

Subject: LGBTIQ+ Inclusion and Mainstreaming: “Do no harm, but do something!”



Left: Presentation of results in Ecuador in the framework of the pilot measure on data collection. Right: “United Voices: Networking for LGBTIQ+ Refugees Access to Rights” conference in Belgrade, Serbia

1. Corporate Culture (50 %)

- The **SV Human Rights** together with other GIZ entities and our various internal and external partners – as for example our pilot measure in the **Western Balkans** – supports the BMZ and GIZ **implementing the LGBTIQ+ Inclusion Strategy of the German Government** as well as the **Feminist Development Policy** and the **Human Rights Strategy of BMZ**. This task includes a wide range of mainstreaming activities within BMZ and GIZ. All GIZ development projects are guided by a **Human-Rights-Based Approach (HRBA)**, where **discriminated groups** play a **key role** in its implementation. This is why we are also promoting LGBTIQ+ inclusion in GIZ and BMZ through the general promotion of the HRBA, feminist principles and **gender transformative approaches**. Doing this, we have enhanced the **“leave no one behind principle”** and published, together with the NGO *Outright Action International*, the **“LGBTIQ+ guide to development cooperation and foreign policy”** with its main slogan: **“Do no harm, but do something!”**. This slogan runs like a common thread through all our activities, which has proved to be very successful! Especially, the collaboration with the **Western Balkans pilot measure** significantly advanced the awareness and tangible manifestation of GIZ's commitment to an **inclusive, non-binary gender policy among external partners and internal structures in a particular region**. Among others, tailored workshops addressing the legal framework of LGBTIQ+ rights, with a special focus on trans and intersex rights, were conducted for the national staff in Serbia. Through the pilot measures, the LGBTIQ+ inclusion has proven to be a **pioneer** in promoting measures and processes that overcome **conventional gender norms** by **acknowledging and addressing the specific challenges faced by the LGBTIQ+ community**. Among other things, the concluding conference of the pilot measure *“United Voices: Networking for LGBTIQ+ Refugees Access to Rights”*, besides providing space for exchange among regional actors, also established the project as a **determined ally and vocal advocate** in these areas.
- In **numerous workshops with GIZ country offices, in some cases at the invitation of the country directors**, the SV Human Rights (partly together with the Rainbow Network and Gender Focal Points of the respective offices) made proposals for the **design of capacity development measures, LGBTIQ+ inclusive language, non-discrimination of LGBTIQ+ staff and the creation of an LGBTIQ+ inclusive portfolio**. These special workshops took place in Colombia, Cambodia, India, Ecuador, and the Western Balkans.
- We have supported **7 pilot projects** in Guatemala, Bosnia and Herzegovina, Cameroon,

South Africa, Kenia, Ecuador and the **here applying Western Balkans**. The results were **mainstreamed** into various GIZ and BMZ departments and projects. The pilots addressed different regions and sectors and showed that LGBTIQ+ inclusion is possible, even in difficult contexts. We conducted a **mapping** of all GIZ LGBTIQ+ projects to better understand in which regions and sectors GIZ is already working LGBTIQ+ inclusively and where we are not able or willing to do so.

- In order to **raise awareness** among our colleagues to establish a more LGBTIQ+ inclusive culture, we organized various events, where we invited internal and external cooperation partners of the SV Human Rights to talk about LGBTIQ+ inclusion and the Anti-Gender Movement, e.g. in the framework of the **Feminist Labs**. We cooperated with the *Center on Foreign Policy (CFFP)* on the **Women Peace and Security Agenda and LGBTIQ+ inclusion** and invited Kristina Lunz to GIZ to present her book *The future of foreign policy is feminist*". Together with the *Global Initiative against Transnational Organized Crime* we worked on **LGBTIQ+ issues in a crime and violence context** to improve their **resilience**. We cooperated with the *Deutscher Frauenrat* on LGBTIQ+ rights in the framework of the **German G7 presidency**. Our various partners also talked about **their own corporate culture** and GIZ could learn about **their work** and experiences regarding LGBTIQ+ inclusion. The most visible events took place in the framework of the **GIZ-Gender and Diversity Weeks**, but we also had **external events** to present what GIZ has already done, together with our partners.

