

Strategy for Ensuring LGBTIQ Inclusion in Humanitarian Response in Ukraine

Adopted based on the results of the National Forum
on LGBTIQ Inclusion in the Humanitarian Response in Ukraine

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Outright International works together for better LGBTIQ lives.

Outright is dedicated to working with partners around the globe to strengthen the capacity of the LGBTIQ human rights movement, document and amplify human rights violations against LGBTIQ people, and advocate for inclusion and equality.

Founded in 1990, with staff in over a dozen countries, Outright works with the United Nations, regional human rights monitoring bodies, governments, humanitarian and development institutions, and civil society partners. Outright holds consultative status at the United Nations, where it serves as the secretariat of the UN LGBTI Core Group.

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Acknowledgments

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In addition, we are deeply grateful to the nearly 100 participants, including LGBTIQ activists, representatives of UN agencies, international and national humanitarian organizations, and donors, whose active engagement enriched the Forum. Their contributions through sharing ideas, identifying gaps, and seeking solutions have set the foundation for delivering aid with dignity and respect.

Finally, we would like to extend our sincere thanks to all forum participants and activists who contributed to drafting this strategy to foster LGBTIQ inclusion in Ukraine's humanitarian response.

Together, we are advancing toward a more inclusive humanitarian future!

01 Preamble

In 2023, Outright International, with funding from the Center for Disaster Philanthropy (CDP), launched a multi-year program to enhance LGBTIQ inclusion in humanitarian efforts in Ukraine. As part of this program, Outright convened the First National Forum on LGBTIQ Inclusion in Humanitarian Response, in Kyiv, Ukraine, on April 9th and 10th, 2024, which led to the creation of this strategy.

The first National Forum on LGBTIQ Inclusion in Humanitarian Response in Ukraine marks a historic milestone as the first of its kind in the history of the LGBTIQ movement in Ukraine and serves as a critical event in the context of the ongoing war. It provided an unprecedented platform for dialogue, learning, and collaboration, bringing together stakeholders to develop a strategy that ensures equal access to humanitarian aid for LGBTIQ Ukrainians.

As part of this strategy, we examine the challenges faced by lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ) communities in Ukraine through the lens of minimum standards for humanitarian assistance. We also consider the Humanitarian Charter, along with other relevant international documents. From this perspective, it is evident that current practices often contradict the fundamental principles outlined in these standards, leading to a number of issues.

The Humanitarian Charter specifically emphasizes the principles of humanity, neutrality, independence, and impartiality in the provision of assistance. However, in practice, LGBTIQ individuals in Ukraine frequently face discrimination and unequal access to resources and services. In addition, they experience stigmatization, social exclusion, and a lack of legal protection.

International standards mandate that humanitarian assistance must be accessible to everyone, regardless of sexual orientation, gender identity, gender expression, or sex characteristics (SOGIESC).

International legal standards recognize SOGIESC as protected characteristics against discrimination. However, these protections are not fully codified in Ukrainian law. While a number of Ukrainian laws reference sexual orientation and gender identity (SOGI), they often omit gender expression and sex characteristics (GESC). Additionally, many of Ukraine's anti-discrimination laws fail to mention any of the SOGIESC characteristics. On the positive side, Ukrainian anti-discrimination lists are frequently open-ended, concluding with the phrase "other characteristics." This provides a basis to consider and advocate that sexual orientation, gender identity, gender expression, and sex characteristics should be included under "other" characteristics in all cases.

International humanitarian principles, such as neutrality and impartiality, require that humanitarian assistance be delivered without discrimination. In line with the law "On Principles of Prevention and Combating Discrimination in Ukraine," the country recognizes and prohibits five forms of discrimination: direct, indirect, incitement to discrimination, aiding and abetting discrimination, and harassment¹. However, enforcing non-discrimination principles is challenging in a context where social prejudice is prevalent, and the unique needs of LGBTIQ individuals are not adequately understood.

