GUIDANCE NOTE

DIVERSE SOGIESC RAPID ASSESSMENT TOOL

To Assess Diverse SOGIESC Inclusion Results In Humanitarian Contexts

ΣmPower
Women for Climate-Resilient Societies

Sweden
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For more detailed rationale for The Diverse SOGIESC Rapid Assessment Tool, and related tools, please read the project report *The Only Way Is Up.*

Language and Terms

This guidance note and the associated tools use the phrase 'people with diverse sexual orientations, gender identities and expressions, and sex characteristics' (SOGIESC) in preference to LGBTIQ+. Diverse SOGIESC is preferred to LGBTIQ+ as it includes people whose lives do not fall into the categories of lesbian, bisexual, gay, transgender, intersex or queer, including cultural non-binary people such as hijra, waria, bakla, fa'afafine, people who use non-English terms that convey distinct experiences of gender and sexuality, and people who may view their diversity as practice rather than identity. Phrasing may vary in the country or humanitarian setting where you are using this tool, and the best practice is to adopt the phrasing recommended by local diverse SOGIESC CSOs and communities. In some cases, LGBTIQ+ or SOGIESC or other framing may raise protection issues, for example, where those acronyms are sometimes used by opponents of diverse SOGIESC inclusion to imply foreign imposition of global human rights standards. In such contexts alternative phrasing may include gender and sexual diversity or gender and sexual minorities. Terms that may be unfamiliar are italicized when first used, and included in the glossary.

Acknowledgments

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The structure of the tool and the layout of this guidance notes mirrors the UN Women Rapid Assessment Tool to Evaluate Gender Equality and Women's Empowerment in Humanitarian Contexts, developed by the UN Women Independent Evaluation Service.[1] This is intended to reduce the barrier of needing to learn another tool, and both tools can be used together. Edge Effect thanks the UN Women Independent Evaluation Service for its kind support.

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About Edge Effect

Edge Effect (www.edgeeffect.org) is a specialist diverse SOGIESC humanitarian and development organization. This guidance note and the tools were developed by Elena Robertson, Anna Arifin and Emily Dwyer.

Colophon

Published by the UN Women Regional Office for Asia and the Pacific, January 2021. Please direct enquiries to: Maria Holtsberg (maria.holtsberg@unwomen.org).

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Rationale

The 2018 Pride in the Humanitarian System (PitHS) consultation emphasized the importance of purposeful inclusion of people with diverse *sexual orientations, gender identities and expressions, and sex characteristics (SOGIESC)* in humanitarian and DRR programs. As a step toward this, the PitHS Consultation Report and the *No Longer Left Behind* call-for-action urged the development of diverse SOGIESC inclusive assessment and evaluation tools.[2]

UN Women recognizes the importance of diverse SOGIESC inclusion, including within Gender Quality and Women's Empowerment programs. This includes recognizing that more than two genders are needed to reflect the reality of all people's lives, that some people are *transgender*, that being *lesbian, bisexual, gay* or having another sexuality often leads to different experiences of gender, and that *intersex* people may have any gender and that may not align with societal expectations. This approach is consistent with commitments made by the development and humanitarian sectors to leave no-one behind, and is consistent with the humanitarian principles of humanity and impartiality.

Many people with diverse SOGIESC experience violence, discrimination, and exclusion during their lives: from their families, local communities, and faith communities; in education, healthcare and workplaces; when accessing public services; from police and other officials; or when simply walking down the street.[3] These realities often undermine the attempts by people with diverse SOGIESC to build resilient lives. In the context of humanitarian response, this pre-emergency

PRIDE IN THE HUMANITARIAN SYSTEM

In June 2018 more than 100 diverse SOGIESC civil society organization representatives and staff from DRR and humanitarian organizations met in Bangkok. The consultation was co-facilitated by UN Women, Edge Effect, ASEAN SOGIE Caucus, Asia Pacific Transgender Network, APCOM and IPPF. The Consultation Report traces a journey through four days of learning, sharing stories, exploring barriers and enablers, discussing key thematic areas and planning for more diverse SOGIESC inclusive DRR and humanitarian action. The accompanying community-led call-for-action *No Longer Left Behind* articulates the expectations of CSO representatives, that the humanitarian and DRR systems will live up to the commitments to genuinely involve affected people and leave no-one behind. The call-for action seeks both technical improvements but also a recognition of power imbalances that maintain exclusion. This tool is part of a UN Women project designed to maintain focus on these expectations, and to support humanitarian and DRR actors with relevant tools. For more information consult the project report *The Only Way Is Up*.

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marginalization creates specific protection needs and constrains access to services in disasters, conflict or complex emergencies. The violence, discrimination and exclusion experienced in everyday life often extends into relief and recovery phases of emergencies, with families, communities, and officials intentionally or unintentionally causing harm. As a result, some people with diverse SOGIESC may opt out of the humanitarian system in part or full, relying instead on informal community networks and friends and potentially putting themselves at greater risk.[4]

However, the humanitarian and disaster risk reduction (DRR) systems have often failed to acknowledge pre-emergency marginalization and have neglected to address the needs, strengths or rights of people with diverse SOGIESC during and after emergencies.[5] While there are examples of deliberate omission, in many cases, omission results from assumptions about gender, sexuality and bodies that inherently exclude people with diverse SOGIESC. While the terms *heteronormativity, cisnormativity, gender binarism* and *endosexism* may be unfamiliar, they sit alongside sexism, racism and other forms of norms-based violence, discrimination and exclusion that may be embedded in tools or ways of working. This exclusion extends to assessment tools that often fail to surface the experiences and needs of people with diverse SOGIESC, leading to program designs and evaluations that also leave them out. At other times, humanitarian and DRR organizations and workers may be aware of specific needs, but not have the training or experience or community relationships needed to take action; or, may fear causing harm, through exposing people with diverse SOGIESC to further community stigma or legal consequences.

