

Stonewall

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

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Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.



ENGAGING WITH LGBT+ ADVOCATES

A GUIDE FOR UK OFFICIALS
WORKING ABROAD

EXECUTIVE SUMMARY

The UK Government is committed to promoting and protecting the human rights of lesbian, gay, bi and trans (LGBT+)¹ people worldwide. This guide aims to complement the UK Government's work to protect LGBT+ rights, by highlighting the vital role that UK officials deployed abroad can play in advancing equality and supporting LGBT+ civil society.

Based on interviews with UK officials and LGBT+ advocates around the world, this guide focuses on the Foreign and Commonwealth Office and the Department for International Development, but also includes the British Council. This guide provides best-practice examples and practical advice and addresses the common challenges that UK officials deployed abroad may face while working on LGBT+ rights. Key recommendations for UK officials include:

- Consult and hold regular dialogue with LGBT+ advocates and ensure any interventions are based on their advice.
- Uphold the principle of 'Do No Harm', taking steps to avoid an anti-LGBT+ backlash and ensure the security of LGBT+ people at all times.
- Explore opportunities to publicly support LGBT+ equality and raise LGBT+ rights issues with host governments, in consultation with LGBT+ advocates.
- Create inclusive and transparent opportunities to directly fund and partner with LGBT+ organisations, in addition to providing in-kind support, such as capacity development, meeting and event venues, networking opportunities and advice.
- Include LGBT+ issues in broader activities and programmes through mainstreaming.
- Work to improve the awareness and attitudes of staff and other programme partners towards LGBT+ people.
- Recognise that LGBT+ people are diverse, and take steps to ensure that marginalised groups and grassroots organisations are represented in any LGBT+ activities where possible.

¹ LGBT+ is an umbrella term to refer to all with diverse sexualities and gender identities, including those who do not necessarily identify as lesbian, gay, bi and/or trans. For example, those with culturally-specific identities. LGBT+ is in some contexts perceived to be a Western term and will not always be the appropriate term to use. UK officials should research and use the most appropriate terms in the countries where they work.



1. OVERVIEW

While there has been progress for LGBT+ people worldwide, many challenges remain. Currently, over 70 countries criminalise same-sex relationships and in 45 countries the law is applied to women as well as men. The death penalty is either 'allowed', or evidence of its existence occurs in eight countries. Most governments deny trans people the right to legally change their name and gender from those that were assigned to them at birth.

LGBT+ people are subject to physical and sexual violence by both state and non-state actors, as well as discrimination in education, health and social care and employment. Many are rejected by family and communities. Over a quarter of the world's population (26%) believes that people in same-sex relationships should be charged as criminals, and a quarter (25%) believes that trans people should not be granted full legal recognition of their gender identity.²

In recent years, there has been an increase in the number and capacity of LGBT+ organisations working to promote equality, but these groups are increasingly under attack and threatened by shrinking space for civil society.

This guide focuses on the vital role that UK officials deployed abroad can play to advance equality by engaging with LGBT+ civil society. It includes recommendations and best-practice examples, based on interviews with 20 UK officials and 27 LGBT+ advocates around the world. It focuses on advice for UK officials in the Foreign and Commonwealth Office (FCO) and the Department for International Development (DFID), but also includes the British Council.

² ILGA-RIWI (2016). The Personal and the Political: Attitudes towards LGBTI People around the World. <https://ilga.org/personal-political-ilga-riwi-attitudes-survey-2016>



2. FOREIGN AND COMMONWEALTH OFFICE (FCO)

The UK Foreign and Commonwealth Office (FCO) is represented in over 150 countries through diplomatic missions (British Embassies, High Commissions and Consulates). It has explicitly affirmed its commitment to supporting LGBT+ equality and ending discrimination, and recently produced an 'LGBT Toolkit' to assist missions.

Officials emphasised the wide-ranging benefits of supporting LGBT+ rights abroad beyond fulfilling the UK's policy commitments. These included building networks, advancing British values of tolerance and inclusion and attracting and retaining the best staff. UK support for LGBT+ rights can be very valuable to LGBT+ organisations and helps to demonstrate the UK's commitment to human rights for all.

'When it comes to projects on LGBT+ rights, the benefits are about showing the UK maintains these values and will support them globally.' FCO Official, Dominican Republic

'The UK has a reputation as a country that is relatively progressive on LGBT+ issues, so the benefit is we attract people who are interested in working for an employer like that.' FCO Official, Indonesia

2.1 SHOWING SOLIDARITY WITH LGBT+ PEOPLE

Advocates identified showing solidarity as one of the most important ways in which FCO officials can assist LGBT+ organisations in their countries. Missions can provide this almost everywhere, though the specific actions will depend on context. Support can range from offering practical assistance during crises, to attending LGBT+ events and inviting LGBT+ advocates to receptions.

'The British High Commission makes sure that many of their staff come to our events to show solidarity and to show it's something they believe is very important. Foreign diplomats in Sri Lanka have been very good in showing that kind of solidarity and support.' Rosanna Flamer-Caldera, Executive Director, Equal Ground, Sri Lanka

CASE STUDY: ADVOCATES IN CRISIS IN BANGLADESH

A prominent LGBT+ advocate based in Dhaka told us, *'Not all the time is money the issue. Sometimes moral support is just as important.'*

This was particularly true in 2016, when Xulhaz Mannan and his friend were brutally murdered by a gang who broke into his apartment. Xulhaz was the founder of Roopbaan, a magazine which aimed to promote greater acceptance of sexual and gender diverse people in the country. The murders were part of a wave of attacks against prominent advocates and academics in Bangladesh and led to many fleeing the country in fear for their lives.

Support from the diplomatic community was invaluable: *'Sexual orientation and gender identity advocates felt really helpless and worried, especially on issues around security. A US Embassy official called me immediately to offer support and invite any activists who needed sanctuary to stay at a safe house. This is why having strong relationships with diplomatic missions is so important, so we can receive support during such critical times.'*

Missions can show solidarity with LGBT+ people by visibly marking significant days and events in the LGBT+ calendar – for example, by raising the rainbow flag or lighting up the building in rainbow colours. These include:

- **February** - LGBT+ History Month (UK)
- **31 March** - International Transgender Day of Visibility

- **26 April** - Lesbian Day of Visibility
- **17 May** - The International Day Against Homophobia, Transphobia and Biphobia (IDAHOTB)
- **23 September** - Bi Visibility Day
- **20 November** - International Transgender Day of Remembrance
- **Pride** (dates vary by country)

'It's very positive to see representatives from the embassies participating in Pride in Kyiv. This was especially true in previous years when the event had been banned by the authorities, so it was important when diplomats came to show their support for the Pride movement.' Andriy Maymulakhin, Coordinator, LGBT Human Rights NASH MIR Center, Ukraine

Raising LGBT+ issues publicly in addresses, statements or during significant days and events can demonstrate support for LGBT+ rights and have huge impact. However, it is not without risks. Consult with local LGBT+ groups to mitigate against unintentional harm. LGBT+ people are diverse; therefore, it is important to include a wide range of voices in any discussion, ensuring marginalised and grassroots groups are represented wherever possible.