LGBTIQ communities in Ukraine have faced and continue to face serious challenges in protecting their rights and interests and even in defending their own human dignity. A significant factor contributing to this is the fear of coming out of the "shadows" and facing further persecution — a fear that is well-founded. Disclosing a person's sexual orientation, gender identity, or sex characteristics without their consent can lead to serious social, professional, and even physical repercussions. The risk of coming out of the shadows creates a barrier that prevents many LGBTIQ individuals from accessing the legal and social support they need, leaving them more vulnerable and isolated than other groups in society.

Humanitarian service providers in Ukraine often lack the preparedness to adequately support vulnerable populations. This is especially true for men who have been victims of violence (particularly queer men) and for households led by women living with their children and partner, where the woman is legally considered a single mother. In these situations, the unique household structure is not legally recognized, leaving women unable to formalize their relationships, which exacerbates their marginalization.

Humanitarian projects must also adapt services to meet the needs of transgender individuals, including providing temporary shelter and humanitarian aid. A major challenge arises when a trans person's appearance does not align with their identification documents, particularly before legal transition is completed. This discrepancy heightens their vulnerability to discrimination and social stigma based on gender identity and expression.

It is crucial that assistance provided to LGBTIQ individuals aligns with international humanitarian standards. This support should be tailored to the specific needs of LGBTIQ communities. Simultaneously, humanitarian assistance should be based on the principles of equality, neutrality, and impartiality.

Significant efforts are required from the government, humanitarian organizations, and other local actors² to break down the barriers between LGBTIQ beneficiaries and humanitarian aid providers, fostering an inclusive environment and ensuring an equitable approach to humanitarian support.

¹ Law of Ukraine, On the Principles of Preventing and Combating Discrimination in Ukraine, <https://zakon.rada.gov.ua/laws/main/5207-17?lang=en#Text>

² Under international humanitarian law and in the view of global actors, "local" organizations are those that operate within a country's borders, whether they serve the entire nation or only specific regions or cities.

02 Problems and Challenges

- LGBTIQ individuals commonly face stigmatization, discrimination, and limited access to specialized medical care.
- A significant gap in Ukrainian legislation is the legal non-recognition of same-sex couples.
- Civil society organizations (CSOs) and humanitarian organizations often have differing perspectives and priorities. A major challenge is the lack of awareness among CSOs about each other's work, which hinders effective cooperation.
- Local organizations, including those led by LGBTIQ individuals, often lack institutional capacity, resources, and expertise. Organizations often lack formalized policies needed to effectively address specific humanitarian issues, particularly those necessary for providing competent assistance to survivors of sexual and gender-based violence and for managing complex cases.
- Some organizations show reluctance to address LGBTIQ issues due to social or personal prejudices, including religious biases, or a lack of experience with LGBTIQ individuals. This reluctance is sometimes paired with a superficial commitment to principles of impartiality and inclusiveness. This formality means that certain organizations providing humanitarian assistance demonstrate their willingness to interact with LGBTIQ individuals only externally, in their declared principles and foundations of work. While these organizations may publicly claim that their programs are open to LGBTIQ individuals, in practice they often avoid meaningful engagement with LGBTIQ people and they might fail to provide substantial support or avoid identifying LGBTIQ individuals among their clients. This creates a significant disconnect between their stated policies and actual practices, highlighting the need for more genuine and inclusive strategies in the humanitarian sector.
- NGOs and charities supporting LGBTIQ people, as well as organizations led by members of LGBTIQ communities, are underrepresented in official humanitarian coordination structures. This lack of representation limits their influence on the humanitarian support system and restricts their access to resources.

