

LOCAL REACH GLOBAL IMPACT

from describing our realities
to taking collective action



GLOBAL EQUALITY FUND
equality | advocacy | dialogue | protection

JOHANNESBURG
2 – 6 MARCH 2020

Hilton

Other
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Acronyms and Abbreviations

AFE	Arab Foundation for Freedom and Equality
AJWS	American Jewish World Service
APTN	Asia Pacific Transgender Network
CFR	Code of Federal Regulations
COC-Netherlands	Cultuur en Ontspanningscentrum
DRL	Democracy, Rights and Labor Bureau of the US Department of State
FCTR	Federal Cash Transaction Report
FFR	Federal Financial Report
GEF	Global Equality Fund
GIN	The Global Interfaith Network
HRAPF	Human Rights Awareness and Promotion Forum
ICJ	International Commission of Jurists
IFES	International Foundation for Electoral Systems
IIREHR	The International Institute for Race, Equality and Human Rights
ILGA-EUROPE	International Lesbian, Gay, Bisexual, Trans and Intersex
ILMS	Integrated Logistics Management System
ITF	International Trans Fund
IWPR	Institute for War and Peace Reporting
NBI	National Business Initiative
NCD	Hetura National Capital District Commission
NDI	National Democratic Institute
NGO	Non-Governmental Organisation
NOFOs	Notices of Funding Opportunities
OutRight	OutRight Action International

PITTs	Performance Indicator Tracking Tables
PMS	Payment Management System
SALC	Southern Africa Litigation Centre
SAMS	State Assistance Management System
SDGs	Sustainable Development Goals
Sida	Swedish International Development Agency
TBD	To Be Determined
UHAI EASHRI	East African Sexual Health and Rights Initiative
UN	United Nations
UNDP	UN Development Programme



1 Executive Summary

The Global Equality Fund (GEF) is a public-private partnership that supports innovative civil society programs that promote and protect the human rights of LGBTI people around the world. The GEF's global reach is significant, empowering groups and activists in more than 90 countries. Drawing its strength from the support and partnership of a strong international coalition of like-minded governments, businesses and foundations, the GEF amplifies local LGBTI voices and movements to catalyze positive change.

The first ever Global Equality Fund (GEF) Stakeholders Workshop brought together global leaders in lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI+) activism for a week of robust engagement, purposeful deliberation and collaborative exchange in Johannesburg, South Africa. The workshop was a unique opportunity for different actors to connect, engage and strategize on securing the human rights of LGBTQI+ people globally. Participants met over four days, engaging in a schedule of speeches, discussions, small-group work, trainings and opportunities for applied learning and networking.

The intention of the workshop was to give space for strategic sharing, learning, and community development among GEF partners and implementers. During this time, implementers shared experiences of activism within local contexts and illustrated how support from the GEF enabled their efforts. Participants collaboratively assessed strategies, considered opportunities for improvement, learned about best practices regarding grants and compliance measures and strengthened relationships among implementers and GEF partners, among other activities.

The GEF convened the workshop, with help from co-hosts, the Other Foundation and Hilton. GEF partners in attendance included representatives of the governments of the United States, Sweden, Iceland, the Netherlands, Norway, Australia, Canada, Finland and Germany, and staff members from Deloitte and Hilton. Additional attendees came from: Algeria, Argentina, Bangladesh, Belgium, Botswana, Canada, Colombia, Costa Rica, Germany, Ghana, Jamaica, Japan, Kenya, Kyrgyzstan, Lebanon, Malawi, Myanmar, Nepal, the Netherlands, Nicaragua, Nigeria, Pakistan, Papua New Guinea, South Africa, Sweden, Thailand, Uganda, the United States and Zambia.

During the workshop, participants considered and shared key takeaways from their work and partnership with the GEF. Many of these takeaways addressed considerations for advocacy and programming. For example, participants unpacked questions about how to achieve global impact through local reach. Many expressed that the work done across the world in LGBTQI+ spaces is changing narratives already in the face of difficult and challenging conditions for human rights defenders (HRDs). Participants sought to center the experiences of HRDs working 'on the ground,' and in support of diverse communities with their own specific needs, considerations, and approaches. Participants expressed how this work, in turn, enables cross-border collaborations, resource mobilization and alliance formation. HRDs shared how, as they

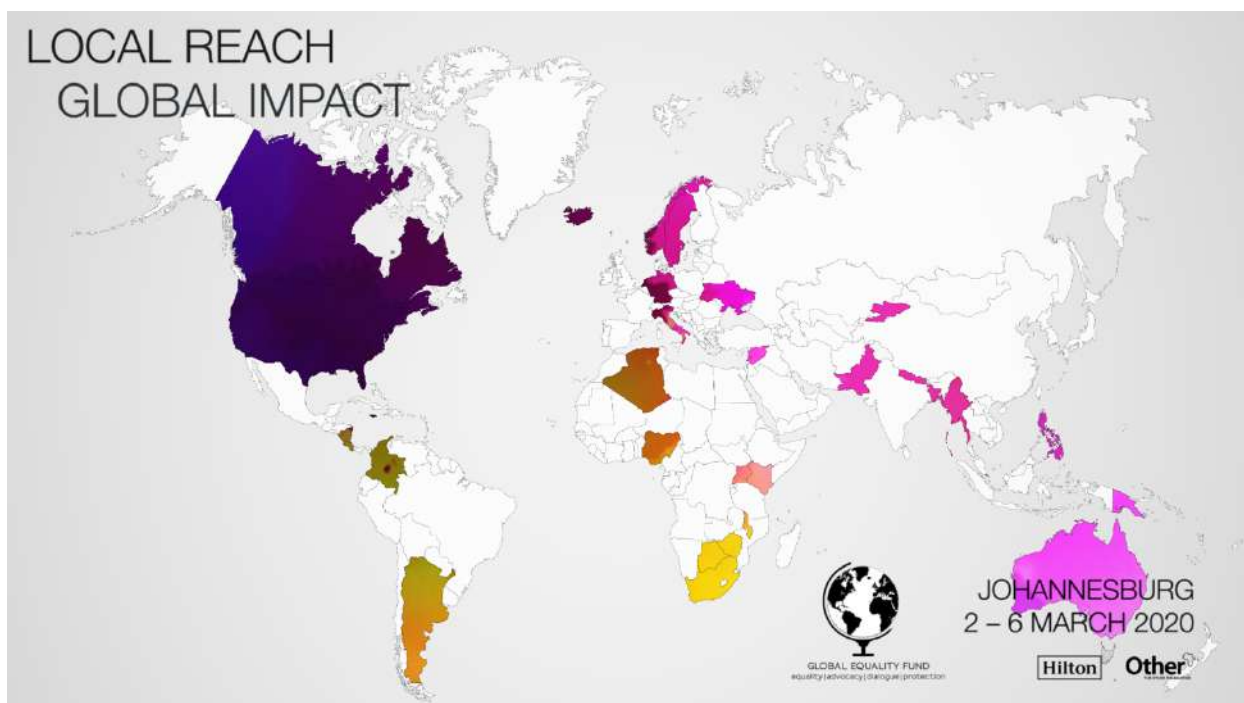
continue to make significant progress, resistance and push-back against the movement has also intensified.

Another topic that participants addressed in detail, drawing important takeaways, included the sustainability of programming and investing in HRDs. Participants acknowledged that the wellbeing of HRDs, and the organisations they are part of, for example, significantly affects the shape of LGBTIQI+ activism and will in the years to come. There were robust discussions on how best to ensure individual and organisational wellbeing for those doing often difficult and sometimes dangerous human rights work. Forging collaborative relationships that place wellbeing at the centre was considered as a way to sustain GEF programming and advance the “local reach, global impact” agenda.

The importance of mainstreaming LGBTIQI+ human rights within broader human rights discourse and movement spaces as allies cannot be understated. Intersectional approaches were noted as enabling recognition of common areas of struggle and connection to broader social justice efforts such as making connections between LGBTIQI+ inclusion, business, climate change, religion and migration. Intersectionality also enables understanding the interconnectedness of such factors as economic inclusion, mobility, issues of security, and other areas of human rights.