The Diverse SOGIESC Rapid Assessment Tool has three components:

Guidance Note	+	Diverse SOGIESC Survey	+	Main Tool
Why the tool exists and how to use it (this document)		Survey Document and Tool for data gathering with people with diverse SOGIESC		Questionnaire for overall data input and Dashboard to derive final ranking.

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Existing assessment tools, and methods for using those tools, fall short of what is needed to assess inclusion of people with diverse SOGIESC. For example, most marker tools include diversity of SOGIESC in passing - if at all - and do not provide a means of disaggregating diverse SOGIESC aspects of inclusion from other forms of inclusion.[6] The only substantive exception is the Inter-Agency Standing Committee (IASC) Gender with Age Marker (GAM) which provides options for specific coding of diverse SOGIESC inclusion, that can be used effectively if staff understand diverse SOGIESC inclusion.[7] This tool fills this gap by providing a specific and comprehensive tool for assessing diverse SOGIESC inclusion that will enable humanitarian and DRR organizations to:

- Better monitor and evaluate the inclusion of people with diverse SOGIESC in programs, contributing to more inclusive program designs.
- Establish the extent to which diverse SOGIESC inclusion measures are contributing to Gender Equality and Women's Empowerment.

Design decisions for this tool sought to minimize barriers to usage, and maximize consistency with existing tools. This tool closely mirrors the UN Women Rapid Assessment Tool: To Evaluate Gender Equality and Women's Empowerment Results In Humanitarian Contexts, and the two tools could be used together. This tool could also be used in tandem with the IASC GAM, and tipsheets for using the GAM in a diverse SOGIESC inclusive way were developed alongside this tool.

Collaboration with people with diverse SOGIESC is built-in to the tool in several ways:

- A Regional Advisory Group of diverse SOGIESC CSO representatives from Asia and the Pacific monitored the development of this tool, ensuring consistency with the demands for meaningful inclusion of people with diverse SOGIESC in the *No Longer Left Behind* call-for-action from the 2018 Pride in the Humanitarian System consultation.
- The tool is also designed to be consistent with Accountability to Affected People commitments, such as those in the Core Humanitarian Standard on Quality and Accountability.[8]
- Use of the tool requires CSO collaboration, ideally with a specialist diverse SOGIESC CSO.

In some settings, there may not be an obvious diverse SOGIESC CSO, because:

- Existing diverse SOGIESC organizations have not been identified or included in the humanitarian or DRR systems.
- Legal or other barriers mean that no suitable organizations exist.

Where diverse SOGIESC CSOs exist in a response setting, but do not engage in humanitarian response, additional support may be required from humanitarian organizations. In some cases, it may be appropriate to work with other CSOs that have substantive engagement with people with diverse SOGIESC. Examples include:

- Women's rights organizations that engage with *lesbian bisexual* or *queer* (LBQ) women. These

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CSOs may also be valuable partners where diverse SOGIESC CSOs are HIV-focused, as their networks may be restricted to people *assigned male at birth*.
- Organizations that engage with people with diverse SOGIESC through sexual and reproductive health and rights programs (although these programs may also be focused on people *assigned male at birth*).

The requirement for collaboration may seem to add complexity, but should not be a disincentive. Instead, it is an opportunity for humanitarian organizations to deepen CSO partnerships and work in ways that are consistent with Accountability to Affected People commitments, such as those in the Core Humanitarian Standard on Quality and Accountability.[9]

PILOTING IN COX'S BAZAR

"This was a great exercise for us to reflect more on our work on SOGIESC rights and inclusion in our regular gender programming"

Bandhu Social Welfare Society and UN Women in Cox's Bazar teamed up to pilot the tool over November-December 2020. UN Women volunteered to assess the diverse SOGIESC inclusivity of Multi-Purpose Women's Centers (MPWC) in several of the camps, and completed the humanitarian agency assessment. Bandhu Social Welfare Society - an organization that supports gender diverse people - interviewed thirty *hijra*, *kothi* and other *gender diverse* people in the same camps. Following the pilot aspects of this guidance note were adjusted, and sections of the tool were streamlined. Both Bandhu and UN Women reported significant learning from use of the tool.

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This tool assesses inclusion in five key thematic areas:

Pre-emergency marginalization and gender analysis

Many people with diverse SOGIESC experience high levels of discrimination, violence and exclusion in everyday life, before disasters strike, or conflict starts. The significance for humanitarian action is:

- Some people with diverse SOGIESC start from behind in crises, and have specific needs.
- Discrimination, violence and exclusion often continues into relief and recovery periods.
- Pre-crisis experiences may lead people with diverse SOGIESC to avoid humanitarian service provision.

The nature and extent of discrimination, violence and exclusion varies between countries, within countries, and according to other characteristics (for example people with diverse SOGIESC who are also women or who are people with disabilities, may experience multiple or intersecting marginalisation). Therefore understanding of pre-emergency marginalization is an essential part of gender analysis.

Inclusion, participation, and leadership

When people are equitably represented in decision-making spaces, their needs are more likely to be prioritized, their rights more likely to be respected, and their strengths more likely to be recognized. Due to family and community discrimination people with diverse SOGIESC are often excluded from decision-making forums or may choose to avoid them due to feeling unsafe. Involving people with diverse SOGIESC may require concerted effort and communication by humanitarian actors. For example, training and supporting staff who work in women's safe spaces to include *trans women* is a positive step toward inclusion, but trans women also need to know and believe that they can access these spaces safely, and this may involve significant trust-building.

Safety and Protection

Safety and protection are at the core of humanitarian action.[10] However people with diverse SOGIESC often experience harassment and abuse from family members, other displaced people, host community members and officials. People with diverse SOGIESC may also be targeted due to their reluctance to report, because of fears this will lead to inaction or further abuse. Programs countering Gender Based Violence will be more inclusive if they address gendered violence that people experience because a) their gender does not fit into the *gender binary* assumed within patriarchal systems, b) their gender does not match their sex assigned at birth, c) their *sexual orientation* is at odds with the *heterosexuality* of patriarchal systems, or d) their *sex characteristics* may

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vary from those usually associated with a particular gender. Humanitarian programs that are unaware of the impact of norms-based discrimination against people with diverse SOGIESC may exacerbate these experiences, for example: if people with diverse SOGIESC are unable to access safe shelter, or if they choose not to use GBV services fearing potential privacy breaches, or if they feel compelled to undertake survival sex to gain access to aid supplies, or if identity documents required at border crossings and during other interactions with officials or aid organization staff do not match the gender identity or expression of a transgender or non-binary person.

