UNCLASSIFIED

**2023 TOOLKIT**

**FOR ADVANCING THE HUMAN RIGHTS OF LGBT**

**I.** **MANDATE TO ADVANCE THE HUMAN RIGHTS OF LGBTQI+ PERSONS**

While Pride Month often inspires us to think about LGBTQI+ concerns, the Department is mandated to promote and protect the human rights of LGBTQI+ persons year-round. This mandate has multiple origins, including:

* **Presidential Memorandum NSM-4:** [*Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World*](https://www.whitehouse.gov/briefing-room/presidential-actions/2021/02/04/memorandum-advancing-the-human-rights-of-lesbian-gay-bisexual-transgender-queer-and-intersex-persons-around-the-world/);
* **Executive Order 14075:** [*Advancing Equality for Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Individuals*](https://www.federalregister.gov/documents/2022/06/21/2022-13391/advancing-equality-for-lesbian-gay-bisexual-transgender-queer-and-intersex-individuals)*;*
* **Executive Order 14091:** [*Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*](https://www.federalregister.gov/documents/2023/02/22/2023-03779/further-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal);
* **Executive Order 14035:** [*Further Advancing Racial Equity and Support of Underserved Communities Through the Federal Government*](https://www.federalregister.gov/documents/2023/02/22/2023-03779/further-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal);
* **Executive Order 14020:** [*Establishment of the White House Gender Policy Council*](https://www.federalregister.gov/documents/2021/03/11/2021-05183/establishment-of-the-white-house-gender-policy-council)*;* and
* **Executive Order 13988:** [*Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation*](https://www.federalregister.gov/documents/2021/01/25/2021-01761/preventing-and-combating-discrimination-on-the-basis-of-gender-identity-or-sexual-orientation).

Derived from **Presidential Memorandum NSM-4: Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World**, the Department’s efforts with respect to the human rights of LGBTQI+ persons focus on:

* Combating violence and discrimination against LGBTQI+ persons, including the criminalization of LGBTQI+ status or conduct abroad by advocating against such laws and supporting efforts to repeal them or dissuade enforcement of such laws, where enacted;
* Protecting vulnerable LGBTQI+ refugees and asylum seekers through enhancing efforts to ensure that LGBTQI+ refugees and asylum seekers have access to protection and assistance, without discrimination, particularly in countries of first asylum;
* Providing foreign assistance to advance the human rights of LGBTQI+ persons;
* Promoting non-discrimination laws, policies, and practices inclusive of LGBTQI+ persons;
* Responding swiftly to human rights abuses against LGBTQI+ persons abroad, including when foreign governments move to restrict LGBTQI+ persons’ enjoyment of their universal human rights or fail to enforce legal protections in place, thereby contributing to a climate of intolerance;
* Building coalitions of like-minded nations and engaging international organizations in the fight against LGBTQI+ discrimination, to include mainstreaming LGBTQI+ issues throughout the multilateral system;
* Expanding efforts to ensure regular U.S. federal government engagement with governments, citizens, civil society, and the private sector promotes respect for the human rights of LGBTQI+ persons; and
* Empowering local movements to advance the human rights of LGBTQI+ persons through efforts that strengthen and empower local civil society globally.

In June 2021, President Biden appointed Jessica Stern to the role of U.S. Special Envoy to Advance the Human Rights of LGBTQI+ Persons. The role of the Special Envoy is critical to ensuring that U.S. diplomacy and foreign assistance promote and protect the human rights of LGBTQI+ persons around the world. The Special Envoy plays a vital role in leading implementation of the Presidential Memorandum on Advancing the Human Rights of LGBTQI+ Persons Around the World. At a time when the human rights of LGBTQI+ persons are increasingly threatened in all regions, the Special Envoy brings together like-minded governments, civil society organizations, corporations, and international organizations to uphold dignity and equality for all.

**II.** **KEY PRINCIPLES**

We recommend posts approach LGBTQI+ inclusion in U.S. foreign policy – including outreach, programming, and advocacy efforts —in line with two guiding principles:

* **DO NO HARM...:**  Take steps to ensure our efforts don’t create new problems**.** Consider the heightened vulnerability of LGBTQI+ persons when engaging on LGBTQI+ issues. Advocating for the rights of LGBTQI+ persons often requires heightened caution, sensitive outreach, deliberate research, and community consultations to create a positive impact while mitigating safety risks and minimizing potential backlash that would outweigh the benefits of the effort.