During the workshop, participants also considered and shared key takeaways regarding how to effectively partner with the GEF and other LGBTIQI+ donors. For example, participants described how achieving global reach through LGBTIQI+ programming requires ongoing investment, the building of collaborative relationships, and intentionally encouraging sharing and learning between GEF stakeholders. Participants strategized on how both donors and civil society actors can best implement lessons learned and ideas shared about the inclusion, wellbeing and security of HRDs and their organisations as central to sustainability and impact.

The content of the workshop’s deliberations will now be used to strategically inform GEF resources for ongoing and new programming, inclusive of the needs of all LGBTIQI+ communities. This is intended to improve administrative efficiency through investment in and raising awareness of administrative requirements and procedures and enhancing safety and security practices amongst GEF implementers. Collectively, GEF partners and implementers will aim to take the breadth of lessons, skills, knowledge and relationship gained at this first Stakeholders Workshop to further improve, ground, and expand their critical work to secure the rights of LGBTIQI+ people around the world.



2 Keynote Address: Victor Madrigal-Borloz

Local activists must drive the choice of instruments – the tactical approach – and feed into the strategic approach of any coalition effort.

– Victor Madrigal-Borloz



The keynote address by the UN Independent Expert on Protection Against Violence and Discrimination based on Sexual Orientation and Gender Identity (SOGI), Victor Madrigal-Borloz, which highlighted the need for the LGBTQI+ movement to commit to collective action that goes beyond describing problems and works towards solving those problems, set the tone for the gathering. Madrigal-Borloz offered his views on the challenges and opportunities for the

global movement for the human rights of LGBTQI+ people, noting that it is essential for LGBTQI+ human rights and other human rights-centred activism to together create a “common language in light of shared challenges.”

Madrigal-Borloz noted that as additional states recognize the need to focus on the human rights of LGBTQI+ people, deliberate and strategic engagement with the office of the Independent Expert has the potential to create new opportunities to amplify the work and voices of HRDs and organizations in the LGBTQI+ sector. He advised that one of the greatest risks in this “movement of movements” is the “fallacious reasoning” that separates LGBTQI+ human rights from other human rights. Madrigal-Borloz acknowledged that the fightback from anti-rights groups is intensifying and that this in part is a result of the gains made by the LGBTQI+ movement. He argued that in a world characterised by division and polarity, the LGBTQI+ movement should actively seek out allies and connections in more sectors of society.

A key theme Madrigal-Borloz engaged with was the inherent power that lies in data, in particular the ability of the LGBTQI+ movement to produce evidence, map trends, and track data that allows for empirically-based recommendations and policy-based interventions to respond to violence based on sexual orientation, gender identity and expression and sex characteristics (SOGIESC). “The language of data is essential”, Madrigal-Borloz noted. “Research and evidence are at the heart of this mandate,” he emphasized. While data has the ability to shift the mind-sets and the programmatic focus of governments and international actors, the most comprehensive data available is produced by, and focused on, the Global North, with very little from the Global South. This gap needs to be acknowledged and addressed to avoid the dangers that come from poorly informed decision-making.

Madrigal-Borloz advocated ‘coalition thinking’ and broad-based coalitions as critical to advancing this movement. He also directed attention towards local contexts. Madrigal-Borloz noted that it is essential to pay attention to local HRDs and the nuanced contexts in which they work. This will inform context-appropriate interventions because a “one size fits all” approach does not work. Communication within the movement and with progressive groups outside of the sector is key for ensuring impact. He noted that gatherings such as the GEF stakeholder workshop can enable the creation of opportunities for collaborative action.



3 Global Trends: How GEF Partners are Addressing Challenges and Opportunities

The intention of this plenary panel was to set the tone for the meeting by naming and exploring the opportunities and challenges faced by HRDs in different contexts, to illustrate not only where organisations are having impact but to also consider what is needed to continue the momentum for securing the human rights of LGBTQI+ people globally.

We find ourselves working to defend progress rather than expand progress because of the rise in religious fundamentalism and the resulting backlash toward the LGBTQI+ community.

– Panellist

The above quote captured the experiences shared by a number of panellists, for whom the journey of building movements and resisting human rights abuses has been consistently met with significant resistance and threats. For one panellist, it has been step-by-step, strategic and well-managed organizing that has led to progress. Approaches to organizing were informed by needs assessments and frequent conversations to ensure buy-in and participation towards growth and sustainability.

Panellists noted that shared challenges across regions relate to issues of safety and security for HRDs. Where threats are detected early, it has been easier to plan effectively. For example, one organization uses its unique database tracking of LGBTQI+ homicides among those in the general population to raise awareness of hate crimes.

Moves towards broad-based revolutions in multiple states present a mix of potential challenges and opportunities for LGBTQI+ movements. Political instability has a direct impact on the efficacy of LGBTQI+ programming and instability has led to challenges such as high numbers of LGBTQI+ refugees who present with distinct security needs, which organizations may not be readily equipped to address. "You can never work with one strategy," noted a panellist. "You always have a plan A, B, C, D, etc." In another context, constant shifts in the political sphere have required LGBTQI+ activists to choose sides. Many activists see their struggle for LGBTQI+ human rights connected with broader democratic struggles. Building alliances within some political movement has, at times, also created risks for HRDs, as when such a movement fails and impedes engagement with incumbent regimes and other movements.

The closing of civic space continues to be a challenge for HRDs and organisations defending human rights globally. Government interference, for example, has resulted in HRDs basic functions being interrupted, such as the transferring of funds to organizations, and in severe cases it has resulted in state-initiated or sanctioned abuse and violence against HRDs. Strategies to address such challenges can never take a 'one size fits all' approach, as they need to be appropriate to the specific realities of a particular context. It was noted, for example, that a gap created by taking a regional approach to challenges can mean smaller states and movements are forgotten. Data and stories from smaller states are vital to ensuring their voices and struggles are heard and not lost. Civil society often has to fill gaps left by governments in both service delivery and securing human rights.

Disunity within the LGBTQI+ movement, particularly the isolation and exclusion of issues affecting transgender and intersex people and a lack of collective action on these issues, is a

notable challenge globally. Throughout the world, transgender people are specifically at heightened risk of suicide, which is only made worse by political unrest and violent conflict. In one South Asian country, for example, there is little distinction between transgender and intersex people. Abuse of transgender people, such as public disrobing is still frequently practiced, stripping transgender people of their dignity.

Another ever-growing threat comes from rising fundamentalism within religious groups. HRDs experience significant trauma at the hands of such groups. A global campaign from the religious right, not only against LGBTQI+ people but also democratic institutions, is another ongoing global challenge. An important strategy to blunting the impact of this campaign has been for LGBTQI+ movements to engage with religious groups and institutions. Panellists argued that there is a need for flexible funding to address multiple attacks on democracy and to enable collaboration on shared struggles with other movements. New sources and avenues of funding are needed in order to reduce reliance on 'the usual sources of funding.'



3.1 Key Takeaways

Working with allies such as other HRDs, progressive religious groups and women's movements is inspiring hope for building progressive movements for change. This reality underlines the importance of working in concert with allies to embrace positive opportunities and ensure common understandings of each other's challenges, towards sustaining each other and working together on common issues, in solidarity.

International advocacy is creating ripple effects at the national level, showing willingness for engagement. Engaging with bodies such as the United Nations is showing promise for action globally.

Connecting LGBTQI+ issues to broader politics locally, nationally and globally is another opportunity for progressive collaboration and positive change. Embracing citizenship and its rights is another strategy that some participants considered to be helpful for building alliances with journalists and leaders from other sectors, including progressive religious leaders. The LGBTQI+ movement cannot succeed without embracing intersectionality.

Building movements for change takes time. One participant noted that "we are changing the world and not just responding to indicators." This was a reminder to both donors and the movement to remember the common objectives that inform common efforts. Flexibility allows

the work to be centered on community voices. Flexibility is needed in this moment of accelerated backlash, in order to adjust and respond to changing realities as they occur.

4 Global Equality Fund Strategic Framework Breakaway Sessions

The Global Equality Fund Strategic Framework was developed in consultation with GEF partners, implementers and other stakeholders to ensure that GEF is accountable to the LGBTQI+ movement in its efforts to advance the human rights of LGBTQI+ people around the world.