Shelter and Housing

Shelter and Housing are included as key concerns for people with diverse SOGIESC. People with diverse SOGIESC may live in insecure housing before emergencies, due to factors including being ostracized from family, economic marginalization, and discrimination by landlords. This insecurity may be compounded during emergencies. They may be denied access to shelters, they may, experience violence and harassment in shelters or temporary housing, or they may avoid official shelter provision and seek support from other people with diverse SOGIESC. Safe and dignified WASH access may be compromised in locations where displaced people are offered shelter. Additionally, shelter is more than physical covering: according to the Global Shelter Cluster it is also a stable foundation from "where other services can be accessed" and "a place in which one can consider the past and rebuild a sense of future," so those who do not have access to shelter are disadvantaged in other critical ways.[11] During recovery, support for rebuilding may not be available to same-sex couples (and their families) or the *chosen families* in which some people with diverse SOGIESC live.

Livelihoods and Early Recovery

People with diverse SOGIESC are often employed in the informal sector, in low-paid and insecure work, and at greater risk of exploitation or trafficking. This may result from low education attainment due to bullying and discrimination, low family expectations, societal discrimination that funnels people with diverse SOGIESC into particular sectors (such as beauty or entertainment), and discrimination by employers in the formal sector.[12] During humanitarian crises, the sectors where people with diverse SOGIESC tend to work are often hard-hit: beauty salons, entertainment and sex work. Further, people with diverse SOGIESC report discrimination within livelihoods programs that replicate societal restrictions or where other participants make it clear that they are not welcome.

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The tool is designed to be versatile and can be used:

- At any stage of the program cycle.
- In rapid-onset disasters, conflict and complex emergencies.
- In different countries and regions (with adaptation).
- In sector-specific or multi-sector programs addressing GBV, shelter, and/or livelihoods.
- In programs directly addressing diverse SOGIESC participation and leadership.

The tool has been designed to allow real-time adjustment to programs. An assessment in one location should take approximately two to three days from start to finish.

The tool can be used by humanitarian organizations, including UN agencies and international and national non-governmental organizations or national and local governments. It is strongly recommended that humanitarian organizations partner with diverse SOGIESC CSOs, or, in the absence of diverse SOGIESC CSOs, with other appropriate CSOs or experts.

Some monitoring and evaluation expertise is needed for the dashboard and ranking processes, although program officers can use the tool without that support, especially as part of a real-time assessment of diverse SOGIESC inclusion within part of a program; for example, in a needs assessment.

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READ THIS FIRST!

Protecting the safety and security of people with diverse SOGIESC is paramount. It is imperative that any community engagement, data collection, and subsequent storage, analysis and publication is consistent with Do No Harm standards. In additional to typical humanitarian sector issues, working alongside people with diverse SOGIESC may raise specific safety and protection issues. The risk assessment annex on page 21 provides some guidance, and sector stadnards such as the *WHO ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies*[14] should also be consulted. This tool is designed to be used in collaboration with a diverse SOGIESC CSO or similar organization, that receives financial payment and other assistance from the humanitarian organization whose project is under assessment. Guidance should be sought from the diverse SOGIESC CSO organization about local context, threats, and appropriate mitigation measures. Working alongside people with diverse SOGIESC is often possible, where humanitarian organizations can access this support. There is the possibility that the assessment will be conducted in a setting where a diverse SOGIESC CSOs does not exist or cannot be engaged and where there is no other appropruate CSO (see page 5). If this is the case, surveys, KIIs and FGDs with people with diverse SOGIESC should not take place. Simply put 'not rated' against the questions where data from primary sources is required.

STRUCTURE

This rapid assessment tool has three elements:

- This Guidance Note.
- The Questionnaire and Dashboard: the 'Main Tool'
- The Diverse SOGIESC Survey Document and Tool.

The **Main Tool - Dashboard (Tab 1)** is used after data collection. It is an assessment grid, that ranks each indicator and supports the overall ranking of the intervention.

The user ranks each indicator using the provided scale in the drop-down menus.[13]

The **Main Tool - Questionnaire (Tab 2)** guides data collection. It can be adapted based on the program being assessed and the context. Sections can be deleted as necessary. The tool includes instructions on how to code sections where data is not collected.

The questionnaire tab mirrors the dashboard and is divided into six parts:

1. Basic information (user's name, location, date, number of people engaged through programs etc).
2. The five Areas of Inquiry.

The **Diverse SOGIES Survey Document and Tool** is for collecting and inputing data from diverse SOGIESC participants.

