



# Pride in the Humanitarian System

## Bangkok 4-7 June

### Consultation Report

# Acknowledgements

First and foremost, as organisers we gratefully acknowledge and thank the participants in this consultation for their time, insights, expertise, and active participation; we are deeply grateful to you for your openness and willingness to learn, share, and have courageous conversations as we navigate this new space together.

We thank also the facilitators and panellists for this consultation, including colleagues from: the Asia-Pacific Development Center on Disability, Bisdak Pride, Intersex Asia, Birth-Dev, Blue Diamond Society, Feminist Dalit Organization Nepal, GenCap, Sangsan Anakot Yaowachon, Rainbow Pride Foundation, Pacific Sexual Diversity Network, OCHA, Oxfam, Save the Children, UNAIDS, UNDP, UNESCO, UNFPA, UNHCR, UNISDR, Women Who Make A Difference, and World Food Programme. We further thank colleagues at OCHA and UNFPA, especially Stewart Davies, John Marinos, Priya Marwah, Roy Wadia, and Michiyo Yamada, for their substantive engagement in planning this consultation.

We also extend thanks to the Australian Government Department of Foreign Affairs and Trade Humanitarian, NGOs and Partnerships Division, in particular Anna Gilchrist and Stephen Close.

Finally, we would like to thank and acknowledge the work of the steering committee for this consultation: Ramil Anosa Andag, Smriti Aryal, Jean Chong, Prim Devakula, Elisabeth Dotter, Emily Dwyer, Ryan Figueredo, Marli Gutierrez, Maria Holtsberg, Jagkrapan (Scott) Janchatree, Matthew Kusen, Matcha Phorn-in and Ryan Silverio. From across our respective organizations, we thank also Gabriela Anciola, Alyssa Ashcroft, Vantanee Arunotai, Michael Badorrek, Morakot Burachanon, Leila Cellier, Raine Cortes, Sara Ekbenjorn, Pairach Homtong, Minji Lee, Montira Narkvichien, Jane Newnham, Inad Rendon, Daniel Seymour, Hidayah Syahputra, Andrey Tran, Nerida Williams, Joe Wong, Lana Woolf and Lini Zurlia for their invaluable support.

This report was prepared by Devikara (Prim) Devakula, Elisabeth Dotter, Emily Dwyer, and Maria Holtsberg, with inputs from the steering committee. Layout by Edge Effect with graphics produced by APCOM, and all photos courtesy of UN Women/Pathumporn Thongking/Pairach Homtong.



The Pride in the Humanitarian System Consultation is supported by the Australian Government. This publication has been funded by the Australian Government through the Department of Foreign Affairs and Trade. The views expressed in this publication are the authors' alone and are not necessarily the views of the Australian Government.

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# Acronyms

APCOM	Asia Pacific Coalition on Male Sexual Health
APTN	Asia Pacific Asia and the Pacific Transgender Network
ASC	ASEAN SOGIE Caucus
GBV	Gender-Based Violence
IPPF	International Planned Parenthood Federation
LGBTIQ	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer
OCHA	Office for the Coordination of Humanitarian Affairs
SDGs	Sustainable Development Goals
SGM	Sexual and Gender Minorities
SOGIESC	Sexual Orientation, Gender Identity and Expression, Sex Characteristics
SRHR	Sexual and Reproductive Health and Rights
UNAIDS	The Joint United Nations Programme on HIV/AIDS
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNISDR	United Nations Office for Disaster Risk Reduction
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WASH	Water, Sanitation, and Hygiene
WFP	World Food Programme

## Executive Summary

The Asia and the Pacific region is more vulnerable to disaster impacts than any other region in the world, and is home to multiple complex emergencies and protracted humanitarian crises. The vulnerabilities of marginalized people are often exacerbated in disasters, emergencies and crises. There is a growing literature that demonstrates that this is the case for people of diverse sexual orientation identity and expression, and sex characteristics (SOGIESC),<sup>1</sup> with impacts during preparedness, relief and recovery phases.<sup>2</sup>

The vulnerability of people of diverse SOGIESC results from varying levels of criminalisation, legal and justice sector discrimination, and marginalisation in family, community, faith, schools, workplaces, service delivery organisations, public spaces and other institutions and contexts. Despite this, evidence from recent disasters in the Asia and the Pacific region also demonstrates the capabilities of diverse SOGIESC populations to cope in the aftermath of disasters, and to leverage social networks in preparedness, relief and recovery phases for themselves and their communities.<sup>3</sup>

However, the humanitarian system has largely failed to recognise these vulnerabilities or capabilities. Existing frameworks, policy and good practice guidelines frequently fail to address people of diverse SOGIESC, perhaps making tokenistic mention of the need to consult. In practice diverse SOGIESC CSOs and communities have not provided with opportunities or support to participate within the humanitarian system, and their voices and issues are rarely present in assessments, evaluations and other consultations.

### Objectives

Pride in the Humanitarian System (PitHS) sought to address this inclusion gap, through achieving four objectives. Icons are used in each section of the report to indicate the alignment between these objectives and activities during the Pride in the Humanitarian System consultation.

**1**



Develop a common understanding between stakeholders of the experiences of diverse SOGIESC communities in disasters, emergencies and crises, and of the barriers to and enablers of the promotion and protection of rights of people of diverse SOGIESC in humanitarian response.

**2**



Facilitate learning and sharing of good practices from the Asia and the Pacific regions for addressing, protecting, and promoting the human rights of people of diverse SOGIESC in humanitarian crises, based on recent examples from the region.

**3**



Bring diverse SOGIESC CSOs together with other stakeholders in the humanitarian system and facilitate opportunities for partnership development.

**4**



Develop regional workplans to guide post-consultation effort to make humanitarian preparedness and response more inclusive of people of diverse SOGIESC.

## Consultation

The Pride in the Humanitarian System consultation was held in Bangkok in June 2018, bringing together over 120 representatives from diverse SOGIESC CSOs and communities, and other stakeholders in the humanitarian system including international NGOs, United Nations agencies, and donors. Over four days Pride in the Humanitarian System participants explored:

- Humanitarian architecture and processes
- Case studies of past diverse SOGIESC exclusion from preparedness and response
- Thematic focus areas for diverse SOGIESC inclusion
- Barriers to and enablers of diverse SOGIESC inclusion
- Tools or approaches for achieving diverse SOGIESC inclusion.

This culminated in representatives from three regional groups — South Asia, Southeast Asia and the Pacific — drafting workplans, and the creation of a Call to Action from community participants to humanitarian actors.

The consultation was planned and organised by a core group of six organisations from the humanitarian and diverse SOGIESC sectors: APCOM, APTN, ASC, Edge Effect, IPPF and UNWomen (see Annex 7 for organisational details). Supplementing internal resources from these organisations, the Australian Government provided financial support for the consultation and participation of a wide range of diverse SOGIESC CSOs and community members.

## Discussion



The consultation addressed three fundamental questions that are also used to organise this report:

- Why do we need Pride in the Humanitarian System?
- What are the barriers and enablers to realising Pride in the Humanitarian System?
- What tools, approaches, and actions must be taken to



ensure transformative diverse SOGIESC inclusion in the humanitarian system in Asia and the Pacific?

Discussion of the need for Pride in the Humanitarian System drew upon experiences of the participants, as well as the growing body of evidence of exclusion of people of diverse SOGIESC in Asia and the Pacific humanitarian settings, including the:

- 2004 Indian Ocean Tsunami in Tamil Nadu, India
- 2010 eruption of Mt Merapi in Indonesia
- 2010 flooding in Pakistan
- 2012 Tropical Cyclone Evan in Samoa
- 2015 Typhoon Haiyan/Yolanda in The Philippines
- 2015 earthquake in Nepal
- 2016 Tropical Cyclone Winston in Fiji
- studies of bushfires and flooding in Australia.

Participants explored case studies from the Indian Ocean Tsunami, Typhoon Haiyan/Yolanda, the 2015 earthquake in Nepal and Tropical Cyclone Winston in Fiji in more depth. These case studies provided examples of the impact of pre-emergency marginalisation on survival and recovery, on the absence of diverse SOGIESC issues in assessments, the range of humanitarian thematic areas (beyond protection clusters) requiring policy and practise development, and the different impacts on people of different sexual orientations, gender identities/ expression and sex characteristics (plus intersectional impact of other factors) in accessing shelter, safe WASH, early recovery and other support. The prevalence of rapid-onset disasters and the existence of complex emergencies within the Asia and the Pacific region added to the sense that diverse SOGIESC CSOs needed to extend their work to play a more active role in humanitarian preparedness and response.

Key barriers were identified across four areas: oppressive legal environments, diverse SOGIESC-blind humanitarian plans and policies, relative invisibility of diverse SOGIESC communities in existing assessments, data and evidence in crises, and a lack of capacity and dedicated partnerships. These four areas were also identified as the key enablers for actualising a SOGIESC-inclusive and transformative humanitarian system. Examples of actions that could flip barriers to enablers include:

- Working at the humanitarian-development nexus to challenge pre-existing criminalisation and stigmatisation

- Meaningfully including diverse SOGIESC-organisations in the development of humanitarian plans and policies
- Engaging diverse SOGIESC civil society organisations in the safe and sensitive design, collection, and analysis of disaster data (including qualitative data)
- Creating capacity development opportunities for diverse SOGIESC CSOs on humanitarian action, and for humanitarian actors on understanding the issues faced by people of diverse SOGIESC.

Core approaches towards a diverse SOGIESC inclusive humanitarian system include movement building, leveraging storytelling and narrative power, leveraging global commitments to localisation, and leveraging gender equality, intersectionality, and feminist approaches for transformative change. Doing so necessitates a recognition of the additional diversity within diverse SOGIESC communities and the differential needs faced by members with intersecting marginalized identities, including as women, as people living with HIV, as people with disabilities, as religious or ethnic minorities, and as people living in poverty. Throughout all approaches, feminist principles must be leveraged, recognising that we must work to challenge power structures and deeply rooted inequalities.

#### Key Recommendations



Participants developed recommendations for further action, including sector-specific recommendations found in Chapter 4: Taking Action. Four key recommendations capture the essence of the Pride in the Humanitarian System recommendations.

#### Key Recommendation 1

Meaningfully engage and include people of diverse SOGIESC as leaders, participants, staff, and volunteers in all aspects of humanitarian action and disaster risk reduction actions across the Asia-Pacific, by:

- Addressing barriers for participation of diverse SOGIESC civil society in the design and implementation of humanitarian and disaster risk reduction plans, policies, and normative frameworks

- Ensuring post-World Humanitarian Summit localisation initiatives meaningfully engage, include and protect marginalised groups, including people of diverse SOGIESC
- Respecting and understanding the role of formal and informal networks of people of diverse SOGIESC in humanitarian action, and leverage networks where safe to do so
- Ensuring representation of diverse SOGIESC civil society in each humanitarian cluster at global and national levels and recognize diversity and the importance of representation within communities
- Engaging diverse SOGIESC civil society in strengthening accountability mechanisms, including through development of feedback mechanisms in conjunction with diverse SOGIESC civil society working in the affected area
- Taking a transformative approach in moving beyond only focusing on vulnerability and needs to also addressing leadership and empowerment of people of diverse SOGIESC.

### *Key Recommendation 2*

Strengthen engagement between diverse SOGIESC civil society and humanitarian actors, for mutual capacity development opportunities and facilitation of sharing of good practices and learning, by:

- Supporting capacity development opportunities where diverse SOGIESC civil society organisations and humanitarian actors are able to connect and exchange experiences
- Sensitising and building capacity of humanitarian organisations to provide diverse SOGIESC inclusive services
- Mapping and supporting capacity development of diverse SOGIESC civil society organisations, especially those working in disaster-prone areas, to identify and apply for humanitarian funding opportunities.

### *Key Recommendation 3*

Expand the evidence base of experiences of people of diverse SOGIESC disasters, crises and emergencies, and ensure safe and sensitive collection of data, for evidence-informed policy, practise and advocacy, by:

- Advocating for humanitarian preparedness

and response designs to be inclusive for people of diverse SOGIESC — regardless of whether quantitative data is available on the size of diverse SOGIESC populations — and in ways that do not require people of diverse SOGIESC to identify themselves as such in order to gain access

- Engaging diverse SOGIESC civil society organisations, networks, and community members (where safe to do so) in design, collection, analysis, and use of data, and supporting research and analysis capacity building of those organisations, networks, and community members
- Developing or adapting guidelines for secure and confidential collection of data on diverse SOGIESC experiences in disasters, crises and emergencies, and explore use of ICT and other means to safely and securely collecting data.

### *Key Recommendation 4*

Revise and/or develop humanitarian policies, plans, and guidance for diverse SOGIESC inclusive responses, including developing indicators for monitoring progress, by:

- Ensuring meaningful representation and participation of diverse SOGIESC civil society in the development of plans, policies, and guidelines
- Mainstreaming diverse SOGIESC specific needs, vulnerabilities, and capacities throughout plans, policies, and guidelines, while also ensuring that a specific reference documents are written on engaging with people of diverse SOGIESC
- Leveraging existing humanitarian guidelines and policies that address some aspects of SOGIESC diversity — such as the IASC Gender Handbook and GBV Guidelines — to promote diverse SOGIESC inclusivity in other policies and guidance
- Translating plans, policies, and guidelines into local languages and accessible formats.

### **Next Steps**



Participants developed four workplans: community-focused subregional workplans for South Asia, Southeast Asia, and the Pacific, and a workplan for

regional Asia and the Pacific actors (see Annex 2). The priority areas for action identified through each workplan were:

- South Asia Community: Capacity building and sensitisation, community preparedness, partnerships/building bridges
- Southeast Asia Community: Capacity building, research and advocacy, networking and collaboration
- Pacific Community: Governance, capacity building, system strengthening and accountability, and information management
- Regional Asia and the Pacific Actors (diverse SOGIESC and humanitarian actors): Capacity development, research, and advocacy

All conclusions and recommendations in this report

should also be read in the context of the Pride in the Humanitarian System community Call to Action (see Annex 1) that calls on humanitarian action to:

- Be SOGIESC inclusive and appropriate
- Be centred around feminist principles
- Address communities' specific practical and strategic needs
- Be centred on human rights.

