

## 2. Individual interviews guide for cooperative's personnel and leadership

The objective of the individual interviews with the cooperative's personnel and leadership is to obtain feedback from participants—particularly on the diagnostic and proposal design workshops—and to identify challenges the cooperatives face in addressing women members' climate resilience and their participation in decision making within the cooperatives. The original tool was written in Spanish.

### Individual interviews guide for cooperative's personnel and leadership

#### I. DEMOGRAPHICS AND ROLE

Gender

- Woman
- Man

What is your position within THE COOPERATIVE?

- President or
- Agronomist or Technical
- Administrative Manager
- Other: \_\_\_\_\_

How many years have you been working in THE COOPERATIVE? \_\_\_\_\_

#### II. ORGANIZATIONAL

*Root Capital is providing a gender equity and climate change grant to THE COOPERATIVE. Representatives of the organization participated in two workshops with Root Capital to understand the status of gender inclusion and adaptation to climate change in the organization and design a proposal for the grant.*

1. Do you know the Root Capital GEG in which THE COOPERATIVE participates? If yes, describe it briefly.
2. Did you participate in the diagnostic workshop (diagnostic and gender and climate change awareness)?
3. If yes, do you consider that the diagnostic workshop helped you identify gender-related problems in your organization? What were these problems? Did you have any idea about these before?
4. What did you learn about the status of gender and climate change in the cooperative after the diagnostic workshop?
5. What did you like/not like about the diagnostic workshop? What would you change about the workshop and/ or what was missing? Ask about:
  - Duration of the workshop
  - Structure
  - Content and facilitation
  - Location (distance to get there)

6. Did you participate in the GEG design of the proposal workshop?
7. Did it help the cooperative develop a relevant proposal to solve the challenges identified in the diagnostic workshop (gender inclusion and climate change)?
8. Do you think that the proposal developed is feasible and is going to solve the problems defined during the diagnostic workshop?
9. What did you like/not like about the design of the proposal workshop? What would you change about the workshop and/ or what was missing? Ask about:
  - Duration of the workshop
  - Structure
  - Content and facilitation
  - Location (distance to get there)
10. Do you think that with the implementation of the GEG, the cooperative will be able to solve the challenges identified in the diagnostic workshop regarding gender and climate change? Why?
11. What changes will you implement within the organization as a result of this project? Do you anticipate these changes to be temporary or permanent?
12. What were the plans (if any) to improve women's climate resilience in the cooperative prior to the design of the proposal workshop provided by Root Capital?
13. Has THE COOPERATIVE worked on something related to gender and climate change with its partners? Examples: policies, support services, new initiatives, programs, income-generating opportunities, specialized training (e.g., use of renewable energy in coffee processing, reforestation, rainwater harvesting, solid waste management, support for climate-smart agriculture). What had good results? How have you been received by others in the organization? What challenges did you face?

### **III.LEADERSHIP**

14. What do you think about women's empowerment? Do you think it could benefit the organization, the community? Why?
15. Why do you think there are fewer women participating and/or in leadership positions in the cooperative?
16. To what extent do women participate in decision making in the organization? Nothing, a little, very much. How do they participate?
17. Do you think the organization can do more to promote women's leadership? What opportunities have you seen to increase or promote the leadership of women within the cooperative?

#### IV. CLIMATE CHANGE

18. What do you think are the main challenges related to climate change (past and present) the coffee producers face? *Example: water pollution, soil erosion, deforestation, solid waste management, poor terrain, human-wildlife conflict, etc. Explore whether they have been affected by the impacts of climate change, such as excess or low rainfall, floods, high/low temperatures, pests and diseases, soil degradation, frost, storms, etc.*
19. Are women and men producers affected differently by these? If yes, how? (e.g., productivity)
20. What practices do you consider effective/ineffective to build climate change resilience? Do you think that women and men have the same capacity to implement them? Why?
21. Do you think it is important to support women to adapt to climate change? Why