the prompts, please ensure that you do so using "plain text." Otherwise, the system may not save your responses. You can leave and return to the application at any time; please consider [bookmarking this link](https://hilton-portal.givingdata.com/).

Prior to submitting, we encourage you to save a copy of your responses using the "**View/Print Application**" button located at the bottom of any tab in the online form.

**Multi-Language and Instructional Resources**

To assist you in completing your report, the Foundation has created instructional resources in two languages. You may access them using the links provided in the Portal. Unless you have another arrangement with your program officer, we kindly request that your responses to these prompts and the documents you upload be submitted in English.

**Demographic Information Collection (for organizations incorporated in the United States)**

The Conrad N. Hilton Foundation is committed to diversity, equity, and inclusion as core principles that guide our work internally and with partners. Embodying this commitment requires us to understand the demographics of our partners’ leadership. To that end, we work to regularly collect the demographic characteristics of our partner organizations’ boards, head(s) of organizations, and senior staff. This report will ask for demographic characteristics of your organization's executive leadership. This information will not be used in grant decisions but rather in the aggregate across the Foundation to improve our learning and reflection practices. Please note that this section is intended for organizations that are incorporated in the United States.

**Contact**

If you have any questions, you are welcome to do so using the text bubbles icons found throughout this report. Add a comment, and our staff will be notified and respond shortly. You are also welcome to contact your program officer directly.

For technical concerns, please contact Grants Management at GDPortalSupport@hiltonfoundation.org. If you would like to provide feedback about this Portal, you may do so anonymously through a confidential form (link provided in the Portal).

**Requests for Accommodations** ​

The Grants Management team is committed to providing access and accommodation in all its services, programs, and activities. If any accommodation is needed in the completion and submission of this form, please contact GDPortalSupport@hiltonfoundation.org.

**Project Measures Table and Expenditure Report**

**Project Measures Table**

Please click "Download Template File" in this section of the Portal to download the current version of your Project Measures table. Please complete fields for this reporting period and reupload the document here. If this is not the most current version of your table, please alert your program officer before proceeding.

**Expenditure Report**

Please click "Download Template File" in this section of the Portal to download the current version of your budget document. Please complete the expenditure report for this reporting period and reupload the document here. If this is not the most current version of your budget, please alert your program officer before proceeding.

**Successes during the Reporting Period**

​Please identify and describe up to three key successes during the reporting period. For each, please speak to:

* the context or conditions (examples may include partnerships, policy environment, funds ​leveraged) that contributed to the success, and
* the potential for replication or scaling up the successes.

Note that your Project Measures table will capture all of your quantitative data, so there is no need to repeat all the numbers in detail here. However, please feel free to reference the outputs and outcomes that perhaps were particularly successful.

**Suggested length: equivalent of 1 - 2 pages of a Word document.**

During the reporting period, the Ethiopia Sustainable WASH Program (SWP) implemented by the Millennium Water Alliance (MWA) demonstrated several notable successes. This section will highlight three key areas: Partnership Development, WASH System Strengthening, and Sector Support with National Level Engagement.

**Partnership Development:** The fourth year marked significant achievements in forging and solidifying partnerships at national, regional, and woreda levels. MWA, leveraging an efficient partnership development system, orchestrated regular quarterly meetings involving core program teams, Monitoring, Evaluation, and Learning (MEL) working groups, and regional program teams. This collective approach spurred swift realization of SWP's objectives by promoting progressive discussions and coordinated action plans.

Additionally, MWA held an annual project assessment, retrospection, and learning workshop, bringing together partners, government stakeholders, and regional WASH players. This workshop provided a stage for reflecting on the project's fourth-year performance and planning for the fifth year. The scalability of this partnership model stems from its adaptability to other programs and projects, extending beyond the WASH sector to any area requiring effective collaboration.

Further to this, the specific roles and responsibilities outlined in the detailed SWP partner MoU have been fully executed. Acting as the coordinating entity, MWA has effectively overseen partner roles at both national and regional levels. In a similar vein, partners have executed project activities in line with their specific thematic and woreda-lead roles, as precisely defined in the project implementation agreement.

**WASH System Strengthening**: MWA's system strengthening efforts have made substantial strides in improving WASH services. The organization facilitated dialogues with regional, zonal, and woreda government partners to enhance water sector monitoring systems, which has promoted multi-directional sharing of monitoring information and learning. The organization also extended technical support to improve WASH service monitoring across the three program woredas.