Members of the steering group — APCOM, APTN, ASEAN SOGIE Caucus, Edge Effect, IPPF, and UN Women — also remain committed to advancing diverse SOGIESC inclusion in humanitarian action through Pride in the Humanitarian System follow-up and through their ongoing work.









## Introduction: Why Pride in the Humanitarian System?

Sessions on the first morning explored the humanitarian context in the Asia-Pacific, the exclusion that people of diverse SOGIESC have experienced during disasters, crises and emergencies, and how exclusion in humanitarian action is shaped by criminalisation, discrimination and marginalisation that people of diverse SOGIESC in everyday life.

### Humanitarian Challenges in the Asia-Pacific

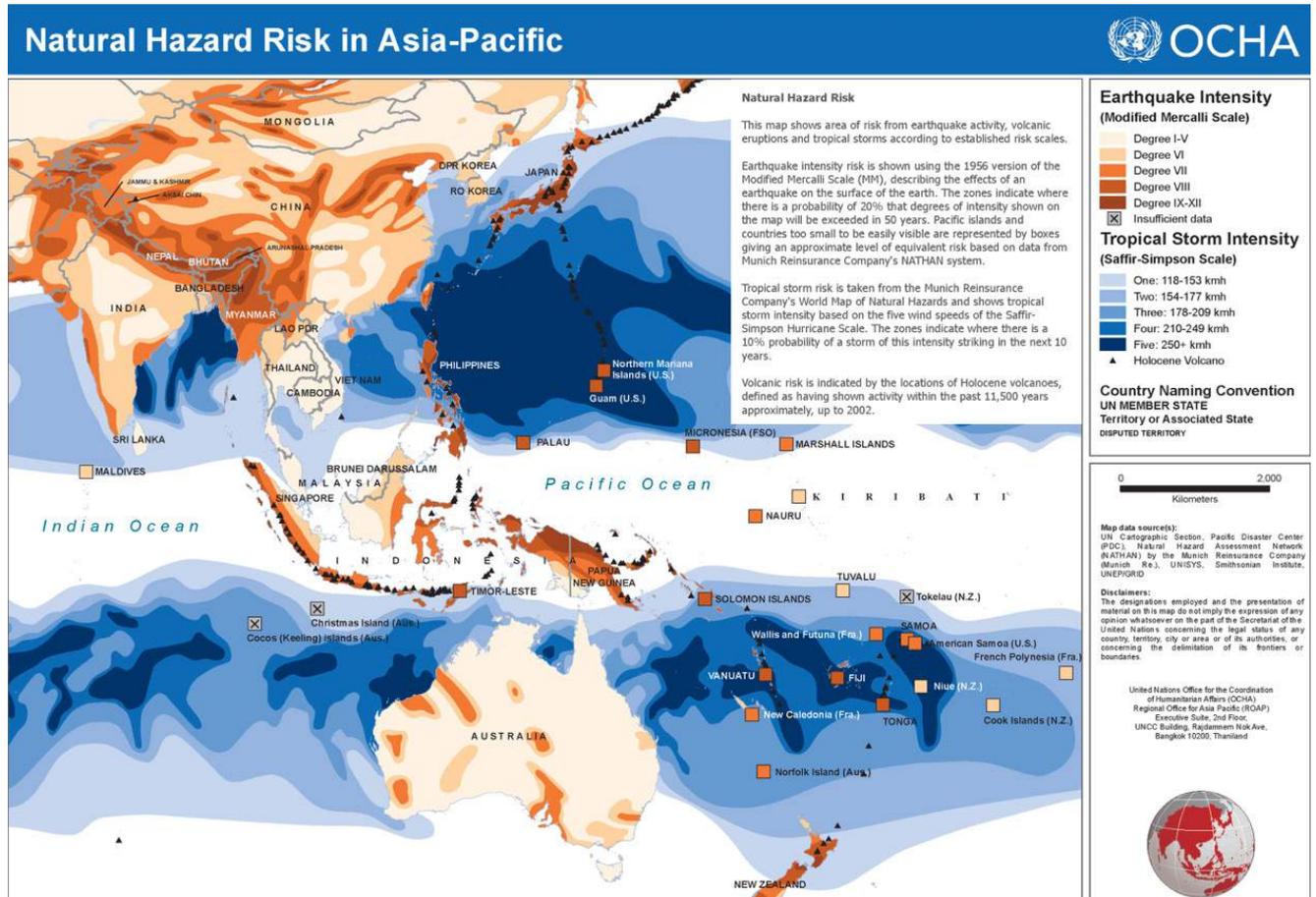


The Asia and the Pacific region is more vulnerable to disaster impacts than any other region in the world, and is home to multiple complex emergencies and protracted humanitarian crises. Markus Werne, Head of the Regional Office for Asia and the Pacific of the United Nations Office for the Coordination of Humanitarian

Affairs, introduced the variety of humanitarian settings across the region.

Werne emphasised the link between preparedness and response, and that relationships with all stakeholders need to be in place ahead of time, in order for the network to be ready to respond rapidly and efficiently when called upon. This requires engaging early with community leaders as people who know their own communities, and as a means of establishing trust-based relationships. External and international actors cannot achieve this level of relationship in the midst of a crisis. He urged the humanitarian sector to shed its exclusivity, and to ensure that community members — as well as the private sector, the military, development actors, and all relevant stakeholders — are at the table all the time.

Werne noted that national governments and other local actors in many parts of the Asia and the Pacific have extensive humanitarian response capacity. International humanitarian actors are not required by default, but can play a significant role in helping



to improve the speed, volume, capacity and quality of the response. This includes ensuring respect for humanitarian principles, that protection concerns are addressed, and the inclusion of all communities, including diverse SOGIESC and other vulnerable groups that might be excluded from a response. In summary, humanitarian action needs to be “as local as possible, and as international as needed”.

### Exclusion of Diverse SOGIESC People in Humanitarian Settings



The vulnerabilities of marginalised people are often exacerbated during humanitarian disasters, emergencies and crises, and there is small but growing body of case studies, reports and articles exploring the experiences of people of diverse SOGIESC. Within Asia and the Pacific there is evidence of exclusion in reports discussing the:

- 2004 Indian Ocean Tsunami in Tamil Nadu, India<sup>4</sup>
- 2010 eruption of Mt Merapi, Indonesia<sup>5</sup>
- 2010 flooding in Pakistan
- 2012 Tropical Cyclone Evan, Samoa<sup>6</sup>
- 2015 Typhoon Haiyan/Yolanda, The Philippines<sup>7</sup>
- 2015 earthquake in Nepal<sup>8</sup>
- 2016 Tropical Cyclone Winston, Fiji<sup>9</sup>
- impact of bushfires and flooding in Australia.<sup>10</sup>

Four case studies were synthesised from this literature— on the Indian Ocean Tsunami, Typhoon Haiyan, Tropical Cyclone Winston and the 2015 earthquake in Nepal — for discussion during Pride in the Humanitarian System (see below).

While human rights instruments such as the Yogyakarta Principles (2007) and Yogyakarta Principles + 10 (2017) affirm that people of diverse SOGIESC are entitled to the same human rights as all other persons, in practice many states continue to discriminate against and actively perpetuate violence towards people of diverse SOGIESC. In emergencies, such discrimination and violence can be exacerbated in many ways, such as:

- Further violence and discrimination due the absence of gender-affirmative legal identification or the use of binary gender markers on forms

- The unavailability of coping mechanisms if informal networks are disrupted or if safe spaces such as community centres are damaged or inaccessible
- The destruction of livelihoods and informal economies through which many diverse SOGIESC populations support themselves and family members.<sup>11</sup>

At all points along the preparedness-response-recovery spectrum, DRR and humanitarian actors fail to take into consideration the needs and capacities of people of diverse SOGIESC. Although the 2015 Good Practice Review 9 - Disaster Risk Reduction is almost 400 pages long, sexual minorities warrant only a short paragraph states that, “Disaster managers do not, at present, consider the needs and capacities of LGBT people in their disaster planning or identify them as a specific audience for preparedness advice.”<sup>12</sup> Key humanitarian actors still lack protocols and trainings for diverse SOGIESC sensitive and inclusive DRR and humanitarian relief. Many clusters (especially outside of protection cluster) lack specific policy guidance, for example the SPHERE Handbook offers minimal guidance.<sup>13</sup> In practice, emergency response at camps, temporary shelters, sanitation facilities, centralised aid distribution points, and health centres is rarely sensitive to the needs of people of diverse SOGIESC, often making the process of seeking aid humiliating or harmful, with the additional consequence that some people of diverse SOGIESC avoid accessing those services at all.<sup>14</sup>

As a result, humanitarian response often continues to perpetuate the exclusion and marginalisation of diverse SOGIESC populations. In India, Pakistan, the Philippines, and Nepal, transgender communities were harassed, mocked, and ridiculed or excluded entirely from aid distribution due to lack of identification that matched their gender identity and expression.<sup>15</sup> Heteronormative understandings of the family or household as a common unit for analysis and distribution of relief services, furthermore, effectively excludes many vulnerable people from response activities,<sup>16</sup> for example, after the triple disasters in Japan, financial compensation for the loss of a partner was given only to married spouses, effectively excluding same-sex couples.<sup>17</sup> In other situations the humanitarian system may not take into account differential impact, for example the closure of STI clinics run by Blue Diamond Society (as a result of the 2015 Nepal earthquake) had a disproportionately high impact on some sexual and gender minority members.<sup>18</sup>



As the Yogyakarta Principles state: “the policing of sexuality remains a major force behind continuing gender-based violence and gender inequality,”<sup>19</sup> and this remains true in the aftermath of disasters, with multiple documented cases of violence against people of diverse SOGIESC. Gender-segregated shelter, sanitation, and toilet facilities often become places of sexual harassment for gay men and transgender women, as documented in India and the Philippines, and multiple cases of rape of lesbian and bisexual women to ‘correct’ their sexual and gender ‘transgressions’ were recorded in camps in Haiti post-earthquake.<sup>20</sup>

Evidence from recent disasters in the Asia and the Pacific region also demonstrates the capabilities of people of diverse SOGIESC to cope in the aftermath of disasters, and to leverage existing social networks for the protection and recovery of themselves and their communities. In Indonesia, for example, waria opted to use their social networks to find housing rather than risk discrimination at government shelters after the Mt. Merapi eruption in 2010. However many warias also chose to contribute to the shelters by providing haircuts and makeup services to people affected by the disasters, contributing to the emotional and social wellbeing of their communities. In Samoa, the Samoan Fa’afafine Association, a tight, pre-existing network of fa’afafine, played a significant role in relief operations after Cyclone Evan, as the network

spanned fa’afafine holding government positions in the Disaster Management Office, the Ministry of Health, and more. Emerging evidence also demonstrates that communication, cooperation, and partnerships between donors, humanitarian actors, and diverse SOGIESC civil society organisations is a good practice in diverse SOGIESC inclusive humanitarian response, as was the case with USAID, Nepal Red Cross, and the Blue Diamond Society collaboration after the Nepal earthquake.

Pride in the Humanitarian System participants explored these exclusions and strengths using four cases studies.

### 1. *Indian Ocean Tsunami in India (2004)*

This case study (adapted from Pincha [2008]<sup>21</sup>) focused on exclusion of the third-gender aravani community from relief — including shelter, food, and cash — after the tsunami hit the coast of Tamil Nadu. This happened because the identification required to access relief was a government-issued ration card. The process for issuing ration cards — like many processes — required holders to be identified as either women or men. As aravanis are a third-gender group who identify as neither women nor men, officials had unintentionally excluded aravanis from receiving cards. The use of the cards as identification for accessing tsunami relief exacerbated the discrimination experienced by aravanis before the tsunami, and increased risk of sex and

gender based violence. Further, the gender policies of NGOs working in the affected area did not reflect the reality that third-gender people were part of the local community.

## 2. Nepal Earthquake (2015)

This case study outlines fear and discrimination experienced by people of diverse SOGIESC in camps established after the earthquake. The Blue Diamond Society (BDS) assisted diverse SOGIESC community members by establishing a group of tents on a patch of land among the winding streets of Kathmandu's Sunder Mar neighbourhood. BDS also advocated for the Post Disaster Needs Assessment to be more inclusive of the challenges and needs of people of diverse SOGIESC. The case study also raises issues such as the challenges faced by 'out' people of diverse SOGIESC who may not be able to fulfil societal obligation to support family (due to lack of acceptance), and the increased chance that people of diverse SOGIESC will be inadvertently 'outed' because of close and informal living conditions in camps.

## 3. Typhoon Haiyan/Yolanda in The Philippines (2013)

The Typhoon Haiyan/Yolanda case study drew on a consultation held by Bisdak Pride after the disaster, and on reports, interviews and forums by Oxfam. A common theme was discrimination experienced by people of diverse SOGIESC while seeking humanitarian aid, such as gay men who were teased: "Don't give them relief/aid, they will just give it to their boy toys"<sup>22</sup> or who felt unwelcome in early recovery programs that sought to rebuild livelihoods. This compounded the impact that the typhoon had on businesses that were not in demand — such as hairdressing — that

tend to employ people of diverse SOGIESC. Others reported that heteronormative assumptions about what constitutes a family meant that people who lived outside of those norms — for example people in same gender relationships — were de-prioritised by relief providers. As in the aravani case study, this replicated and reinforced assumptions and discrimination experienced in everyday life before the typhoon.

## 4. Tropical Cyclone Winston in Fiji (2016)

This case study drew upon the *Down By The River* research undertaken by Edge Effect, Rainbow Pride Foundation and Oxfam. It highlighted the invisibility of people of diverse SOGIESC in the Post Disaster Needs Assessment undertaken after Tropical Cyclone (TC) Winston, and in other assessments, response designs and funding calls. Narrative analysis of stories shared by Fijian people of diverse SOGIESC revealed four key themes in lives before and after the tropical cyclone: (i) challenges establishing resilient livelihoods (for example because of discrimination in schools and workplaces) before TC Winston and accessing early recovery support after the storm, (ii) experiences of violence at home or homelessness in life before TC Winston and challenges accessing safe shelter after the storm, (iii) violence, trauma and exclusion in everyday life (in family, church and society), compounded by being blamed for bringing TC Winston (as divine punishment), and (iv) strengths of informal mutual support networks within diverse SOGIESC communities that offered support outside of the official response after TC Winston.