- Humanitarian organizations often lack complete, up-to-date data on LGBTIQ people, including information on their numbers, age structure, social and marital status, regional distribution, migration status, and behavioral profiles. This data gap hampers the ability of humanitarian actors to accurately assess needs and determine necessary services and resources. Consequently, planning and delivering effective humanitarian assistance in specific areas becomes much more challenging and sometimes infeasible.
- Humanitarian aid is often planned and delivered without considering the unique needs of LGBTIQ communities.
- The lack of service coverage maps and referral systems complicates the functioning of support systems. This can discourage individuals who need humanitarian assistance from seeking help, as they struggle to find accessible and understandable information about available resources and projects.
- There is a shortage of humanitarian programs and social support for repatriation, particularly for Ukrainian citizens abroad who are considering returning to Ukraine. This issue is especially pressing for LGBTIQ individuals who left Ukraine under emergency circumstances in February-March 2022.
- There is a critical lack of humanitarian programs and social support projects for LGBTIQ individuals and families who have been forced to relocate within Ukraine. When LGBTIQ people or families move from temporarily occupied territories, areas of active combat, frontline regions, or destroyed housing, they require comprehensive support to settle into a new residence. This support needs to be sustainable and long-lasting, particularly if the relocation is permanent and there is no intention or possibility of returning.
- LGBTIQ individuals face heightened discrimination and violence, particularly in hot conflict zones and areas affected by temporary occupation. Their affiliation with LGBTIQ communities makes them vulnerable to repressive actions by occupying authorities, whether military or civilian. This is exacerbated by the fact that homophobia and transphobia are part of the state policy of the aggressor state, the Russian Federation.
- A separate issue is the lack of cross-border coordination in working with refugees and asylum seekers from the LGBTIQ community.

03 Barriers

- LGBTIQ communities are not homogeneous: LGBTIQ is a broad umbrella term for a number of communities with unique needs and characteristics. For example, trans communities may require humanitarian support for gender-affirming care, while lesbian couples with children might need their union recognized as a family.
- Local organizations encounter significant bureaucratic obstacles when trying to access international funding, which is often crucial for their sustainability.
- International donors and humanitarian organizations lack information about local organizations in Ukraine, which hinders effective cooperation between them.
- The current legislation in Ukraine does not adequately protect the human rights of LGBTIQ individuals or safeguard them from discrimination based on SOGIESC.
- Data collectors often exclude or overlook LGBTIQ people as a target group in needs assessments.
- There are no established methodologies or algorithms for estimating the number of LGBTIQ individuals and households in need of assistance in the cities and regions where humanitarian response programs are deployed.
- Donors are not fully aware of the unique needs of LGBTIQ communities.
- The mechanisms for humanitarian support related to cross-border migration, including both emigration and immigration (repatriation), are not well developed, especially for the period before and after returning to the country.
- There are no comprehensive resettlement and long-term integration programs for individuals and families relocating within Ukraine from hot conflict zones and temporarily occupied territories.
- There is insufficient coordination between government agencies, local governments, and humanitarian organizations in providing sustainable housing and social services, whether on a long-term or permanent basis.

- Internally displaced persons have very limited access to existing social support services that are adapted to their needs, particularly those of LGBTIQ individuals.
- Ongoing social and institutional discrimination against LGBTIQ individuals hinders their access to essential services, including humanitarian aid.
- The lack of special training in LGBTIQ issues and insufficient sensitivity among humanitarian staff result in services that do not address the unique humanitarian needs and psychosocial profiles of LGBTIQ individuals.