Consultation with advocates mitigates the potential for unintentional backlash against LGBT+ people by the authorities or the public and offers civil society some ownership over the intervention. Local advocates are best placed to advise on what actions might or might not be harmful. Domestic priorities may not be the same as those of international human rights organisations, as one advocate explained:

'A problem is embassies not consulting with and listening to local movements to grasp domestic nuances before they speak out on LGBT+ and intersex issues. For example, there's the assumption that a focus on decriminalisation ought to be a primary and unquestioned human rights priority. But that's not always helpful to local movements that are trying to craft strategic approaches to making changes that are based on what is feasible.' Colin Robinson, Director of Imagination, CAISO, Trinidad and Tobago

2.2 UNIVERSAL PERIODIC REVIEW

Advocates stressed that an effective way UK missions can support LGBT+ rights is through the Universal Periodic Review (UPR) at the United Nations (UN) Human Rights Council. The UPR is one of the few forums where LGBT+ issues can be raised with governments who otherwise may not engage with or tolerate such discussions. Missions should proactively reach out to LGBT+ organisations in advance of the UPR to ask for any recommendations they would like the UK Government to make.

CASE STUDY: RAISING LGBT+ ISSUES DURING POLAND'S UNIVERSAL PERIODIC REVIEW

In May 2017, Poland's human rights record was reviewed at the 27th session of the UPR. A Polish LGBT+ rights organisation, Kampania Przeciw Homofobii (Campaign Against Homophobia), recognised that recommendations made by other governments could have a positive impact on LGBT+ rights, so lobbied the British Embassy Warsaw to advance their priorities through UPR recommendations. They also sent their recommendations to Stonewall, which were passed on to FCO in London.

During Poland's UPR, the UK made one of Kampania Przeciw Homofobii's recommendations - to extend anti-discrimination laws and hate crime legislation on the basis of sexual orientation and gender identity. This sent a clear and visible signal of the UK's support for LGBT+ rights and helped amplify a message from Polish LGBT+ advocates to the Polish Government.

'Not only do recommendations from other governments give us an advocacy tool to use, but they also show solidarity with our cause. It's quite empowering to see that our voices are heard, especially in a situation when our government is reluctant to listen to us.' Mirka Makuchowska, Vice President, Kampania Przeciw Homofobii, Poland

The UK also plays an active role in other international or regional fora – for example, in other UN bodies and the Council of Europe – and regularly raises LGBT+ rights concerns. Ensuring that the priorities of LGBT+ advocates are raised at the multilateral level can have a huge impact.

2.3 ONGOING ENGAGEMENT

Dialogue with LGBT+ groups should not be confined to periods of crises or before public statements. Ongoing engagement is an essential way for officials to gather information on the situation for LGBT+ people in the country where they work. However, officials should ensure that information flows both ways and offer practical support, so that meetings are mutually helpful.

Some advocates tell us that a lack of sustained engagement from UK missions is a frequent challenge. Such inconsistency - due to resource constraints, staff changes, competing priorities and focus, or poor institutional memory - can leave LGBT+ groups vulnerable during difficult periods.

'We would like to see missions reaching out, engaging with and listening to communities in an open way that recognises there are diverse groups and creates opportunities for them. We would like to see informal consultations, on a regular basis. A relationship of trust must be developed so we can be legitimate partners.' Colin Robinson, Director of Imagination, CAISO, Trinidad and Tobago

Officials told us that through participation in LGBT+ working groups together with other diplomatic missions and civil society partners they have been kept informed, ensuring better coordinated and targeted support for LGBT+ people. Cooperation as part of LGBT+ working groups ensures consistent, effective engagement and helps to avoid duplication. Officials should proactively reach out to LGBT+ friendly missions - for example, those from countries who are part of the Equal Rights Coalition³ - who may be interested in cooperation in an LGBT+ working group.

Some UK missions reported participating in European Union working groups with LGBT+ issues on the agenda. FCO should continue to collaborate with these working groups to help protect human rights, including LGBT+ rights.

CASE STUDY: AN LGBT+ WORKING GROUP IN NAIROBI, KENYA

'Because of the challenging situation here in Kenya, we have a working group which brings together different diplomatic missions, LGBT+ advocates, donors and the Kenya Human Rights Commission. It's a space where the advocates can talk about what's currently happening and advise us on the interventions that should be made.'

One key advice that LGBT+ advocates have given us in the working group is the need for them to lead the process. If the embassies are seen to be championing their issues it has the potential to bring a negative backlash. We don't want to create a situation where our engagement becomes counterproductive.' FCO Official, Nairobi

'We find this space useful as we get to share updates on the situation for lesbian, bi, gay and queer people here in Kenya. We get to work closely with missions and advise them on how they engage on these issues in their advocacy. It's also a space to share any opportunities and learn about the ways they can be of assistance to Kenyan LGBT+ civil society.' Jonah Chinga, Assistant Executive Officer, the Gay and Lesbian Coalition of Kenya

³The Equal Rights Coalition is an intergovernmental coalition that seeks to strengthen cooperation, coordination and communication between countries in advancing LGBT+ and intersex rights globally. A commitment to working with LGBT+ civil society is part of the coalition's founding principles. At the time of writing it has 40 members, including the UK. A full list of member states is available [here](#).

2.4 ENGAGING HOST GOVERNMENTS ON LGBT+ RIGHTS

Diplomatic missions can support LGBT+ rights through quiet diplomacy with host governments, especially in countries where public support could lead to backlash or is not thought to be helpful by local LGBT+ advocates. As always, it is vital that dialogue with civil society takes place first to avoid harm and ensure messages are in line with the priorities of local advocates.

'The British Embassy always asks us how far they should they go in raising LGBT+ issues. In every meeting, we ask them to do so during discussions with Ukrainian politicians. Not publicly, but behind closed doors. This is helpful, as then our politicians are more willing to support us and better understand our issues.' Andriy Maymulakhin, Coordinator, LGBT+ Human Rights NASH MIR Center, Ukraine

CASE STUDY: QUIET DIPLOMACY IN INDONESIA

'We are in a tricky position here in Indonesia when it comes to human rights advocacy, and LGBT+ advocacy in particular. We are told by local LGBT+ advocates that they would rather we didn't make public statements about LGBT+ and instead keep our discussions behind closed doors. This has been our policy to date. When it is appropriate, we will raise issues with our Government counterparts to highlight our concern, including the impact on Indonesia's reputation internationally. We've also made the case on economic terms – if for no other reason than pure economics, you need to encourage diversity and tolerance.' FCO Official, Indonesia

In many countries, LGBT+ civil society has difficulty accessing their governments and parliamentarians. Officials can support LGBT+ advocates by acting as a liaison or by directly connecting civil society with government and other important actors, such as visiting UK dignitaries or UK multinationals with a presence in-country. This type of support can be particularly important in contexts of shrinking civil society space.