The session exploring these cases studies was facilitated by Emily Dwyer (Edge Effect), while three of the case studies were introduced by resource persons



from a diverse SOGIESC organisation involved in the respective response and case study preparation: Roxanne Doron (Bisdak Pride) for Typhoon Haiyan/Yolanda, Elyn Bandhari (Blue Diamond Society) for the Nepal Earthquake, Isikeli Vulavou (Rainbow Pride Foundation) for Tropical Cyclone Winston.

Introducing the Typhoon Haiyan/Yolanda case study, Roxanne Doron highlighted lack of access to services, lack of data on experiences of people of diverse SOGIESC, verbal abuse, and lack of economic support as key issues. Elyn Bandhari highlighted that advances in legal gender recognition still leave much systemic discrimination in place: while transgender people in Nepal can have their legal status changed in their passport, their needs were overlooked in the response, and rather than receiving relief, they were often on the receiving end of humiliation. Opening discussion of the Tropical Cyclone Winston case study, Isikeli Vulavou also noted the lack of data available, but highlighted the reasons why people diverse SOGIESC often went to each other for support (rather than using official relief services), and that while these relationships and networks were safer, that choice meant missing out on relief that was only available through official

channels. Finally Emily Dwyer introduced the Indian Ocean Tsunami case study, and highlighted how the registration forms, policy and programs excluded the gender non-binary aravani community, and the consequent challenges, including sexual and gender based violence. The facilitators supported small groups of participants who analysed the case studies seeking to answer these questions:

- What challenges or exclusion did people of diverse SOGIESC experience during the humanitarian response?
- Were these challenges or exclusion specific to the response situation? Or related to life before crisis?
- What strategies and strengths did people of diverse SOGIESC use to overcome challenges and exclusion?
- What could humanitarian actors have done to be more inclusive of people of diverse SOGIESC in these situations?

Many of the issues raised in small group discussions served as context and prompts in the thematic sessions that followed in later sessions. In introducing and summarising the session, Emily Dwyer noted that most



existing case studies from the Asia and the Pacific region focus on rapid-onset disasters, and the lack of accounts from conflict displacement and complex emergencies is a gap that needs filling. She also highlighted key points for the rest of the consultation, including:

- The need to go beyond tokenistic inclusion of ‘diverse SOGIESC’ or similar acronyms in lists (but where little substantive change occurs to policy and practice)
- The need to ensure that the different experiences, needs and strengths of lesbian, gay, bisexual, transgender, intersex and other people of diverse SOGIESC need to be recognised and addressed in humanitarian action.

### Sources of Exclusion in Everyday Life



A common theme amongst the case studies and other supporting literature is the importance of understanding how experiences in everyday life before disasters, emergencies or crises shapes experiences for people of diverse SOGIESC during and after.

Contributing factors include:

- Criminalisation of same-sex sexual relations where enforcement can lead to the death penalty or jail terms; and even where those laws are non-enforced they can serve as a form of authorisation for discrimination and violence
- Discrimination with the justice system, for example bias and selective enforcement of laws against people of diverse SOGIESC, lack of provision for legal gender recognition for transgender people, and the absence of anti-discrimination provisions
- Social, economic and cultural marginalisation in family, community, faith, education, work, service delivery and other contexts.

A session moderated by APTN’s Joe Wong explored these contextual factors in more detail, while also highlighting diverse SOGIESC community strengths. The panel comprised Esan Regmi (Blue Diamond Society), Matcha Phorn-in (Sangsan Anakot Yaowachon), Chakkrid Chansang (International Rescue Committee) and Nicholas Booth (UNDP).

Introducing the panel and topic, Joe Wong emphasised that issues faced by people of diverse SOGIESC are often not taken into account during preparedness phases. These issues include criminalisation of homosexuality, lack of legal rights including marriage, adoption,



land ownership and inheritance, and discrimination and violence at the hands of law enforcement officers. Adding to these factors is the trauma and depression that many diverse SOGIESC experience as a consequence of multiple and intersecting forms of marginalisation. However as criminalisation, discrimination and marginalisation varies by country and culture across the Asia and the Pacific region, it is essential to conduct preliminary analyses of local circumstances.

Each of the panelists discussed aspects of criminalisation, discrimination and marginalisation in their respective countries and areas of work. Key issues raised included the need to work with faith leaders to address marginalisation, as religious belief and practice is central to social acceptance in many countries. Panellists emphasised the importance of legal reform to end criminalisation of homosexuality (and to recognise same-sex relationships), to end the use of laws targeting loitering, vagrancy, impersonation, public decency, and moral conduct that are often selectively enforced against people of diverse SOGIESC, the provision of legal means to access identification documents according to gender self-identification, and the need for laws — such as those that criminalise rape and violence — to be inclusive of people of diverse SOGIESC.

Fear of violence and discrimination can often lead people of diverse SOGIESC to avoid engaging with the justice and other official systems. This shapes attitudes and behaviour in humanitarian situations and means people of diverse SOGIESC may lack information or may not be considered during planning. For example, people of diverse SOGIESC may avoid official shelters in emergencies because of fears grounded in everyday experiences of discrimination and violence. PitHS participants were also urged to take notice of multiple forms and layers of discrimination — on the basis of gender, age, ethnicity, citizenship status, refugee status — that individuals and groups may experience in additional and compounding ways, as well as discrimination on the basis of diversity of SOGIESC.





## Barriers & Enablers for Achieving Pride in the Humanitarian System

The PitHS consultation also addressed a series of cross-cutting themes that could be considered barriers to inclusion of people of diverse SOGIESC in the humanitarian system. However the development or adaptation of strategies, policies, and practices in these thematic areas could also act as significant enablers for inclusive and transformative change.

### Humanitarian and DRR Plans, Policies & Guidelines



Inclusive plans, policies, and guidelines are foundational to bringing about diverse SOGIESC inclusive and transformative responses. Yet throughout the consultation, existing plans and policies were noted to entirely neglect diverse SOGIESC needs, and in some cases, advertently or inadvertently exclude people of diverse SOGIESC from support. In this session, Smriti Aryal and Prim Devakula from the UN Women Regional Office for Asia and the Pacific presented an overview of gaps, challenges, and opportunities for operationalising humanitarian plans, policies, and guidelines for diverse SOGIESC inclusive response.

In exploring the extent of the absence of diverse SOGIESC communities from humanitarian plans and policies in the region, UN Women conducted a rapid review of key content and appeals and response plans from responses across the Asia and the Pacific region, discovering that out of the total of 35 resources reviewed, only three contained any mention of people of diverse SOGIESC, and those three mentioned people of diverse SOGIESC only in a tokenistic manner. No resource reviewed made any mention of diversity within diverse SOGIESC populations, and none contained further disaggregation of diverse SOGIESC needs or capabilities. Perhaps the most commonly cited example in this area lies in the application of the term 'households' from humanitarian policies and plans, and how the term is often applied to the detriment of diverse SOGIESC families, as was the case reported

during Typhoon Haiyan in the Philippines. At the global level, however, some key good examples of inclusive plans, policies, and guidelines that can be leveraged include:

- The 2017 IASC Gender Handbook, which highlights differential impacts of crises on LGBTIQ persons, diversity of needs within LGBTIQ communities, and agency of LGBTIQ people
- IASC Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action, integrates LGBTIQ needs while also having some specific sections on LGBTIQ persons
- UNHCR and IOM training package on protection of LGBTIQ refugees and asylum seekers
- UNISDR Words into Actions Guidelines on National Disaster Risk Assessments, which interprets the Sendai Framework to include LGBTIQ persons in risk assessments.

Community-based guidelines should also guide good practice development, including the Rainbow Disaster Risk Reduction and Management Guide developed by the Iwate Rainbow Network.

In the plenary, key recommendations that emerged between diverse SOGIESC community representatives and humanitarian actors include:

- Ensure meaningful representation and participation of diverse SOGIESC community members in consultative dialogues for the development of plans, policies, and guidelines
- Designate focal points for community engagement, including for engagement of diverse SOGIESC communities, in all humanitarian guidelines
- Mainstream diverse SOGIESC specific needs, vulnerabilities, and capacities throughout plans, policies, and guidelines, while also ensuring that a specific reference chapter is written on engaging with diverse SOGIESC communities
- Take a transformative approach in moving beyond only focusing on vulnerability and needs, to also address leadership and empowerment for people of diverse SOGIESC
- Leverage existing humanitarian guidelines that address diverse SOGIESC communities, to advocate for further SOGIESC transformative approaches in new and revised policies
- Translate inclusive plans, policies, and guidelines into local languages and accessible formats.



### Data and Research



Throughout the consultation, and particularly in a session on data facilitated by Smriti Aryal (UN Women) and Emily Dwyer (Edge Effect), participants noted that the lack of data and research into diverse SOGIESC experiences in disasters is a key barrier to inclusion. As noted by one participant, “if we’re not counted, we don’t count.” This lack of data directly contributes to the invisibility of people of diverse SOGIESC in crisis response, and results in a lack of evidence-based humanitarian programmes designed for inclusion. In particular, it was noted that levels of availability, quality, and accessibility of data varied strongly across contexts, and in virtually no context did data capture the diversity within diverse SOGIESC communities, the differential needs of LGBTIQ women, or the needs of people of diverse SOGIESC with disabilities.

One key area where this lack of data is exemplified is in post-disaster needs assessments (PDNAs) carried out across the region. As noted by Edge Effect, it is common that PDNAs entirely exclude people of diverse SOGIESC, or note their existence only to state that there is a lack of information. As these PDNAs often form the basis for the development of humanitarian response plans, the continued invisibility of people of diverse SOGIESC in PDNAs also results in little to no funding being allocated for programmes inclusive of their specific needs and capabilities.

Participants acknowledged and discussed the barriers to increased data collection and research, both qualitative and quantitative, including:

- Lack of capacity of humanitarian actors to safely and securely collect data on SOGIESC, and lack of capacity of diverse SOGIESC networks to collect disaster risk data or carry out post-disaster needs assessments

- Heteronormative and cisnormative assumptions in the design of disaster needs assessment forms, e.g. adhering to strict gender binaries or assuming households to consist of heterosexual couples
- Concerns about disclosing SOGIESC, especially in environments with high levels of criminalisation and discrimination.

In light of these challenges, participants noted that while working towards strengthening the evidence base, it is also important to advocate that the lack of quantitative data is not a barrier to the design of inclusive policies and programmes. It was suggested to employ qualitative data collection mechanisms, including feminist participatory action research and storytelling, while working in conjunction with local diverse SOGIESC networks, for collection of diverse SOGIESC experiences. It was suggested to use the conservative figure of 5% to calculate what percentage of any population may be SOGIESC community members exist.

Key recommendations that emerged in discussion between diverse SOGIESC community representative and humanitarian actors include:

- Establish safe and sensitive data and baseline analysis prior to emergencies.
- Advocate for inclusive design of humanitarian response regardless of whether numbers of marginalised groups are quantified.
- Avoid collection of identifiable information, including names and other identifiers.
- Engage diverse SOGIESC community organisations in design, collection, analysis, and use of data.
- Explore new ways of safely and securely collecting data, such as using ICT.
- Develop guidelines for secure and confidential collection of data on diverse SOGIESC experiences in disasters, or adapt existing guidelines used in development settings for humanitarian contexts.
- Ensure guidelines allow for contextualisation and localisation of efforts, as different approaches are required in contexts with different legal, cultural and social environments.
- Establish platforms for engagement between community members and researchers, focusing on identifying strategies for data collection, data storage, and reporting of findings.
- Support capacity building of diverse SOGIESC networks to collect disaster data, including through feminist participatory action research.

Recent research and documentation of good practices on diverse SOGIESC inclusion in humanitarian response:

Edge Effect, Rainbow Pride Foundation, and Oxfam [\*Down By The River: Addressing the Rights, Needs and Strengths of Fijian Sexual and Gender Minorities\*](#)

IASC Asia and the Pacific Gender in Humanitarian Action Working Group [\*Good Practices in Gender in Humanitarian Action Vol. 6: LGBTQ Rights and Inclusion\*](#)

Humanitarian Advisory Group [\*Taking Sexual and Gender Minorities Out of the Too-Hard Basket\*](#) "

## Humanitarian Funding



The marked absence of people of diverse SOGIESC in data and research, as well as in plans and policies, translates to a notable absence of evidence on the extent to which diverse SOGIESC communities benefit from humanitarian funding. For example, none of the Central Emergency Fund reports filed by Resident Coordinators/Humanitarian Coordinators in Asia and the Pacific between 2015-2017 included any specific mention of people of diverse SOGIESC in either context overviews or reports on the use of funds.

In discussions during the consultation, it was further noted that diverse SOGIESC issues, if addressed at all, tended to be addressed under gender-based violence, a field that is very rarely adequately funded in responses. The lack of clarity within the humanitarian architecture as to which sector(s) should be driving the inclusion of marginalised groups, including diverse SOGIESC groups, was cited as another factor inhibiting the allocation of dedicated funds for targeted programming.

Key recommendations that emerged in discussion between diverse SOGIESC community representative and humanitarian actors include:

- Strengthen communications with donors and encourage them to develop sensitive and intersectional approaches in programming.
- Increase diverse SOGIESC community participation

in decision-making, such as in the administration of humanitarian funding.

- Support capacity development of diverse SOGIESC organisations, especially those working in disaster-prone areas, to identify and apply for humanitarian funding opportunities.

### Capacity, Partnerships, and Dialogue



Participants noted the need for capacity development in both directions: for diverse SOGIESC community organisations to learn about the humanitarian system, and for humanitarian actors for understanding and developing programming that is inclusive of persons of diverse SOGIESC.

For diverse SOGIESC community organisations, key needs and challenges identified include: a complex and silo-ed humanitarian cluster system, few opportunities for civil society engagement in humanitarian coordination and structural barriers to civil society participation in consultations and dialogues for the development and use of humanitarian policy guidance and plans, and a need for stronger reciprocal partnerships between community organisations and humanitarian actors.

For humanitarian actors, key needs and challenges

include low awareness of the differential impact of disasters on people of diverse SOGIESC, the need to sensitise all staff — from senior management to frontline responders — on diverse SOGIESC issues, and to map and understand diverse SOGIESC needs and capacities and strengths within their local contexts.