Breakaway sessions gave GEF-supported civil society organizations an opportunity to discuss their related work and how they measure the impact of this work.

The GEF Strategic Framework pillars organize and contextualize key programmatic work in support of the human rights of LGBTQI+ people. They are:

- Access to justice: The human rights of LGBTQI+ people are acknowledged and protected through inclusive and affirming laws and policies, which are fairly and consistently implemented and enforced.
- Freedom from violence: LGBTQI+ individuals, organizations and communities feel safe and secure from all forms of violence, including threats, intimidation, harassment, abuse and psychological or physical harm.
- Empowered and Inclusive Movements: Movements and organizations are capable of effective activism and reflect and elevate their full diversity, including diversity of sexual orientation, gender identity and expression and sex characteristics.
- Social inclusion: The LGBTQI+ community is included and engaged in economic and human development equally with other members of society.

4.1 Breakaway Session: Access to Justice

Using the institutions of justice, whether informal, local, regional or global, is vitally important in building the strength of these institutions in bringing justice to all people.

– GEF stakeholder workshop participant

When talking about accessing justice, participants noted that context is vital. In some countries, there are institutions and laws that support justice for LGBTQI+ people and in others there are no mechanisms. Understanding the context in which HRDs and organizations work enables the implementation of successful strategies. For example, in one Central American context many consider the justice system to be so flawed as to be non-existent. There is therefore a need for the society as a whole to protect the basic principles of rule of law and democracy and to ensure that this includes LGBTQI+ people. In the absence of formal justice, justice is informal, localized and can often be violent, using traditional forms of justice to resolve issues. In one Latin American country, marriage litigation is ongoing but there appears to be a disconnect between this litigation and the LGBTQI+ community, many members of which either do not support such litigation or do not see it as necessary.

Accessing justice is a theme throughout human rights work and requires taking on legal institutions through litigation and other activities to achieve progress. There are both risks and opportunities in engaging legal institutions. Sharing each other's struggles can provide one

opportunity to advocate for access to justice and empower mechanisms of democracy. In southern Africa, there has been successful litigation because of the connection between LGBTQI+ groups and the human rights legal community. Within southern Africa there is a significant diversity of realities relating to issues of decriminalisation and the interpretation of LGBTQI+ rights as human rights. Access to justice and litigation have served as important tools for challenging and expanding the rule of law; and in some countries resource constraints, political realities and social attitudes have limited access to justice for LGBTQI+ people.

4.1.1 Key Takeaways

One key takeaway from this discussion is that access to justice is not only about laws and policies but also about how these laws and policies are, or are not, implemented. This takeaway highlights the importance of working with judges, police, communities, schools, hospitals and other institutions.

Participants also highlighted the importance of global and regional conventions as helpful in creating and expanding jurisprudence, while recognizing that the administration of justice must be country and context specific. Where LGBTQI+ conduct or status is criminalized, participants expressed how local communities should be empowered to lead litigation, to ensure LGBTQI+ people's stories, experiences and wishes are at the core of litigation towards local access to justice.

4.2 Breakaway Session: Freedom from Violence

LGBTQI+ people are among the most marginalized people across societies and are often the first to be attacked when democracy is eroding. One workshop participant noted that LGBTQI+ communities are the "canaries in the coal mines" in dangerous contexts. Their marginalized position in societies is often a consequence of structural injustice and harmful, social norms, attitudes and beliefs.

In this breakaway session, common projects and activities were shared by participants connected to "freedom from violence" including:

- Security and resilience trainings which can be proactive, including coalition building, capacity building, organizations protecting their teams and members from harm; and reactive, including responding to and supporting victims of violence.
- The creation and promotion of safe spaces and building relationships between law enforcement and HRDs.
- A holistic approach to planning and budgeting (incorporating risk assessment and security into budgets), research and documentation of anti-LGBTQI+ violence, and awareness-raising of anti-LGBTQI+ violence outside LGBTQI+ communities.

Attendees noted the need to address the gap between knowledge, skills and behavioural change in the movement. Some participants described recognizing in their work a general positive shift from thinking about security as a detriment to LGBTQI+ activism to security as an enabler of change and as part of a larger resilience framework. In this regard, an assessment of available resources helps to realize what is available and where gaps exist. Participants noted that while global solutions often look great on paper, they may not be appropriate locally and across contexts. Adapting and fitting security plans to local contexts is crucial.

4.2.1 Key Takeaways

Freedom from violence for LGBTQI+ people is a human rights issue, one that participants indicated is crucial to their advocacy and programming

Working with law enforcement and those within criminal justice institutions presented challenges for participants, across different contexts, to mitigating institutional violence. In many cases, law enforcement officials create more of a barrier to freedom from violence for LGBTQI+ communities, more so than they do as facilitators and enablers of safety. Participants noted that there is also a grave need for awareness of key aspects of freedom from violence among health care workers and institutions, journalists and media outlets, religious leaders and institutions, and others.

Participants also noted that engaging allies is essential to making gains because, in their experiences, when learning takes place together across interest groups it is more effective. Creating dialogue between communities of practice is a good and promising practice. For example, a faith-based approach to anti-LGBTQI+ violence, while challenging, can be highly effective. Successfully engaging religious leaders and communities is dependent on connecting with them on a values-based level. Additionally, directly engaging these leaders using data on violence, in contrast to values of peace, has proven to be impactful.

4.3 Breakaway Session: Empowered Movements

Discussions noted that funding models need to be re-considered to ensure funds reach grassroots communities, and, in the process of rethinking approaches, organizations need to rethink what success means. Learning to capture impact effectively can be challenging, and many participants need support for additional capacity to do this work. Participants felt this could be supported by greater flexibility in grant making. Some noted that sub-granting and re-granting is a promising practice that could help expand the movement by bringing more actors into the fold.

Participants noted the need to test data gathering and dis-aggregation to ensure programming is inclusive and respectful. Participants also noted that diversity needs to be actively practiced in order to build broad-based movements. A participant noted that in some contexts, the LGBTQI+ acronym was used but was not supported by representation of all of these groups in practice. Issues of safety and security complicate movement building work in hostile contexts and existing indicators do not explicitly set out how to measure sustainable and self-reliant movements. Participants encouraged organizations such as GEF to consider this, noting that the “one size fits all” approach to outcomes often does not consider the specificities of different contexts.

4.3.1 Key Takeaways

Empowering movements does not take place in a vacuum. Success looks different in different contexts and among the diversity of communities within the LGBTQI+ movement. It is important to connect and create spaces where planning and strategizing can take place in order to make progress. Reflecting on how to balance power dynamics and competition for resources among those working on similar causes is important for building and sustaining movements. A deeper dive into how funding intermediaries shape the LGBTQI+ movement is needed to improve access to local groups and meet those groups where they are, while mitigating power dynamics and competition for resources.

Participants agreed that working within grassroots organizing is complex. For example, insular communities may prohibit access to decision-makers, while in other communities LGBTQI+ activists may not be sufficiently rooted in the struggles facing their communities more broadly, again pointing to the need for alliance building and grassroots organizing.

A key outcome of this discussion was the need for a focus on capacity strengthening and technical support in order to advance change in different regions. At the same time, staying connected to movements around the world will ensure that local groups can employ similar approaches without 'reinventing the wheel.'

4.4 Breakaway Session: Social Inclusion

Among faith communities, it was noted that there is ongoing factional tension within and between mainstream denominations regarding LGBTQI+ issues. It was also noted that pushback to advancing rights and freedoms regarding sexual orientation, gender identity and expression (SOGIE) remains. Panellists and implementers noted that while there are voices from LGBTQI+ allies in faith communities, they are not heard loudly enough and that progress being made is not happening at a sufficient pace. The pressure to take sides or choose polarized viewpoints within faith communities is growing. Participants agreed that LGBTQI+ people of faith do not only want tolerance; they want meaningful inclusion.