'It's helpful to host dinners and other networking events allowing LGBT+ organisations access to key political, community and corporate actors. It gives us access and allows us to start informal dialogues on LGBT+ issues.' Fokeerbux Najeeb Ahmad, Advisory and Mentoring Council Member and Founder, Young Queer Alliance, Mauritius

2.5 FUNDING

British missions have funding available for human rights projects, which include projects on LGBT+ rights. LGBT+ organisations consistently report that securing funds is one of their greatest challenges. Often, they deliver vital services with limited financial resources. In many countries they are unable, or it is unsafe to, obtain registration, which can act as a barrier for funders. UK officials should proactively alert LGBT+ organisations to funding opportunities.

Short-term-funding, awarded to NGOs for one-off events or projects, can help LGBT+ groups achieve immediate or short-term impact. Advocates described how such support has enabled activities such as Pride events, film festivals, exhibitions, capacity trainings, workshops, LGBT+ conferences and research projects. Short-term funding can also be crucial for LGBT+ groups during crisis periods to support emergency responses.

CASE STUDY: PROMOTING LGBT+ POLITICAL PARTICIPATION IN THE DOMINICAN REPUBLIC

'We funded a three-month project, which aimed to promote political participation by LGBT+ and intersex people in the Dominican Republic. It involved a series of workshops, which gave 30 participants the skills and knowledge to enable them to enter local politics and built their confidence to support them in getting their points across. There was a focus on dealing with the emotional trauma of discrimination. A WhatsApp and Facebook group were set up to provide a space for the newly formed political network to stay in contact and share ideas. We certainly felt it was successful, and the local NGO thought so too.' Ambassador, British Embassy Santo Domingo

'It was great working with the British Embassy on this project. They were open with us, responded very quickly to our requests for meetings and we had effective communication with them throughout. For a small organisation like ours, the funding they provided was very beneficial.' Rosanna Marzan, Executive Director, Diversidad Dominicana, Dominican Republic

While short-term funding is important, longer-term funding allows for change that is higher impact and more sustainable. Mechanisms which funds multi-year human rights programmes internationally, are instrumental in promoting and protecting LGBT+ rights for the future.

CASE STUDY: DEFENDING THE RIGHTS OF LGBT+ PEOPLE IN UKRAINE

'Our contacts in the British Embassy in Kyiv told us about a funding opportunity, through the Magna Carta Fund for Human Rights and Democracy. So, we applied, and our application was successful. Our 18-month project aims to support the implementation of Ukraine's National Action Plan on Human Rights, which specifically defends the rights of LGBT+ and intersex people. The project involves working together with the Government of Ukraine and other key stakeholders. We hope to increase visibility of LGBT+ issues in political and social life in Ukraine and the British Embassy has been a very supportive partner throughout.' Andriy Maymulakhin, Coordinator, LGBT+ Human Rights NASH MIR Center, Ukraine

'We're working with NASH MIR Center and their government to ensure the LGBT+ rights aspects of the National Action Plan are implemented. We think the most effective way of making real change here is for it to be led by civil society, with our support.' FCO Official, Ukraine

Funding, whether short or long-term, has a huge impact on the effectiveness and sustainability of LGBT+ organisations. Missions should consider:

- **Ensuring funding opportunities do not have criteria that act as a barrier for LGBT+ organisations, particularly those with limited fundraising capacity.**
- **Finding ways to financially support unregistered LGBT+ groups, for example, through intermediaries.**
- **Ensuring funding is not restricted to programme work. For example, LGBT+ advocates stressed the importance of funding research to support their advocacy.**
- **Coordinating with DFID, other missions or NGOs to provide joint support, especially where individual missions can only access small pots of money.**
- **Proactively informing LGBT+ organisations of relevant funding opportunities.**
- **Funding coalitions to avoid creating increased competition between LGBT+ organisations⁴.**

⁴ For advice on other kinds of support FCO can offer LGBT+ organisations outside of direct funding, please see Section 6.5 on 'In-kind Support'.



3. DEPARTMENT FOR INTERNATIONAL DEVELOPMENT (DFID)

The Department for International Development (DFID) manages the UK's aid and international development programme. It has country offices in some of the most challenging contexts for LGBT+ advocates, for example, in Africa, the Middle East, the Caribbean and Asia.

DFID is responsible for delivering the UK Government's international efforts to achieve the Sustainable Development Goals, a set of 17 goals agreed by 193 governments with commitments to end poverty and inequality by 2030. These were agreed on the basis that they apply to everyone, everywhere and will 'leave no one behind', including LGBT+ people.⁵

'If you're talking about inclusive development and then you are leaving behind a specific group of people who feel their rights are constantly violated, are marginalised and may not benefit from development and growth, then how are you addressing issues of leave no one behind? Delivery partners may want to consider integrating inclusion-specific planning in wider programming (e.g. focusing on excluded groups) and inclusion-sensitive programming (e.g. building broad-based alliances and advocacy for inclusion).'' DFID Official, Uganda

DFID has publicly affirmed its commitment to inclusion in its '**LGBT+ Approach**'. DFID's '**SMART Rules**', the internal rules to be applied by all DFID staff working on programmes, also include a commitment to address discrimination on the basis of gender and sexual orientation.

3.1 DIALOGUE AND CONSULTATION

Keeping regular dialogue with the LGBT+ community helps to build relationships and better understand issues faced by LGBT+ people. LGBT+ advocates are best placed to know the context, sensitivities and effective strategies for change. LGBT+ people are affected by a wide range of issues, so it is important to engage them even when not working directly on LGBT+ inclusion.

Advocates who had no working relationship with DFID reported having asked FCO officials about the UK's aid programme but were not always given the required information or, at times, told it was not the appropriate forum to disclose such information. An appointed DFID 'LGBT+ lead' should coordinate closely with FCO to ensure they are informed of DFID's national programmes and priorities and will gather information relevant for DFID, such as the social and economic situation for LGBT+ people.

'[There should be] efforts to engage civil society in terms of what DFID is doing, so they may get input from wider stakeholders in terms of the impact, the gaps, or areas where they can also invest to make sure there is that inclusiveness.' Gift Trapence, Programmes Manager, CEDEP, Malawi.

A DFID official noted that in the country they were based not all advocacy groups worked together. Therefore, it was important to consult with some specific organisations in addition to mainstream LGBT+ organisations, so as not to miss the issues impacting on certain groups. Officials should consult with a wide range of LGBT+ people, in particular with marginalised groups, taking care to ensure these meetings are mutually helpful and not exploitative.