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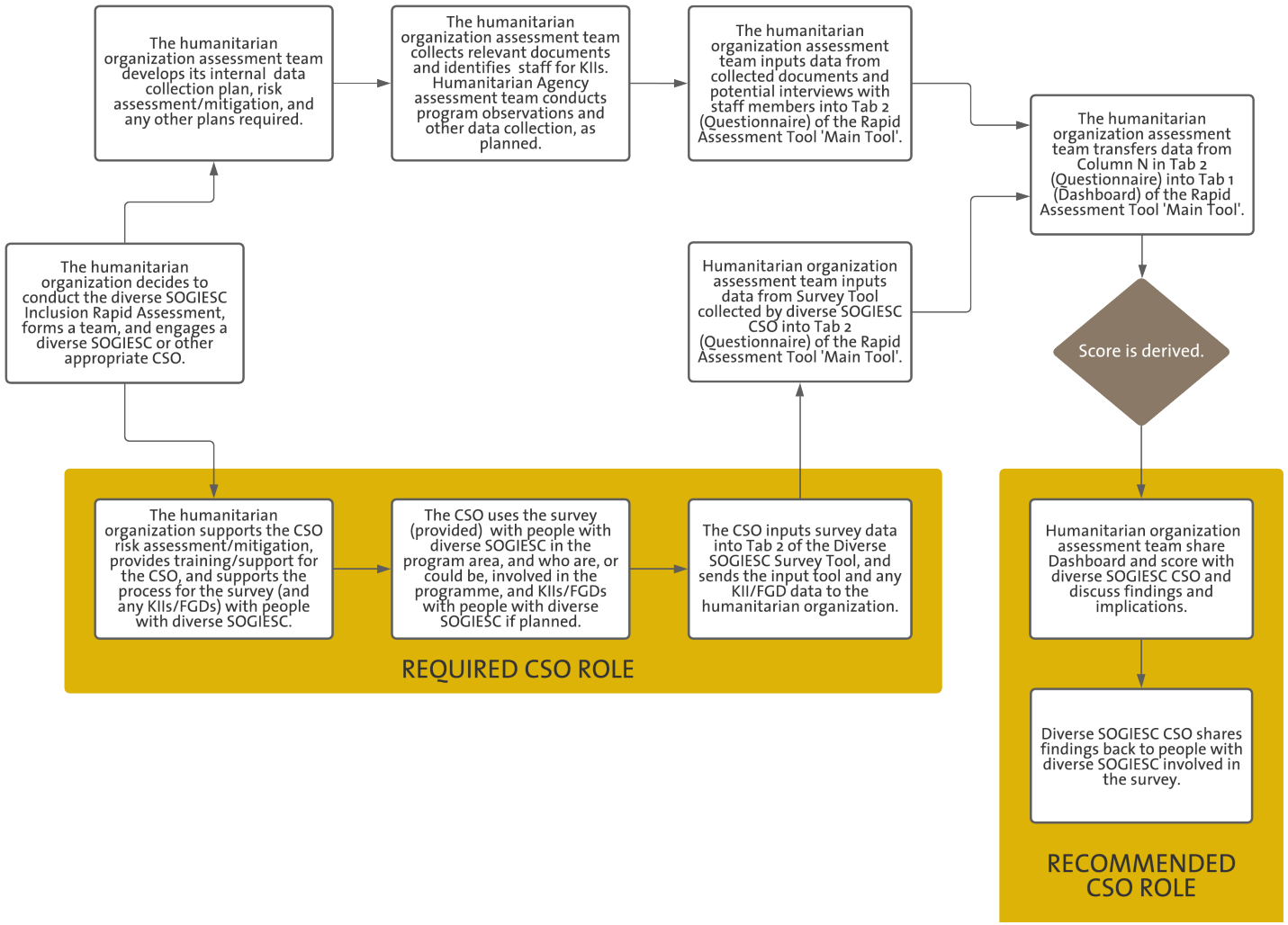
DATA COLLECTION AND RANKING PROCESS - FLOW DIAGRAM



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DATA COLLECTION AND RANKING PROCESS - STEPS

1 Contact a local diverse SOGIESC CSO
Collaboration with a diverse SOGIESC CSO should be part of your plans, and this CSO should be supported and reimbursed appropriately to collect survey data from affected persons with diverse SOGIESC. Ensure data collection meets Do No Harm and other research ethics requirements (see page 21). The humanitarian organization and the diverse SOGIESC CSO are jointly responsible for the safety and security of all respondents. However the humanitarian organization is likely to be better resourced and to have connections that can be used to obtain access to safe locations.

2 Document review
The majority of questions in the tool for humanitarian organizations can be answered through reference to existing documents. Examples of document sources are provided in the Annexes below.

3 KIIs and FGDs
Conduct KIIs or FGDs with program staff (where relevant) and support CSO survey data collection. Collect survey data from the CSO (and KII/FGD if used).

4 Input survey data into Tab 2 ('Survey') of the Survey Data Input Tool:

- The Survey Data Input tool can be expanded or contracted depending upon the number of survey respondents as necessary. If you need to insert columns (because there are more participants) please do so by selecting Column G, right clicking, and inserting columns. This will ensure that the calculation formulas will continue to function. If you have fewer respondents (i.e. less than 20), please fill in Not Rated for the excess columns.
- The Survey Dashboard (Tab 1) will tell you the answers for the questions specified.

5 Fill out the Rapid Assessment Tool Questionnaire (Tab 2 of Diverse SOGIESC Inclusion Rapid Assessment Tool)

- Input the data from the Survey Dashboard (Tab 1 of the Survey Data Input Tool) into the relevant questions on the Diverse SOGIESC Inclusion Rapid Assessment Tool Questionnaire (Tab 2). Then fill in the rest of the Questionnaire.
- All answers are Yes/Mostly/Partly/No/Not Rated format. We recommend using: Yes=76%+; Mostly=51-75%; Partly=26%-50%; No=0%-25%. For instance, if you are answering indicator 1.3 'the program takes a transformative approach to pre-emergency marginalization' and you do not know what pre-emergency marginalization means, you would select 'No.' If you are answering indicator 2.2 'people with diverse SOGIESC have been consulted as part of the planning and design process,' and people with diverse SOGIESC were included in about half of all planning processes, select 'Partly.'
- Fill in any sections of the Dashboard (Tab 1) that does not auto-populate

6 Sharing and sense-making
After deriving the score, work with the diverse SOGIESC to make sense of that result and to explore options for future programs (see page 18).

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Each indicator in the **Main Tool Tab 1 'Dashboard'** is measured by the user on the basis of a qualitative assessment (Yes, Mostly, Partly, No, Not Rated). Any assumption made by the user should be documented in the Dashboard to ensure that the qualitative assessment is as systematic as possible. The indicators are phrased to be applicable across contexts, yet the line between an indicator being partly or mostly met may be thin. Columns M and N in the Questionnaire provide the ranking for entry into the Dashboard. This is based on the averaging of multiple questions for each indicator.