Additionally, a WASH building blocks analysis and Quality Information System (QIS) scoring workshop was carried out. This annual exercise, which tracks progress over time, included 10 key elements of the WASH system with indicators for status measurement. The building block analysis for each Woreda is included as an attachment in our annual reporting. The implementation of the Clean Clinic Model (CCM) in 12 Health Care Facilities (HCFs) also yielded considerable improvements in WASH service delivery.

The potential for wider application of these strategies is considerable. Innovative strategies, such as the building block analysis, expenditure tracking in the water sector, and the CCM, can be extended to all HCFs within the same woreda and beyond, potentially establishing a uniform standard of service.

Our experiences provide solid evidence and lessons that could influence national policy. We are set on scaling up these methods and strategies in any subsequent grant related to this project, drawing upon the lessons learned and best practices to ensure sustainable WASH service delivery. We plan to widen the use of the Clean Clinic Model (CCM) to uplift the WASH service level in healthcare facilities and expand the building block analysis and expenditure tracking to monitor advancement in system strengthening and resource allocation for the water sector respectively.

**Sector Support and National Level Engagement**: National level engagement has been a key aspect of the program's successes. MWA proactively collaborated with government entities, development partners, and NGOs to bring collective impact to the WASH sector. For example, MWA is an active member of the WASH Financing Core Group, which seeks to address resource constraints within the sector.

Moreover, MWA was chosen for the Joint Technical Review (JTR) Team field visit, which was tasked with capturing the WASH sector's successes and lessons. These engagements indicate that MWA has established a notable presence in national WASH discussions, providing it with a platform to influence and contribute to sector-wide initiatives.

**Summary of Achievements (April 1, 2019-March 31, 2023)**

Notable achievements of the SWP during this period include provision of safe water to 68,724 people and improved WASH services to forty primary schools and twenty-two health centers. A total of 585 chlorine dispensers were installed, benefiting 75,750 rural people in three woredas. Moreover, WASH system strengthening efforts, various planning and review workshops, and capacity building activities have shown tangible improvements over time. The Clean Clinic Model has resulted in substantial improvements in WASH service delivery in healthcare facilities, and the partnership development efforts have been crucial in effectively implementing the SWP.

**Local Capacity Building and Community Empowerment**: In addition to the above, MWA has undertaken local capacity-building activities to ensure the sustainability of WASH services. Training was provided to government staff, partner experts, and community representatives, fostering the development of 15 WASH Committees (WASHCOs), seven Water Users Associations (WUAs), and two rural Utilities.

MWA and partners have been supporting the Woreda Water Offices in training and formalizing WASHCOs, enabling them to reach WUAs and Utilities level as per the government guidelines. WASHCOs are managed by volunteers typically chosen by the user community. WUAs and Utilities, on the other hand, are licensed entities capable of employing professionals to oversee the water supply systems. Our role has been to aid in the setup, training, and licensing process of these UAs and Utilities to professionalize the management of water supply systems.

**Planning, Progress Review, and Learning**: MWA coordinated participatory planning, joint monitoring, and periodic review workshops involving partners and government stakeholders at regional and woreda levels. These activities have been iterative and have been an integral component of MWA’s hub role during the grant period.

In conclusion, the SWP has achieved notable successes during the reporting period, particularly in the areas of partnership development, WASH system strengthening, and sector support and national level engagement. These successes bode well for the future of the program, providing a robust foundation upon which to build.

**Challenges During the Reporting Period**

​​Please identify and describe up to three key challenges during the reporting period. For each, please speak to:

* the context or conditions that contributed to the challenge (please include any additional risks), and
* the potential for mitigation (whether in future years or other contexts).

Note that your Project Measures Table will capture all of your quantitative data, so there is no need to repeat all the numbers in detail here. However, please feel free to reference the outputs and outcomes that perhaps were particularly challenging.

Suggested length: equivalent of 1 - 2 pages of a Word document.

During year four of SWP, several significant challenges were encountered, largely precipitated by socio-economic instability, infrastructural setbacks, and internal management transitions. The following three issues were paramount:

**Inflation-Induced Construction Cost Hike**: The prominent devaluation of the Ethiopian Birr sparked an inflationary surge, escalating living expenses and increasing market prices for local goods and services required for field operations. Consequently, construction materials, including cement, iron bars, sand, crushed-aggregate, solar panels, spare parts, and various water-related products, experienced dramatic price surges. This unexpected escalation hindered our ability to construct essential water facilities, improved toilets, and washing stations, adversely impacting the project's planned progress.