Participants felt that there is an urgent need to integrate SOGIE issues into mainstream human rights discourse, using traditional and new technologies such as social media. Relationships with journalists, influencers or commentators is important to achieving meaningful social inclusion. The impact of working with these constituencies and influencers can be seen when language that was once derogatory changes, when more neutral language within communities is approved of, and when language that is local or historically specific becomes humanizing. This can contribute to LGBTQI+ people's visibility and to reaching 'the movable middle.'

In the private sector, efforts to advance LGBTQI+ human rights are currently stalled. A multi-tiered approach is needed to shift thinking. More data is needed to make the argument for why and how the private sector should prioritize LGBTQI+ issues and show where the gaps are.

4.4.1 Key Takeaways

Social inclusion overlaps and intersects with many of the other pillars and this intersectionality is encouraged. It is essential to actively work towards integrating SOGIESC issues into mainstream human rights issues and discourse. Media and such allies are crucial to creating shifts in language and influencing viewpoints.

A multi-tiered approach to social inclusion is needed to direct shifts in attitudes, beliefs and knowledge, and more research, and support for research, into social inclusion is needed.

Some regions have made more progress than others. Some groups within the LGBTQI+ community are more organized than others. Organizations that support targeted reporting on social inclusion hold promise but there is a need for ongoing monitoring and evaluation of efforts to advance multi-dimensional and intersectional approaches to social inclusion

HRDs were encouraged to more actively solicit feedback on efforts from all affected communities and to learn from good and promising practices across contexts.

5 Public Panel Discussion: The Business Case for LGBTQI+ Inclusion

"We are excluded within the family, in organizations, and broadly in the economy. Thus, it is important for business to take up the cause. The impact thereof will filter through all levels of society."

-Panellist

This panel discussion highlighted how companies are at different places in their evolutions towards creating and cultivating inclusive environments. It is important for companies to share their experiences and to support each other in building more inclusive industries and societies.

The business case for inclusion could be leveraged to open up supply chains, change policy, and even shift industry standards towards creating and cultivating desired environments. Participants identified industry collectives as vehicles to drive their members towards needed change.

As a permanent minority, LGBTQI+ people were encouraged to analyse power dynamics to identify the major influencers and to tap into the power of business, which can be more powerful than some governments to drive both legal and attitudinal change in different states. In one southern African country, businesses have used their influence to shift government policy positions, leveraging the power they yield through investments. In another southern African country, as a result of government disapproval of LGBTQI+ organizing, banks are closing bank accounts of LGBTQI+ groups which undermines their work. The enforced closing of accounts presents an opportunity for LGBTQI+ groups to intervene through the banking industry's international links to stop such actions.

Panellists spoke about the different dynamics within their companies and organizations that aid or hinder safe spaces for LGBTQI+ staff or team members to find expression. For Uber, for example, sensitivity is not easy to keep track of because drivers are considered partners and are not considered employees. Issues are only reported if flagged by customers and go unreported if passengers choose not to flag them.

A corporate representative spoke about how there is a gap between what happens at head offices and what its workers are exposed to on the ground. This gap, they argued, leads to missed opportunities to learn and gain from all employees, to reach new understandings of LGBTQI+ issues, and to enable LGBTQI+ people to bring their complete selves to work. It was noted that these kinds of conversations must reach all staff. Another corporate panellist noted that there is growing recognition amongst large corporations that when workers are marginalized as people they are not their full, effective selves. Workplace productivity requires that the rights of LGBTQI+ people must be respected.

Panellists stressed the need to create spaces where conversations can happen that touch both the head and the heart of business leadership. Spaces to share stories and debate strategies are few and lack diversity. Participants encouraged businesses to use available opportunities to start courageous conversations. For this to happen effectively, LGBTQI+ people need to be at the table. The LGBTQI+ work inside offices needs to be translated to workers outside offices. For example, frontline workers should be sharing their own stories rather than having others speak for them. There is not only a need for business to reach out to the LGBTQI+ community

but it is just as important for LGBTQI+ HRDs to reach out to business and ensure their power in shaping society is fully realized.

Participants noted that an approach to inclusion must show an appreciation of the different ways LGBTQI+ people are excluded in society. A panellist remarked that “businesses must be clear on their ‘why’ for taking up and responding to LGBTQI+ issues to achieve buy-in and support,” noting that the contributions and productivity of LGBTQI+ people can be lost in environments where they are not affirmed. Companies have a responsibility to address these issues both internally and externally. For one corporate panellist, first and foremost there must be safe spaces within the company. Once employees feel comfortable and work in safe spaces, inclusion can sustainably expand to external clients.

Participants and panellists agreed that intersectional thinking is systems thinking and asked, “what systems need to be changed to ensure the intersections of oppression are defeated?” Intersectionality is an important concept that has different meanings in different local and business contexts, and it is becoming more commonly used in large businesses. A panellist stated that “we must be able to understand people’s experiences in a multidimensional way.” Realizing that your struggle is part of a broader system of inequality is intersectionality, and realizing common ground between struggles and social justice issues is true intersectionality.

5.1 Key Takeaways

Expansion beyond traditional spaces of activism is essential. Companies need to create safe spaces where inclusion can be promoted from within.

There is value in deploying peer pressure in businesses to advance inclusivity by engaging with external actors. HRDs and businesses often have diverging perspectives and priorities. Breaking down adversarial feelings and forging collaborative partnerships is imperative for all parties.



6 Plenary Panel Discussion: Security for LGBTQI+ Organizations

This panel discussion noted that global democratic declines pose a significant threat to the security of LGBTQI+ people. Analysing responses to anti-LGBTQI+ violence and positioning this in larger political contexts is essential to inform security plans.

The rise of the religious right should be seriously considered as it has the power to undermine important work. Evolving contexts require strong collaboration with other human rights groups, which often have experience with ensuring the security of people driving change.

Participants felt that security issues require a separate fund as security is complicated work. Discussion centred on what understanding and working within structures of power and systems entails, as it necessitates working with human beings who can be unpredictable. Any choice for one approach over another can have far reaching implications for HRDs and the movement broadly. Working closely with partners within and external to the movement is vital.

Coordinated action by movements within countries is imperative to avoid rogue strategies that have the potential of endangering lives. It is possible to predict some violence that usually spikes around elections as a means to scapegoat the LGBTQI+ community in the face of larger political problems, for example.

One of the biggest needs regarding security is documentation of incidents and raising awareness in order to prevent further violence. HRDs must be able to anticipate threats to security. One panellist stated that “nothing comes out of the blue; an organization will likely receive more threats as they become more successful in the work they do and their impact.”

6.1 Key Takeaways

A comprehensive security plan needs to be sensitive to personal information that could be used to identify individuals, while also being sufficiently agile to collect data and other forms of information on victims of violence. Misinformation and smear campaigns are often used by anti-LGBTQI+ groups to compromise the safety of sexual and gender minorities. Social media makes it possible for such information to be shared quickly, threatening actions by LGBTQI+ organizations and groups in an effort to silence them.

Participants noted that wellbeing is a critical part of safety and security responses. Great care is required to ensure the safety of members in hostile contexts. Participants expressed that, while language and data should be accessible to diverse audiences, sometimes distancing from LGBTQI+ language can be useful in providing space to grow a movement in certain unsafe contexts.

Proactive, rather than reactive, planning leads to a better safety and security approach. Conversations on security should be ongoing, evolving and recognize different contexts and different axes of marginalization. Security plans should be living documents that are updated frequently.

To be holistic, security plans need to be connected to the larger community and to allies, because vulnerability for one is vulnerability for all. HRDs should be aware of flash points, dates, areas, and arenas of high risk. It is important to remember vulnerability does not end when a

project ends. Learning from good practices and engaging with geographically or foundationally similar organizations is a good practice that HRDs are encouraged to adopt as a standard.



7 Plenary Panel Discussion: Diversity, Inclusion and Intersectionality

When work is done at an intersectional level, there is more opportunity for success.

– Panellist

Without intersectionality, the LGBTQI+ community cannot succeed.