**… BUT DO SOMETHING**: While we want to avoid putting LGBTQI+ persons in harm’s way, avoiding engagement may exacerbate the invisibility these communities face in many countries and allow discrimination to continue unchecked. Even in challenging locations it is possible to work to advance the human rights of LGBTQI+ persons throughout the year. Some steps posts can take in difficult country contexts include the following: modifying programs addressing broader human rights concerns to include a specific focus on supporting members of LGBTQI+ communities; such programming can address the intersecting forms of discrimination LGBTQI+ persons face. To advance legal and policy protections for LGBTQI+ persons, it may be necessary to engage in quiet, closed-door diplomacy, to work with like-minded individuals and Missions, or to host meetings off the record at secure/third party locations. Doing nothing allows problems to fester; acting thoughtfully can lead to change.

* **NOTHING ABOUT US WITHOUT US:**Take your cues from local LGBTQI+ human rights defenders and organizations. Prior to engaging in Pride, LGBTQI+-related activities or public messaging, consult with local, regional, and international LGBTQI+ civil society to learn what the community thinks will be useful. Be sure to include a range of representation *within* and across LGBTQI+ communities, particularly voices that are often marginalized, such as LBQ women and marginalized racial or ethnic groups. Are lesbian, bisexual, and/or trans women’s voices being elevated? Are there opportunities to consult with members of the intersex community? When conducting outreach to civil society, be mindful that intersectionality teaches us that belonging to multiple marginalized groups often leads to greater inequality. Be aware of how an LGBTQI+ person’s race, ethnicity, gender or disability might also impact their position and power in society.

**III.** **STRATEGIC GUIDANCE**

***LANGUAGE ISSUES***

* **PREFERENCE FOR “LGBTQI+”**: President Biden appointed a Special Envoy to Advance the Human Rights of LGBTQI+ Persons, and so we encourage posts to stay in harmony with the President’s preference and also use “LGBTQI+.” However, the higher priority is to use the preferred language of the LGBTQI+ community at post; please consult with your host country LGBTQI+ community to ensure references are respectful, inclusive, and current. (Please do continue to use other formulations when they are part of the official name of a group, such as the UN LGBTI Core Group).
* **USE “SOGI” and “SOGIESC”**: Colloquially, we often hear “anti-gay” or “homophobic,” but those terms do not adequately identify the richness of identity and experience within the LGBTQI+ community. Particularly when discussing bases for discrimination or violence against LGBTQI+ persons, the best practice is to refer to sexual orientation and gender identity (SOGI, pronounced “So-Jee”) together; or, when wishing to also reference sex characteristics, to refer to sexual orientation, gender identity and expression, and sex characteristics (SOGIESC, pronounced “So-Jee-esque.”). SOGI and SOGIESC have become terms of art in human rights activism, and by referencing familiarity with these abbreviations, in these specific orders, communicators signal an understanding and familiarity with the community and its issues. Only referring to one basis can effectively exclude some identities and experiences under the LGBTQI+ umbrella.
* **BE INTENTIONAL WHEN USING “SEX” and “GENDER”**: In the contemporary parlance of most developed countries, “sex” refers to the designation of a person as male, female, or intersex based on a cluster of anatomical, genetic, and physiological traits known as sex characteristics, whereas “gender” refers to a socially constructed set of rules, responsibilities, entitlements, and behaviors associated with being a man, a woman, or a gender diverse individual, including the relationships between and among people according to these constructs. These social definitions and the consequences for not adhering to them differ among and within cultures, change over time, and intersect with other factors (e.g., age, class, disability, ethnicity, race, religion, citizenship, and sexual orientation, gender identity and expression, and sex characteristics).
* While some LGBTQI+ persons will similarly equate the term “sex” with biology and “gender” with individual expression, it is important to note that both advocates and antagonists may use the terms sex and gender interchangeably for varying reasons. For example, in multilateral forums we also see efforts to erase the idea of gender by replacing references to “gender” with “sex.” Posts should therefore exercise careful judgment in the use of these two terms so as not to unintentionally exclude certain groups (e.g., transgender or intersex persons). If post has questions related to the most appropriate use of “sex” vs. “gender” in foreign policy and assistance, please contact the Special Envoy’s team at [Special\_Envoy\_LGBTQI@state.gov](mailto:Special_Envoy_LGBTQI@state.gov) and the Office of Global Women’s Issues (S/GWI) at [SGWI\_Equity@state.gov](mailto:SGWI_Equity@state.gov). If posts have questions about how “sex” and “gender” are used internally in Department documentation and communication, please contact the Secretary’s Office of Diversity and Inclusion (S/ODI) at diversity@state.gov.