**Security Instability and Diverted Governmental Attention**: The conflict between the national government and the Tigray Region introduced a state of insecurity and uncertainty, which overloaded regional, zonal, and Woreda-level government entities. Their focus was diverted to accommodating internally displaced individuals and prioritizing emergency responses and recovery efforts. This shift in focus resulted in inadequate attention to the established long-term WASH Plan targets in the three Woredas and insufficient budgetary provisions for the WASH sector. Hence, many WASH development activities were solely funded by NGOs, indicating a lack of robust support from the government.

**Inadequate Water Quality**: Water quality remained a critical concern, both at the source and at household levels within the Intervention Woredas. Data analysis revealed high levels of fecal coliform contamination in water samples from various points, emphasizing the necessity for quality control. In response, the MWA and partners are adopting a robust "Water Quality Protocol," which stipulates water quality testing standards and remediation practices for each water supply system. Additionally, sanitation and hygiene promotion activities will be escalated to curtail rates of open-defection, while additional in-line chlorination devices will be installed at water systems, and additional chlorine dispensers at hand pumps, to enhance water quality at sources.

Other critical challenges included high staff turnover amongst government partners and a reduction in budget allocation for the WASH sector by government entities.

**High Staff Turnover**: The systems-focused approach of the current program requires consistent government staff engagement at each implementation stage to ensure the sustainability of WASH facilities and services. Unfortunately, frequent personnel changes at leadership levels caused setbacks, necessitating regular induction/orientation sessions. This situation resulted in a backlog of required comments from government stakeholders, which is crucial for achieving comprehensive WASH services.

**Budget Reduction for WASH Sector**: The prioritization of emergency responses and other poverty alleviation sectors led to a decline in government budget allocation for the WASH sector in three Woredas. This budgetary constraint hindered operational activities, including the utilization of the SWP's mWater-supported government-led monitoring system. All three Woredas remain under-resourced in terms of essential equipment, like computers for data management and monitoring. As a result, progress toward the long-term WASH Master Plan has been stunted, with only 25-30% of the required budget allocated for WASH annually.

In the face of these challenges, the MWA remains committed to mitigation strategies. Our focus lies in intensifying sanitation and hygiene promotion activities, upholding the "Water Quality Protocol," and advocating for greater budget allocation for WASH from government entities. We also aim to ensure consistent engagement of government staff and work closely with stakeholders to secure commitment at all administrative levels, promoting the success and sustainability of our endeavors.

**Learnings and Ways You Might Apply Them to Future Work**

​​​Please identify and describe up to three key learnings during the reporting period. For each, please speak to:

* the context or conditions that contributed to the learning,
* the potential for application (whether in future years or other contexts), and
* how the learnings will support progress in reaching the grant's objectives.

Note that your Project Measures Table will capture all of your quantitative data, so there is no need to repeat all the numbers in detail here. However, please feel free to reference the outputs and outcomes that perhaps were particularly insightful.

Suggested length: equivalent of 1 - 2 pages of a Word document.

In year four of SWP, several key learnings surfaced. These learnings highlight crucial considerations and provide guidance for improving the effectiveness of future work. Three pivotal lessons learned encompassed water quality control, the utilization of technology, and local capacity building.

**Water Quality Control**: One of the principal lessons was the understanding of how integral the assurance of water quality is to the overall effectiveness of the SWP. Through concerted efforts by MWA and partners, we are accelerating the installation of in-line chlorination devices at rural-piped water supply systems and chlorine dispensers at point sources. Simultaneously, it's crucial for local governmental entities to undertake the responsibility of managing community-level sanitation and hygiene promotion activities, ensuring Open-Defection Free (ODF) environments. The application of this learning in future endeavors will bolster the commitment of all stakeholders towards maintaining optimal water quality, thereby supporting the grant's objective of providing safe, clean water access.

**Utilization of Technology**: A vital insight was the recognition of the importance of harnessing technology in water provision, particularly solar-powered systems for rural piped water supply. There are three primary reasons behind this:

1. Expansion/extension works provide access to safe water for a larger unserved population
2. Use of solar-powered technologies reduces operation costs and capitalizes on renewable energy sources
3. Enhancing water service levels, allowing for safely-managed household connections.