- Participant

Intersectionality can be defined as the interconnected nature of social categorizations such as race, class and gender, as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. The global LGBTQI+ movement has been at the forefront of efforts to understand and respond to intersectional barriers to securing people’s human rights. Donors are increasing the number of projects that specifically name intersectionality as a critical tool for addressing challenges faced by marginalized communities. Intersectionality involves realizing common areas of struggle, connected to social justice. Connections between LGBTQI+ activists working towards inclusion could be working in alliance with activists working on climate change or migration, for example. It is also possible to learn good practices across movements to sharpen tools of activism and to connect with each other’s struggles.

Participants noted that, at its core, discrimination is interconnected and it is imperative for LGBTQI+ rights organizations to correct collective biases.

There was agreement amongst panellists that diversity, inclusion and intersectionality must be at the heart of LGBTQI+ work to have impact. Where possible, organizations should have a broad framework and focus that allows access to spaces that would be otherwise inaccessible as a result of a purely LGBTQI+ focus.

In unstable regions in particular, work that seeks to address opposition to the human rights of LGBTQI+ and to the inclusion of LGBTQI+ people in conversations of change, has been made possible through communications, research and data collection, and engagements on security issues. This kind of work has been found to contribute to the opening of spaces where there were previously none.

Participants agreed that SOGI is often not included in conversations of change, which limits opportunities for change and inclusion. HRDs should continuously explore opportunities to engage and change these conversations. For example, one participant has created a specific program within its institution which aims to create a space to discuss diversity, inclusion and intersectionality. "When work is done at an intersectional level, there is more opportunity for success," a panellist emphasized.

Panellists shared examples of how they have leveraged broad community support in their contexts and of "looking more broadly for allies." From litigation strategies that led to precedent-setting victories, to network and gathering opportunities that bring together groups with similar goals, and facilitating the exchange of information, intersectional work has been made possible. Governance organizations that focus on democracy can align well with LGBTQI+ rights and inclusion. A panellist spoke to how listening, as well as interaction between visibility and security, is integral to addressing intersectionality.

Integrated conversations between donors and implementers is an area of opportunity with potential for growth. A training programme of allies has also been successful at starting conversations and creating safe spaces in more rural areas.

7.1 Key Takeaways

Our communities need to 'walk the talk'. What is valued on paper is often disconnected from real life actions. It is important to connect common goals while accounting for nuanced contexts and needs.

Participants highlighted the value of inclusive conversations for change. They also noted that just because a government or business declares itself inclusive, does not mean that it is. The practice of accountability is therefore important.

8 Plenary Panel Discussion: Harnessing GEF Resources for Wellbeing

Caring for myself is not self-indulgence. It is self-preservation and that is an act of political warfare.

– Audre Lorde (A Burst of Light and Other Essays, 1998 :130)

Wellness is a collective and societal issue that we all need to address. LGBTQI+ communities have some of the highest rates of suicide according to the WHO. One participant felt "we have to look after each other in ways that are sustainable and ways that are caring." Therefore, organizations should place responsibility for wellness on the organization and not on the individual. This will decrease vulnerability and exposure of individuals who are doing very difficult work. Additionally, wellness should not be tied to income or capital in how it is implemented. The treatment of HRDs in organizations will translate to how HRDs approach the work in the field.

The sessions provided GEF partners with the opportunity to hear what implementers were doing on the ground directly from them, rather than through reports. The richness of these experiences provided opportunities for learning.

10 US Department of State Federal Regulations

10.1 Plenary Panel Discussion: Planning for Success with DRL

US government policy supports the human rights of LGBTQI+ people and DRL administers the GEF for its partners in order to resource civil society's advancement of the human rights of LGBTQI+ people globally. As such, there was time dedicated to understanding how US Federal regulations govern the use of all GEF partners funds.

US embassies around the world are tuned into the nuances of the struggle for the human rights of LGBTQI+ people within the local context and relay this information to DRL and other GEF government partners to guide policy and shape programming. In South Africa, the US embassy also has separate funds for cultural activities and promoting and supporting human dignity, including LGBTQI+ human rights. Additionally, US embassies also have influence in the review of proposals. It is important to note that a branding waiver allows for a disassociation between organizations and the US Department of State to maximize the safety and security of implementing partners.

How do you apply for DRL grants?

DRL posts all notices of funding opportunities on grants.gov. DRL uses taxpayer money as funding which requires additional documentation and tracking. A good practice is to set alerts on grants.gov for 'DRL.' This will enable viewing all notices of funding opportunities.

Organisations should also ensure they have an active account with sam.gov. A period of negotiation after a grant is accepted and before it is awarded is used to pinpoint areas of concern and improvement in budgets and proposals. Additionally, donor coordination is necessary. DRL realizes this need and is working on it towards being as flexible and responsive as possible.

How does DRL address wellbeing?

DRL now requires addressing psycho-social care in Notices of Funding Opportunities (NOFOs) and allows room for funding psycho-social support, which should be included in applicants' budget narrative and line-item budget.



The session provided an overview of the DRL M&E framework and the GEF M&E indicators.

Participants recognised that data is power. They also noted that power and values are embedded in data, including who pays for research, what its focus is, and who and what is included and represented. Both implementers and donors felt that M&E is about more than indicators. Weight was given to the collection of data to measure progress and to determining criteria-based value. While the priority is programme implementation for GEF and other donors, M&E for organizations is considered as essential for working towards progress.

Participants were encouraged to review their submission of Performance Indicator Tracking Tables (PITTs) and quarterly reports. In doing so, they were encouraged to be honest about successes and outcomes, including those that were not successful. They were also encouraged to be concise in reporting.

Participants were given insight into what not to do. This included not including participant lists in reporting on activities and events when this could identify individuals or reveal sensitive information that could harm or risk them.

They were encouraged to limit the number of indicators used for measuring progress. It was noted that using more than 5 indicators was not necessary for tracking change. Participants were discouraged from writing lengthy quarterly reports and asked to only report on activities.

Participants were encouraged to remember that the DRL is not seeking perfect M&E plans at the start of an application for support. They have the capacity to work with organizations to develop M&E plans when necessary. It is far more important for them to receive and evaluate proposals containing good ideas and to work with organizations that have the capacity to implement those good ideas.

10.2.1 Key Takeaways

It is key to think beyond indicators and to share stories, while being mindful of security when sharing reports. Participants were reminded to use M&E for the good of the organization, not for the donor.

A participatory approach to M&E is encouraged. Indicators should, as far as possible, engage with what is needed on the ground. It is possible to change indicators in M&E plans and to document challenges as they are as important to learning as documenting successes.

It was noted that methods of data collection and evaluation need to be appropriate to contexts and are project dependent. They can also change over time. Organizations have flexibility in determining the best method of documenting and data collection. It was noted that sharing stories of change helps donors take those stories to power brokers and to those in positions to shift lived realities on a large scale.

10.3 Clinic Session: Monitoring and Evaluation Lab

This session took a deeper dive into the GEF monitoring and evaluation (M&E) framework and provided an introduction to narrative reporting in the form of the most significant change (MSC) methodology.

The MSC approach requires consideration of how desired outcomes are being achieved, from the phase of design, to the rigorous collection of data, and to the need for sharing and reflecting on what worked. This method of monitoring without indicators can be useful for documenting unexpected changes, whether positive or negative. The method is associated with asking open-ended questions and is time-intensive, which is why participants felt it was important to understand how the method is used to understand stories of change. Open-ended questions allow for the storyteller to guide and direct the story, based on their own priorities and perspectives.

It is also important to critically question the feedback loop because the flow of stories and what is communicated both up and down the flow framework, is important to consider in the process. Discussions centred on how a critical approach to the flow of information ensures that data collection is less extractive, especially when anything and everything a storyteller shares is acceptable for a MSC approach. An important interrogation that came out of discussions was whether the method/packaging or content produces a good story.

The GEF recommends that implementers conduct a MSC exercise every six months. The central question of this framework then is: What do you think was the most significant change that took place for participants in the programme? For example, a story of family acceptance can be related to broader acceptance and change, and community-level change. One should therefore bear in mind that this type of data collection is not just about telling stories but telling good stories and giving a space for participants to tell their own stories. However, since this process is participatory, organizations can direct and lead the MSC process. Consent is important and it is vital to discuss consent in conducting MSC sessions, including using a consent form, in addition to providing information on how the data will be used for current and future reports.