The **Diverse SOGIESC Survey** is required data. KIIs and FGDs are not strictly necessary but are a valuable source of information. KIIs and FGDs should be analysed to gain a qualitative understanding of the quantitative data collected through the survey. Analysing KIIs and FGDs for themes—for instance, positive and negative—will not only provide answers necessary to fill in **Main Tool Tab 2 ('Questionnaire')** but will also provide evidence for any monitoring, evaluation and learning (MEL) reporting or advocacy documents that come out of the rapid assessment process. The analysis process may also reveal important information about why respondents feel a certain way. For instance, if a survey response said 'no,' that they did not feel safe walking alone at night, a response in a KII might explain why a respondent feels unsafe walking alone at night, while a response in an FGD may spur conversation among participants, resulting in a rich and nuanced understanding of why people do or do not feel safe walking alone at night.

Based on similar tools, KIIs are likely to last between 30-60 minutes, and FGDs 45-60 minutes. The survey should take between 30-60 minutes, depending on the method (paper or verbal, depending on literacy and vision impairment) and the language into which it has been translated. A general rule that can be used to plan the number of KIIs and FGDs is: one person can conduct either four to five KIIs a day, or two FGDs and one to two KIIs per day.

The amount of time needed will depend on factors including

- The scale and complexity of the program
- The range of data collection methods used
- The number of KIIs and FGDs (if used)
- The number of survey respondents
- Liaison with the diverse SOGIESC CSO (or other suitable partner) especially if there is a limited history of collaboration
- Training or other support for the diverse SOGIESC CSO
- Complexity of the context and planning required for safe completion

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Primary and **secondary data** is needed to use this tool. The choice of data collection methods may vary according to programs, contexts, safety issues, and CSO availability and experience.

Please ensure that you have considered safety and ethics issues raised on page 10 (**READ THIS FIRST!)** and in more detail on page 21. The need to address these issues should not lead to the view that all research with people with diverse SOGIESC is too hard or too dangerous. But it does mean that the right preparation is needed, that data collection needs to proceed according to context, and that some steps may need to be altered or omitted. Seek advice if you have any concerns not addressed in this guidance note.

Primary Data Collection:

• **Key Informant Interviews** (KIIs): Informants should be representative of the different program stakeholders, such as diverse SOGIESC CSO staff, affected people with diverse SOGIESC, and program personnel. Conducting KIIs will require careful consideration of overall risk, informed consent, safe interview locations, and psychosocial support for participants, amongst other measures. KIIs may surface trauma, and all KIIs should be conducted using survivor-centered and trauma-aware guidelines. Edge Effect has developed specific guidance, that supplements existing guidance in the humanitarian sector.

• **Focus Group Discussions** (FGDs): While FGDs may provide opportunities to gain different insights, they should be conducted with great care, and in ways that ensure the safety and security of participants. In some contexts, meeting as a group may compromise individual safety of people with diverse SOGIESC who may withhold this aspect of themselves from other people with diverse SOGIESC. Where FGDs can take place, ensure that there is safe and accessible space created to enable people of all SOGIESC and any other relevant characteristics (including, but not only, age, disability, language, indigeneity, and ethnicity) to contribute. Consider safety of travel to and from the venue, and allow for small groups or individual participation.

• **Surveys:** Surveys can capture surface-level data from a large number of project participants, and should be representative of all project participants. People with diverse SOGIESC may have concerns sharing information in surveys. Information about the process, informed consent and other aspects of research ethics and safety should be closely followed.

• **Observations**: The user can apply observation methods to capture insights as part of the data collection, in the data tab. Observations can be useful for triangulating data collected.

Secondary Data Collection

Secondary Data includes program documents, contextual information available from humanitarian data sets, quantitative databases and other relevant materials that exist independent of and prior to conducting the assessment. As people with diverse SOGIESC are often left out of assessment and other data collection processes, there may be limited data available.

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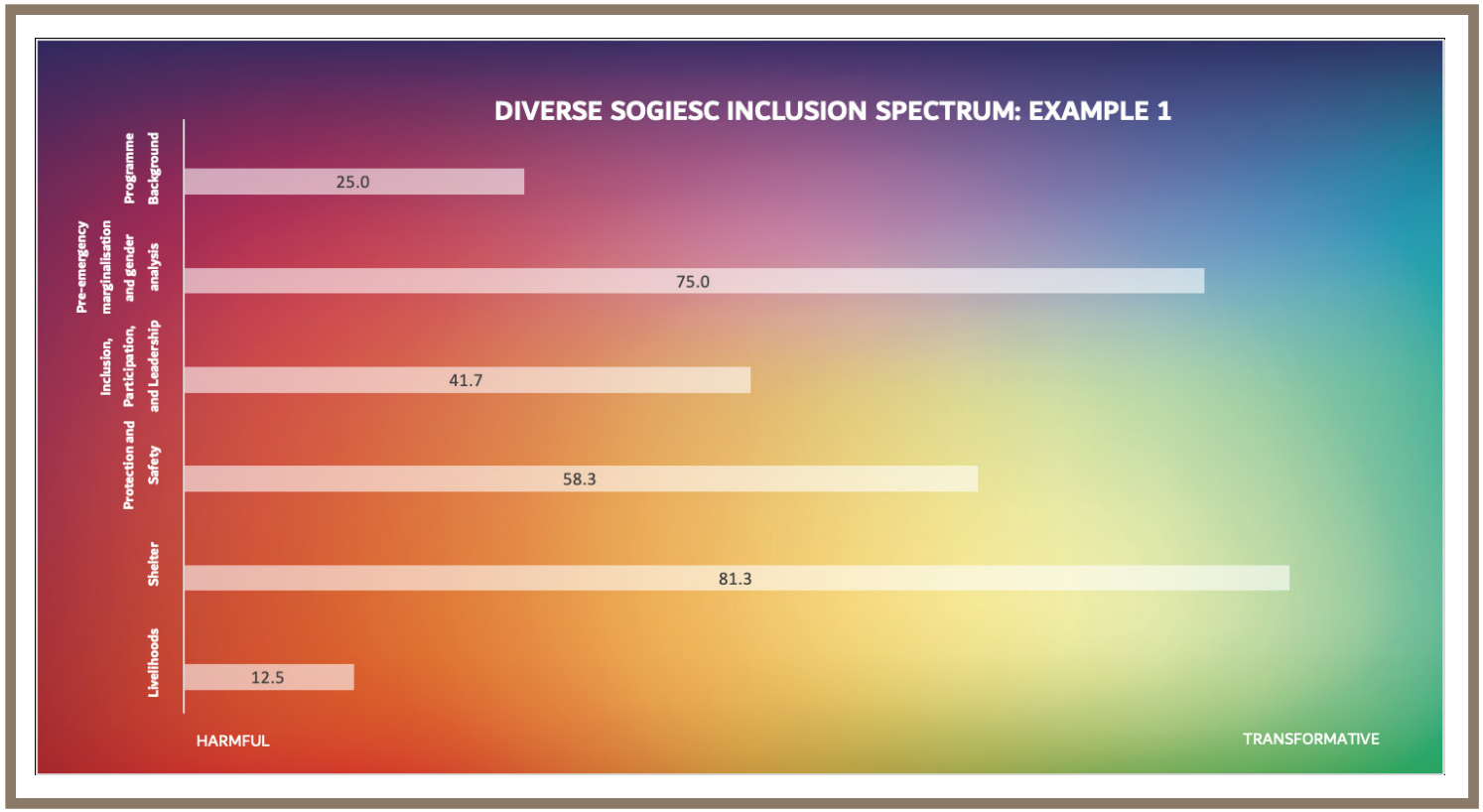
EXAMPLES - RANKING BY SECTION

