

LGBT+ Inclusion in International Development Programming: A checklist for *UK Aid Connect* proposals

In July, DFID launched its first call for proposals to address lesbian, gay, bi and trans (LGBTⁱ) inclusion in international development (under '*UK Aid Connect*'). This is a welcome first step.

However, much more needs to be done across the sector to address this topic and ensure LGBT+ rights are not siloed into one initiative. Still, far too many people are consistently discriminated against on the basis of their sexuality and gender identity - in society, by institutions, in access to services and, crucially, in development programmes. This is despite the fact that the Sustainable Development Goals (SDGs) commit all development actors to ensure that no one is 'left behind' in their work.

The suggestions below are a starting point. They are not meant to be comprehensive, though we do recommend completing as many of them as possible. Even if you don't think your programme is immediately relevant, there are very likely to be simple steps to take to ensure LGBT+ communities do not continue to be left behind.


1. Programme Design


Analyse how the issues addressed by your programme potentially affect LGBT+ communities and consider relevant interventions or activities


Address LGBT+ inclusion in your Business Case or programme proposal

Widen the scope of your programme to address related specific issues that LGBT+ people face

Ensure your programme does not unintentionally perpetuate exclusion

 *Does your understanding of, and approach to, gender equality and social inclusion take LGBT+ people into account?*


 *Does your operational definition of 'gender', 'women' or 'men' exclude trans people or the wider LGBT+ community?*

 *Does the programme include normative assumptions about families, relationships and other factors that exclude LGBT+ people?*

2. Consultation

Consult with LGBT+ organisations and movements, who know the context, in the design phase

Build in opportunities to keep consulting with LGBT+ organisations/movements throughout the lifecycle of the programme, in order to monitor ongoing impact

 *The LGBT+ community is a very diverse one. Are you engaging with a representative movement – in particular, one that includes the voices of women and trans communities?*



3. Partnership

- Partner directly with LGBT+ organisations and movements in programme countries, where possible
- Provide direct support and funding to LGBT+ organisations and movements
- Create opportunities through the programme to improve the evidence base on LGBT+ inclusion
- Build in opportunities to support LGBT+ advocacy (nationally, regionally and/or internationally), where appropriate

4. Staff Sensitivity

- Proactively ensure that your colleagues and delivery partners do not discriminate against LGBT+ people in policy or in practice, or perpetuate homophobia, biphobia and transphobia
- Create opportunities through the programme to increase the sensitivity of staff and delivery partners to sexual orientation and gender identity
- Empower LGBT+ staff working on the programme by building a supportive and inclusive environment

5. Do No Harm

- Conduct a robust risk analysis to ensure that planned activities do not inadvertently harm LGBT communities, and adjust plans accordingly
 -  *Is there a risk of backlash? Can activities be modified to reduce this risk?*
 -  *Remember that 'do no harm' is not the same as 'do nothing'. Even in the most challenging contexts, there may be small, discrete steps you can take. Doing nothing to support LGBT+ communities can in fact reinforce their discrimination.*
- Ensure the security of any LGBT+ partners (physical, digital and emotional)

For more information about LGBT+ exclusion in international development within the SDG Framework, with evidence and examples, please see papers by the [Institute of Development Studies](#) and [Stonewall](#).

For those who would like to take the next step towards LGBT+ inclusion in their work, further guidance is available. To inquire further or learn more about the work of the 'LGBT + International Development Roundtable', please contact international@stonewall.org.uk.

ⁱ We use the term 'LGBT+' throughout this document, though we mean this to be interpreted broadly. Other terms are also used, such as: 'IQ' (intersex, queer/questioning); culturally-specific identities like 'hijra' or 'two-spirited'; or 'sexual and gender minorities' (SGM). We encourage you to research and use the most appropriate terms for the contexts in which you are working.