Our past experiences with solarized-water supply systems in rural settings have demonstrated significant success, delivering continuous service without interruption for at least two years. Going forward, we will escalate our advocacy efforts to encourage governmental and other WASH actors to prioritize solar technology for water lifting devices.

**Local Capacity Building and Community Empowerment**: An essential learning from the reporting period is the recognition that sustainability of WASH facilities and services hinges on strengthening local capacity in areas such as monitoring, technical skills, and private sector efficiency. Key influencers over improvements in WASH, including government staff, private sector participants, health extension workers, the school community, water user associations, and rural utilities, will be targeted for capacity-building activities. We will prioritize training initiatives, supporting government in allocating funds for such training, institutional capacity building, development and sharing of learning materials, and periodic mentoring of key activities. This commitment to empowering local communities and institutions will support the grant's objectives by ensuring the sustainability of WASH facilities and services.

A parallel learning that emerged is the **effectiveness of a market-based approach** in providing water supply services. Through encouraging a self-supply water service delivery model, we've observed a surge in household-level investments for water supply. This model empowers households to invest in their own water sources, enabling access to new systems or upgrading existing wells for safer drinking water. Particularly in rural, hard-to-reach areas with scattered settlements, where geographical and infrastructural constraints limit water access, this initiative proves useful. Our efforts also emphasize universal access for the poorest and most vulnerable populations by encouraging those capable to invest in their own supply, which is especially beneficial in rural settings. Additionally, this self-supply often extends benefits to surrounding households. In alignment with a 12-year Master Plan that guides water sector development activities in the three Woredas (Dera, Farta & North Mecha), we consider various service delivery models, including self-supply, to boost household investment in water supply. As these Woredas aim for complete WASH coverage by 2030, it is vital to consider both models. Self-supply can be a feasible option for the less affluent, provided they can access finances through loans at reasonable interest rates. This system, which echoes the practice in the agriculture sector, is a crucial part of our strategy to achieve universal WASH access by 2030, allowing us to direct our infrastructure investments to serve the poorest and most vulnerable households.

Lastly, the **necessity for coordination and collaboration** among various actors was made clear. MWA has been functioning as a hub, guiding visioning and strategy development, supporting government monitoring systems, leading shared monitoring activities, and learning framework development, convening learning events, and coordinating national and regional events, among other duties. This role reinforces the importance of collaboration in achieving collective impact. The government-led monitoring systems, strengthened through SWP, promote evidence-based decision making and accountability. Going forward, we will continue emphasizing these partnerships, working collaboratively with the government, and implementing partners to further these accomplishments.

These insights gained from the reporting period will aid in enhancing the effectiveness of our future work, ultimately leading to the successful attainment of the grant's objectives. By emphasizing water quality, leveraging technology, fostering local capacity building, and enhancing collaboration, we will be better positioned to make impactful strides in WASH initiatives in Ethiopia.

**Demographic Information - Organization Leadership**

​As indicated in the introduction, the Hilton Foundation has begun to use the reporting process as a means to collect demographic information for the leader (staff leader, not board chair) of your organization. We collect this information as part of our commitment to diversity, equity and inclusion (DEI) in our grantmaking initiatives, which is part of a broader DEI strategy that also includes internal practices at the Foundation.

You may have already provided this information through an anonymized process with the Center for Effective Philanthropy. To continue to deepen our knowledge and engagement, we would like to collect demographic data on your organization's leader as part of this reporting process.

Please note that this section is intended for organizations that are incorporated in the United States.

**Ability to Provide Self-Reported Demographic Data**

Note that while this field requires you to select a response, you are in no way required to provide demographic data about your organization’s leader.

* However, if you are able and willing to provide self-reported demographic data on the leader of your organization, please select "Yes" from the drop-down.
* If you do not have self-reported data or are not willing to share this information please select "No, unable to provide data."
* You also have the option to select "No, my organization is incorporated outside of the United States."

As previously discussed, this information will not be used in grant decisions but rather in the aggregate across the Foundation to improve our learning and reflection practices.

**Race and Ethnicity of Organization Leader**

If you are able and willing to provide self-reported demographic data on the leader of your organization, please select the appropriate category or categories for the organization's leader. For this question, we are asking about staff leadership, not the board of directors.