04 Risks

- Due to the official homophobic and transphobic policies of the Russian Federation, LGBTIQ individuals are at a higher risk of violence than other population groups when they are in temporarily occupied territories (TOT) or are forcibly transferred from TOT to internationally recognized Russian Federation territory. Consequently, Ukrainian LGBTIQ individuals have a greater motivation and need for personal evacuation from areas at risk of occupation by the aggressor state compared to the general population.
- Under Ukrainian jurisdiction, civil equality and non-discrimination based on sexual orientation and gender identity (SOGI) are not fully guaranteed, and protections for gender expression and sex characteristics (GESC) are practically unenforced. This lack of security leads to the situation when many LGBTIQ individuals with Ukrainian citizenship seek asylum abroad, driven not only by the challenges of the Russian Federation's armed aggression but also by the vulnerable social situation they face due to their identity, orientation, or expression.
- There are issues with securely managing large volumes of personal data, particularly regarding the protection of privacy and non-disclosure of information about vulnerability criteria, including LGBTIQ status. These problems can be exacerbated in times of stress and crisis.
- Humanitarian actors are sometimes slow to respond to requests, resulting in delays of urgently needed assistance.
- Ukrainian non-governmental organizations led by LGBTIQ individuals lack representation in international forums, which reduces their impact on the international humanitarian response system.
- LGBTIQ individuals who have experienced violence or need specialized assistance are at even greater risk of harm when their issues remain unresolved or inadequately addressed. This creates the effect of «accumulated vulnerability factors».
- CSOs focused on supporting LGBTIQ individuals may be gradually, and sometimes subtly, excluded from mainstream humanitarian initiatives. They may get isolated and their ability to advocate effectively for the unique needs of LGBTIQ communities diminishes.

- Efforts to advocate for LGBTIQ human rights can be weakened if key players in LGBTIQ advocacy are not included in official coordination structures, including humanitarian coordination.
- Prolonged lack of access to resources or systematic denial of resources and institutional support can deplete the capacity of LGBTIQ-focused CSOs, reducing their operational efficiency and sustainability.
- Resources may be allocated inequitably and/or irrationally due to a lack of socio-demographic data on LGBTIQ individuals. Incomplete, outdated, or missing data on LGBTIQ communities can prevent humanitarian programs from addressing their unique needs effectively.
- The systematic failure to include LGBTIQ individuals as a data collection priority undermines advocacy efforts for their rights and needs. Effective advocacy relies on solid evidence and statistical information, and the lack of such data complicates efforts to promote policy changes and allocate targeted resources to LGBTIQ communities.
- In case of relocation, many LGBTIQ individuals face challenges in social reintegration and accessing necessary services at their new place of residence.
- Families and individuals who cannot find a permanent residence after initial relocation and/or struggle to integrate into new communities risk repeated relocations and prolonged social instability.
- Ineffective support systems for LGBTIQ individuals can result in increased psychological stress and socio-economic difficulties.
- Children from displaced families based on the union of LGBTIQ parents face disruptions in their education and lack stable access to basic healthcare services, similar to children from other displaced families.

05 Strategic Directions and Relevant Tasks

Humanitarian and community stakeholders have developed a list of relevant tasks and interventions to address the identified problems, fill the existing gaps, and overcome current barriers.

These tasks and interventions are structured below into **nine strategic directions**. Successfully implementing the proposed tasks is expected to achieve the results outlined in the final section of this document.

DIRECTION 1. Integrate LGBTIQ-oriented civil society organizations into humanitarian aid coordination mechanisms.

TASKS:

1. Facilitate regular measures to foster dialogue between humanitarian agencies and LGBTIQ-focused CSOs.
2. Develop and launch joint platforms for sharing data and resources, both digital (chats, groups, etc.) and offline (e.g., a system of regular meetings and work sessions).
3. International humanitarian actors should form partnerships with Ukrainian LGBTIQ organizations to leverage their expertise and incorporate their recommendations. These partnerships will help create truly inclusive and effective humanitarian programs, identify service gaps for LGBTIQ individuals, and expand outreach to LGBTIQ communities.

DIRECTION 2. Build the capacity of local and international organizations, primarily those established and led by LGBTIQ individuals, to effectively address the needs of LGBTIQ people.