Key recommendations that emerged in discussion between diverse SOGIESC community representative and humanitarian actors include:

- Facilitate and engage in dialogue with key community actors, including government and faith/religious leaders.
- Support capacity development opportunities where diverse SOGIESC community organisations and humanitarian actors can connect and exchange experiences.
- Map diverse SOGIESC organisations working in disaster-prone and/or conflict-affected areas, and facilitate opportunities for partnership development with humanitarian and disaster risk reduction actors in the preparedness phase.
- Address structural barriers for civil society participation in dialogues and consultations surrounding the design and implementation of humanitarian plans, policies, and normative frameworks.



## Tools for Change: Achieving Inclusive Humanitarian Response

A series of sessions explored different ways that people of diverse SOGIESC and diverse SOGIESC civil society can pursue inclusive and transformational change. These included:

- Building Awareness of the Humanitarian System
- Organising our Energy into a Movement
- Leveraging Storytelling and Narrative Power
- Leveraging Localisation
- Using gender equality, intersectionality, and feminist approaches

### Building Awareness of the Humanitarian System



The day before the official consultation served as an opportunity for diverse SOGIESC participants to familiarise themselves with the humanitarian system. Three sessions were held that focused on:

- An overview of history and principles of the humanitarian system
- Key humanitarian actors and the organisation of responses through the cluster system
- How a response happens and what happens at different stages of a response.

The first session explored the key humanitarian principles of humanity, impartiality, neutrality, and independence, and how they developed as the basis for humanitarian practice from the Battle of Solferino, through the World Wars to humanitarian settings today. The session, facilitated by Emily Dwyer, also outlined the differences between rapid-onset disasters and complex emergencies as different kinds of humanitarian settings, with distinct dimensions and opportunities for engagement. Participants discussed how the humanitarian principles could and should provide space for people of diverse SOGIESC, and then worked through the examples of Tropical Cyclone

Haiyan (Yolanda) and the Rohingya refugees in Cox's Bazar.

The humanitarian system is a complex global system with many stakeholders engaged and involved within and outside the system. The second session explored who is involved in the system, their roles, how they interact with each other, and the power dynamics between different actors. Matthew Kusen, SPRINT 3 Programme Manager of IPPF, facilitated the session. The system involves NGOs, CSO, governments, the UN, businesses and religious institutions at various levels. They lead preparedness and response efforts, coordinate responses, fundraise, provide resources and services to affected populations, and develop policies and guidelines, advocate, conduct research and more.

This session also explored the rationale for establishing coordination mechanisms, including the cluster system, and systems in emergencies to improve efficiency, effectiveness and timeliness of responses. Coordination mechanisms act a knowledge hub for information sharing between stakeholders and support strategic decisions to ensure those in most need are accessing the right services. This session included discussion of coordination challenges, but also how coordination mechanisms could involve diverse SOGIESC CSOs and communities to contribute to inclusion.

Matthew Kusen also discussed national, regional and international coordination mechanisms which are active in the humanitarian lifecycle, lead UN agencies for thematic groups and the changes seen in the system. There was an overview of humanitarian financing and the World Humanitarian Summit and Grand Bargain. During the discussion on localisation, participants voiced concern that sometimes national or local governments tend to criminalise people of diverse SOGIESC and that the humanitarian system has an obligation to ensure inclusion if they are moving to national or local governments taking leading roles in the system.

The third session was a 'walkthrough' of what happens in the lead up to a disaster response, during the immediate days and weeks after a disaster, and in the longer-term recovery. Stewart Davies from OCHA's Regional Office joined a panel with Manisha Dhakal (Blue Diamond Society), Roxanne Doron (Bisdak Pride) and Vaito'a Toelupe (SFA), facilitated by Emily Dwyer (Edge Effect).



The panel took Typhoon Haiyan (Yolanda) as the case study, talking through what preparations would have been made after weather forecasters predicted the storm path, and what happened in the first days and weeks after the typhoon impacted Tacloban. Through this session CSO representatives learned what issues/needs are prioritised at different stages and what possibilities exist for engagement with the humanitarian system at different stages of response. Roxanne Doron shared experiences of engaging with the humanitarian community in the Philippines post-Haiyan/Yolanda, Manisha Dhakal shared the BDS experience of engaging with the humanitarian community after the 2015 earthquake in Nepal, and Vaito'a Toelupe provided unique insights as a former staff member at the Samoan national disaster management organisation and a member of the Samoa Fa'afafine Association.

### Organising our Energy into a Movement



This session was intended for panelists and participants to reflect on the regional action perspectives, on how as community activists and advocates they can integrate their issues in the conversations about humanitarian responses. The discussions focused on major difficulties

faced by the diverse SOGIESC community, particularly linked to the personal experiences of the panelists, on intersectionality and the need change the narrative , and, finally, on accountability. The session was facilitated by Ryan Figueiredo (APCOM) with panelists Jean Chong (ASEAN SOGIE Caucus), Joe Wong (APTN, Lieu Anh Vu (ILGA), Yuli Rustinawati (Arus Pelangi) Matcha Phorn-in (Support Young People to Build their Future).

### Leveraging Storytelling and Narrative Power



Storytelling is undergoing a resurgence as a qualitative research and advocacy method, especially as a means of centering the lived experience of minorities and the value of their knowledge (which may be marginalised in more technical or neo-colonial knowledge systems). Stories as cultural devices are also laden with power: people of diverse SOGIESC often do not have a place in dominant cultural narratives, and indeed those narratives are often used to justify the exclusion or marginalisation of people of diverse SOGIESC. We have many stories of exclusion, but also have strengths, and we have demands. lana Woolf facilitates this



session on telling our stories in action-oriented ways — that connect our experience to a call for change — and can be a powerful way to achieve inclusion and transformation in the humanitarian system.

In a humanitarian context, a common narrative is that disasters happen because a supernatural god is taking out retribution for the sins of people of diverse SOGIESC. This narrative then authorises ongoing marginalisation of those people. Other narratives might involve what counts as an acceptable form of family or acceptable sexual activity for women. How can narratives like this be challenged? To understand narrative power, participants were asked to reflect on the following questions:

- Which stories define cultural norms?
- Where did those stories come from?
- Whose stories were ignored or erased to create these norms?
- What new stories can we tell more accurately to describe the world we see?
- What are the stories that can help create the world we desire?

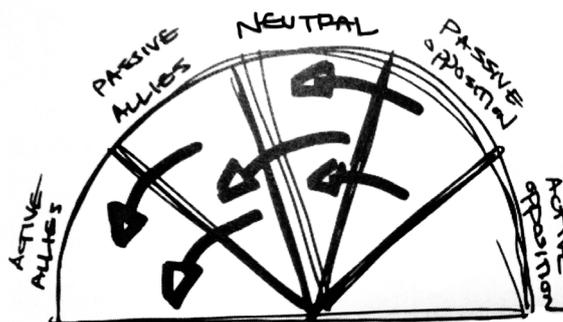
Hearing stories and creating new ones is not enough to evoke social change. Stories need to not only inspire action, but to inspire specific action that leads to social change. As with all change, there has to be some planning and conceptualisation of how that change can



happen. The participants were asked to consider:

- What specific change are you trying to achieve? (what is your goal?)
- Who are the people that you most need to reach and persuade? (who is your audience?)
- Who is the decision-maker that can make the desired change? (who is your target?)
- Who is part of your base? The organised groups who you already work with, represent or share common interests with (who is your community?)

Participants discussed a range of storytelling tools. The Spectrum of Allies tool (below) is used to identify the most efficient use of resources, with relevant social forces and groups arranged across a spectrum, from those who are the most active opponents (far right) to those who are the most active supporters (far left).



Convincing active opponents to become active allies may be unrealistic; smaller steps such as converting passive allies to active allies or converting neutral parties to passives allies may be a better strategy. Tactics can then focus on achievable outcomes.

Participants also undertook a Power Mapping activity to identify targets and focus strategy and discussed the potential for storytelling as a movement building tool. Some participants added to the conversation, stressing that the stories of economically disempowered LGBTIQ should be heard, emphasising the importance of intersectionality in the narrative. Furthermore, community members should be able to tell their stories, instead of having others speak for them.

### Leveraging Localisation



With commitments made to localisation of humanitarian action at key events such as the World Humanitarian Summit, localisation was identified as a key leverage and entry point for diverse SOGIESC communities' advocacy for inclusion in the humanitarian system. As noted by both community and humanitarian actors, it is the people who live within communities affected by disasters that understand

their specific contexts, that have the right to be involved in the decisions that affect their lives, and to be an active part of solutions.

Throughout the consultation, and particularly in a session facilitated by Ryan Silverio (ASEAN SOGIE Caucus) featuring panelists from across the region, participants noted mixed actualisation of commitments to localisation on the ground. Many noted that most if not all emergency decision-makers in their areas are people from outside the community, including people from the capital city making decisions about rural areas. Furthermore, 'local' voices that are heard are not consistently representative of the diversity within communities, and localised actions may still replicate the inequalities that impact the most affected. This may include reinforcing homophobic and transphobic practices and customs, and exclusion of people of diverse SOGIESC. To combat this danger, participants noted that localisation must go hand in hand with educating communities on their rights so that they are able to hold all humanitarian actors, local or not, accountable to core humanitarian principles and standards.

To ensure inclusiveness within the localisation agenda, participants recommend:

- Centering the localisation agenda around promoting the leadership of marginalized groups



- as part of a transformation change to the way humanitarian and DRR work is undertaken
- Respect and understand the role of formal and informal networks in humanitarian action, and leverage networks where safe and possible to do so
- Ensure representation of diverse SOGIESC civil society organisations in each humanitarian cluster, providing funding and other resources to support this engagement
- Recognise that diverse SOGIESC communities are made up of people in many different circumstances, and recognise intersecting identities, including vulnerabilities faced by LGBTIQ women
- Assist diverse SOGIESC civil society to engage communities in discussion about their rights, to ensure accountability to the most marginalised.

### Using Gender Equality, Intersectionality, and Feminist Approaches



Gender Equality, intersectionality, and feminist approaches were cross-cutting themes throughout the consultation. They were explored in depth during the Gender, Intersectionality, and Disability session featuring discussants Supaanong Panyasirimongkol (Asia-Pacific Development Center on Disability) and Durga Sob (Feminist Dalit Organization Nepal), and facilitated by Prim Devakula (UN Women) and Maria Holtsberg (IPPF).

Addressing the root causes of vulnerabilities for people of diverse SOGIESC — many of which are embedded in rigid gender and sexual norms that contribute to homophobia, transphobia, and misogyny — is an integral part of the fight for gender equality and ‘leaving no one behind’. Gender in Humanitarian Action (GiHA) mechanisms may be leveraged as a key entry point for advocacy, coordination, and implementation of inclusive humanitarian programming, along with the new IASC Gender Handbook.

Feminist principles must be leveraged for transformative humanitarian action, recognising that we must work to challenge power structures and other deeply rooted inequalities. Ensuring inclusion of feminist activists in decision making roles in the humanitarian system is essential in moving beyond the

inclusion agenda to a transformative one, and ensuring that partnerships include meaningful and equitable distribution of labor and reciprocity in all actions. Utilising tools such as feminist participatory action research and methods such as storytelling techniques, furthermore, can challenge power imbalances in the collection, analysis, and sharing of data that currently exists in the humanitarian world, where much of the tools and research are developed by the Global North. The critical perspective offered by feminist activists furthermore extends to questions including how humanitarian action is funded, especially vis-à-vis funding from governments that perpetuate inequalities both at home and abroad.

Diverse SOGIESC inclusion initiatives must also take into account intersectionality, recognising that when society does not treat parts of society as equal human beings, the fight for dignity and social inclusion itself cannot be exclusive or silo-ed in its approach. Participants emphasised the importance of moving away from an exclusive focus on vulnerability, towards also understanding capacity and strength, especially for persons with disabilities. Opportunities for cross-movement building, especially with the disability movement and activism around caste discrimination, can and should be leveraged to ensure inclusion of those living at the intersections of those identities. In breakout groups, participants identified the following intersectional considerations for inclusive humanitarian action:

- Recognise and advocate for specific needs of persons with multiple marginalised identities, recognising that communities are diverse and face different and specific needs, e.g. for lesbian, bisexual, and queer women
- Recognise that gender-based violence is exacerbated in disaster contexts, may look different between and across different marginalised identities and may be compounded for people living at the intersection of multiple marginalised identities
- Engage diverse SOGIESC youth and children in needs analysis and review all guidelines for child-sensitive language
- Ensure meaningful representation of the intersex community in all diverse SOGIESC activism, including for inclusive humanitarian action.



## Taking Action: Key Recommendations for Response

Parallel sessions focused on specific humanitarian thematic areas provided an opportunity to draw out learnings and good practices, as well as highlight gaps and challenges. Topics included Disaster Preparedness, Health, Gender-Based Violence, Shelter, Protection, Sexual and Reproductive Health and Rights, Food and Cash, Water, Sanitation and Hygiene, and Education. While parallel sessions were conducted using different methodologies, all sessions concluded with sector-specific recommendations.

Overall, common areas for action emerging from each sector include:

- Development or revision of standards and guidelines for diverse SOGIESC inclusion, with engagement and leadership from diverse SOGIESC civil society organisations in consultations and dialogues, especially during the preparedness phases
- Capacity development and sensitisation for humanitarian actors on SOGIESC issues, and for capacity development for diverse SOGIESC civil society organisations for engaging with specific clusters
- Engaging diverse SOGIESC civil society organisations as volunteers, staff, and key resource persons in all aspects of humanitarian response, from needs assessments to evaluations of programming
- Strengthening accountability mechanisms, including through development of feedback mechanisms in conjunction with diverse SOGIESC civil society organisations working in the affected area
- Ensuring protection mainstreaming and do no harm principles are adhered to
- Expanding the evidence base and increasing understandings of diverse SOGIESC experiences across sectors of humanitarian response.