***BEST PRACTICES***

* **INTEGRATION INTO U.S. FOREIGN POLICY GOALS:** Posts should tie efforts to advance the human rights of LGBTQI+ persons to all **U.S. foreign policy goals.** This includes strengthening democracy worldwide, enhancing national security, and promoting economic opportunity. Examples of specific efforts include: preventing and responding to violence and discrimination against LGBTQI+ persons; decriminalizing LGBTQI+ status and/or conduct; reducing stigma and promoting tolerance/social inclusion; advancing gender equity and equality; supporting underserved communities through our foreign policy and assistance; advancing diversity, equity, inclusion, and accessibility (DEIA) in our workforce; promoting respect for human rights and fundamental freedoms; and strengthening inclusive rule of law and access to justice for all.

* **WORK CLOSELY WITH LIKE-MINDEDS:** Posts are encouraged to **work closely with like-minded governments**, including members of the Equal Rights Coalition (ERC), with international organizations such as the United Nations and its associated bodies, as well as with civil society, business and faith communities to maximize the effectiveness of outreach efforts. Germany and Mexico currently co-chair the ERC whose members represent 42 governments ([current list available here](https://equalrightscoalition.org/cso-member-state-locations/)).
* **INVOLVE PUBLIC DIPLOMACY (PD) SECTIONS:** Posts should actively engage their own **PD Sections** which have valuable experience and manage resources that are helpful for strengthening respect for the human rights of LGBTQI+ persons locally. ECA and GPA also have a wealth of relevant programs and content.
* **CONNECT WITH STATE DEPARTMENT EXPERTS:** Posts should reach out to the **U.S. Special Envoy to Advance the Human Rights of LGBTQI+ Persons** ([Special\_Envoy\_LGBTQI@state.gov](mailto:Special_Envoy_LGBTQI@state.gov)) for ideas on how to protect LGBTQI+ persons in difficult contexts and how to maximize impact.
* **REPORT:**  Report on Pride Month activities and issues affecting the LGBTQI+ community throughout the year. What are the priorities of the LGBTQI+ community in the host country? How is civil society confronting challenges? How is the Mission furthering President Biden’s directive to “ensure U.S. diplomacy promotes and protects the human rights of LGBTQI+ persons”? Your cables will help others learn best practices, successful strategies, and creative innovations. They may also create a useful record of key issues as a starting reference in drafting annual Human Rights Reports.

**IV. DEBUNKING COMMON TROPES / MISCONCEPTIONS**

LGBTQI+ issues are often at the center of cultural and political debates within and across all regional contexts. As such, disinformation and stereotypes are widespread. Countering these tropes and misconceptions is an important part of our advocacy work. What follows is a list, by no means exhaustive, of some of the more common tropes and misconceptions opponents of LGBTQI+ equality are known to employ, along with fact-based counterarguments.

**Misconception: *Homosexuality is a mental disorder***.

**Reality:** Major professional health organizations in every world region – including those in countries that lack protections for LGBTQI+ persons – are on record as stating that homosexuality is not a mental disorder. Homosexuality was removed from the American Psychiatric Association’s classification of psychological disorders (DSM) in 1973. The World Health Organization (WHO) removed this classification in 1990. While it is true that LGBTQI+ persons report higher rates of anxiety, depression, and related behaviors - such as substance use and suicidal ideation - studies consistently demonstrate this is due to stress caused by social discrimination and violence aimed at LGBTQI+ persons.

**Misconception: *Homosexuality is caused by childhood sexual trauma***.

**Reality:** No scientific study has confirmed any link between sexual orientation or gender identity and parental role-modeling or as the traumatic outcome of childhood sexual abuse. Children of LGBTQI+ parents and caregivers are no more likely than those of heterosexual parents or caregivers to develop emotional or behavioral problems, nor do they differ in terms of emotional development or ability to form healthy relationships with peers and adults.