'I believe there's never the perfectly inclusive development project, but we have to mitigate this as much as possible by working with a truly representative group of LGBT+ people.' DFID official, Nigeria.

⁵ For more information, see Stonewall's policy paper, 'The Sustainable Development Goals and LGBT+ Inclusion' https://www.stonewall.org.uk/sites/default/files/sdg-guide_2.pdf

3.2 BUILDING THE EVIDENCE BASE

DFID plays a leading role in building and promoting evidence. DFID can support LGBT+ organisations by adding to the existing evidence base to support their advocacy and future programming.

All DFID programmes include ongoing monitoring, an annual review and a final evaluation. Officials should ensure programmes are monitored and evaluated in a way that includes sexual orientation and gender identity. Information can be obtained through community consultations or surveys where appropriate, and interviews with civil society experts.

'In terms of actual measuring and monitoring on LGBT+ inclusion, I think there's still much that needs to be done on that.' FCO official, Kenya

While expanding research output is an important goal, this is not always achievable. Where it may be difficult to gather evidence directly from LGBT+ people, good practice can be found in DFID's other work on 'hard to reach' groups or sensitive issues.

DFID can help empower LGBT+ advocates to build their own evidence as part of broader programmes. For example, by supporting LGBT+ advocates operating in challenging contexts to collect data on violence and discrimination.

CASE STUDY: BUILDING EVIDENCE IN NEPAL

In Nepal, DFID funding supported evidence on the health of gay and bi men. This information helped encourage local officials to include LGBT+ people in their programmes. DFID Nepal has continued to use evidence like this in needs assessments for LGBT+ inclusive programming.

LGBT+ advocates in Nepal were given the opportunity to feed into DFID's National Action Plan, though LGBT+ issues have not typically been considered. They were also invited to take part in a DFID-funded consultation on 'leave no one behind' to support future development work in Nepal. While these initiatives are regarded as positive developments by local LGBT+ advocates, it was noted that better communication following consultation would help avoid the impression that input had been disregarded.

3.3 LGBT+ PROJECTS AND PROGRAMMES

The most direct way to support LGBT+ advocates is through LGBT+ specific initiatives, either through a targeted programme or an element of a larger programme. DFID should also consider programmes with a focus on wider social change and living standards in line with the priorities of LGBT+ advocates, and not just those with a specific focus on legal and policy change.

Programme activities should be developed in full consultation with a diverse group of LGBT+ people. This should be done in a way that:

- **Incorporates input at every stage of the programme – from design, to delivery, evaluation and follow up – to ensure buy-in.**
- **Provides opportunity to determine the programme approach or direction.**

'The best relationships we have are where we've had the ability to describe and direct what we want to do as an organisation. We know the dynamic, we know how things are changing. You have to understand as a donor you might not understand what happens on the ground.' Olumide Makanjuola, then Executive Director, TIERS, Nigeria.

CASE STUDY: PEHCHAN ('IDENTITY') PROJECT, INDIA

DFID makes a substantial contribution to HIV reduction through the UN 'Global Fund to Fight AIDS, Tuberculosis and Malaria'. Since 2010, the Global Fund supported a five-year project, 'Pehchan', through the India HIV/AIDS Alliance.

The primary aim of the project was to build community systems, strengthen HIV/AIDS responses and advocate on punitive laws, such as section 377, to halt and reverse the HIV epidemic among men who have sex with men (MSM), trans and hijra (socio ethnic identity among trans women) people in 18 priority states in India. The programme also supported community-based organisations and community advocates to create a holistic, needs based response for HIV service access on a sustainable basis. This strengthened their community response and build their capacities on life skills issues, created stronger community advocates and helped to improve the quality of HIV/AIDS interventions in the National AIDS Control Programme. The programme enriched the government responses towards the MSM and trans community, improved the coverage, increased service uptake and influenced government interventions.

'With resources like those from DFID, for the first time, the communities who were engaged in the HIV response started their own organisations. They started talking about human rights, stigma and discrimination and health access. It was an initial start for human rights issues.' Abhina Aher, Associate Director Sexuality Gender and Rights, India HIV/AIDS Alliance



Abhina noted that alongside the programme, DFID invested in poster campaigns addressing stigma against LGBT+ people. It was the first donor-funded campaign that she had seen tackling the issue head on.

Logo for the Pehchan Project, India HIV/AIDS Alliance (2014)

The programme built stronger capacity of 200 community-based organisations and addressed the core issues around HIV/AIDS related to sexual orientation, gender, mental health, family support, crisis, trauma, human rights and community governance. The programme reached more than 4 million people for HIV services and identified 50,000 trans people and hijra at high risk. It also created stronger evidence around gender-based violence and stigma and discrimination in health care settings. Pehchan pioneered massive community mobilisation events for trans rights and 'national solidarity events' on addressing the issues related to section 377 punitive laws.

'Pehchan programme was abruptly wound up in 2015 without providing sufficient time for community transitioning for HIV services within the government programme. However, the impact of Pehchan can still be seen in the field with the stronger community-based organisations implementing government projects, dynamic community advocates and visible policy reforms to create a larger difference in society by reducing transphobia and homophobia' Abhina Aher, Associate Director Sexuality Gender and Rights, India HIV/AIDS Alliance

3.4 FUNDING

Funding for LGBT+ organisations is especially important where LGBT+ people cannot access mainstream services or support from their own government. Advocates offered a variety of options for DFID officials to ensure funding supports LGBT+ organisations:

- **Funding mechanisms for human rights defenders that are open for LGBT+ groups to apply.**
- **'Basket funds' – funding streams that governments and other international organisations can contribute to jointly – can help reduce the risk of backlash where LGBT+ funding from the UK alone is portrayed as 'western interference'.**

⁶ For advice on other kinds of support DFID can offer LGBT+ organisations outside of direct funding, please see Section 6.5 on 'In-kind Support'.

- **In countries where it is desirable, funding the relevant Government Ministry.**
- **Directly supporting multilateral funds that work on LGBT+ rights in the country.**
- **Funding inclusive women's rights donors to ensure that funding supports LGBT+ advocates.**

DFID officials can help maximise the benefit to marginalised groups through monitoring how DFID's contribution to joint funds are being spent.

Officials can also offer support by proactively sharing information about LGBT+ inclusive funding opportunities to their contacts.

Applications to donor funds are often complex. DFID should offer LGBT+ advocates with limited fundraising capacity the support and skills needed to write applications.

'There are lots of LGBT+ groups that don't know how to do fundraising, don't know how to contact donors, don't know how to write proposals or how to do financial management, or how to do the reports. They don't know where the funding sources are, so that's a problem.' Hla Myat, Deputy Director, Colors Rainbow, Myanmar

DFID could also consider relaxing requirements that prevent LGBT+ organisations from applying. For example, where LGBT+ groups are not legally allowed to register as an organisation, LGBT+ advocates could be funded through inclusive intermediaries or in-kind contributions.⁶

CASE STUDY: FUNDING LGBT+ RIGHTS IN LEBANON

In Lebanon, another European donor government provided unconditional funding to Mosaic, an organisation that works directly with sexual and gender minorities. The donor demonstrated best practice by minimising documentation requirements in advance and allowing Mosaic space to focus on supporting LGBT+ people in Lebanon according to its own strategy.