### Thematic Sessions



#### Disaster Preparedness

##### Facilitators:

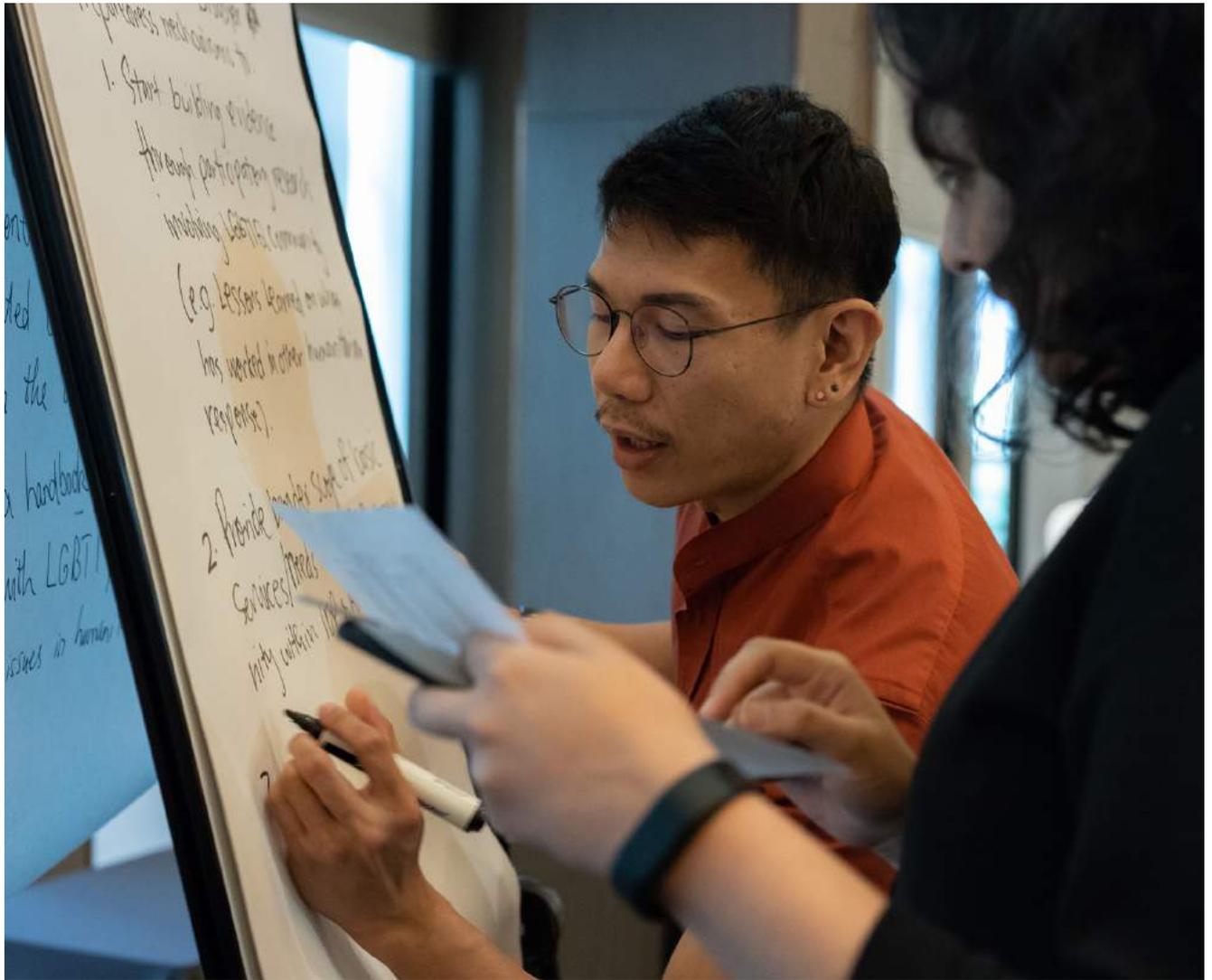
*Haruka Yoshida, UNISDR*

*Prim Devakula, UN Women*

In this session, participants identified disaster preparedness work, including work on developing inclusive early action/early warning systems, as an ideal area for advocating for more inclusive plans and programming, noting opportunities to build relationships and develop contingency plans before crises hit. During this phase, key opportunities exist to address the lack of disaggregated data and blindness to intersectionality within data, both quantitative and qualitative, and homophobia, transphobia, and stigmatisation from DRR actors, including government agencies, lack of access to early warning/early action information due to poverty and/or marginalisation and exclusion, and lack of trust between diverse SOGIESC communities and DRR actors.

The key recommendations for disaster preparedness include:

- Address structural barriers, including financial barriers, for CSOs and marginalised groups to access dialogues and consultations relating to drafting regional and national action plans for operationalisation of the Sendai Framework 2015-2030
- Address homophobia and transphobia, as well as pre-existing stigmatisation, among humanitarian and disaster risk reduction actors in the preparedness phase, especially through SOGIESC training for DRR and humanitarian actors, including government and military, facilitated by community organisations
- Inclusion of diverse SOGIESC specific vulnerabilities and capabilities in DRR frameworks, guidelines, contingency planning, simulation exercises, and DRR trainings, including recognition of intersecting vulnerabilities
- Designate community engagement focal points for diverse SOGIESC communities to build trust prior



to disasters and create ‘one stop’ service points for diverse SOGIESC needs in disasters in collaboration with diverse SOGIESC civil society organisations

- Engage diverse SOGIESC civil society organisations in promoting access to DRR information and early warnings/early action, and in developing effective feedback mechanisms for diverse SOGIESC communities in the preparedness phase.

**Gender Based Violence**

*Facilitators:*

*Michiyo Yamada, UNFPA*

*Matthew Kusen, IPPF*

GBV as an umbrella term for any harmful act based on someone’s ascribed gender identity. It can include physical, sexual, mental, threats or acts of coercion and other deprivations of liberty. In emergencies

and protracted humanitarian crises, GBV tends to be exacerbated, with heightened risks for many marginalised groups, including people of diverse SOGIESC, and especially for those people living at the intersection of multiple marginalised identities. Within this context, specific diverse SOGIESC risks in emergencies were identified as:

- Pre-existing criminalisation and marginalisation, and problems with reporting issues to the police or social services
- Discrimination within justice and legal systems, e.g. the lack of marriage equality in some countries
- The organisation of GBV service points along the gender binary, which may not feel safe or accessible to people of diverse SOGIESC
- Intimate family violence, including forced marriage or rape of LGBTIQ women

- Heightened risk of sexual exploitation and abuse due to exclusion from services including shelter and food distribution.

The key recommendations GBV actors and diverse SOGIESC communities working in tandem in humanitarian settings include:

- Ensuring sensitisation and capacity building of service providers, governments and INGOs both at field level and HQ
- Ensuring that the social norms and discrimination that were existing before the crisis are acknowledged- and connect with work in this area that is conducted in stable settings
- Awareness-raising and hiring people from the diverse SOGIESC spectrum in the humanitarian sector
- Ensuring specific protocols and guidelines for service providers that talk about SOGIESC issues.

#### Shelter

##### *Facilitator:*

*Edward Benson, UNHCR*

Shelter is part of immediate humanitarian response provision and is based on a balance between three pillars: cost, speed and quality. Within that spectrum, the consideration of cross-cutting issues, such as the special needs of people of diverse SOGIESC, tend to be marginalised, especially in the immediate aftermath of an emergency. Thus, participants noted that it was beneficial to ensure pre-existing relationships and discussions with diverse SOGIESC community members in the preparedness phase. As a key consideration, participants noted that persons of diverse SOGIESC can find living within congested evacuation spaces extremely hard and may move out of camps into urban spaces due to this. This is something the humanitarian community needs to be aware of, and potentially leverage initiatives such as the Norwegian Refugee Council's Urban Displacement and Out of Camps (UDOC) work for greater inclusion.

The key recommendations for shelter interventions in humanitarian settings includes:

- Extensive consultations with persons of concern are paramount.
- Humanitarian actors need to figure out creative ways to engage with the community in a way that

ensures adherence to do no harm principles and does not expose them to safety risks.

- Establish mechanisms or platforms for people of diverse SOGIESC to get in contact with the relevant relief agencies and ensure communication about feedback mechanisms and other confidential channels for questions and complaints.
- Develop and/or revise shelter guidelines and standards for greater inclusion and address diverse SOGIESC specific needs.

#### Protection

##### *Facilitators:*

*Rochelle Braaf, UN Women*

*Isikeli Vuvalou, Pacific Sexual Diversity Network*

In emergencies, protection actors engage a wide range of stakeholders, including governments, human rights, development, and humanitarian actors in prevention, response, analysis, and solutions to crisis in order to bring in community perspectives. As protection actors assist humanitarian teams and clusters to develop country protection strategies, including human rights perspectives, this presents an opportunity for engagement of diverse SOGIESC civil society organisations, many of whom have existing human rights expertise. Furthermore, as protection clusters work to ensure accountability to affected people and use the power of networks to promote protection across all humanitarian sectors, it is a key entry point for diverse SOGIESC civil society organisations to promote cross-sectoral action for greater inclusion.

The key recommendations for ensuring protection in humanitarian settings are:

- Ensure the participation and representation of people of diverse SOGIESC in UN Clusters, plans and frameworks (as well as providing capacity building for them to participate), in preparedness, response and recovery
- Build the capacity of humanitarian and development actors to be inclusive and responsive to risks for people of diverse SOGIESC, educating them on issues and risks facing this community
- Ensure and commit to the principle that legal status for people of diverse SOGIESC is not a barrier to humanitarian or development services and support
- Mainstream protection and gender equality interventions throughout all sections of service delivery.

## Health

### *Facilitators:*

*Salil Panakadan, UNAIDS*

*April Pham, GenCap*

In the health cluster, key points of discussion included the inaccessibility of the cluster system to diverse SOGIESC civil society organisations, pointing to a need to reduce meetings as well as a silo-ed approach to humanitarian response. Participants further discussed the need to work at the humanitarian-development nexus, connecting with development programmes to build inclusive and resilient healthcare systems accessible to people of diverse SOGIESC. Participants suggested leveraging normative frameworks to emphasise the right to health, and move the focus away from solely access to health.

The key recommendations for health interventions in humanitarian settings include:

- Ensure multiple entry points for diverse SOGIESC community access to health systems, including proactive referral systems to diverse SOGIESC friendly service points.
- Develop health guidelines that ensure consistency of language and definitions around SOGIESC, while still allowing for adaptation to local contexts.
- Engage communities, including people of diverse SOGIESC, in adapting global health standards to local contexts.

## Sexual and Reproductive Health and Rights (SRHR)

### *Facilitators:*

*Maria Holtsberg, IPPF*

*Matthew Kusen, IPPF*

Providing comprehensive, accessible SRH services in emergencies is imperative, given increased risks of sexual violence due to breakdown in societal structures, increased risk of unplanned pregnancy, augmented importance of family planning, disruption to health services including ongoing healthcare needs for people living with HIV, and the need to ensure pregnant women are able to safely deliver. From an IPPF consultation in Sri Lanka with diverse SOGIESC community members, specific diverse SOGIESC challenges in accessing SRH services in emergencies arose, which include:

- Discrimination from health care providers

- People of diverse SOGIESC are subject to psychological, verbal and physical abuse
- Difficulty accessing sanitary towels for transgender people
- Difficulty accessing anti-retrovirals
- Lack of sensitisation of policy makers, planners and managers.

The key recommendations for SRHR interventions in humanitarian settings include:

- Full access to SRH health service provision should be available through the inclusion of diverse SOGIESC groups in all phases of the humanitarian program cycle (and localisation of service provision).
- Always use diverse SOGIESC-inclusive language when delivering training on the SRH in emergencies, including the Minimum Initial Service Package (MISP).
- Understand what formal and informal diverse SOGIESC networks exist giving due attention to safety and privacy.
- Always pay attention to privacy concerns – do no harm. Pay attention to self-identification issues
- INGOs and UN Agencies should have established coordination with diverse SOGIESC organisations before an emergency and use local languages rather than English newspapers and emails for invitations and information dissemination.

## Food and Cash

### *Facilitators:*

*Felicity Chard, WFP*

*Ralph Ofuyo, WFP*

As food security is often one of the humanitarian sectors with the broadest reach and influence in humanitarian settings, it was identified as a sector that could be leveraged to promote broader community engagement with people of diverse SOGIESC and community organisations.

Key opportunities relating to this included:

- Work with diverse SOGIESC civil society organisations to develop inclusive feedback mechanisms.
- Leveraging social behaviour change communications campaigns on food security and nutrition to include transformative elements on

gender and diverse SOGIESC.

- Promoting diverse SOGIESC civil society organisations as community outreach workers and volunteers.
- Leveraging gender and protection assessments conducted by food security actors to include specific questions addressing the needs and capabilities of people of diverse SOGIESC, while respecting safety and do no harm principles.
- Homophobia and transphobia by service providers was identified as a major barrier to access to food and cash aid in humanitarian crises for SOGIESC people.

In line with the opportunities and challenges discussed during the session, the key recommendations for food security and cash-based interventions in humanitarian settings include:

- Ensure opportunities for engagement between diverse SOGIESC communities and humanitarian actors throughout the humanitarian cycle, including preparedness and recovery, and promote diverse SOGIESC communities as leaders and first

responders in crises.

- Conduct pre-disaster assessment of implementing partners and service providers, and provide sensitisation in partnership with diverse SOGIESC civil society organisations as necessary, to ensure that frontline humanitarian workers delivering food and cash aid are sensitised to the needs of diverse SOGIESC communities and aware of obligations to uphold human rights for all, including diverse SOGIESC individuals.
- Work with diverse SOGIESC civil society organisations to develop and implement feedback mechanisms in humanitarian settings for accountability and identifying areas of exclusion in food and cash distribution.
- Include people of diverse SOGIESC as enumerators, researchers, and first responders, both for needs assessment purposes and for service provision.
- Expand the evidence base, including through participatory research with diverse SOGIESC civil society organisations, on diverse SOGIESC experiences in accessing food and cash aid, and other research gaps as identified above.



## Water, Sanitation, and Hygiene

### Facilitator:

*Syed Hasnain Ali Abbas, Oxfam*

Water, Sanitation, and Hygiene (WASH) is an area with significant potential to improve health, life expectancy, education, gender equality, and other important cross-cutting areas of humanitarian response; it was also emphasised that affordable access to WASH is a key public health issue, especially in developing countries and in humanitarian crises.