**Misconception: *Homosexuality is against my religion.***

**Reality:** LGBTQI+ persons have been a part of or included in many faith traditions throughout human history. While religious freedom allows each person to believe as they choose, the right to freedom of religion or belief does not justify manifesting one’s beliefs in a manner that would violate the rights of others or discriminate against or coerce those who hold differing beliefs.

**Misconception: *Homosexuality is a choice.***

**Reality:** Modern science cannot state conclusively what causes sexual orientation or gender identity, but a large body of research suggest that both biological and environmental factors play a role. Importantly, while no single causal factor (e.g., a “gay gene”) has been discovered, no credible research has ever determined that sexual orientation or gender identity can be reduced to personal “choice.” Further, attempts by health providers, religious and community leaders, or even families to change sexual orientation through so-called “reparative” or “conversion” practices, including so-called “corrective rape,” have been roundly rejected as ineffective and often harmful by all established and reputable U.S-based and international mental health organizations.

**Misconception: *Homosexuality is a Western phenomenon / does not exist in country X*.**

**Reality:** Homosexual behavior and gender diversity are documented everywhere historical records exist, even if contemporary language to describe those diverse experiences of attraction, behavior, and identity (i.e., LGBTQI+) is relatively new. Contemporary transnational debates around LGBTQI+ existence play out in different historical and geopolitical contexts. In many Western countries, sexuality and gender were tightly regulated over the past centuries through pathologization and criminalization; these regulations were then exported during the period of colonial expansion. Homosexuality and gender diversity does not come from the West or any one place; LGBTQI+ persons live in every country in the world.

**Misconception:  *Human rights of LGBTQI+ persons are special rights.***

**Reality:** Human rights are rights inherent to all human beings. That means that LGBTQI+ persons are entitled to the same human rights as everyone else. However, some antagonistic actors strategically misrepresent that LGBTQI+ persons are somehow advocating for a new class of “special rights” — a willful and strategic mischaracterization of the struggle of LGBTQI+ persons for full recognition of their human rights.

**Misconception: *All gay men / trans women are sexual predators***.

**Reality:** Stereotypes that some LGBTQI+ persons, especially gay men and transgender women who were assigned male at birth, possess uncontrollable sexual desires or are predatory are used to suggest heterosexual individuals should fear being in close proximity to LGBTQI+ persons. These fears play out in several ways across social domains. Cisgender women are told to feel afraid they are at risk of sexual predation from transgender women in women-only facilities such as public restrooms or changing rooms. Fact: research has found no evidence that letting transgender persons use public facilities that align with their gender identity poses any safety risks to non-transgender persons. Similarly, governments are made to fear that military unit cohesion would be threatened by the integration of LGBTQI+ personnel. Fact: no military that has integrated LGBTQI+ service members has reported experiencing any degradation to unit cohesion.

**Misconception: *LGBTQI+ persons are pedophiles / attempting to “groom” children***.

**Reality:** Depicting LGBTQI+ persons as threats to children is a tactic employed to stoke public fears, often in the service of political gain. Such connections have been repeatedly and publicly debunked by major U.S-based and international mental health organizations. Most child molesters target children in their network of friends and families, and the majority of assailants are men married to women. Research consistently demonstrates that LGBTQI+ parents and adults are no more likely to sexually abuse children than heterosexual parents and adults.

**Misconception: *HIV/AIDS is a gay disease***.

**Reality:** HIV is not a “gay disease.” While rates of HIV infection are disproportionately higher among some LGBTQI+ persons, particularly gay men and trans women, women constitute around half of all global cases. LGBTQI+ persons encounter barriers to accessing HIV prevention and treatment in many countries that criminalize LGBTQI+ behaviors, identities, and expression, which can lead to increased community spread of HIV.

**Misconception: *Bisexuality is just a phase.***

**Reality:** While some people identify as bisexual before later identifying as something different (gay, lesbian, asexual, straight, etc.), for many people bisexuality is a life-long identity. In the United States, more than half of LGBTQI+ persons identify as bisexual. Bisexuality reflects the often-fluid nature of romantic, emotional, and sexual attraction, and is as legitimate as other sexual orientations.