A score out of 100 is available for each of the sections completed in data collection and data entry. In this example all sections of the tool were completed.



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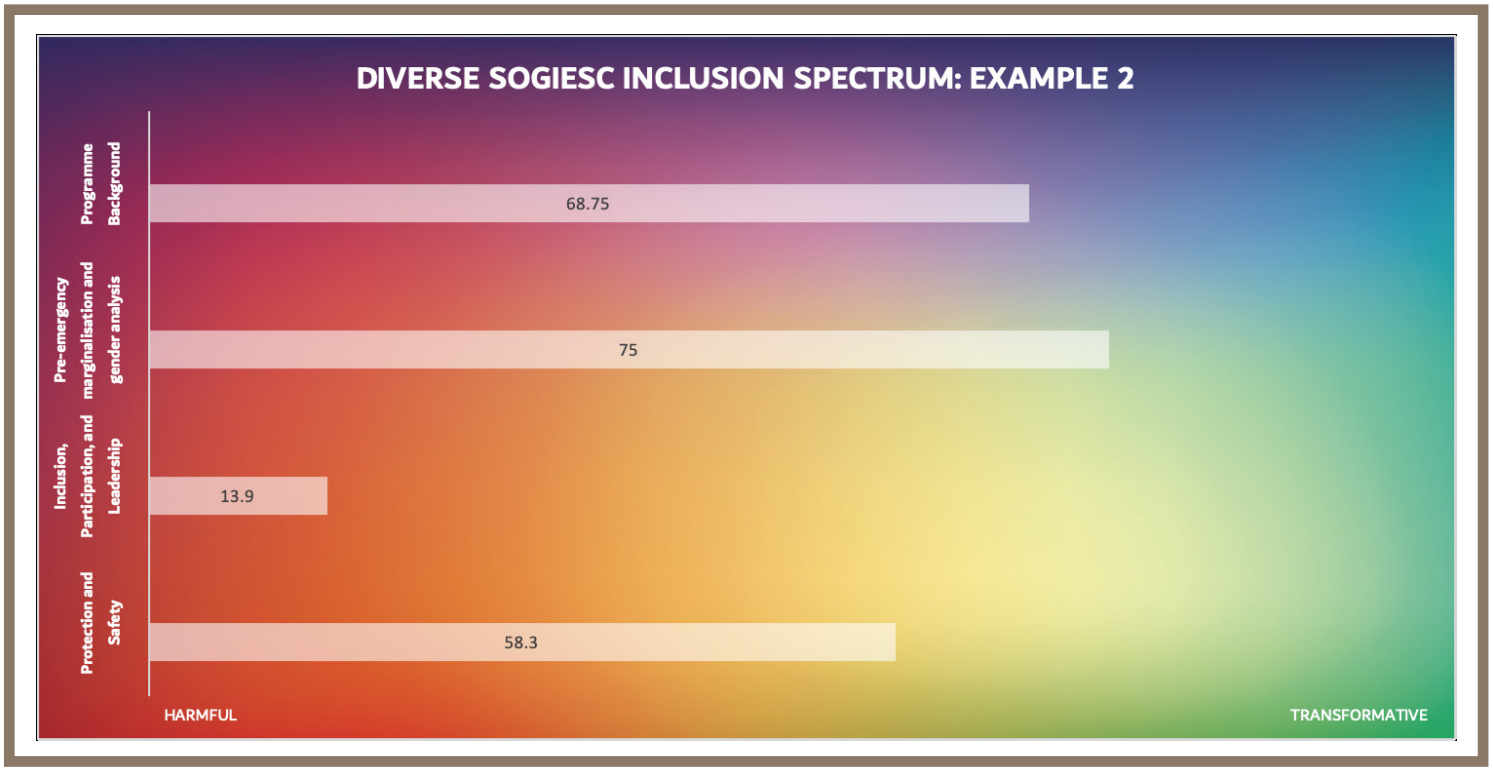
EXAMPLES - RANKING BY SECTION

In this example the shelter and livelihoods sections of the tool were not completed, and do not appear in the results.



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The composite final score for the Diverse SOGIESC Inclusion Rapid Assessment tool is derived using a series of in-built functions in Excel. Text responses correspond to numerical values; on Main Tool Tab 2, responses for a single indicator are converted to a numerical value, averaged, and converted back to text (I.e Yes/Mostly/Partly/No). This text response is then put into Column D on Tab 1; all Indicator text answers in a given Section on Tab 1 are then converted to numerical values, averaged, and converted back to a numerical score between 0-100. This score (Column D) is then converted to a score on the Diverse SOGIESC Inclusion Spectrum between 0-5 aligned with the ratings and implications below. For more details consult the tool.