Some of the key recommendations arising out of this session were:

- Support capacity development of diverse SOGIESC communities and CSOs for understanding, engaging in, and leading WASH interventions in humanitarian settings, and support capacity development of WASH actors on diverse SOGIESC needs and capacities.
- In particular, educate WASH actors on GBV experienced by people of diverse SOGIESC.
- WASH actors should work closely with diverse SOGIESC civil society organisations and engage them in hygiene promotion and volunteering.
- Develop standards and principles for diverse SOGIESC inclusion in WASH interventions.
- Consult with diverse SOGIESC communities in the design and location of water points and sanitation facilities, including latrines and bathing areas, and ensure continued communication with diverse SOGIESC communities on where latrines are installed and their design.

## Education

### Facilitators:

*Hunter Gray, UNESCO*

*Jasmine Lee, UNESCO*

*Nicola Upham, Save the Children*

Education is critical to provide a safe environment and give children and youth life-saving skills and support. Education is also an important means of promoting tolerance and conflict resolution, and is therefore critical for economic recovery and social reconstruction. The ultimate goal is to ensure the basic right to education regardless of circumstances by ensuring continued access to quality education during times of disasters. Three pillars to ensure education in

disaster settings are: securing safe learning facilities, leading school disaster management, and promoting risk reduction and resilience in education.

To ensure inclusive humanitarian education for diverse SOGIESC youth and children, key recommendations include:

- Ensure participatory community decision-making in the strategic planning that is inclusive of diverse SOGIESC community representatives.
- Ensure advocacy with the Ministry of Education includes diverse SOGIESC community participation.
- Ensure non-discrimination policy for all groups including diverse SOGIESC at all levels of the education system.
- Establish complaint mechanisms which are trusted to report discrimination and/or violence on the basis of SOGIESC.
- Training on SOGIESC-inclusive education (SOGIESC content is integrated into formal curriculum and non-formal education delivery; SOGIESC sensitisation teacher training)
- Create safe spaces for diverse SOGIESC students that don't require them to reveal the identity if they don't want to.

## Next Steps



Along with this report and its recommendations, two other outputs from the Pride in the Humanitarian System consultation will also guide post-consultation activity: subregional workplans and the Call to Action.

Participants developed four workplans: community-focused subregional workplans for South Asia, Southeast Asia, and the Pacific, and a regional workplan for organisation that range across the Asia and Pacific region. The priority areas for action identified through each workplan were:

- South Asia Community: Capacity building and sensitisation, community preparedness, partnerships/building bridges.

- Southeast Asia Community: Capacity building, research and advocacy, networking and collaboration.
- Pacific Community: Governance, capacity building, system strengthening and accountability, and information management.
- Asia and the Pacific Region: Capacity development, research, and advocacy.

The consultation also led to a Call to Action, coordinated by a committee of community representatives, and which drew heavily on topical and plenary sessions. No Longer Left Behind: SOGIESC Asia and the Pacific Call for Action to the humanitarian system, is an advocacy tool that captures the substance and intent of the consultation.

Members of the steering group — APCOM, APTN, ASEAN SOGIE Caucus, Edge Effect, IPPF, and UN Women — remain committed to advancing diverse SOGIESC inclusion in humanitarian action.



## Endnotes

- 1 This report generally uses diverse SOGIESC to refer to Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ) people, along with other people of diverse genders, sexualities or sex characteristics. Some presentations during the consultation used alternative terminology and acronyms, including Sexual and Gender Minorities (SGM) or variations of the LGBTIQ+ acronym. While there is much debate on terminology, the community Call to Action uses SOGIESC and the consultation heard from people whose cultural or other aspects of their identity are not adequately reflected by variations of the LGBTIQ+ acronym.
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# Annexes

1. Call to Action
2. Action Plans
3. Consultation Schedule
4. References and Useful Resources
5. Glossary
6. Profiles of Organising Partners



# PRIDE IN THE HUMANITARIAN SYSTEM

LGBTIQ Inclusion In The Asia Pacific Humanitarian System

Bangkok | 4 – 7 June 2018



# NO LONGER LEFT BEHIND

SOGIESC Asia and the Pacific Call for Action in the Humanitarian System



## Introduction



We, SOGIESC activists, human rights defenders and CSOs from countries in Asia and the Pacific, have come together in solidarity at the Pride in the Humanitarian System consultation to reflect on our collective experience during humanitarian events and offer the humanitarian system insights from our lived experiences and our unique needs. We have had an opportunity to listen and engage in dialogue with marginalised voices, humanitarian actors and allies, and have developed a call to action. The following is a call upon all actors in the humanitarian ecosystem to meaningfully include and consult with our diverse community members.

Across Asia and the Pacific, there are documented cases of discrimination and heightened vulnerabilities for SOGIESC people in humanitarian responses. Discrimination during disasters and crises has been documented in Fiji, Indonesia, Nepal, the Philippines and Pakistan, among other countries. Punitive laws and criminalisation of SOGIESC people hinders our engagement in the humanitarian system. We urge greater collaboration and direct consultation occur between humanitarian actors and SOGIESC communities. Humanitarian actors and organisations need to prioritize and advocate for decriminalization of SOGIESC if they want to engage us.

We demand that humanitarian assistance must be:

- SOGIESC inclusive and appropriate
- Centered around feminist principles
- Address our communities' specific practical and strategic needs
- Centered on human rights

Understanding the needs of SOGIESC people is critical to address the inequalities we experience during preparedness, response and recovery. All actors of the humanitarian system must be mutually committed, responsible, and accountable to including SOGIESC policies. It is only when we work together that we will achieve a just and equal response to humanitarian crises.



The participants of Pride In The Humanitarian System held in Bangkok, 2018

## We are leaders



Humanitarian coordination should enable a formal, meaningful consultative engagement with SOGIESC groups/networks/families to ensure a SOGIESC and feminist lens is used in the assessment, planning, prioritization, coordination, development, implementation, and monitoring of policies and programs.

We want accountability, participation, and meaningful engagement with SOGIESC organisations and not just a tokenistic top-down approach. In other words, all humanitarian actors must develop policies and good practice guidelines together with SOGIESC communities.

## We must use an SOGIESC and feminist lens in all humanitarian work

The humanitarian system must deploy SOGIESC and feminist leaders; and community organizations, including but not limited to experts, in technical, advisory and decision making roles. The humanitarian system must stop its reliance on gender binary frameworks and adopt more inclusive responses in humanitarian settings.

## We are similar, yet we have unique needs - one size programing doesn't fit all!



Humanitarian responders must consult with and involve SOGIESC people that represent the diversities of our communities. Humanitarian work must acknowledge the intersectionality of each individual, validating the fact that marginalized identities are most at risk, such as those with disabilities, PLHIV, drug users, sex workers, migrant workers, prisoners, children and adolescents, the stateless, the indigenous, religious and ethnic minorities, refugees, asylum seekers, urban poor, and the elderly.

Humanitarian systems must ensure that SOGIESC people and SOGIESC issues such as sexual and reproductive health and rights, human rights, and feminist approaches are included in the gender intercluster. It is critical that the humanitarian system review and address the power relationships and patriarchy within the SOGIESC community to ensure resources and aid are distributed equitably and equally and no one is left behind in decision making.

We urge that humanitarian responses provide immediate financial support to local SOGIESC groups and prioritise those who are already working with local people affected by the crisis. Assisting community organisations financially is critical to utilise, community knowledge and resources to rapidly identify and meet the needs of their community. Furthermore, humanitarian actors must ensure that SOGIESC people are provided with income generation opportunities that are tailored to our needs and capacities to ensure our livelihoods are sustainable.



## **We want to be understood - sensitively collect strategic information**



In order to understand us, humanitarian actors need to educate themselves about sex, gender, sexual, and bodily diversity. Humanitarian systems must recognize diversity exists within our communities, and must collect data on SOGIESC experiences to support their responses. Humanitarian actors must ensure that there will be a representative from each group within the SOGIESC community (or from the SOGIESC spectrum) in any decision making and consultation forum.

Needs assessments must consult with SOGIESC people of all ages, disaggregate data and explicitly address the capacities and needs of our communities. In addition to sensitisation training, it is necessary that service delivery and programmes for SOGIESC people should not rely on data collection alone, as it is not always safe to disclose information on SOGIESC. It is critical that organisations collecting data should have robust do not harm policy and practice.

Humanitarian documentation, tools, and reporting must be inclusive and adaptable to local context. All clusters and humanitarian actors in all thematic areas must be inclusive throughout the whole program cycle. Humanitarian actors must start collecting data and document best practices and strategies from groups that have already organized humanitarian responses.

We demand qualitative data to be done safely to tell our stories, because quantitative data is not enough. We suggest methods of feminist participatory research and storytelling from the SOGIESC community be incorporated to reflect the lived realities and experiences of our communities, especially from LBQ women who face multiple marginalizations.

The results of these methods must be used to formulate policy and best practice for all humanitarian thematic activities.

## **We want to be protected - work to prevent all types of violence against us and within our communities!**

All humanitarian actors must take immediate action to prevent all forms of violence which rapidly increase in the aftermath of a disaster. We call on humanitarian actors to think inclusively to protect those SOGIESC particularly vulnerable to gender based violence (GBV) and sexual violence. Humanitarian organisations, institutions and national governments must review institutional, regulatory/policy and legal frameworks to ensure their responsiveness to violence regarding SOGIESC issues. Humanitarian actors must respond to the needs of the SOGIESC survivors.

## We need specialised programmes - invest in us!



Recovery, relief and rehabilitation efforts must reflect our voices and the vital leadership role we can play in shaping priorities for relief and reconstruction. At Pride in the Humanitarian System, we as SOGIESC activists collaborated with human rights defenders and CSOs from countries in Asia and the Pacific. We urge humanitarian actors to invest in our organisations, our communities, our livelihoods. We urge humanitarian actors to take the following actions:

- Establish a SOGIESC advisor role within OCHA and other humanitarian agencies to ensure that programmes have a SOGIESC inclusive agenda.
- Create a handbook, or a chapter within existing international human rights / humanitarian guidelines, on how to work with SOGIESC persons and include SOGIESC issues in humanitarian responses, including the relief and recovery phase.
- Humanitarian systems must provide updated and relevant courses done in collaboration with SOGIESC community organisations, at regional, national and sub-national level to build capacity of responders in health services, including health-education and other special health care needs of our communities.
- Establish a fund for SOGIESC specific programmes and ensure that SOGIESC organisations have a formal role in the disbursement of those resources.
- Address SOGIESC specific SRHR needs for instance gender affirmative care, ART, etc.
- Ensure that SOGIESC communities have access to relevant, consistent and timely information to make informed decisions.
- Engage the PiHS participants in the development of guidance and integrating SOGIESC in humanitarian planning and response.
- Recruit and capacitate SOGIESC persons as well as the private sector. engagement to be a part of the humanitarian response.



The participant of Pride In The Humanitarian System held in Bangkok, 2018



## Drafting committee members

Yuli Rustinawati - Arus Pelangi

Uzma Yaqoob - Forum for Dignity Initiatives

Gillio Khaleezzi Baxter - VPride Organisation

Small Luk - Beyond the Boundary - Knowing and Concerns Intersex

Ryan Figueiredo - APCOM

Jean Chong and Ryan Silverio - ASEAN SOGIE Caucus

Marli Gutierrez - Asia Pacific Transgender Network

Lieu Anh Vu - ILGA Asia

Isikeli Vulavou - Rainbow Pride Foundation (RPF)



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Planned Parenthood  
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Aid** 

  
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CAUCUS**

 **UN  
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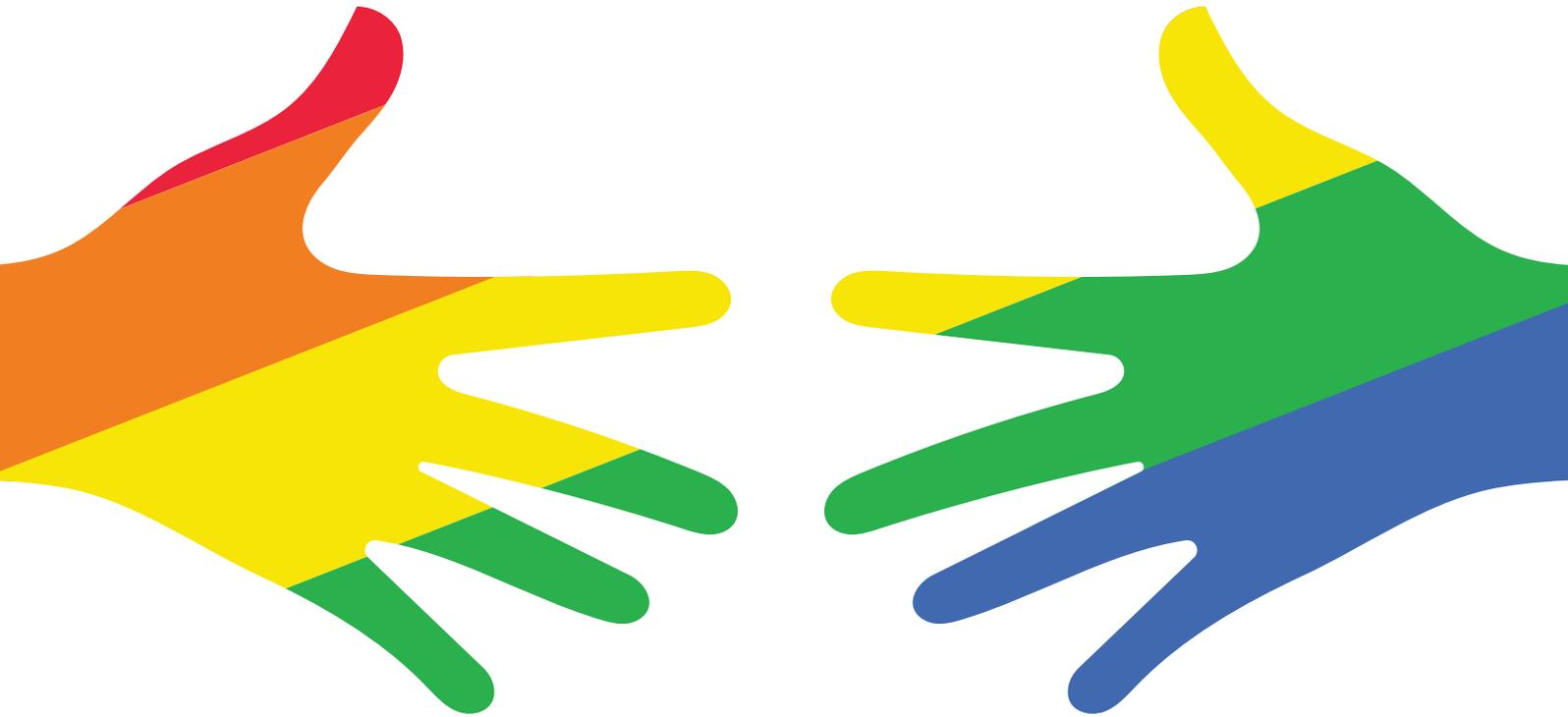
 **ASIA PACIFIC  
TRANSGENDER  
NETWORK**