**Misconception: *Transgender and intersex mean the same thing.***

**Reality:** In some countries and/or cultures, it is common practice to group intersex and transgender persons into the same category. Furthermore, it is a common misunderstanding that intersex and transgender mean the same thing. However, the truth is that intersex persons are born with one or more physical sex characteristics (such as genitals, reproductive organs or chromosomes) that do not align with typical binary notions of either male or female bodies. Transgender, on the other hand, refers to someone who does not identify with the gender they were assigned at birth.

**Misconception: *All intersex persons identify their gender as nonbinary.***

**Reality:** Intersex persons have innate physical sex characteristics (such as chromosomes, genitals and/or reproductive organs) that do not match binary notions of either male or female bodies. However, they may have any possible gender identity (and/or sexual orientation) just like everyone else.

**Misconception:** ***Surgeries on intersex infants and children are necessary to prevent stigma and shame about their nonbinary bodies.***

**Reality:** Medically unnecessary and irreversible surgeries performed on intersex infants and children before they are old enough to consent often cause intersex persons long-term physical and/or emotional harm.

**V. KEY DATES**

Posts are strongly encouraged to make full use of Department and Interagency tools and resources to highlight accomplishments and continued human rights challenges, as well as advance the human rights of LGBTQI+ persons all year long, and especially on:

* March 31: **Transgender Day of Visibility**
* April 26: **Lesbian Day of Visibility**
* May 17: **International Day Against Homophobia, Biphobia, Interphobia, and Transphobia (IDAHOBIT)**
* June: **Pride Month** (in the United States but could be other months elsewhere)
* September 16-23: **Bisexuality Awareness Week**
* September 23: **Bisexual Visibility Day**
* October 26: **Intersex Awareness Day**
* November 8: **Intersex Day of Remembrance & Solidarity**
* November 20: **Transgender Day of Remembrance**
* December 1: **World AIDS Day**
* December 10: **Human Rights Day**

For support during Pride Month or any other time of the year, please contact the Office of the Special Envoy to Advance the Human Rights of LGBTQI+ Persons via email at [Special\_Envoy\_LGBTQI@state.gov](mailto:Special_Envoy_LGBTQI@state.gov).

**VI.** **WAYS TO ENGAGE**

“Human rights are indivisible. Whenever one group of people is targeted, all vulnerable groups are less safe. And whenever one group’s rights are protected, societies as a whole become both more free, more prosperous, more secure. [...] That’s why it’s not just enough to stand up for LGBTQI+ rights at home. We have to continue, and we will continue to stand up for equal rights everywhere….”