Funding for specific LGBT+ organisations can lead to splintering of the movement through increased competition. Officials can avoid this by funding coalitions or going through intermediary donors that understand the dynamics between different LGBT+ organisations.

LGBT+ rights should also be given consideration when DFID funds governments. DFID creates 'Programme Partnership Arrangements' (PPAs) with governments wherever it funds them directly. These cover 'human rights', but not LGBT+ rights specifically. An official suggested that LGBT+ rights could be specifically incorporated in PPAs, which could be a starting point for discussion of LGBT+ inclusion in development between the UK and other governments.

CASE STUDY: AN LGBT+ INCLUSIVE PARTNERSHIP PRINCIPLES ASSESSMENT (PPA) FOR NIGERIA

In Nigeria, DFID included assessment of the anti-LGBT+ law and its impact within the human rights pillar of its PPA for Nigeria. A DFID official noted that the more LGBT+ rights are included in its thinking and in its dialogue with governments, the more opportunities there will be for open conversation on LGBT+ inclusion.

3.5 LGBT+ INCLUSION IN OTHER DFID PROGRAMMES

Alongside LGBT+ specific programmes, DFID also funds initiatives on health, education, poverty reduction and security – issues that significantly impact the lives of LGBT+ people. It is vital to include LGBT+ people in these programmes in consultation with LGBT+ advocates. This can be more complicated, but the potential impact is significant and will avoid the risk of LGBT+ specific programmes stigmatising beneficiaries.

'What I'm saying to DFID is: let's say they are funding police. We can look at what kinds of programmes they are funding and how can LGBT+ human rights issues fit into already existing programmes.' Gift Trapence, Programmes Manager, CEDEP, Malawi.

LGBT+ inclusion should be considered at the earliest stage of programme design, for example, in the business case. This information could be kept internal in contexts where it would be dangerous to openly work on LGBT+ rights.

Advocates emphasised the importance of ensuring DFID's work on gender equality is fully inclusive. For example, one LGBT+ advocate described how women's groups had been actively pushing for LGBT+ inclusion in a domestic violence bill. They suggested donors like DFID could do more to support this, by building links and creating spaces for diverse advocates to work together.

Advocates described how they are often left behind in broader programmes that claim to include LGBT+ people. DFID should fund organisations with sufficient expertise on LGBT+ issues to deliver wider programmes, to ensure LGBT+ are fully included.

'Do No Harm means putting LGBT+ people at the centre of the work, or at the very least making sure they have a significant and meaningful voice in the design as well as the implementation of whatever work is being done.' Neville Gabriel, CEO, Other Foundation, South Africa.

3.6 PROGRAMME PARTNERS

Officials should take steps to ensure programme and funding partners are not actively discriminating against LGBT+ people, or perpetuating homophobia, biphobia and transphobia. Advocates reported being excluded by some organisations funded by international donors and grant makers to deliver vital social services. For example, one advocate described a situation whereby an HIV service provider claiming to be working with men who have sex with men actively perpetuated homophobia when the donor was not present, resulting in many gay and bi men not getting access to treatment.

DFID officials can support by:

- **Assessing attitudes towards LGBT+ people as a part of pre-programme due diligence.**
- **Communicating the importance of LGBT+ inclusion as part of DFID's values.**
- **Providing resources for sensitivity training.**
- **Monitoring practice.**

DFID should consult with a diverse range of LGBT+ advocates before making decisions to withdraw funding from programme partners that discriminate against LGBT+ people. Activists emphasised that automatic aid conditionality risks:

- **Increasing public backlash against LGBT+ people.**
- **Removing vital support to other marginalised groups, of which LGBT+ people may be part.**
- **Missing an opportunity for ongoing sensitisation.**



5. THE BRITISH COUNCIL

The British Council works to promote UK values, culture and language in over 100 countries. British Council officials have specific opportunities to advance LGBT+ rights in other countries.

5.1 EDUCATION AND THE ARTS

British Council staff teach English to children and adults around the world. Some teachers have designed lessons on British culture, including lessons on gender equality and LGBT+ rights. This can help introduce students to new perspectives on LGBT+ issues.

'Sexual orientation, gender identity and expression, and sex characteristics are not included in the national curriculum. Once students have been introduced to sexual diversity, they can discuss it with parents and friends. Young people want to know more about LGBT+ issues and how to make the learning environment become safer for them, and this can be a competitive advantage for the British Council compared to other training centres.' Yen Nguyen, Program Manager, ASEAN SOGIE Caucus, Vietnam

Lessons on LGBT+ equality can be tied to campaign days such as the International Day Against Homophobia, Transphobia and Biphobia (IDAHOTB). They can also include British art and film addressing issues of sexual orientation and gender identity. The British Council should ensure culturally appropriate lessons on LGBT+ rights are included in curriculums across the organisation.

5.2 CAMPAIGNS

The British Council has run successful awareness-raising campaigns against violence against women and girls and to promote 'Global Britain'. There is also scope for the British Council to shift hearts and minds on LGBT+ rights around the world.

CASE STUDY: FIVE FILMS 4 FREEDOM

In 2015 the British Council launched its annual 'Five Films 4 Freedom' campaign, in collaboration with the British Film Institute's LGBT+ film festival, BFI Flare. Five short films about LGBT+ experiences are shared around the world, to champion diversity, LGBT+ people and human rights. British Councils promote the films and host events through social media and public viewings. In 2018, the films were viewed 6.3 million times over 12 days in 152 countries online, including countries where same-sex relationships are criminalised, or the death penalty exists.

Importantly, local staff choose the approach that is best suited for their country. In the past, approaches have varied from working with local LGBT+ partners to promote the films, to holding internal discussions with colleagues about LGBT+ rights and diversity. British Council staff have held events in a wide range of countries, including some where same-sex relationships are criminalised. Through this campaign they have created lasting partnerships with LGBT+ organisations that will benefit future activities.

The films are unbranded, so they can also be promoted independently of the British Council, helping to avoid the perception that LGBT+ rights are a 'western-led' agenda.



6. SHARED ISSUES AND CHALLENGES

This section addresses the common challenges that UK officials deployed abroad may face while working on LGBT+ rights.

6.1 COOPERATION BETWEEN DEPARTMENTS

Increasingly FCO and DFID are working cross-departmentally. While UK Government departments have different responsibilities and ways of working, there is some overlap. It is important to coordinate with other UK Government Departments in-country as much as possible, to share information. This helps to ensure a joined-up approach and helps streamline the work of LGBT+ organisations.