 **edge  
effect**





**PRIDE** IN THE  
**HUMANITARIAN**  
**SYSTEM**



## Action Plan - Regional Actors

Priority area for action	Actions to be taken	Who to act?	Cross-Cutting Strategies
Capacity development	<p>Regional diverse SOGIESC+ organizations build capacity of humanitarian partners on SOGIESC issues and feminist principles including adapting policies to be diverse SOGIESC friendly and recruiting people of diverse SOGIESC in humanitarian responses.</p> <p>Humanitarian organizations build capacity of regional diverse SOGIESC organizations on DRR, humanitarian preparedness and response in their focus.</p> <p>Establish Communities of Practice (CoP) in SPRINT priority countries – capacity development plans for both</p> <p>To build/ host a Knowledge Sharing Platform (**resource required for hosting, coordination, management of online resource library**)</p>	<p>Plan International IPPF GIHA UNWomen Edge Effect Other regional actors who choose to sign up ...</p>	<p>Create partnerships with humanitarian actors in executing these actions. These actions also support each other e.g. the joint study will identify capacity gaps in both diverse SOGIESC and humanitarian organizations, and provide evidence for policy advocacy.</p> <p>Capacity development of humanitarian partners will also support policy advocacy.</p>
Research	<p>Diverse SOGIESC+ organisations in collaboration with humanitarian partners and UN agencies commission a joint study including situational analysis and best practices feminist participatory action research that mainstreams SOGIESC and gender issues in humanitarian responses. The study shall also identify the gaps in capacity of diverse SOGIESC organizations and humanitarian organizations in Asia.</p>		
Advocacy	<p>Regional diverse SOGIESC organisations advocate with governments, humanitarian groups, diverse SOGIESC community groups, intergovernmental bodies (ASEAN AHA, AICHR) to include SOGIESC issues (both through a gender and feminist lense) in their DRR/ Humanitarian policies.</p> <p>Mapping regional opportunities - Regional consultations including APFSD (March 2019) through APRCEM, HLPF 2019 (feeding into the next CSW), IAC, AMCDRR</p> <p>AMCDRR opportunity to participate and bring visibility to SOGIESC and feminist principles in humanitarian context.</p>	<p>APCOM, ASEAN SOGIESC APWLD, UNFPA, IPPF, Edge Effect</p>	

## Action Plan - South Asia

Priority area for action	Actions to be taken	Who to act?
Capacity Building (Awareness and Sensitisation)	<p>Mapping of relevant stakeholders from diverse SOGIESC and humanitarian networks for sensitisation and awareness – identification of champions/individuals and organisations</p> <p>Sensitisation of humanitarian organisations and government stakeholders at all levels on diverse SOGIESC issues.</p> <p>Capacity support for diverse SOGIESC communities on preparedness, disaster response etc</p> <p>Build on existing mechanisms to facilitate linkages and sustained coordination between CSOs and NDMC.</p> <p>CSOs to integrate humanitarian into their guiding documents/mandates.</p> <p>At all levels- have an advocacy plan how to move forward humanitarian and diverse SOGIESC issues and participation.</p>	<p>Regional APTN/APCOM/ILGA/GiHA lead process but should engage community groups at country level</p> <p>Key Country level CSOs and UN women/ (other agencies) at country level/ IPPF programs</p> <p>CSOs to identify key champions resource people and country level humanitarian systems to provide capacity support (UN Women/IPPF/UNFPA and others)</p>
Community Preparedness	<p>Regional/Country level: Share and adapting existing resources on DRR and community preparedness to reflect needs of diverse SOGIESC communities</p> <p>Mapping of relevant stakeholders from diverse SOGIESC and Humanitarian networks</p> <p>Country level: Campaign on global warming (disaster mitigation for communities) through social media</p> <p>Regional/Country: Use visual media and IEC material on community preparedness to have a broader reach (local language)</p>	<p>Virtual platform so people can provide feedback; UN to support coordination of materials relevant on gender and humanitarian action; Gender and Disaster Networks, Leeds University. SOGIE Human Right Experts can help review materials</p> <p>Country level CSOs (inc Environmental)</p>
Building Bridges	<p>Creating networks between humanitarian and diverse SOGIESC organisations at all levels. Virtual platform to stay engaged after event.</p> <p>At regional: Using existing networks to amplify voice and advocate for participation. E.g. ILGA Asia/ILGA pacific/GiHA</p> <p>Across all levels sharing best practices.</p> <p>Integration of data and indicators on diverse SOGIESC issues into existing system and sharing back of data at all levels for communities to use.</p> <p>Ensure country level dialogues.</p>	<p>Strengthening/capacity supporting identified network of CSOs</p> <p>UN Women with IPPF in (Nepal/Sri Lanka) to support national level consultation.</p> <p>Participants from this event as a starting point.</p>

# Action Plan - Southeast Asia

Priority area for action	Actions to be taken	Who to act?
Capacity Building	<p>Community/Local level:</p> <ul style="list-style-type: none"> <li>• Information</li> <li>• Understanding</li> <li>• Humanitarian and DRR</li> <li>• Resilience</li> </ul> <p>National level:</p> <ul style="list-style-type: none"> <li>• Sensitizing humanitarian actor with SOGIESC</li> </ul> <p>Regional level:</p> <ul style="list-style-type: none"> <li>• Collectively influencing norms and guidelines more inclusive with SOGIESC</li> </ul>	<p><b>LOCAL</b> NGO CSO/diverse SOGIESC communities Local government Service providers Local DRR Faith-based organizations Education sector</p> <p><b>NATIONAL</b> Environment ministry Ministries of education, social affairs, information, women affairs, justice, labor &amp; vocational, health, foreign affairs...</p>
Research and Advocacy	<p>Local level:</p> <ul style="list-style-type: none"> <li>• Collecting quantity data and experience about exclusion of people of diverse SOGIESC before, during, and after emergency.</li> </ul> <p>National level:</p> <ul style="list-style-type: none"> <li>• Conducting research about policy and act of humanitarian actors</li> </ul>	<p>Red Cross NHRIs IFRC National level DRR UN bodies Embassies INGO</p>
Networking and Collaboration	<p>Local level:</p> <ul style="list-style-type: none"> <li>• Connecting and engaging other marginalised groups</li> <li>• Joining local humanitarian alliance, WGs, and contributing.</li> </ul> <p>National level:</p> <ul style="list-style-type: none"> <li>• Ensuring the participation of diverse SOGIESC groups in humanitarian WGs</li> </ul> <p>Regional level:</p> <ul style="list-style-type: none"> <li>• Creating a platform to share best practices and strategies to move forward</li> <li>• Building a movement</li> </ul>	<p>Diverse SOGIESC organizations Private sector Military in some countries</p> <p><b>REGIONAL</b> Regional based NGO UN bodies ASEAN bodies Regional platform SGD</p>

# Action Plan - Pacific

Priority area for action	Actions to be taken	Who to act?
Governance	National level: <ul style="list-style-type: none"> <li>• Dialogue between SOGIESC organizations' &amp; faith-based organizations</li> </ul>	Independent Mediator - [depending on the context] e.g. Tonga - MIA, Vanuatu & PNG - Min of Health
	Sub-regional level: <ul style="list-style-type: none"> <li>• Regional support for National Policy review [DRR, Climate Justice]</li> <li>• Dialogue between SOGIESC organizations' &amp; faith-based organizations</li> </ul>	Pacific Island Forum Secretariat, PIANGO, UN Agencies (esp UN Women) and INGOs working in partnership with SOGIESC org.
Accountability	National level: <ul style="list-style-type: none"> <li>• Participation and advocacy for humanitarian actors [NDMO's, NGO's, CSOs]</li> <li>• Educate LGBTIQ/SOGIESC orgs and community on cluster system</li> <li>• Educate Humanitarian actors about LGBTIQ/SOGIESC</li> </ul> Sub-regional level: <ul style="list-style-type: none"> <li>• Participation an advocacy in the humanitarian architecture</li> </ul>	Stakeholders, Government Institutions, National Cluster Leaders
System Strengthening & Accountability	Dialogue between LGBTIQ organisations and faith based organisations <ul style="list-style-type: none"> <li>• Making cluster system more responsive to LGBTIQ pre, during and post disasters.</li> <li>• Build relationships with clusters as pre preparedness</li> </ul>	Interfaith Groups [ECREA, Pacific Disability Forum, Samoa - National Council of Churches ]
	Sub-regional level: <ul style="list-style-type: none"> <li>• Dialogue between LGBTIQ organisations and faith based organisations</li> <li>• Build sustainable relationships with INGO's/CSO's</li> </ul>	Pacific Council of Churches Donors and partners [UN Agencies, INGOs', PYC, PIANGO, PIFS, PSGDN]
Information Management	National level and subregional level <ul style="list-style-type: none"> <li>• Good data collection [e.g - protection concerns] and information management</li> </ul>	Academic & Research institutions, INGO's, Governments, UN Agencies

# Consultation Schedule -- Day 1 -- Monday 4 June

Time	Session	Speaker/facilitator
8:30	Registration	
9:00	Welcome and opening remarks from the organising committee	Ryan Figueiredo, APCOM Joe Wong, APTN
9:15	Scene setting: stories and exclusion	Lana Woolf, Edge Effect
9:45	What is humanitarianism?	Emily Dwyer, Edge Effect Matthew Kusen, IPPF
<b>BREAK</b>		
11:00	How is the humanitarian system supposed to work?	Matthew Kusen, IPPF Emily Dwyer, Edge Effect
<b>LUNCH</b>		
1:30	Disaster strikes: walkthrough of preparedness and response activities and opportunities to engage	Stewart Davies, OCHA Emily Dwyer, Edge Effect Vaito'a Toelupe, Samoa Fa'afafine Association Manisha Dhakal, Blue Diamond Society Roxanne Doron, Bisdak Pride
2:30	How do we organize ourselves and build a movement? One that includes the diversity under the rainbow?	Ryan Figueiredo, APCOM Yuli Rostinawati, Arus Pelangi Jean Chong, Sayoni & ASEAN SOGIE Caucus Matcha Phorn-in, Sangsan Anakot Yaowachon Joe Wong, APTN Lieu Anh Vu, ILGA Asia
<b>BREAK</b>		
3:45	How do we tell our story/advocate effectively?	Lana Woolf, Edge Effect
5:00	Call to Action drafting	

## Consultation Schedule -- Day 2 -- Tuesday 5 June

Time	Session	Speaker/facilitator
8:30	Registration	
8:45	Welcome and opening remarks	Anna-Karin Jatfors, UN Women Anna Gilchrist, DFAT Joe Wong, APTN
9:00	Setting the scene and who is here?	Markus Werne, OCHA Ryan Figueiredo, APCOM
10:00	Case studies: exclusion of people of diverse SOGIESC in humanitarian settings	Emily Dwyer, Edge Effect Roxanne Doron, Bisdak Pride Elyn Bhandari, Blue Diamond Society Isikeli Vulavou, PSGDN
<b>BREAK</b>		
11:30	How does diverse SOGIESC exclusion in humanitarian response relate to everyday criminalization, discrimination and marginalization? Where do community strengths fit in?	Joe Wong, APTN Cruella Kingnukuturn, Tonga Leitis Association Matcha Phorn-in, Sangsan Anakot Yaowachon Esan Regmi, Blue Diamond Society Chakkrid Chansang, IRC Nicholas Booth, UNDP
<b>LUNCH</b>		
1:30	Operationalising humanitarian response from a diverse SOGIESC perspective	Smriti Aryal, UN Women Prim Devakula, UN Women
2:30	People of diverse SOGIESC are missing from assessments and planning - how do we gather and manage data better?	Smriti Aryal, UN Women Emily Dwyer, Edge Effect
<b>BREAK</b>		
4:00	Accountability and local knowledge	Ryan Silverio, ASEAN SOGIE Caucus Uzma Yaqoob, Forum for Dignity Initiatives Nguyen Hai Yen, Women Who Make A Difference Cristina Lomoljo, BIRTH-DEV Matcha Phorn-In, Sangsan Anakot Yaowachon Roxanne Doron, Bisdak Pride
5:00	Call to Action drafting	

# Consultation Schedule -- Day 3 -- Wednesday 6 June

Time	Session	Speaker/facilitator
8:45	Recap and Call to Action Update	
9:00	Transformative partnerships	Ryan Figueiredo, APCOM Lieu Anh Vu, ILGA Asia
10:00	Thematic sessions - part one	
	<i>Disaster Preparedness</i>	Haruka Yoshida, UNISDR Prim Devakula, UN Women
	<i>Health</i>	Salil Panakadan, UNAIDS April Pham, GenCap
	<i>Gender Based Violence</i>	Michiyo Yamada, UNFPA Matthew Kusen, IPPF
	<i>Shelter</i>	Edward Benson, UNHCR
	<i>Protection</i>	Rochelle Braaf, UN Women Isikeli Vuvalou, Pacific Sexual Diversity Network
<b>BREAK</b>		
11:30	Thematic sessions - part two	
	<i>Sexual and Reproductive Health and Rights</i>	Maria Holtsberg, IPPF Matthew Kusen, IPPF
	<i>Food and Cash</i>	Felicity Chard, WFP Ralph Ofuyo, WFP
	<i>Water, Sanitation and Hygiene</i>	Syed Hasnain Ali Abbas, Oxfam
	<i>Education and Child Protection</i>	Hunter Gray, UNESCO Jasmine Lee, UNESCO Nicola Upham, Save the Children
<b>LUNCH</b>		
1:30	Gender, SOGIESC, Disability, and Intersectionality	Maria Holtsberg, IPPF Prim Devakula, UN Women Durga Sob, Feminist Dalit Organization Nepal Supaanong Panyasirimongkol, Asia and the Pacific Development Center on Disability
2:30	Self-organised sessions	Ramil Anosa Andag, APCOM
	<i>Youth</i>	Fale Lesa
	<i>Intersex</i>	Small Luk
	<i>Feminist perspectives</i>	Jean Chong and Lini Zurlia
	<i>Feminist research and data</i>	Matcha Phorn-in
	<i>Humanitarian Q&amp;A</i>	Organising Committee
<b>BREAK</b>		
4:00	Regional action plan discussions	Pacific, South Asia, Southeast Asia and cross-regional
5:00	Call to Action drafting	

## Consultation Schedule -- Day 4 -- Thursday 7 June

Time	Session	Speaker/facilitator
8:45	Recap and Call to Action Update	
9:00	Call to Action Review & Input	All participants
10:00	<i>Finalisation of Call to Action</i>	Drafting committee
	<i>Finalisation of regional/national planning</i>	Other participants
<b>BREAK</b>		
11:20	Presentation of Regional and National Planning	Ryan Silverio, ASEAN SOGIE Caucus
11:55	Final Plenary and presentation of Call to Action	
12:25	Closing remarks	Katherine Mafi, IPPF/Tonga Family Health Association Emily Dwyer, Edge Effect
<b>LUNCH</b>		

# References and Useful Resources

## International commitments and conventions

- World Humanitarian Summit
- Sendai Framework for Disaster Risk Reduction
- Convention on the Elimination of All Forms of Discrimination Against Women

## IASC Resources

- IASC (2017). Gender Handbook for Humanitarian Action.
- IASC (2015). Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action.