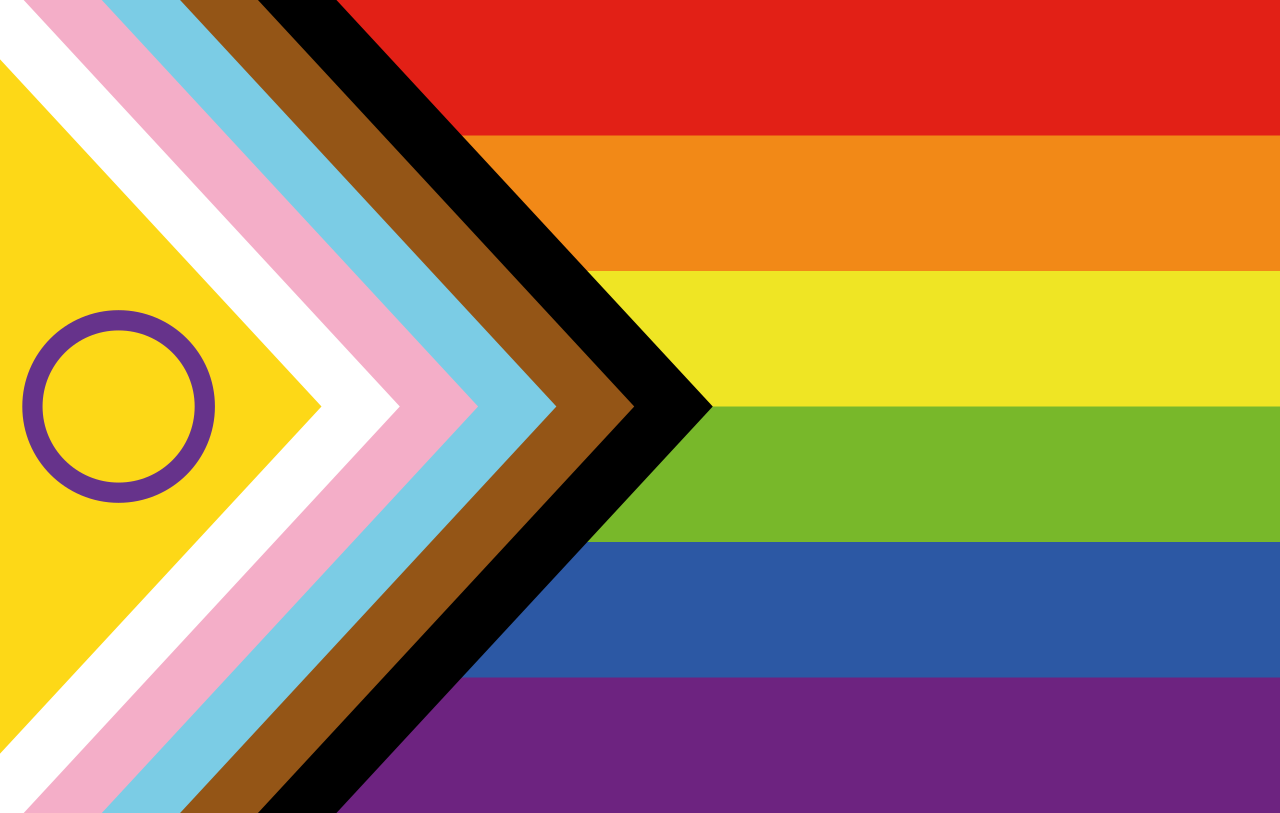
* + - Secretary Blinken, June 2022 Pride Reception, Washington, DC

Every country context is different.  Country teams are encouraged to work together to develop tailored approaches. Remember the core principles of **Do No Harm...But Do Something**, and **Nothing About Us Without Us**.

***Flag Displays: Pride, Transgender, Intersex, and Other***

Chiefs of Mission may choose to fly **Pride Flags, including the traditional Pride flag, the Progress flag, the Transgender flag, and the Intersex flag,** (collectively referred to as “Pride Flags”) as appropriate and depending on local context.

* Do not assume that displaying Pride Flags will advance human rights in your context. If there is not a visible domestic LGBTQI+ movement, a U.S. embassy flying one of the Pride flags can fuel the myth that LGBTQI+ issues are imposed from the West and then inadvertently generate backlash against those we are trying to help. When evaluating whether to fly the flag, there is a simple solution: always consult first with local LGBTQI+ civil society and LGBTQI+ human rights defenders. No human rights movement is homogenous, so everyone might not agree about the best course of action, but it is important we ask for local expert guidance. If you are unsure whether to fly one of the Pride flags, do not fly a Pride flag (but do find other substantive ways to support LGBTQI+ persons and their enjoyment of rights). Remember, the goal is to have substantive (not symbolic) engagement on LGBTQI+ issues. Please contact the Office of the U.S. Special Envoy to Advance the Human Rights of LGBTQI+ Persons for additional support via email at ([Special\_Envoy\_LGBTQI@state.gov](mailto:Special_Envoy_LGBTQI@state.gov)).
* The Pride Flag has evolved as the LGBTQI+ community has evolved and taken steps to be more inclusive. There is nothing “wrong” with earlier versions of the flag, but try to use the [new, more inclusive version](https://www.ait.org.tw/the-intersex-inclusive-pride-progress-flag/) of the Pride Flag (often referred to as the Pride Progress Flag), which vibrantly features a chevron with black and brown stripes to represent persons of color, pink/blue/white for transgender persons, and gold with a purple circle to represent intersex persons, all in harmony with the traditional six rainbow stripes that reflect the overall LGBTQI+ community.