10.3.1 Key Takeaways

Participants agreed that a three-person interview approach was one technique that could be used to approach data collection, as changes observed and identified through this interview technique result in detailed information and could reveal individual-level changes, community-level changes, organizational or institutional-level changes and policy-level changes.

Participants noted that story-telling and story-hearing are different processes. People tell stories differently, such as time-based storytelling, sequential storytelling, climax based storytelling. Context and perspective is important to telling and retelling stories, and consideration for the original storyteller is important, including taking final stories back to the original storytellers.

Finally, when selecting MSC, HRDs should compare apples to apples, and oranges and oranges. It is important to tailor the method to the organization, and to use it in context-specific ways, with consideration for such factors as literacy.

10.4 Clinic Session: Communications Lab

Participants described a real need for communications-based approaches to ensure resonance with larger audiences. Mainstream communications regarding LGBTQI+ inclusion are complex due to protecting sensitive and high-risk communities but there is great potential for connecting with allies.

Communication in plain language is important when communicating messages to broad audiences and it is important to understand audiences and contexts in communications. The LGBTQI+ communication space might need to be approached from a creative perspective in controlled spaces, with great opportunity for communicating through social media and non-traditional media platforms. In exploring non-traditional spaces, training journalists has proven to be a useful tool for building ally-ship.

Deciding on what and when to communicate is critical, especially considering safety concerns. In public, the goal should be to appeal to broader, more general audiences; although ensuring the safety of HRDs remains a priority in hostile contexts. To support HRDs, organizations are encouraged to set up private web chats that are password protected. This can be a responsible way to support the safety of HRDs.

The mass media is an essential platform to give expression to local voices. The Other Foundation, for example, uses mass media partnerships to communicate with the public and to reach non-traditional spaces, having realized that forming relationships outside of traditional LGBTQI+ spaces is essential. The International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA-Europe) uses communications as a movement-building platform, framing messages based on testing and research.

10.4.1 Key Takeaways

Many organizations work in politically volatile contexts. Attacks on human rights require effective crisis communications strategies and capabilities. Planning ahead for crises is important. A crucial element to this is to draft and approve language ahead of time to be prepared in case of emergency. Crisis communication requires ensuring the correct information is published and that it is up to date. Reaching out to larger media allies to publish stories or updates in times of crisis is important.

Taking advantage of larger networks, especially of allies, can lead to desired messages travelling faster. But responding is often difficult in contexts of misinformation. Therefore, fact checking frequently and listening to what local civil society is saying is important in planning a response. Considering LGBTQI+ crises within broader human rights crises enables wider reach.

Words matter. Removing the 'otherness' in language when communicating about LGBTQI+ issues (e.g. 'gay marriage' versus 'marriage equality') is important. Language training of allies is also important.

In appealing to broader audiences, caution regarding placing people in danger is always necessary. It is effective to geographically situate social media strategies by working with allied local influencers, as this increases access to diverse networks and audiences. Moderating content is an important aspect of using social media, as hate speech lives and thrives in social media spaces.

Not everyone is familiar with different technologies. Users need to be trained to use online tools which requires a significant time investment. Having human resource capacities to do this kind of work is necessary from the stage of planning an initiative to ensure budgetary allocations for this form of strategic work. Site maintenance and data capturing is also a time and financial investment that requires consideration in planning and budgeting from the outset.

Before communicating to a wider audience it is important that activists know themselves and their organizations. Addressing social issues through art is one way to reach spaces that are not reachable by words. Art is a common language that crosses worldwide spaces and is a great tool that can be used in spaces where using words is dangerous.

10.5 Clinic session: Using SAMS Domestic

The State Assistance Management System(SAMS) is the in-house grants management system of the US Department of State. This optional learning clinic with the DRL team covered how to use SAMS Domestic which houses grant documents from start to finish, i.e. notices of funding opportunities (NOFOs), to application, to post-award reports. The grants.gov website was noted as a better resource for notices of funding opportunities. SAMS Domestic is housed on the Integrated Logistics Management System (ILMS) website.

10.5.1 Key Takeaways

Best practices for using SAMS Domestic and grants.gov include:

- Use the same contact information for all accounts.
- Set up alerts on grants.gov to receive notifications of funding opportunities.
- Keep your grants.gov account active (set an alert to remind yourself to keep your account active).
- Use standardized and clear naming conventions for quarterly reports in SAMS Domestic. This is helpful for tracking organizations.
- Use a standardized SAMS Domestic checklist, ignoring the requirements that are not applicable.
- Call the ILMS service centre for website troubleshooting.
- Upload quarterly reports and send an email to the relevant Programme Specialist to confirm that files have been uploaded. Include file names in this email.
- Have more than one user on an account to assist if a user is locked out of the account.

Frequent problems that arise in using SAMS Domestic include:

- Ensure quarterly reports are submitted by the last day of the month or your account is marked delinquent for the upcoming month.
- On the payment management system (PMS), users can log in and create an account on their own rather than requesting access through DRL.

Some important points to note:

- It is required to upload both the Federal Financial Report (FFR) and Federal Cash Transaction Report (FCTR). Once uploaded on this site they produce the FFR. This form needs to be downloaded from the Payment Management System (PMS) and then uploaded to SAMS Domestic.
- If one has no cost share, one must mark '0'.

10.6 Clinic Session: A Deep Dive into the 2-CFR200

This learning clinic was led by the DRL team and focused on unpacking the two Electronic Codes of US Federal Regulations (CFR 200 and 600) that is available to the public when searching for e-CFR. The full form is detailed and is perceived as intimidating. The team advised that grant seekers direct attention to the 200 and 600 codes. The 'nuts and bolts' in this regard

is that the 200 covers all information pertaining to managing a grant. The 600 covers additional regulations required by the US Department of State.

While no significant changes have been made in this process since 2014, temporary dependent care costs have been changed. Additionally, the Fly America Act has changed slightly in regard to re-routing (specifics are outlined in the CRF document).

10.6.1 Key Takeaways

With regard to the CFR 200, the Department of State requires sub-parts A through E to be completed by all organizations, with English being the required language in all required documents (translation can be built into the grant amount). While audits (sub-part F) are not required, they are encouraged and allowed as a cost to be built in (DRL understands and values hiring a third party to evaluate budgets). However, grants receiving USD 750,000 or more do require audits.

Prior written approval is required for changes to grant agreements (including fixed amount awards), co-operative agreements, contracts, programme income, revision of budget and programme plans and compensation including fringe benefits, equipment, fixed amount sub-awards and compensation. For example, if TBD (to be determined) is listed on an original budget, once it is determined, DRL must be informed and the action cleared before activity moves forward.

A 10% realignment threshold is allowed each time before requiring an official budget realignment (although tracking and updating percentages changed on SAMS Domestic is recommended). Activities that are beyond the original scope of work require an official re-alignment.

11 Plenary Panel Discussion: From Global to Local: How Can GEF Support the Global Movement for Local Progress?

It is important to look at donors from a critical lens and work toward equality in a donor-implementer relationship.

– Panellist

According to one panellist, frequent and ongoing check-ins with organizations are important, though some groups find reporting and monitoring challenging. Piggybacking on the work of the UN SOGI expert and using it as inspiration and motivation to access power and influence, identifying gaps in advocacy and in data, should be a central concern in LGBTQI+ work going forward.

A panellist spoke to the importance of language and framing, as well as reflecting together. Limited resources often create tensions between groups. Creating constructive spaces for HRDs to communicate and provide feedback on each other's work is essential.

HRDs are encouraged to find creative ways to work around barriers in terms of funding, labelling and approaches to advocacy. Sustainability has different definitions in different contexts. Sharing good practices is helpful in this area. It is easy to say one is taking an

intersectional approach. It is much harder to enact it in reality. Organizations are encouraged to be inclusive in programme design, implementation and monitoring.

11.1 Recommendations for GEF Partners

The LGBTQI+ movement is growing, and there is an enormous need for more financial resources to support expanded efforts. It was noted that organizations need to be strengthened within themselves before they move outwards.