Rating	Implication	Score
Diverse SOGIESC Harmful	Aggravates underlying norms that exclude people with diverse SOGIESC and marginalization associated with those norms.	0-0.99
Diverse SOGIESC Unaware	Lack of analysis + awareness may reinforce underlying norms that exclude people with diverse SOGIESC and marginalization associated with those norms.	1-1.99
Diverse SOGIESC Aware	Analysis and awareness has not yet led to substantive effort to challenge norms that exclude people with diverse SOGIESC and the marginalization associated with those norms.	2-2.99
Diverse SOGIESC Inclusive	Analysis and awareness has led to targeted initiatives that address marginalization of people with diverse SOGIESC, but not necessarily in ways that challenge underlying norms.	3-3.99
Diverse SOGIESC Transformative	Analysis and awareness has led to targeted and mainstreamed initiatives address marginalization of people with diverse SOGIESC, and challenge underlying norms that lead to that marginalization.	4-4.99
None	A project component that was not evaluated for a good reason, an omission that does not undermine the overall assessment of diverse SOGIESC inclusion.	n/a

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Purpose

Areas of Inquiry

When to use

Who should use

How it is organized

Collecting data

Deriving a ranking

Sharing + sensemaking

SENSE-MAKING WITH THE DIVERSE SOGIESC CSO

After using the tool and deriving a score, it is strongly recommended that the humanitarian agency assessment team share the Dashboard and Score with the diverse SOGIESC CSO, and organize a sense-making meeting. This should facilitated as a meaningful conversation between the organizations about the rapid assessment process, the findings, and the implications of the findings for future work.

Through this conversation the assessment becomes far more than a numerical score. It also assists the humanitarian agency to build a stronger and more equitable relationship with the diverse SOGIESC CSO. Relying on the diverse SOGIESC CSO for data collection but failing to share the results constitutes an extractive relationship that is inconsistent with the No One Left Behind call-for-action from Pride in the Humanitarian Summit, as well as other sector commitments such as the Core Humanitarian Standard on Quality and Accountability. Conversely, by fostering a collaborative relationship the humanitarian agency will assist the diverse SOGIESC CSO to understand:

- The different kinds of program activities that are commonly part of humanitarian responses and the rationale for using those activities.
- How people with diverse SOGIESC can fit into the assessment, design, implementation and evaluation, and implementation processes.
- The principles that guide humanitarian action, and the constraints under which humanitarian agencies operate, that can be mitigated but not ignored.

By fostering this relationship the humanitarian agency may also benefit from new ideas that the diverse SOGIESC CSO brings to the table.

These steps are at heart of transformational change. It is also important that the findings from this Diverse SOGIESC Inclusion Rapid Assessment are actioned in practice. The following questions may assist the sense-making process to be action-oriented:

- What did we learn from process as well as the scoring?
- What, if anything, was most surprising for us?
- What can we learn from views expressed by the affected people with diverse SOGIESC?
- What would you do differently in a future assessment?
- How do programs needs to change to address problems?
- How can our organizations work together to implement those changes?
- What are the next steps after this conversation?

Consider sharing the results and plans with the affected people with diverse SOGIESC who took part in the survey process. By sharing the results, community members will better understand why they were asked to share information, and this process can also build trust and goodwill, and generate new ideas. There are a variety of resources on and examples of diverse SOGIESC inclusive programming on the 42 Degrees Library (www.42d.org) and the Edge Effect website (www.edgeeffect.org).

Assigned (female or male) at birth	The sex (usually female or male) recorded at birth (eg on a birth certificate), but which does not necessarily align with one's gender (eg a *trans man* would be assigned female at birth, but is a man).
Bisexual	A person who is emotionally,romantically or sexually attracted to people from two or more genders.
Chosen family	A group of people with diverse *SOGIESC* (often rejected by birth families) who live together as a family.
Cisgender	A person whose gender matches with their sex *assigned at birth*.
Cisnormativity	The assumption that all people are *cisgender* (that their gender matches their sex *assigned at birth*), women or men, which is often inscribed in law, institutions and social practices.
Endosexism	The assumption that all people's physical sex characteristics align with the medical or societal expectations of male or female bodies (see *intersex* and *sex characteristics*).
Gay	A man whose primary emotional, romantic or sexual attraction is to other men. It is also used by people of other genders to describe their same-sex sexual orientation.
Gender Expression	The external presentation of *gender identity*, expressed in many ways, including through clothing, haircut, voice, bodily movements and the ways one interacts with others.
Gender (Identity)	Each person's deeply felt internal and individual experiences of gender which may or may not correspond with their sex *assigned at birth.*
Gender binary and binarism	The assumption that all people identify as one of two genders, women or men, which is often inscribed in law, institutions and social practices.
Gender diverse	A person whose gender does not fit within the binary or other normative expectations of *gender identity* or *gender expression*, including notions that gender is fixed.
Heteronormativity	The assumption that all people are or should be *heterosexual* in their *sexual orientation*, which is often inscribed in law, institutions and social practices.
Heterosexual	A person whose is romantically and sexually attracted to people from the opposite gender, in a system in which assumes there are only two genders.
Hijra	In South Asia, people *assigned male at birth* who live as women, often under specific cultural codes. *Transgender* people in the same cultures may not observe those codes.
Intersex	A person born with physical *sex characteristics* that do not align with medical definitions or societal expectations of male or female bodies.
Kothi	In South Asia, a person people *assigned male at birth* and who identifies as a man, but who adopts (stereotypically) feminine roles within a same sex relationship with another man.
LGBTIQ+	*Lesbian, Gay, Bisexual, Transgender, Intersex, Queer* plus other identities (eg pansexual).
Lesbian	A woman whose primary emotional, romantic or sexual attraction is to other women.
Queer	A person with diverse gender or sexuality that does not fit into the LGBT boxes. It is a reclaimed term, but remains offensive for many *gay* men, as it was used a slur.
PitHS	Pride in the Humanitarian System consultation.
Sex Characteristics	Genetic, hormonal, and anatomical characteristics used by the medical system (and informed by social norms) to classify the sex of bodies.
Sexual Orientation	A person's capacity for profound emotional, romantic, or sexual attraction to individuals or people of a different gender, the same gender, or more than one gender.
SOGIESC	*Sexual Orientation, Gender Identity and/or Expression, and Sex Characteristics*. All people have SOGIESC, diverse SOGIESC refers to non-normative forms, eg those of LGBTIQ+ people.
Transgender	People whose gender does not align with their *sex assigned at birth*.
Trans man	A *transgender* person *assigned female at birth*, but who is a man.
Trans woman	A *transgender* person *assigned male at birth*, but who is a woman.