* American Indian, Alaska Native, or Indigenous
* Asian or Asian American
* Black or African American
* Hispanic or Latina, Latino, or Latinx
* Middle Eastern or North African
* Native Hawaiian or Pacific Islander
* White
* Multiracial and/or Multi-ethnic
* Another race, ethnicity, or origin not on this list

**Gender Identity of Organization Leader**

Please select the appropriate category for the organization's leader. For this question, we are asking about staff leadership, not the board of directors.

* Man
* Woman
* Non-binary or gender non-conforming
* Individual reporting two or more gender identities
* Another gender identity not on this list

**Potential Modifications, Feedback, and Additional Documents**

​**Potential Modifications**

If you anticipate any modifications required for the grant that you would need to discuss with your program officer (e.g., change in timeline, targets, or budget required), please use this space to notify your program officer.

We do not anticipate any modifications currently.

**Feedback to the Foundation**

We value feedback from you on how we can be effective partners. Please offer any suggestions or questions that we might answer. Alternatively, you may submit feedback anonymously through a confidential form (link provided in the Portal).

We have no feedback currently.

**Additional Documents**

If you were asked to include additional documents with your report per the grant letter, please upload them to this field in the Portal. Otherwise, please disregard this field.

Please note that the Portal will only accept:

* documents under 20 MB
* ​file names that do not contain the following special characters: — " \* : # % < > ? / \ |
1. Year 4 Project Measures Table
2. Year 4 WASH JMP Service Levels by Woreda
3. Year 4 financial report
4. Year 5 workplan (Activities and Targets)

**Introducción**

Bienvenidos al sistema de reporte en línea de la Fundación Conrad N. Hilton y gracias por su asociación continua. Las siguientes paginas hacen una serie de preguntas acerca de cómo el trabajo respaldado por la concesión está progresando y que es lo que usted está aprendiendo.

Nosotros reconocemos que usted y su equipo son los más cercanos al trabajo, y nosotros valoramos los puntos de vista que usted ha obtenido. Nosotros queremos enfatizar que, si bien nosotros disfrutamos escuchar acerca de los éxitos, también nosotros entendemos que los contextos cambian, y la implementación de la concesión no siempre va de acuerdo con el plan. Apreciamos su disponibilidad de compartir con nosotros no solo lo que ha ido bien, pero también lo que pueda necesitar una corrección de curso, recursos diferentes, etc.

Como parte de esta actualización, nosotros le estaremos solicitando que complete tres elementos:

1. Actualizar la Tabla de Medidas de Proyecto con el progreso hecho en alcanzar los objetivos de la concesión.
2. Completar y devolver la hoja de trabajo de presupuesto (es decir, Reporte de Gastos) para reportar sobre los gastos.
3. Contestar tres preguntas de reflexión para proporcionar un poco más de información sobre sus éxitos, retos y aprendizaje hasta la fecha.

Tenga en cuenta que se le ha dado acceso a este reporte 60 días antes de la fecha de entrega. Después de la entrega, el personal de la Fundación va a estar en contacto con usted con preguntas y/o para confirmar los siguientes pasos. Como se ha indicado en su acuerdo de concesión, nosotros apuntamos a que los pagos posteriores se realicen dentro de 60 días después de la entrega de su reporte.

Mientras que nosotros proporcionamos estas indicaciones en formato Word para compartirlas de manera más fácil dentro de su organización, le pedimos que por favor ingrese sus respuestas en el sistema de aplicación en línea (Grantee Portal – Portal del Beneficiario) a menos que esto cree una barrera para usted (vea Solicitudes para Acomodaciones).

**Recursos de Múltiples Idiomas e Instructivos**

Para ayudarle en completar su reporte, la Fundación ha creado recursos instructivos en dos idiomas. Usted puede acceder a ellos usando los vínculos proporcionados en el Portal. A menos de que usted tenga otro arreglo con su oficial de programa, le pedimos amablemente que sus respuestas a estas indicaciones y documentos que suba los entregue en inglés.