2. Gender Competence (30%)

- One of the main challenges of our LGBTIQ+ inclusive work lies in the fact that some of our GIZ colleagues **still have a traditional and binary understanding of gender** and are **not sufficiently sensitized** to fully include the rights of LGBTIQ+ persons. Others are **afraid** that they can **do harm** to their project, the national staff or the country that they are working in, especially if LGBTIQ+ rights are criminalized. These issues have to be taken very seriously! Security and care first! However, as a result, LGBTIQ+ persons are often left behind and are not automatically considered when it comes to access to jobs, health, education, gender equality, the implementation of the feminist development policy and related projects. To address this challenge, we **regularly consult the LGBTIQ+ community about their security strategies, how to avoid harm but nevertheless do something good** and take these experiences to mainstream them into our GIZ work. With this knowledge, we engage with GIZ colleagues on how to work respecting their fears but promoting the rights of *women in all their diversity* or LGBTIQ+ persons in general at the same time. In several cases we helped to design LGBTIQ+ inclusive projects and supported the preparation of project outlines, module proposals and reviews for new projects, alongside our capacity building and awareness raising measures.
- In the **Western Balkans**, and specifically the **Serbia** portfolio, our pilot project was one of the first dedicated effort to address **intersectionality** in the region. The project addressed the needs of two highly marginalized groups, **people on the move and LGBTIQ+ individuals**. While the project initially focused on addressing the protection needs of individuals on the move, in particular the risks of human trafficking, over time, its scope evolved into a more comprehensive gender approach that specifically considered the needs of **diverse identities**. The project developed **guidelines** for partner organizations for working with men and boys among people on the move, encompassed discussions on **gender needs assessment**, the establishment of **safe spaces**, and the improvement of

partners and their organizational image to be also LGBTIQ+ friendly. The learning experience of the pilot has been shared with other projects in the region aiming to show by this example how projects could become more LGBTIQ+ inclusive. In addition, the approaches, learnings, and results have been mainstreamed, e.g. within GIZ as we shared our experience with the Central American migration project *Alternativas*, as well as within the *NICD Return and Reintegration Working Group*. Throughout implementation, the team enhanced their knowledge through **experiential learning** and **adapting strategies based on practical insights gained in the field**. Building on the success of the pilot project, two subsequent projects in the region – *Social participation of people on the move and local population in host regions of the Western Balkans* and *EU Support to Strengthen the Fight against Migrant Smuggling and Trafficking in Human Beings in the Western Balkans (EU4FAST)* – have **embraced and integrated** this valuable experience, further advancing the incorporation of **LGBTIQ+ measures into their project activities**. That's how the experience of the pilot measure could be **multiplied and mainstreamed into other projects** that now can improve their gender competence.

- Another challenge that we are all facing is that GIZ and our partners have little experience in **collecting LGBTIQ+ data**. This not only makes it difficult to prepare LGBTIQ+ inclusive gender, human rights, conflict, and risk analyses, but it also complicates implementation. As a result, projects are often not designed in an LGBTIQ+ inclusive way. Subsequently, it poses major challenges for development projects that want to implement LGBTIQ+ inclusivity and makes monitoring more difficult. To tackle this issue, **UNDP is currently working on an LGBTIQ+ Inclusion Index**, which we promoted through our SV Human Rights during the German G7 presidency. G7 has adopted this important goal as a commitment and we **prepared a cooperation with UNDP and BMZ** to finance the UNDP LGBTIQ+ Inclusion Index, which will be supported from 2024 on. We also worked with the GG2 project PreViMujer in Ecuador **funding and implementing a pilot measure** on data collection to prepare a national government survey on LGBTIQ+ rights. Based on this experience we wrote and discussed with them and others a paper on the **Human Rights Based Approach to LGBTIQ+ data collection**, which will be available shortly and can be used by other GIZ projects to find **ethical ways of data collection**.
- We also support the BMZ, the GIZ Gender Focal Points and all interested persons in GIZ with **documents, literature, and contacts** we have created during the last three years with numerous **LGBTIQ+ and feminist organizations, investigation hubs and universities**. Our team produced an **e-learning tool** on online gender-based violence, the Digital Enquirer Kit, which works LGBTIQ+ inclusive and can freely be accessed via the "atingi platform". With CFFP we produced an e-learning tool on Women, Peace and Security and LGBTIQ+ inclusion.