The following recommendations were made to participating donors:

- Build partnerships and mutually beneficial relationships with HRDs on the ground.
- Encourage and support organizations to build sustainability plans to shift minds and hearts.
- Organizations need to be strengthened from within first.
- Provide more easily accessible platforms to apply for grants.
- Fund cross-movement collaboration, which has huge potential.
- Develop two-way accountability between donors and implementers. This helps build trust between partners, implementers and donors.
- Ensure data and research are supported in making funding decisions.

12 Conclusion

The GEF Stakeholders Workshop provided a unique space for donors to the GEF and those who fulfil the mandate of the GEF to meet, reflect on progress and opportunities, and nurture change. This event provided an opportunity to strengthen informed relationships amongst these important stakeholders.

From discussions throughout this multi-day event, participants articulated important themes, needs, and considerations in this work, and their conversations provided context to processes and on-going programming and advocacy. These conclusions will be the blueprint for action and sustaining the Global Equality Fund's public-private partnership. The workshop content generated will inform future GEF funding cycles. The GEF will support the implementation of recommendations, ideas for addressing challenges and opportunities, and occasions for further networking and coalition building among the LGBTQI+ communities around the world.



13 Appendix

Global Equality Fund Partners

Argentina, Australia, Canada, Chile, Croatia, Denmark, Finland, France, Germany, Iceland, Italy, Montenegro, the Netherlands, Norway, Sweden, Uruguay, United States, the Arcus Foundation, the John D. Evans Foundation, FRI: the Norwegian Organization for Sexual and Gender Diversity, the M·A·C AIDS Fund, Deloitte LLP, Royal Bank of Canada, Hilton, Marriott International, Bloomberg L.P., the Human Rights Campaign, Out Leadership and the Thomson Reuters Foundation.

List of Panellists and Speakers

Adrian Jjukko – Human Rights Awareness and Promotion Forum (HRAPF)
Andrea Richardson – Hilton
Anne Gathumbi – American Jewish World Service (AJWS)
Anwar Abas – Institute for War and Peace Reporting (IWPR)
Bella Matambanadzo – The Other Foundation
Bjorn van Roozendaal – International Lesbian, Gay, Bisexual, Trans and Intersex (ILGA-Europe)
Carlos Quesada – The International Institute for Race, Equality and Human Rights (IIREHR)
Cecilia Julin – Swedish Ambassador to South Africa
Cleo Kambugu – East African Sexual Health and Rights Initiative (UHAI EASHRI)
Farida Bouchenaf – Arab Foundation for Freedom and Equality (AFE)
Georges Azzi – AFE
Giovanni Dazzo – Democracy, Rights and Labor (DRL)
Gugu McLaren – National Business Initiative (NBI)
Jabu Perreira – Iranti.org
Jay Doeden – Deloitte
Jessica Huber – Global Equality Fund (GEF)
JJ Harder – US Embassy South Africa
Joe Wong – Asia Pacific Transgender Network (APTN)
Jonathan Lady Gaga – Hetura National Capital District Commission (NCDC)
Justice Edwin Cameron – former Justice, Constitutional Court of South Africa
Kajaal Ramjanthan-Keogh – Southern Africa Litigation Centre
Karin Ericsson – Swedish International Development Agency (Sida)
Keisha Adams – GEF
Kent Fogg – National Democratic Institute (NDI)
Kerri Spindler-Ranta – Department of State
Lindiwe Zikhali – Anglo-American South Africa
Liz Dettmer – International Foundation for Electoral Systems (IFES)
Lucia Baca – Colombia Diversa
Marcela Sanchez – Colombia Diversa
Maria Sjodin-Abdullah – Outright Action International (OutRight)
Mark Umbach – MWWPR
Mathew Sharf – Freedom House
Michael McCarthy – US Consul General to South Africa
Mindy Michels – Freedom House
Mukami Marete – UHAI EASHRI
Mukasa Mukasa – International Trans Fund (ITF)
Nduduzo Nyanda – Uber South Africa
Neish McLean – Outright
Neville Gabriel – The Other Foundation

Patricia Davis – DRL
Raine Cortez – APTN
Reilly Bowler – DRL
Sebenzile Nkambule – The Other Foundation
Sharyn Magarian – Deloitte
Shaun Martinez – International Commission of Jurists (ICJ)
Shekeshe Mokgosi – The Other Foundation
Stefano Fabeni – Synergía - Initiatives for Human Rights
Stellah Wairimu Bosire – UHAI EASHRI
Syniat Sultanalieva – Cultuur en Ontspanningscentrum (COC-Netherlands)
Tashwill Esterhuizen – Southern Africa Litigation Centre (SALC)
Toni Kruger-Ayebazibwe – The Global Interfaith Network (GIN)
Urooj Arshad – Freedom House
Valeria Santostefano – ILGA-EUROPE
Veronica Hernandez – DRL
Victor Madrigal-Borloz – United Nations (UN)
Xhanti Payi – The Other Foundation

Workshop Programme

JOHANNESBURG | 2 – 6 MARCH 2020

PROJECT MANAGEMENT TEAM:

Jessica Huber (GEF), Sharyn Magarian (GEF), Shekeshe Mokgosi, Bokang Maroba, Ayanda Msiza, Tendai Thondhlana (The Other Foundation)

RAPPORTEURS:

Sebenzile Nkambule, Samuel Shapiro, Pearl Magashula (The Other Foundation), Reilly Bowler (DRL)

MONDAY 2 MARCH	
AM/PM	Arrival, registration, and check-in
17.30	Welcome reception at the US consulate. Transport leaves hotel at 17.00 and returns at 21.00.
TUESDAY 3 MARCH	
09.00	Opening plenary session
09.15	Keynote address: Victor Madrigal-Borloz, UN Independent Expert on Violence and Discrimination Against LGBTI People
09.45	Global trends: How GEF partners are addressing challenges and opportunities (plenary session)
11.00	BREAK
11.30	Parallel sessions on the four focus areas in the GEF strategic framework: Access to justice, Freedom from violence, Empowered movements, Social inclusion (select any session to join)
13.00	LUNCH
14.00	Introduction to the GEF monitoring and evaluation framework (plenary session)
15.00	BREAK
15.30	Feedback from breakaway sessions on GEF strategic framework (plenary session)
16.00	Online safety (plenary session)
17.00	BREAK
18.30	The business case for LGBTI inclusion (Hosted by Hilton) followed by a dinner reception
WEDNESDAY 4 MARCH	
08.00	Optional learning clinic: Using SAMS Domestic
09.00	Review of day 1 and preview to day 2 (plenary session)
09.30	Security for LGBTI organizations (plenary session)
11.00	BREAK

11.30	Diversity, inclusion & intersectionality (plenary session)
13.00	LUNCH
14.00	Communications lab (Yellow and pink name tags to attend this parallel session)
	Monitoring and evaluation lab (Purple and green name tags to attend this parallel session)
15.30	BREAK
16.00	Monitoring and evaluation lab (Yellow and pink name tags to attend this parallel session)
	Communications lab (Purple and green name tags to attend this parallel session)
17.30	BREAK
18.00	Dinner on own arrangements. Optional social outings departing hotel at 18.00 and returning 10.15. Transport and entry tickets provided. Meals and drinks on own expense.
	<p>Option 1: "Loving you back", a stage musical tour through the different stages of love, at Nelson Mandela Square.</p> <p>Option 2: Music, drinks, and snacks at Six Cocktail Bar in the popular Melville district.</p>
THURSDAY 5 MARCH	
08.00	Optional learning clinic: A deep dive into the 2-CFR200
09.00	Review of day 2 and preview to day 3 (plenary session)
09.15	Harnessing GEF resources for wellbeing (plenary session)
10.30	BREAK
11.00	Planning for success with DRL (plenary session)
12.30	LUNCH
13.30	Self-organized focus group sessions (select any session):
	<p>Nuts and bolts on how to access Dignity for All's emergency assistance funds (Freedom House)</p> <p>TrustLaw's global pro bono legal assistance for NGOs (Thomson Reuters Foundation)</p> <p>Challenges and achievements in protecting LGBTI rights in Eastern Europe and Central Asia (COC-Netherlands)</p> <p>Umunthu/Ubuthu - I am because we are (Art and Global Health Center Africa)</p> <p>Justice for LGBT victims of the armed conflict (Colombia Diversa)</p> <p>What's faith got to do with it? Challenging narratives of exclusion on the grounds of faith and traditional values in Sub-Saharan Africa (Global Interfaith Network)</p>