**Colección de Información Demográfica (para organizaciones incorporadas en los Estados Unidos)**

La Fundación Conrad N. Hilton está comprometida con la diversidad, equidad e inclusión como principios esenciales que guían nuestro trabajo internamente y con nuestros socios. Ser el ejemplo de este compromiso nos requiere que entendamos la demografía del liderazgo de nuestros socios. Con ese fin, trabajamos para recolectar las características demográficas de las juntas directivas, jefes de las organizaciones y personal superior de nuestras organizaciones asociadas. Este reporte preguntará por características demográficas del liderazgo ejecutivo de su organización. Esta información no será utilizada en decisiones para la concesión, sino que agregarán a lo largo de la Fundación para mejorar nuestras prácticas de aprendizaje y reflexión. Por favor tome en cuenta que esta sección está destinada para organizaciones que son incorporadas en los Estados Unidos.

**Contacto**

Si usted tiene alguna pregunta, es bienvenido a hacerlo usando los íconos de burbujas de texto a lo largo de este reporte. Agregue un comentario y nuestro personal será notificado y responderá tan pronto como sea posible. Usted también puede contactar a su oficial del programa de manera directa.

Para dudas técnicas, por favor contacte a la Administración de Concesiones (Grants Management) a la dirección GMDepartment@hiltonfoundation.org. Si a usted le gustaría brindar retroalimentación acerca de este Portal, también puede hacerlo de forma anónima a través de un formulario confidencial (vínculo brindado en el Portal).

**Solicitudes para Alojamiento** ​

El equipo de Administración de Concesiones está comprometido a brindar acceso y acomodamiento en todos sus servicios, programas y actividades. Si se necesita alguna acomodación para completar y entregar este formulario, por favor contacte a GDPortalSupport@hiltonfoundation.org.

**Tabla de Medidas de Proyecto y Reporte de Gastos**

**Tabla de Medidas de Proyecto**

Por favor haga clic a “Descargar Archivo de Plantilla” en esta sección del Portal para descargar la versión actual de su tabla de Medidas de Proyecto. Por favor complete la versión actual de su tabla, avise a su oficial del programa antes de continuar.

**Reporte de Gastos**

Por favor haga clic en "Descargar Archivo de Plantilla" en esta sección del Portal para descargar la versión actual de su documento de presupuesto. Por favor complete el reporte de gastos para este periodo de reporte y vuelva a subir el documento aquí. Si esta no es la versión más actualizada de su presupuesto, por favor avise a su oficial de programa antes de continuar.

**Éxitos Durante el Periodo de Reporte**

Por favor identifique y describa hasta 3 éxitos clave durante el periodo de reporte. Para cada uno, hable acerca de:

* el contexto o condiciones (los ejemplos pueden incluir asociaciones, ambiente de políticas, fondos ​apalancados) que contribuyeron al éxito,
* el potencial para replicar o aumentar los éxitos en escala.

Tome en cuenta que su Tabla de Medidas de Proyecto va a capturar todos sus datos cuantitativos, por lo que no hay necesidad de repetir todos los números en detalle aquí. Sin embargo, por favor siéntase en la libertad de hacer referencia de los productos y resultados que de repente fueron particularmente exitosos.

Longitud sugerida: equivalente a 1 - 2 páginas de un documento de Word.

**Retos Durante el Periodo de Reporte**

Por favor identifique y describa hasta 3 retos claves durante el periodo de reporte. Para cada uno, hable acerca de:

* el contexto o condiciones que contribuyeron al reto (por favor incluya cualquier riesgo adicional), y
* el potencial para su mitigación (ya sea en años futuros u otros contextos).

Tome en cuenta que su Tabla de Medidas de Proyecto va a capturar todos sus datos cuantitativos, por lo que no hay necesidad de repetir todos los números en detalle aquí. Sin embargo, por favor siéntase en la libertad de hacer referencia de los productos y resultados que de repente fueron particularmente desafiantes.

Longitud sugerida: equivalente a 1 - 2 páginas de un documento de Word.

**Aprendizajes y Maneras En Que Usted Pueda Aplicarlas a Trabajo Futuro**

​​​Por favor identifique y describa hasta 3 aprendizajes claves durante el periodo de reporte. Para cada uno, hable acerca de:

* el contexto o condiciones que contribuyeron al aprendizaje,
* el potencial de aplicación (ya sea en años futuros u otros contextos), y
* como los aprendizajes apoyaran el progreso para alcanzar los objetivos de la concesión.