TASKS:

1. Develop a guide for international humanitarian organizations working for Ukraine that outlines the conditions that grassroots humanitarian service providers must meet to ensure LGBTIQ inclusion. Make it clear that if a local provider fundamentally refuses to serve LGBTIQ individuals, it may justifiably be denied access to international resources (however, such a provider retains the right to distribute its own humanitarian resources according to its own priorities and limitations).
2. Conduct training sessions on LGBTIQ issues for all stakeholders in the humanitarian sector. Emphasize that inclusive attitudes toward LGBTIQ individuals are a requirement for humanitarian aid providers. Involve representatives from LGBTIQ communities in the training teams to enhance participants' competence and help overcome negative stereotypes and prejudices through direct interpersonal communication with LGBTIQ individuals.
3. Develop educational and informational materials that highlight the unique needs of LGBTIQ individuals and the challenges faced by LGBTIQ communities.
4. Advocate for the development and implementation of corporate policies on the provision of humanitarian assistance to LGBTIQ individuals within organizations that provide or plan to provide humanitarian assistance.
5. Strengthen the institutional capacity of LGBTIQ-focused CSOs to ensure they reach a level of organizational development that meets the minimum standards for providing humanitarian assistance.

DIRECTION 3. Reduce bureaucratic barriers and facilitate the flow of resources to local organizations working with LGBTIQ individuals. Prioritize the implementation of the principle of localization in humanitarian work.

TASKS:

1. Create a clear and accessible visual organogram to illustrate the "architecture" of humanitarian aid in Ukraine. The organogram should present:
 - international humanitarian organizations operating in Ukraine and/or providing resources for Ukraine;
 - national-scale (all-Ukrainian) humanitarian aid providers that collect resources from international organizations for further sub-granting or direct distribution;
 - local (city, regional) humanitarian aid providers operating under the umbrella of national organizations (e.g., separate divisions or actual local offices of national organizations) that sometimes receive subgrants or mini-grants for their humanitarian activities; and
 - categories of final beneficiaries (communities, individual social groups).
2. Expand the number of grant or support programs focused on the local or regional level (individual cities or regions in Ukraine). This will facilitate the creation of partnerships between international organizations or UN agencies, as well as national-level implementing partners on the one hand, and local LGBTIQ initiatives and organizations on the other.
3. Collaborate with final providers of humanitarian aid to streamline procedures for funding, accounting, reporting, and document management. One potential approach is to introduce a "verified trust principle", where organizations that have consistently demonstrated high compliance with established rules and procedures can benefit from a simplified accounting and reporting system, based on the assumption of trust in their operations.
4. Create dedicated funds for humanitarian initiatives that focus on LGBTIQ individuals. Ensure that local organizations working or planning to work with LGBTIQ people, particularly those led by or actively involving LGBTIQ individuals, have direct access to these funds.
5. Support the LGBTIQ Communities Technical Working Group and other associations and collaborative formats, and facilitate cross-cutting activities with clusters and other technical working groups to coordinate humanitarian efforts. Ensure that the principles of continuity, relevance, and comprehensiveness in humanitarian support for LGBTIQ communities are upheld.

DIRECTION 4. Develop inclusive data collection mechanisms that most accurately reflect the diversity and distribution of LGBTIQ individuals in the context of humanitarian support needs.

TASKS:

1. Develop a unified data matrix or "humanitarian passport" structure for LGBTIQ communities in Ukraine. In particular, outline the quantitative data and social and demographic characteristics of LGBTIQ individuals in Ukraine that need to be identified, collected, assessed, and analyzed to effectively organize humanitarian responses. This includes the following statistical and analytical data:
 - the total number of LGBTIQ individuals in Ukraine, broken down by specific communities: gay and bisexual men = men who have sex with men (MSM), lesbian and bisexual women, trans people, intersex people, and queer and non-binary individuals;
 - the estimated number of LGBTIQ individuals in difficult life circumstances and in need of humanitarian support, categorized by region;
 - a profile of typical Ukrainian LGBTIQ households, including the estimated number of LGBTIQ individuals in civil partnerships and/or raising (supporting) one or more children (the number of LGBTIQ couples with children);
 - a list and number of priority intersectional identities within LGBTIQ communities, such as LGBTIQ individuals with disabilities, LGBTIQ individuals with IDP (Internally Displaced Person) status, etc.;
 - experiences of Ukrainian LGBTIQ individuals in relocation, key migration trends, and an assessment of intentions for further relocation, including repatriation;
 - a list of priority humanitarian and other needs and life priorities of LGBTIQ individuals, based on their direct testimonies;
 - connection factors between the social situation of LGBTIQ individuals and their humanitarian and health needs (to further align humanitarian services with projects addressing the health of key groups, such as MSM, and transgender individuals);
 - employment trends and needs among LGBTIQ individuals;
 - experiences of LGBTIQ individuals in interacting with humanitarian projects designed for other civilian groups affected by military operations; and