3. Cooperation (20 %)

Our greatest success has been **cooperation**: Both the SV Human Rights and the Western Balkans pilot have built up a wide network of cooperation partners over the last years. We work closely together with **UN organizations, special envoys, donor group, NGOs and foundations**. We also have a lot of **GIZ internal cooperation partners** such as the GIZ Rainbow Network, the Diversity Initiative, the Gender Focal Point Network, but also the GIZ projects and its staff.

- For the implementation of the LGBTIQ+ inclusion strategy it was essential to collaborate with a **wide range of different internal and external partners** that face different

challenges. Working with the **UN** means to have knowledgeable and famous international partners with wide networks themselves. Through them, one can **reach a lot of other international actors**, engage in agenda setting and promote GIZ internationally. The UN has **excellent specialists** on LGBTIQ+ rights. Nevertheless, processes with UN agencies take a lot of time and effort to be successful. We also work with the **World Bank** and an LGBTIQ+ inclusive HR Trust Fund. We cooperated with the **UN Independent Expert on SOGI** Victor Madrigal-Borloz. He and the **US Special Envoy to Advance the Human Rights of LGBTIQ+ Persons** of the Biden government, Jessica Stern, have been important **door openers** for the SV Human Rights inside and outside GIZ.

- Working with other **donors** like the US, the Nordics, the Netherlands, France, and Canada, we experienced that some of them are in a closer exchange with CSOs than BMZ/GIZ and have much more financial support for LGBTIQ+ rights, NGOs and projects. They provide better, and more accepted ways of (core) funding for LGBTIQ+ persons and NGOs. This has led us, together with the Paz Diversa programme in Colombia, to write a **paper on how GIZ works and finances LGBTIQ+ CSOs/NGOs**, which has been distributed in GIZ and is now available on IDA. The paper shows the difficulties GIZ still has when it comes to direct funding and cooperation with smaller LGBTIQ+ NGOs and makes suggestions on how to do better. We have also been **working with foundations** like the Hirschfeld-Eddy-Stiftung, the Dreilinden-Stiftung, the Open Society and Astrea Foundations as well as the Global Philanthropy Project (GPP). With GPP e.g., we are working on forming a financing consortium in Africa to better support smaller LGBTIQ+ NGOs. We also support a mapping of the German contribution to LGBTIQ+ worldwide funding GPP does every two years and inform GIZ about the results of the mapping to monitor the growth of the projects.
- In general, our work with NGOs and activists has been quite **emotional**. LGBTIQ+ rights are not just “any topic”. On the one hand, many activists have been **criminalized** by new **anti-LGBTIQ+ laws**. More and more organizations therefore **asked for support** when we met during different events like the **ILGA world and regional conferences**. We couldn’t do much, which does not feel very good. We especially worked on the **Ghanese and Ugandan** case and supported BMZ and GIZ to work around the criminalizing law in Uganda. On the other hand, we also worked on **forced migration** during and after a major conference on LGBTIQ+ rights in Hamburg and in the framework of our pilot project in the Western Balkans on service provision for LGBTIQ+ people on the move.
- During the Western Balkans pilot project, strong collaboration was pivotal, leading to the establishment of the **Rainbow Migration Network** - a coalition of **16 civil society organizations** – dedicated to supporting LGBTIQ+ individuals and people on the move. This network not only facilitated robust working relationships with these organizations but also introduced partnerships with **key state institutions**, including the *Commissariat for Refugees and Migration*, the *Commissioner for Equality Protection*, and the *MARRI* regional initiative on migration, asylum, and refugees. We have **learned from network** members and shaped our actions together. In joining forces of the SV Human Rights and the Western Balkans pilot project, we opened the door to a wealth of knowledge and support from our **fellow GIZ projects**. Together, we've not only gained invaluable insights but also shared the very best of what works. **We did no harm, but we did something** that improved the rights of LGBTIQ+ people on the move in the Western Balkans!
- [See also: Rechte von Lesben, Schwulen, Bisexuellen, trans- und intergeschlechtlichen sowie anderen queeren Menschen \(LSBTIQ+\) | BMZ](#)