Tome en cuenta que su Tabla de Medidas de Proyecto va a capturar todos sus datos cuantitativos, por lo que no hay necesidad de repetir todos los números en detalle aquí. Sin embargo, por favor siéntase en la libertad de hacer referencia de los productos y resultados que de repente fueron particularmente de reflexión.

Longitud sugerida: equivalente a 1 - 2 páginas de un documento de Word.

**Información Demográfica – Liderazgo de la Organización**

​Como se indica en la introducción, la Fundación Hilton ha comenzado a utilizar el proceso de reporte como un medio para recolectar información demográfica para el líder (líder del personal, no presidente de la junta directiva) de su organización. Nosotros recolectamos esta información como parte de nuestro compromiso con la diversidad, equidad e inclusión (DEI – Diversity, Equity and Inclusion en inglés) en nuestras iniciativas de creación de concesiones, lo cual es parte de una estrategia de DEI más amplia que también incluye prácticas internas en la Fundación.

Es posible que usted ya haya proporcionado esta información a través de un proceso anónimo con el Centro para Filantropía Efectiva (Center for Effective Philanthropy). Para continuar profundizando nuestro conocimiento y compromiso, a nosotros nos gustaría recolectar datos demográficos acerca del líder de su organización como parte de este proceso de reporte.

Por favor tenga en cuenta que esta sección está destinada para organizaciones incorporadas en los Estados Unidos.

**Capacidad de Brindar Datos Demográficos Auto Reportados**

Tenga en cuenta que, mientras este campo requiere que usted seleccione una respuesta, de ninguna manera se le requiere a usted el proporcionar datos demográficos acerca del líder de su organización.

* Sin embargo, si usted puede y está dispuesto a proporcionar datos demográficos auto reportados acerca del líder de su organización, por favor seleccione “Si” en el menú desplegable.
* Si usted no tiene datos auto reportados o no está dispuesto a compartir esta información, por favor seleccione “No, no soy capaz de brindar esta información.”
* Usted también tiene la opción de seleccionar "No, mi organización esta incorporada fuera de los Estados Unidos."

Como se discutió anteriormente, esta información no será utilizada en decisiones de concesión, sino que agregarán lo largo de la Fundación para mejorar nuestras prácticas de aprendizaje y reflexión.

**Raza y Origen Étnico del Líder de la Organización**

Si usted puede y está dispuesto a brindar datos demográficos auto reportados acerca del líder de su organización, por favor seleccione la categoría o categorías apropiadas para el líder de la organización. Para esta pregunta, estamos preguntando acerca del liderazgo del personal, no la junta directiva.

* Indio Americano, Nativo de Alaska Native o Indígena
* Asiático o Asiático Americano
* Negro o Afroamericano
* Hispano o Latina, Latino o Latinx
* Medio Oriente o Africano del Norte
* Nativo de Hawái o de las Islas del Pacifico
* Blanco
* Multirracial y/o Multiétnico
* Otra raza, etnia u origen que no está en esta lista

**Identidad de Género del Líder de la Organización**

Por favor seleccione la categoría apropiada para el líder de la organización. Para esta pregunta, estamos preguntando acerca del liderazgo del personal, no la junta directiva.

* Hombre
* Mujer
* No binario o de genero no conforme
* Individuo que reporta dos o más identidades de genero
* Otra identidad de género no en esta lista

**Posibles Modificaciones, Retroalimentación y Documentos Adicionales**

​**Posibles Modificaciones**

Si usted anticipa cualquier modificación requerida para la concesión que usted va a necesitar discutir con su oficial del programa, (por ejemplo, cambio en el calendario, objetivos, o presupuesto requerido), por favor use este espacio para notificar a su oficial de programa.

**Retroalimentación a la Fundación**

Nosotros valoramos su retroalimentación sobre cómo podemos ser socios efectivos. Por favor brinde cualquier sugerencia o pregunta que nosotros podamos responder. Alternativamente, usted puede presentar retroalimentación de forma anónima a través de un vínculo confidencial (el vínculo se brinda en el Portal).

**Documentos Adicionales**

Si a usted se le pidió que incluyera documentos adicionales con su reporte por carta de concesión, por favor súbalas a este campo en el Portal. De lo contrario, por favor ignore este campo.

Tome en cuenta que el Portal solo aceptara:

* documentos por debajo de los 20 MB
* ​nombres de archivos que no contengan los siguientes caracteres especiales: — " \* : # % < > ? / \ |