14.30	<p>Self-organized focus group sessions (select any session):</p> <p>Security and protection of LGBTI defenders using the PI LGBTI Defenders Manual as a model (International Commission of Jurists)</p> <p>#WeBelong - The Inclusive Governance Initiative (UNDP and Sida)</p> <p>Approaches to providing legal aid services and advocacy for the rights of LGBT persons in a criminalized environment (Human Rights Awareness and Promotion Forum)</p> <p>Understanding the Intersex Human Rights Fund (Intersex Human Rights Fund / Astraea Lesbian Foundation for Justice)</p> <p>So-called 'conversion therapy' - Developing a framework through research (Outright Action International)</p> <p>Strategic Litigation & Working with Parents (LEGABIBO)</p>
15.30	BREAK
16.00	From global to local: How can GEF support the global movement for local progress? (plenary session)
17.30	Evaluation and closure (plenary session)
18.30	Closing reception at the Other Foundation (Transport leaves hotel at 18.00 and returns 21.30)
FRIDAY 6 MARCH	
08.30	<p>Optional tours Johannesburg sites. Transport leaves hotel at 08.30 and leaves sites at 13.00 to return. Transport and entry tickets will be provided. Meals and drinks at own expense.</p> <p>Option 1 - Soweto Tour: Visit Johannesburg's famous Soweto township including the only street in the world where two Nobel Peace Prize winners lived. Lunch at a local restaurant.</p> <p>Option 2 - Apartheid Museum: Experience what life was like for South Africans under apartheid. Lunch at the museum's Truth Café.</p> <p>Option 3 - Sexuality and Gender Photo Installation: Attend the opening of the Sexuality and Gender Based Violence Photography Project at the Market Theatre in the heart of the city.</p>
13.00	LUNCH ON OWN ARRANGEMENTS
14.00	Consultation sessions with the GEF and DRL team by prior arrangement
PM	DINNER ON OWN ARRANGEMENTS
SATURDAY 7 MARCH	
AM	DEPARTURE

Participant Evaluation and Feedback

The workshop offered a unique space for donors, implementers and HRDs to engage each other and to share knowledge and experience. The intention of the gathering was to be forward-looking and to identify gaps, as well as inspire connections and collaborations between different stakeholders.

Here are some of the comments received as feedback:

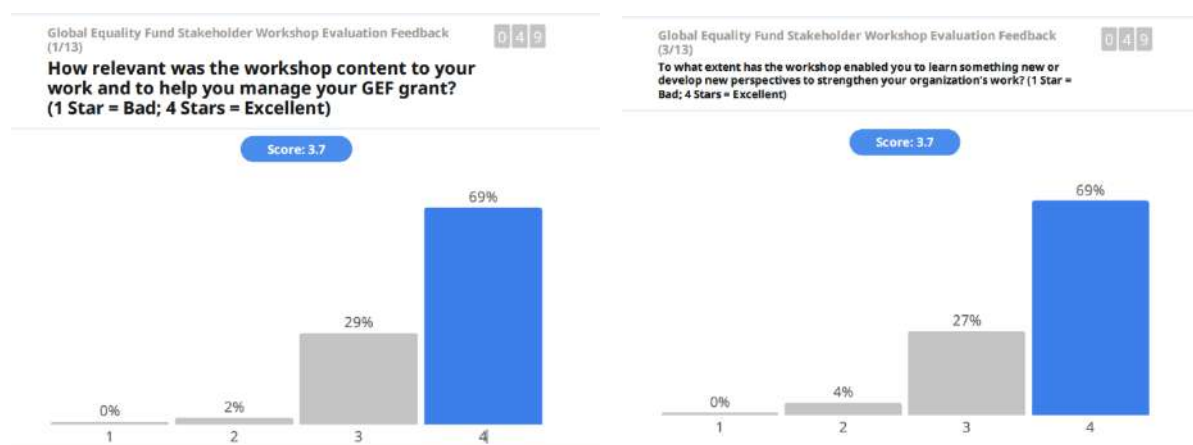
“This space in and of itself is not only bringing GEF partners but non-GEF partners together. This is something to celebrate. Thinking about how accountability communicated to grantors is important, but equally important is thinking about how this community communicates with its partners.” – Panellist

“I feel tired but greatly energized. It’s like your extended family has come to visit for just the right amount of time.” – Participant

“Reporting and observing what your organization does and reflecting on that information is just as important as observing and learning from what other organizations do in similar spaces.” – Participant

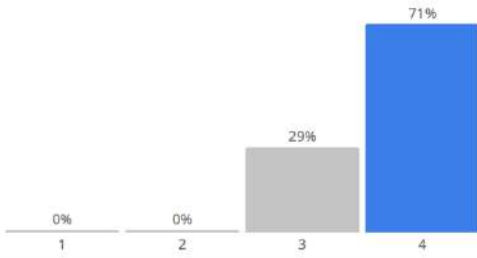
“Through anecdotal sharing, both implementers and donors could understand what is happening globally and how opportunities for collaboration exist, e.g. how we deal with security in different regions. There was much sharing around how specific organisations and HRDs dealt with these situations in their areas.” – Participant

Organizers offered an evaluative feedback opportunity about the workshop through an online tool. The results of the evaluation feedback are as follows:



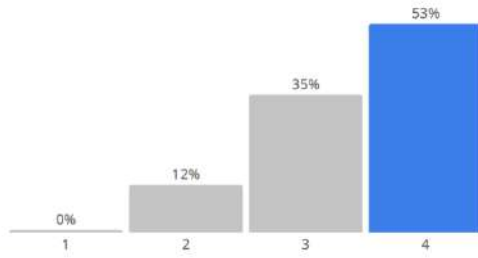
How do you rate the quality of the content presented in the workshop sessions? (1 Star = Bad; 4 Stars = Excellent)

Score: 3.7

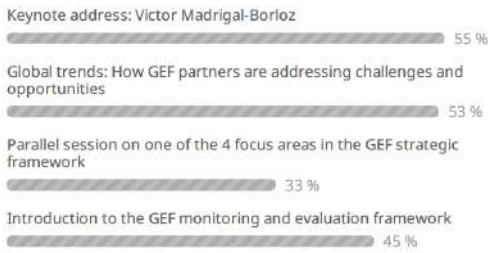


How did you experience the workshop structure and methodology used? (1 Star = Bad; 4 Stars = Excellent)

Score: 3.4



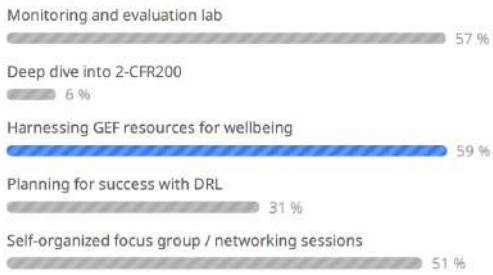
Which sessions did you find most useful? (Tick all that apply) (1/4)



Which sessions did you find most useful? (Tick all that apply) (2/4)



Which sessions did you find most useful? (Tick all that apply) (3/4)

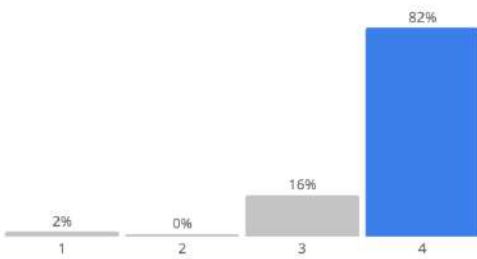


Which sessions did you find most useful? (Tick all that apply) (4/4)



How did you experience the logistical arrangements for the workshop? (1 Star = Bad; 4 Stars = Excellent)

Score: 3.8



How do you rate the quality of work of the organizing team? (1 Star = Bad; 4 Stars = Excellent)

Score: 3.9