## Good Practices and Guides

- Asia-Pacific Gender in Humanitarian Action Working Group (2017). Integrating gender into humanitarian action: Good practices from Asia-Pacific 6, LGBTIQ Rights and Inclusion
- Iwate Rainbow Network (2016). Rainbow disaster risk reduction and management guide
- Oxfam (2013). Gender Issues in Conflict and Humanitarian Action.

## Reports

- A. McSherry, E. Manalastas, J. C. Gaillard, S. M. Dalisay (2015). From Deviant to Bakla, Strong to Stronger: Mainstreaming Sexual and Gender Minorities into Disaster Risk Reduction in the Philippines. *Forum for Development Studies* 42:1, 27-40
- Gaillard, J.C. et al. (2017). “Beyond Men and Women: A Critical Perspective on Gender and Disaster.” *Disasters*, vol. 41, no. 3, pp. 429-447.
- UN Women (2016). Promoting and Protecting the Rights of Lesbians, Bisexual Women, Transgender and Intersex Persons.
- Dwyer and Woolf (2018). *Down by the River: Addressing the Rights, Needs and Strengths of Fijian Sexual and Gender Minorities*, (Edge Effect, Oxfam and Rainbow Pride Foundation).
- World Bank (2016). Investing in a research revolution for LGBTI inclusion.
- Rumbach, J. & K. Knight (2014) *Sexual and Gender Minorities in Humanitarian Emergencies*. In *Issues of Gender and Sexual Orientation in Humanitarian Emergencies*, Springer International Publishing.
- Humanitarian Advisory Group, VPride (2018). *Taking Sexual and Gender Minorities Out Of The Too-Hard Basket*.
- UNHCR (2015). *Protecting People of Diverse Sexual Orientations and Gender Identities*

## Articles

- Cristobal, Ging (2013), “Typhoon in the Philippines: Equality Amidst Adversity”
- Azusa Yamashita (2012). “Beyond Invisibility: Great East Japan Disaster and LGBT in Northeast Japan”
- International Alert (2016). Building Back Better or Restoring Inequalities? Gender and conflict sensitivity in the response to Nepal’s 2015 earthquakes. Available at <http://www.international-alert.org/publications/building-back-better-or-restoring-inequalities>
- Kyle Knight (2016), *LGBT People in Emergencies – Risks and Service Gaps*, Human Rights Watch

## Glossary<sup>5</sup>

Ally	A person who is not part of a sexual or gender minority, but who consistently acts in solidarity.
Aravani	A third gender group within Indian society, that may or may not also identify as transgender.
Bakla	A third gender group within Phillipines society, that may or may not also identify as transgender. Note this term may be considered offensive, consider transpinoy.
Bisexual	A person whose sexual orientation may involve people of different gender identities.
Chosen family	A group of people who are emotionally close and consider each other 'family' even though they are not biologically or legally related. <sup>1</sup>
Cisgender	A person whose gender identity is consistent with their sex assigned at birth.
Cisnormative/ Cisnormativity	The assumption that all people are cisgender, and the organisation of the world on the basis of that assumed norm.
Cluster system	A global and national system for coordinating government and non-government humanitarian actors, around a set of thematic areas. Organisations that are members of thematic clusters have specialised capacity in those areas, coordinate policy and practice development as a group, and coordinate in emergency situations to maximise effectiveness.
Fa'afafine	A third gender group within Samoan society, that may or may not also identify as transgender.
Gender binarism	The stereotypical categorisation of gender into two categories of women and men and the organisation of the world on that basis of that assumed norm.
Gender non-binary	A person whose gender identity is on the spectrum of femininity and masculinity, but who does not identify as either a woman or a man.
Gay	A person whose gender identity is male, whose sexual orientation is toward other people whose gender identity is male. Gay may also be used as an umbrella term to refer to all homosexual people regardless of their gender identity.
Gender diverse	Used as an umbrella term in this report for people who are 'gender non-conforming', 'gender queer', 'gender neutral', 'third gender' or whose gender identity and/or gender expression does not accord with binary norms in other ways.
Gender expression	"A person's ways of communicating culturally-defined traits of masculinity or femininity (or both, or neither) externally through physical appearance (including clothing, accessories, hair styles, and the use of cosmetics), mannerisms, ways of speaking, and behavioural patterns in interactions with others." <sup>2</sup>
Gender identity	"Each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if personally chosen, modification of bodily appearance or function by medical, surgical, or other means), and other expressions of gender, including dress, speech and mannerisms." <sup>3</sup>
Heteronormative/ Heteronormativity	The assumption that all people are heterosexual, and the organisation of the world on that basis of that assumed norm.

# Glossary

Heterosexual	A person whose sexual orientation is toward people of the opposite gender identity as themselves (assuming binary gender norms) .
Homosexual	A person whose sexual orientation is toward people of the same gender identity as themselves.
Intersex	A person born with physical sex characteristics (including genitals, gonads or chromosome patterns) that do not align with medical and social norms for female or male bodies. <sup>4</sup>
Lateral violence	Violence or discrimination directed against other members of a minority group, reflecting fragmentation, trauma and infighting within minority groups (rather than focused attention on oppressors).
Lesbian	A person whose gender identity is female, whose sexual orientation is toward other people whose gender identity is also female.
Pathologisation	A term used to describe the institutional classification of transgender people as mentally ill, often as a mandatory step in a medicalised process to confirm their gender identity.
Queer	A reclaimed term increasingly used as an umbrella term for people of all kinds of sexual and gender diversity, and sometimes used to imply a more radical political perspective. ‘Queering’ may also refer to acts outside of sexual and gender diversity issues, where a binary or norm is challenged. Queer has also been used as a slur, predominantly against gay men, and is still understood as a slur by some gay men. For this reason the term queer is avoided in this report where possible.
Sendai framework for disaster risk reduction	A global blueprint for resilient development and disaster preparedness, covering the period 2015-2030.
Sex assigned at birth	“The sex to which a person is assigned at, or soon after birth. This assignment may or may not accord with the individual’s own sense of gender identity as they grow up.” <sup>2</sup>
Sex binary	The stereotypical categorisation of bodies as male or female, based on sex characteristics, and the organisation of the world on the basis of that assumed norm.
Sex characteristics	Genetic, hormonal and anatomical characteristics of bodies, configurations of which are used for stereotypical categorisation of bodies as male and female.
Sexual orientation	“A person’s capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different gender or the same gender, or more than one gender.” <sup>3</sup>
Third gender	A person who has a gender identity that is neither female or male. Third gender people may also demonstrate fluidity within their gender identity and may occupy social roles typically associated with one or more gender identities. Third gender identities are usually culturally specific, and third gender people may or may not identify as transgender. Some third gender groups are specifically identified in this glossary (Aravani, Bakla, Fa’afafine, Vakasalewalewa, and Waria) as they are referenced in the report text, however there are many more third gender groups.
Transgender	A person who identifies themselves “in a different gender than that assigned to them at birth. They may express their identity differently to that expected of the gender role assigned to them at birth. Trans/transgender persons often identify themselves in ways that are locally, socially, culturally, religiously, or spiritually defined.” Some transgender persons are binary, their gender identity being the opposite to that assigned at birth, while others may identify as non-binary trans masculine, non-binary trans feminine or in other ways. Transgender is sometimes used as a broader umbrella term including those whose gender identity matches their sex assigned at birth, but whose gender expression is at variance with social norms or who otherwise challenge gender norms in their behaviour. <sup>2</sup>

## Glossary

Trans man	A transgender person assigned female sex at birth, but whose gender identity is male.
Trans woman	A transgender person assigned male sex at birth, but whose gender identity is female
Vakasalewalewa	A third gender group within Fijian society, that may or may not also identify as transgender.
Waria	Transgender and third gender people within Indonesian society (note: transpuan may be preferred).

1. Adapted from <https://complicatingqueertheory.wordpress.com/queer-families/chosen-family/>
2. Asia Pacific Transgender Network
3. Yogyakarta Principles
4. Adapted from the Organisation Intersex International - Australia website: <https://oii.org.au/18106/what-is-intersex/>
5. Adapted from Down by the River: Addressing the Rights, Needs and Strengths of Fijian Sexual and Gender Minorities, (Edge Effect, Oxfam and Rainbow Pride Foundation), with review and additions by the organising committee.

# Organising Partners

## **APCOM**

APCOM is a regional organization that represents a diverse range of interests working together to advocate, highlight and prioritise health and human rights issues that affect the lives of SOGIESC persons in Asia and the Pacific. APCOM's work is focused on empowering these communities by strengthening advocacy, forging innovative partnerships, building new leadership, democratising strategic information and amplifying community voices at the regional level. APCOM is also committed to work with intersectional approaches and this is reflected in its special initiatives portfolio. APCOM in partnership with the International Planned Parenthood Federation, UN Women, UNFPA and ICRC and IOM is working to ensure the inclusion and participation of SOGIESC persons and communities in humanitarian settings; especially across the DRR, response and recovery spectrum

## **APTN**

Asia and the Pacific Transgender Network (APTN) provides a platform for trans and gender diverse people to engage in community-to-community learning, build organisational capacity through workshops, and develop programme planning, implementation and evaluation of projects. Since its founding in 2009, APTN has published several key reports, policy and technical briefs, in partnership with other community-based groups and multilateral organisations, that have been used to inform policy and laws.

## **ASEAN SOGIE Caucus**

ASEAN SOGIE Caucus is a regional network of human rights defenders advocating for the protection, promotion and fulfillment of the rights of all persons regardless of sexual orientation, gender identity, gender expression and sex characteristics (SOGIESC). The organization envisions a SOGIESC-inclusive ASEAN community. Its work entails supporting local groups and activists in undertaking evidence based advocacy through conduct of trainings and provision of technical support. ASC creates spaces for diverse SOGIESC activists to interact with human rights mechanisms such as through advocacy dialogues and engagement in human rights reporting processes. ASC works in partnership with Arcus Foundation, UNDP Being LGBTIQ in Asia Program and Outright Action International.

## **Edge Effect**

Edge Effect supports genuine partnerships between humanitarian and development organisations and people of diverse SOGIESC (aka sexual and gender minorities or LGBTIQ+ people) and the CSOs within their communities. We undertake:

- training with international humanitarian and development actors on inclusion of people of diverse SOGIESC in their programs.
- organisational support in solidarity with diverse SOGIESC CSOs and community networks within those communities, as they engage with humanitarian and development actors.
- participatory research to support humanitarian and development program design, and policy and good practice guidance.
- project cycle support through assessment, design, implementation and evaluation phases.

Edge Effect works globally from its base in Australia on the land of the Taungurung People of the Kulin Nation, and we pay respect to all elders past, present and emerging. Always was, always will be, Aboriginal land.

## **IPPF**

IPPF is the world's largest network of sexual and reproductive health service providers and advocates, working across 170 countries globally. The Federation is made up of locally-owned, autonomous civil society organizations that offer a broad range of SRH services, and promote sexual and reproductive rights through advocacy work at local, national, regional and global levels. IPPF's Humanitarian Programme provides a distinctive model for SRHR in crisis that connects key elements of humanitarian action (prevention, preparedness, response, recovery and resilience) with long-term, equitable development. Before a disaster strikes, we work with our Member Association to ensure access to sexual and reproductive health in emergencies is integrated throughout national disaster risk management and Sexual and Reproductive Health policies. During a humanitarian response, IPPF mobilises its resources and serves as first responders to provide life-saving SRH services, information and referral pathways. IPPF's humanitarian work is guided by gender equality continuum based on policies that seek to transform gender relations to promote equality. Further, the humanitarian program is driven

by an inclusion agenda which includes working with Member Associations to ensure LGBTIQ components are integrated in localized response work. Gender and inclusion guidance is provided to Member Associations, based on the understanding that investing in gender equality and inclusion is essential both as a means for fulfilling SRHR in emergencies and as an end in itself. We are currently funded by Australia's Department of Foreign Affairs and Trade to respond to natural disasters and conflict settings predominantly in the Asia and the Pacific Region, and increasingly by other donors to respond to emergencies in other regions, including fragile contexts.

### **UN Women**

UN Women is the UN organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. UN Women supports UN Member States as they set global standards for achieving gender

equality, and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards. It stands behind women's equal participation in all aspects of life, focusing on five priority areas: increasing women's leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender equality central to national development planning and budgeting. UN Women also coordinates and promotes the UN system's work in advancing gender equality.





The Pride in the Humanitarian System Consultation is supported by the Australian Government. This publication has been funded by the Australian Government through the Department of Foreign Affairs and Trade. The views expressed in this publication are the authors' alone and are not necessarily the views of the Australian Government.