CASE STUDY: 'PROTECTING MINORITY RIGHTS' PROGRAMME, UGANDA

Cross-department engagement has worked well for programming on LGBT+ rights and inclusion. In 2014, the Ugandan Government introduced an 'Anti-Homosexuality Act' that allowed for the penalty of life imprisonment for same-sex relationships in a context of hardening attitudes against LGBT+ people.

In response, DFID Uganda produced a Business Case for a joint (FCO/DFID) programme focused on protecting minority rights and reducing discrimination. FCO led the programme, while DFID provided the funding and behind-the-scenes expertise. Activities included strengthening the capacity of the police to respond to incidents of violence, strengthening national human rights institutions, and supporting a coalition of civil society organisations.

Officials took the strategic decision in consultation with advocates to work on a wider set of rights than LGBT+ rights alone. This made it easier for the government to collaborate with the programme, reduced the risk of backlash against LGBT+ people, and helped to build a wider movement for human rights that could be sustained after the programme ended.

'Coalition networks [have] proven effective for sensitive work. They provide cover, even with a small membership, probably because they ensure a wider reach and foster a much more unified voice.' DFID Official, Uganda.

The programme has had notable successes. For example, in the policing component there is *'a human rights database for trained police officers to monitor their track record, ensuring they don't violate LGBT+ people's rights. The fact that police could even access this is, I think, a big step forward.'*

The success of the programme demonstrates what can be achieved for LGBT+ rights when FCO and DFID work together, coordinate and build on each other's comparative advantages.

LGBT+ advocates reported they did not always understand the difference between UK Government departments' responsibilities for LGBT+ rights. Officials recognised departments do not always communicate effectively, which can be confusing for civil society.

'Conversations often involve different sets of people who in the course of their ordinary work wouldn't overlap that much.' DFID Official, Tanzania

UK officials can address these problems through regular catch-ups between in-country 'LGBT+ leads' and sharing information on the situation for LGBT+ people. This type of cooperation can be particularly useful when responding to rights violations. In

crisis situations, DFID officials should be aware of the potential impact on programme activities, while FCO and DFID should ensure relevant information is shared. Often, DFID officials will have partnerships and networks in-country that may allow them to better obtain quick and accurate information on the situation. They can also make changes to DFID activities to help address the situation or avoid making it worse.

CASE STUDY: EMERGENCY RESPONSE BY DFID COUNTRY OFFICES

Two DFID officials in Africa gave examples where their offices responded to LGBT+ people being criminalised and actively persecuted. Both appointed an LGBT+ 'point person' who regularly liaised with FCO, to keep informed of the situation. In one of the countries, politicians were actively attempting to prevent LGBT+ people from accessing HIV services. In response, in consultation with local LGBT+ advocates, DFID focused their attention on ensuring that existing access to services (especially access to healthcare and HIV services) remained in place.

DFID can also support FCO objectives given its specific programme links with regional and local government and international institutions (e.g. the UN), especially on social and economic rights.

6.2 COUNTERING BACKLASH

As a global leader on LGBT+ rights, the UK has an important role to play in publicly affirming its support. However, consideration should be given to how work on LGBT+ equality may be perceived by the public or exploited by opponents. For example, the UK's public connection to LGBT+ rights may lead to it feeding the notion that they are a 'Western imposition' or 'agenda'.

LGBT+ groups in-country are best placed to advise on whether an activity will support this stereotype, and whether it is a risk worth taking. It is particularly important to consider where backlash can have a negative impact on the lives of the most vulnerable LGBT+ people, and where hard-fought-for rights such as access to healthcare are at risk.

To avoid this risk, officials should consider partnering with local LGBT+ groups and amplifying their messaging. Officials should also consider raising LGBT+ rights issues as part of working groups that include diplomatic missions from non-Western countries.

In the most dangerous contexts for LGBT+ people, discrimination should be condemned in general by affirming that everyone should enjoy equal rights and protections. Such messaging allows LGBT+ advocates to adopt it in a way that is helpful to them. Where the UK cannot publicly affirm its support for LGBT+ rights, officials can still play an important role by providing capacity support for LGBT+ organisations.

'The way our language is framed has to make sure that it wouldn't put LGBT+ persons in a vulnerable situation.' DFID official, Tanzania

Some missions reported hostility from extremist groups, fundamentalist faith institutions or even diplomatic missions intolerant to LGBT+ rights. LGBT+ advocates are best placed to advise on tactics and framing to respond to pushback.

'Pushback has come from extremist groups and even other diplomatic missions. This was responded to publicly in a broad defence of UK values of tolerance and inclusion.' FCO Official, Bangladesh

‘DO NO HARM’

The principle of ‘Do No Harm’ should underpin all engagement on LGBT+ rights issues. This means ensuring any interventions taken mitigate against unintended harmful impacts on LGBT+ people as much as possible. Potential harm can be reduced through in-depth knowledge of the legal and social situation, risk analysis, and engaging at every step with LGBT+ advocates who know the situation in their country. UK officials should also consider:

1. Consulting, funding and partnering with a diverse range of LGBT+ organisations, in order to avoid reinforcing or distorting power relationships among LGBT+ organisations.
2. Funding LGBT+ inclusive organisations who are well placed to ensure LGBT+ people are fully included in practice.
3. Taking steps to address the digital, physical and emotional security of LGBT+ partners.
4. Putting in place robust risk management processes, reviewing them with LGBT+ partners and supporting them to develop their own procedures.
5. Ensuring sensitive information, especially if it relates to someone’s sexual orientation or gender identity, is not revealed externally unless explicitly agreed.
6. Checking that intermediaries and programme partners are not actively discriminating on the basis of sexual orientation or gender identity, or perpetuating homophobia, biphobia and transphobia.
7. Consulting with LGBT+ organisations to avoid messaging that supports a narrative of ‘western imposition’. If necessary, broader messaging can be used to make the point without specifically referencing LGBT+ rights.
8. Consulting with LGBT+ advocates closely before applying any form of ‘aid conditionality’.
9. Coordinating closely with officials in other departments working on LGBT+ issues to avoid confusion or duplication.
10. Working to improve the awareness, attitudes and practice of staff towards LGBT+ people.

6.3 RECOGNISING AND ADDRESSING DIVERSITY

Officials should be aware that the LGBT+ community is diverse. For example, LGBT+ people:

- **Include lesbian, gay, bi and trans people. The term ‘trans’ includes (but is not limited to) trans men, trans women and non-binary people. There are similarities in experience, but also many differences.**
- **Have other identities related to gender, disability, faith, ethnicity, income-level and other factors. These combine in various ways and lead to unique experiences.**

Much of the previous work on LGBT+ inclusion in international development has tended to focus on gay and bi men, especially on health and HIV programming. This has often led to the exclusion and neglect of issues that particularly impact LGBT+ people, such as un-/under-employment and gender-based violence.