- the level of trust LGBTIQ individuals have in various humanitarian aid providers, including religious organizations, LGBTIQ-led organizations, and organizations led by allies, such as people living with HIV and others.
2. Conduct regular assessments of the needs of LGBTIQ communities at the national and local levels.
 3. Engage expert institutions, in particular the Expert Group on Health and Rights of LGBTIQ+ in Ukraine (EGHR-Ukraine), to determine the mechanisms for data collection and the creation of data architecture. This group, an independent expert body, consists of national experts whose qualifications meet established standards of expertise.
 4. Develop and start implementing standardized data collection mechanisms that include variables for gender, identity, and sexual orientation to more accurately assess the needs and numbers of LGBTIQ individuals and households affected by crisis situations. This data will support improved program planning and resource allocation.

DIRECTION 5. Ensure the participation of LGBTIQ representatives in the development of humanitarian assistance programs at all levels.

TASKS:

1. Ensure the participation of LGBTIQ community representatives in the development of humanitarian assistance programs, particularly through consultative involvement during the planning stage. In the future, ensure that LGBTIQ individuals are involved in assessing the effectiveness of program implementation and its inclusiveness with regard to LGBTIQ communities:
 - at the national level, involve representatives of LGBTIQ communities with relevant expertise in program planning; and
 - at the local level, engage representatives of LGBTIQ communities, preferably those with experience in humanitarian projects, in planning local programs and events.
2. Whenever possible, explicitly include LGBTIQ individuals as a separate target group in the list of beneficiaries at the level of humanitarian resource allocation.

DIRECTION 6. Develop comprehensive maps of LGBTIQ service coverage and referral systems to improve coordination of service delivery to better support LGBTIQ communities.

TASKS:

1. Designate a partner to develop and implement a map of service coverage for LGBTIQ communities in Ukraine, with the responsibility to regularly update and maintain data availability.
2. Create a standardized policy for referring LGBTIQ clients within the areas of humanitarian aid, social support, healthcare, and legal aid.

DIRECTION 7. Create specialized programs for the reintegration of LGBTIQ individuals, taking into account their unique needs and circumstances.

TASKS:

1. Adapt reintegration programs at all stages of humanitarian response depending on the context:
 - household status: (1) reintegration of LGBTIQ individuals; (2) reintegration of LGBTIQ couples; (3) reintegration of LGBTIQ people with children; and
 - nature of relocation: reintegration programs (1) for LGBTIQ individuals who have relocated within Ukraine but intend to return home; (2) for those who have relocated within Ukraine without the intention of returning (so-called irrevocable relocation); and (3) for those who have repatriated or plan to do so, i.e. return to Ukraine from abroad.
2. Achieve stable, long-term (indefinite) resettlement and integration of LGBTIQ IDP individuals and families providing them with decent living conditions and a safe social environment.
3. Promote the inclusiveness of local communities capable of integrating and supporting LGBTIQ IDPs, including the development of a model policy for LGBTIQ inclusiveness.
4. Coordinate all humanitarian efforts to reduce the number of LGBTIQ individuals (LGBTIQ families) living in temporary or inadequate conditions.

5. Support community LGBTIQ centers in regions with a high influx of displaced persons, focusing on providing comprehensive services such as legal assistance, psychological counseling, employment support, educational programs, and healthcare services.
6. Develop community-level programs to foster interaction and integration between LGBTIQ IDPs on the one hand and local LGBTIQ communities on the other. It is advisable that these programs include: (1) cultural exchange activities, (2) community strengthening and consolidation efforts, and (3) initiatives to engage in local economic activities. These programs, targeting both newcomers and permanent residents, will promote social cohesion and mutual understanding.