Documents	List of current projects
	Project documents
	List of committees/members
Implementing Partners	Your organization's staff on projects
	Other staff on projects
	Local diverse SOGIESC CSOs
	Affected people
	Key relevant stakeholders (CSO members, UN agency staff, NGO staff, etc)
	Implementing partners
Focus Groups	Committees (diverse SOGIESC-specific & diverse women & girls specific)
	Diverse SOGIESC members of Camp Management Committees (if applicable)
	Community groups (diverse SOGIESC-specific, diverse women & girls specific)
	Other relevant committees
	Affected people (people with diverse SOGIESC)
Human Resources	Translator (where necessary)
	Focal point for KIIs and FGDs
	Diverse SOGIESC CSO/diverse SOGIESC specialist to conduct primary research
Data Collection Resources	Risk analysis tool
	Safe space (eg private room) to conduct interviews
	Trauma-aware interviewing guidance
	Consent forms
	Survey instruments
	FGD guide
	Refreshments
	Other measures recommended by local diverse SOGIESC CSO
Other	Internet connection (optional)

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Glossary

Data Checklist

Risk Assessment

Endnotes

Bibliography

Many organizations will have their own risk assessment processes, and established guidance such as the *WHO ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies*[15] should be consulted. However engaging with people with diverse SOGIESC may require additional or revised safety measures. Working with a local diverse SOGIESC CSO or seeking other relevant expert guidance is advised. The following list of considerations is indicative only:

- Many people with diverse SOGIESC choose not to disclose this aspect of themselves to their family, friends or wider community. They may disclose to some other people with diverse SOGIESC, but this may be a heavily curated list, they may not disclose it to anyone. This may rule-out FGDs.
- Organizations must have a robust consent process, clear processes for managing data collected, training for staff to follow processes, and monitoring in place to ensure those processes are being followed. The consent process should never be rushed, or involve any pressure, and should provide time for the participant to reflect and seek advice. Even if you gain informed consent now, a participant's life situation could change in ways that endanger them, so understand that consent is a dynamic and ongoing process. Remember that seeking parental consent for a person under the age of 18 may put that person at risk if they have not disclosed to their family.
- Avoid collecting identifying details of individuals unless absolutely necessary. Never create a situation where you disclose someone's diversity of SOGIESC where it may put them in danger. Be aware that administrative documentation such as attendance lists or financial record keeping may inadvertently contain identifying information.
- Safe spaces for other people may not be safe spaces for people with diverse SOGIESC. Consult with people with diverse SOGIESC while seeking a safe space for interviews. Note that travel to and from a safe space may also put a person with diverse SOGIESC at risk, and consider whether visibility of entry-ways or other factors may also involve risk.
- It is often safer to use peer researchers from a diverse SOGIESC or other community-linked CSO to engage with potential participants and conduct interviews or other data collection.
- People with diverse SOGIESC are often reluctant to participate in data collection where they are unsure of how data will be used or shared.
- Translators may learn information which puts research participants at risk. Translators from diverse SOGIESC or other community-linked CSOs may be a better choice, but participants should have prior knowledge of who will be 'in the room'.
- Do not assume that peer researchers or CSO staff are trained in ethical research standards or that they are trusted by all community members.
- Respect difference and intersectionality within diverse SOGIESC communities: for example, a lesbian may not be safe or feel comfortable with a research team of gay men.
- Ensure psycho-social support is available during and after data collection, noting that a participant may share aspects of their life that involve trauma, and that they may not have shared before.

For full references please see the Bibliography on page 23.

1 UN Women 2020.
2 Devikula (et al) 2018.
3 See for example: Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity. 2019.
4 See for example: Devikula (et al) 2018. ; Dwyer and Woolf (2018)
5 See for example: Devikula (et al) 2018. ; Dwyer and Woolf (2018)
6 Examples of the latter include: Gender Equality Toolkit for IPPF; Gender-Age Marker Toolkit, European Commission 2014; and CARE Gender Marker, 2019.
7 For further discussion of the strengths and weaknesses of marker tools for monitoring and encouraging diverse SOGIESC inclusion please consult the main report *The Only Way Is Up* that encompasses this tool.
8 CHS Alliance. 2018
9 CHS Alliance. 2018
10 See for example the Protection Principles in the Sphere Handbook.
11 Global Protection Shelter 2018. p7
12 ILO. 2016
13 Indicators 1.3, 2.3, 2.4, 2.5, 2.7, 2.8, 4.4, 5, 5.1, 5.2, 5.3 and 6.4 cannot be answered without conducting a primary data collection with people with diverse SOGIESC.
14 This is available at https://www.who.int/reproductivehealth/publications/violence/9789241595681/en/
15 This is available at https://www.who.int/reproductivehealth/publications/violence/9789241595681/en/

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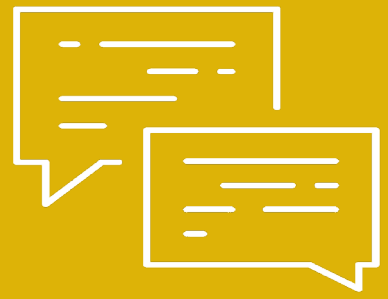

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