‘I think a broad reach is very helpful, rather than just going to the closest relationships that you have.’ Neville Gabriel, CEO, Other Foundation, South Africa.

Wherever possible, it is important to proactively reach out to lesbian, bi and trans-led organisations and advocates. Steps should also be taken to include LGBT+ women and trans advocates in wider programmes about gender equality.

6.4 INTERNAL AWARENESS AND CAPACITY

Both officials and advocates noted frequent staff changes and poor institutional memory as challenges.

‘One of the challenges with all diplomatic missions is one of consistency. There is very little institutional memory that transfers with changes in leadership, so we often have to start from scratch.’ Colin Robinson, Director of Imagination, CAISO, Trinidad and Tobago

‘Frequent staff changes mean that support can fluctuate, and this is a concern for us.’ Noor Sultan, Executive Director, Bedayaa, Egypt.

Staff working on LGBT+ equality should include detailed information in handover notes and, where possible, make introductions between their successors and LGBT+ civil society contacts. This will ease the burden on both LGBT+ organisations and incoming staff. Newly deployed staff should also reach out to LGBT+ groups for a meeting shortly after arrival.

UK officials mentioned the need for more support and capacity to work on LGBT+ rights, which can feel like an additional ‘task’ on top of already heavy workloads. However, they also noted that human rights for all or ‘leave no one behind’ will never be achieved until LGBT+ rights are proactively addressed.

Appointing departmental LGBT+ leads, for example a political officer at FCO or a Social Development Adviser at DFID, helps to ensure LGBT+ issues receive sufficient attention. Senior leadership is also important to provide high-level encouragement and raise the profile of LGBT+ rights internally.

CASE STUDY: DIVERSITY AND INCLUSION TASKFORCE IN MEXICO CITY

After joining the parade at Mexico City Pride 2016, staff at the British Embassy in Mexico City voluntarily established a ‘Diversity and Inclusion Taskforce’. Its aim is to celebrate diversity and promote inclusion, with LGBT+ as one of its priority areas. From the beginning, the Taskforce had the high-level support of the Ambassador. Since, the Taskforce has been working to raise awareness of LGBT+ issues internally and externally through a variety of activities that include dialogues, film screenings and exhibitions.

The taskforce is open to everyone and aims to have at least five active members at any given time. This minimises the risk of work dropping off due to staff changes.

The Taskforce convenes a regular roundtable with LGBT+ groups. In this way, LGBT+ advocates now have a clear route to access the mission should they need to.



Taskforce roundtable convening civil society organisations in November 2016

The Taskforce has built networks with other LGBT+ friendly diplomatic missions and corporate partners and supported Mexican Government institutions to promote zero discrimination.

‘At the British Embassy in Mexico we are concerned that there is still a long way to go to continue fighting for equality and inclusion in Mexico, the United Kingdom and other parts of the world. That is why the Diversity and Inclusion Taskforce works to demonstrate our commitment to the cause.’ Diversity and Inclusion Taskforce Mexico, FCO

As in all organisations, not all staff may be fully aware of, or accepting of, LGBT+ rights. It is important to raise the issues in a way likely to increase people's sensitivity and offer opportunity for discussion.

'Even though the department itself is working on LGBT+ rights or women's rights or other rights, not all of the staff of the department are aware of the issues. It shouldn't be like that. They have to understand the programme's nature and the nature of the group they are working with.' Hla Myat, Deputy Director, Colors Rainbow, Myanmar

Steps should be taken to provide sensitisation and awareness to staff at all levels. This can take the form of training on sexual orientation, gender identity and non-discrimination, which can be delivered by local LGBT+ advocates themselves and through workshops, e-learning and ongoing internal dialogue.

CASE STUDY: INTERNAL AWARENESS IN A BRITISH COUNCIL IN VIETNAM

In Vietnam, the British Council invited a national LGBT+ organisation to talk about gender identity and sexual orientation with staff. They have now developed an activity plan for advancing the topic, including workshops, trainings, external discussions and film screenings – all done in full consultation with civil society actors.

Though this guide is primarily about external support for LGBT+ advocates, officials also mentioned the importance of supporting and protecting LGBT+ staff, both local and British.

CASE STUDY: DFID JOINS STONEWALL'S GLOBAL DIVERSITY CHAMPIONS PROGRAMME

In 2018, DFID became the first UK Government department working internationally to become a Global Diversity Champion, signalling its commitment to working with Stonewall to become an LGBT+ inclusive employer in all its offices across the globe.

Through the Global Diversity Champions programme, Stonewall helps to ensure the organisations we work with are LGBT+ inclusive and their values are embedded in their workplaces across the globe. Staff are able to bring their whole selves to work, driving higher levels of motivation, satisfaction and productivity. As a Global Diversity Champion, DFID will now receive:

- **Detailed country briefings and in-depth reports providing up-to-date information on the LGBT+ legal and cultural situation in hotspot countries.**
- **A review of local HR policies, to ensure they are LGBT+ inclusive and sensitively communicated to all staff, in all country offices.**
- **Access to our library of research and best-practice guides, ranging from advice on setting up a network group to creating a transitioning at work policy.**
- **Guidance through the Global Workplace Equality Index, our definitive benchmarking tool assessing organisations' progress on LGBT+ equality against Stonewall's best practice and that of others operating in the same geographical context.**
- **Tailored feedback on Index submissions and advice on planning next steps towards becoming an LGBT+ inclusive workplace.**

To learn more about Stonewall's Global Diversity Champions programme, visit our [website](#) or contact memberships@stonewall.org.uk

6.5 IN-KIND SUPPORT

'In-kind support from missions is very important, particularly so given the current crackdown on LGBT+ rights we are facing. We urgently need more safe spaces and resources available to us.' Noor Sultan, Executive Director, Bedayaa, Egypt

In-kind support is very important to LGBT+ organisations, particularly for those operating in challenging environments. UK officials should make resources available for in-kind support for LGBT+ and inclusive human rights organisations.

Several advocates emphasised the need for support for physical, emotional and digital security. Measures can be put in place to address this, alongside programme activities, such as:

- **Providing safe spaces.**
- **Providing trainings on physical and digital security and 'burn-out'.**
- **Putting procedures in place to respond quickly in situations of anti-LGBT+ backlash.**
- **Sharing experience of developing and using risk frameworks.**

CASE STUDY: RISK MANAGEMENT IN UGANDA

When working with LGBT+ advocates as part of a programme, DFID Uganda emphasised the importance of risk management. Officials supported LGBT+ partners to create a risk management framework and held meetings every three months to review it and consider how risks were changing. This helped to increase the skills of LGBT+ organisations in planning for risk as part of future programmes.