DIRECTION 8. Introduce a recognized standard among humanitarian organizations operating in Ukraine, ensuring that assistance and services for LGBTIQ individuals are based on the principles of inclusiveness, equity, and respect for human dignity.

TASKS:

1. Create a comprehensive training program for humanitarian personnel that would include education on sensitive attitudes towards LGBTIQ people, study of non-discrimination policies and practices, and understanding of the unique vulnerabilities of LGBTIQ people in humanitarian challenges.
2. Develop and implement protocols to protect the dignity of LGBTIQ individuals within humanitarian organizations. These protocols should include steps to prevent discrimination and violence against LGBTIQ people, prevent their exclusion, and outline measures for responding to such cases in humanitarian work.
3. Advocate for and ensure that LGBTIQ people's needs are included in the legal framework governing humanitarian assistance in Ukraine. Work to remove any political and legal barriers that hinder the full provision of humanitarian assistance to LGBTIQ individuals based on principles of inclusiveness, respect, and non-discrimination.

DIRECTION 9. Develop cross-border cooperation to ensure consistent and comprehensive support for refugees and asylum seekers.

TASKS:

1. Introduce a system of humanitarian support for LGBTIQ refugees and asylum seekers with Ukrainian citizenship who have sufficient grounds under international humanitarian law to apply for protection (asylum) in foreign jurisdictions.
2. Implement standardized cross-border protocols to coordinate support for LGBTIQ refugees and asylum seekers. All steps have to be based on the fact that LGBTIQ individuals should receive comprehensive protection and assistance in view of their unique vulnerabilities.
3. Develop and implement international agreements, establish and strengthen international partnerships to share resources and information, and promote unified policies that protect the rights and dignity of LGBTIQ refugees and LGBTIQ asylum seekers across different jurisdictions.



06 Expected Results

If this strategy is effectively implemented by the stakeholders, the following results can be expected:

- Integration of LGBTIQ-focused CSOs into broader humanitarian coordination mechanisms will be strengthened.
- Bureaucratic barriers inhibiting the flow of resources to local organizations working with LGBTIQ individuals will be substantially reduced.
- Inclusive data collection mechanisms will be developed and implemented to accurately reflect the socio-demographic characteristics of LGBTIQ individuals, including by city and region. These data sets will be actively used and regularly updated.
- All humanitarian aid programs are expected to be developed with the involvement of representatives from LGBTIQ communities.
- Comprehensive service coverage and referral maps for LGBTIQ individuals will continue to be widely available to stakeholders. These maps, designed to improve coordination and support, will be updated regularly.
- Specialized programs for the reintegration of LGBTIQ returnees in Ukraine will be established, addressing their unique needs and circumstances.
- Stable and long-term (or indefinite) resettlement and integration of LGBTIQ individuals and LGBTIQ families from among IDPs will be ensured, allowing them to live with dignity in a safe environment.
- The readiness of various territorial communities to accept and sustainably support LGBTIQ IDPs will increase due to inclusive social integration policies.

- Humanitarian support measures in the territorial communities will be fully aligned (harmonized) with the context of settling LGBTIQ IDPs on an indefinite basis, and accordingly, the number of LGBTIQ individuals and LGBTIQ families living in temporary or inadequate conditions will be minimized.
- Recognized standards will be introduced among humanitarian organizations operating in Ukraine, ensuring that assistance and services for LGBTIQ individuals are based on the principles of inclusiveness, equity, and respect for human dignity.
- Cross-border cooperation will be expanded and established to provide consistent and comprehensive support for LGBTIQ refugees and asylum seekers.
- Sexual orientation, gender identity, gender expression, and sex characteristics (SOGIESC) will be fully recognized in Ukrainian legislation as protected anti-discrimination characteristics.