Officials can have a significant impact outside of programme activities. Support can be small and relatively inexpensive; *'not necessarily giving money to people, but being supportive of the things that they do.'* (Olumide Makanjuola, then Executive Director, TIERS, Nigeria). This could include:

- **Finding opportunities to listen to concerns, and reporting in a timely fashion on any updates and delays.**
- **Sharing information on courses or trainings.**
- **Supporting networking and facilitating meetings, for example with other aid agencies and embassies, international NGOs, politicians and officials, or other non-LGBT+ human rights defenders.**
- **Inviting LGBT+ advocates to events and conferences.**
- **Providing venues for meetings and events.**
- **Supporting strategy development.**
- **Providing technical support for funding applications and donor reporting.**

'It would be good if missions would support LGBT+-led groups to strengthen our institutional capacity, so we can better work with and strengthen our communities.' Mac-Darling Cobbinah, Executive Director, Centre for Popular Education and Human Rights, Ghana

In-kind support for marginalised people can be especially important in Middle Income countries, where programme funding has been significantly reduced in recent years.

CASE STUDY: JOINT EVENT TO WELCOME THE FORMER UN INDEPENDENT EXPERT ON SOGI IN ARGENTINA

'The UN Independent Expert on Sexual Orientation and Gender Identity visited Argentina to learn more about the experiences and challenges faced by LGBT+ people here in Argentina. We worked with Federación LGBT+ Argentina to bring together key LGBT+ rights defenders from across the country to share their experiences first-hand. We also brought in policy officials from the national and city governments.'

'The event, hosted at the British Ambassador's Residence, gave us an opportunity to demonstrate that, despite our differences, the UK and Argentina share the same commitment to the promotion and protection of LGBT+ rights. It also helped further develop our links with key LGBT+ groups to pave the way for further collaboration in the future.' - FCO Official, Argentina



Joint reception to welcome the UN Expert at the British Residence (FCO, 2017)

'Following a meeting with the British Embassy where we introduced our work, they called us to see if we wanted to co-organise this event. It was a really important opportunity, as we got to speak with the UN Expert and his team about the work that we are doing, and to speak with the Ambassador about some potential areas of collaboration.'

- Mariano Ruiz, Secretary of Foreign Affairs, Federación Argentina LGBT



7. RECOMMENDATIONS

- Consult and hold regular dialogue with LGBT+ advocates and ensure any interventions are based on their advice.
- Explore opportunities to publicly support LGBT+ equality, by responding to violations of rights and marking events in the LGBT+ calendar. Where this is not appropriate, highlight the UK's support for human rights, equality and the principle of leave no one behind.
- Open up space for raising LGBT+ rights with host governments.
- Create inclusive and transparent opportunities to directly fund and partner with LGBT+ organisations.
- Include LGBT+ issues in broader activities and programmes.
- Provide in-kind support, such as capacity development, meeting and event venues, networking opportunities and advice.
- Work to improve the awareness and attitudes of staff and other programme partners towards LGBT+ people.
- Recognise that LGBT+ people are diverse. For example, take steps to ensure that LGBT+ women, trans people and grassroots organisations are represented in any LGBT+ activities wherever possible.
- Uphold the principle of 'Do No Harm', taking steps to avoid backlash and ensure the security of LGBT+ advocates at all times.
- Coordinate closely with other government departments and share information, to ensure the UK's support for LGBT+ rights is joined up. This could be the responsibility of an appointed 'LGBT+ Lead'.

HOW CAN STONEWALL HELP?

Stonewall's website includes many campaign, educational and research materials that may be appropriate for your country. Stonewall can also support the work of UK officials through:

- **Supporting and sharing campaign actions or LGBT+ events on social media.**
- **Facilitating introductions, where possible, to LGBT+ organisations within our network spanning over 90 countries worldwide.**
- **Supporting FCO with recommendations to make at the Universal Periodic Review.**
- **Furthering LGBT+ inclusion in the workplace through our Global Diversity Champions programme, which works with over 150 international employers, including DFID, across the globe.**
- **Running programmes for LGBT+ role models and allies.**

If you have further questions or would like to know more about Stonewall's international work, please visit our [website](#) or contact international@stonewall.org.uk.



8. GLOSSARY

Bi: An umbrella term used to describe an emotional, romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, bi-curious and queer.

Biphobia: The fear or dislike of someone who identifies as bi. Biphobia may be targeted at people who are, or who are perceived to be, bi.

Cisgender or Cis: Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

Gay: Refers to a man who has an emotional, romantic and/or sexual orientation towards men. Also, a generic term for lesbian and gay sexuality.

Gender Expression: How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender may not, however, identify as trans.

Gender Identity: A person's innate sense of their own gender, whether male, female or something else (see Non-Binary below), which may or may not correspond to their sex assigned at birth.

Homophobia: The fear or dislike of someone who identifies as gay or lesbian. Homophobia may be targeted at people who are, or who are perceived to be, gay or lesbian.

Intersectionality: Recognition of the interconnected and overlapping nature of different social identities and categories. For example, LGBT+ people with different genders, ethnicities or faiths will experience discrimination and exclusion in different ways.

Intersex: A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal expectations about what constitutes male or female.

Lesbian: A woman who has an emotional, romantic and/or sexual orientation towards women.

LGBT+: An umbrella term to refer to all with diverse sexualities and gender identities, including those who do not necessarily identify as lesbian, gay, bi and/or trans. For example, those with culturally-specific identities. LGBT+ is in many contexts perceived to be a Western term and will not always be the appropriate term to use. UK officials should research and use the most appropriate terms in the countries where they work.

MSM: Men who have Sex with Men. This refers to sexual behaviour and activity, not attraction or identity, and not all MSM will necessarily identify as gay or bi. A term particularly used in the global response to HIV/AIDS.

Non-binary: An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Pronouns: Words used to refer to people's gender in conversation – for example, 'he/him' or 'she/her'. Some people may prefer the use of gender-neutral pronouns, such as 'they/them'.

Queer: In the past a derogatory term for LGBT individuals. The term has now been reclaimed by LGBT young people but is still viewed to be derogatory by some.

Sexual orientation: A person's emotional, romantic and/or sexual attraction to another person.

SGM: Sexual and Gender Minorities. People with diverse sexual orientations and gender identities, who may or may not identify as LGBT+.

Trans: An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer, gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, two-spirit, bi-gender, trans man, trans woman, trans masculine and trans feminine.

Trans Man: A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to FTM, an abbreviation for female-to-male.

Trans Woman: A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shorted to MTF, an abbreviation for male-to-female.

Transitioning: The steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.

Transphobia: The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity. Transphobia may be targeted at people who are, or who are perceived to be, trans.

WSW: Women who have Sex with Women. This refers to sexual behaviour and activity, not attraction or identity, and not all WSW will necessarily identify as lesbian or bi.

ENGAGING WITH LGBT+ ADVOCATES

A GUIDE FOR UK OFFICIALS
WORKING ABROAD

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