<https://www.ait.org.tw/the-intersex-inclusive-pride-progress-flag/>

* The Pride or Progress or other flags listed above may be flown on the external-facing flagpole to recognize the International Day Against Homophobia, Biphobia, Interphobia, and Transphobia (IDAHOBIT) (May 17) and Pride Month (June), below the U.S. flag, *where the Chief of Mission has determined that such a display is appropriate in light of local conditions* (**Do No Harm!**). The Under Secretary for Management (M) has authorized the display of the Pride flags on IDAHOBIT, during U.S. Pride Month, or any other appropriate U.S. or host country commemoration days/periods throughout 2023. As heritage months and commemorative days are not always at the same time in host countries as in the United States, post may, at the discretion of the COM, do commemorations at the time considered most effective to achieve public diplomacy goals.

***Media:***

* **Public Statements:** Posts can draft and release public statements in support of Pride Month and IDAHOBIT, or echo and amplify statements issued by the Department or other senior U.S. government officials.
* **Op-Eds:** Posts can draft, pitch, and place op-eds in local publications advocating respect for the human rights of LGBTQI+ persons *where Post has confirmed with local civil society that this would do no harm.*  If post has questions, please reach out to the Special Envoy’s team at [Special\_Envoy\_LGBTQI@state.gov](mailto:Special_Envoy_LGBTQI@state.gov). If op-ed is placed, please share with DRL-Press and the Special Envoy’s team.
* **Print & Broadcast Media:** Posts can draw attention to the human rights of LGBTQI+ persons by raising the profile of these human rights issues in mainstream or LGBTQI+-specific print or broadcast media *(in consultation with local LGBTQI+ civil society*).
* **Video from SE Stern**: Special Envoy Stern will record a video for posts to use, as appropriate, to commemorate Pride Month. If you are interested, it will be posted on Content Commons, but feel free to contact the Special Envoy’s Office for consultation on appropriateness for local use.

**Cleared Press Guidance:**

* [President Biden and Vice President Harris Remarks at Respect for Marriage Act Bill Signing, December 13, 2022](https://www.whitehouse.gov/briefing-room/speeches-remarks/2022/12/13/remarks-by-president-biden-and-vice-president-harris-at-signing-of-h-r-8404-the-respect-for-marriage-act/)
* [President Biden Remarks for 2022 White House Pride Reception and Signing of Executive Order Advancing LGBTQI+ Equality, June 15, 2022](https://www.whitehouse.gov/briefing-room/speeches-remarks/2022/06/15/remarks-by-president-biden-at-a-pride-month-reception-and-signing-of-an-executive-order-on-advancing-lgbtqi-individuals/)
* [White House Proclamation on Transgender Day of Visibility, March 30, 2023](https://www.whitehouse.gov/briefing-room/presidential-actions/2023/03/30/a-proclamation-on-transgender-day-of-visibility/)
* [Secretary Statement from UNGA Core Group event 2022](https://www.state.gov/secretary-antony-j-blinken-at-the-united-nations-lgbti-core-group-event/)
* [Secretary Statement from Pride reception 2022](https://www.state.gov/secretary-antony-j-blinken-at-a-pride-reception/)
* [Secretary Statement on Release of the First Annual Interagency Report on the Implementation of the Presidential Memorandum on Advancing the Human Rights of LGBTQI+ Persons Around the World](https://www.state.gov/release-of-the-first-annual-interagency-report-on-the-implementation-of-the-presidential-memorandum-on-advancing-the-human-rights-of-lgbtqi-persons-around-the-world/), April 28, 2022
* [Special Guidance Package for the 2022 Country Reports on Human Rights Practices](https://commons.america.gov/login?rd=/guidance/clfble6dm1750690gixmniietpk) (see LGBTQI+ section under “[202 HRR Thematic Guidance](https://commons.america.gov/document/cl1uw6oftl33c0744z5t3k7ho)”), March 20, 2023
* [Secretary Statement on Transgender Day of Visibility](https://www.state.gov/on-transgender-day-of-visibility-2/), March 31, 2022
* [Secretary Statement on Intersex Awareness Day, October 26, 2022](https://www.state.gov/on-intersex-awareness-day/#:~:text=On%20October%2026%2C%20we%20commemorate,equality%2C%20and%20dignity%20for%20all.)
* [CA Press Guidance: Gender Markers on U.S. Passports and Consular Reports of Birth Abroad (CRBA)](https://commons.america.gov/document/cl1fhk12eivpn07446nfrbfcd), March 31, 2022
* [DRL Press Guidance: Death Penalty for Adult Consensual Same-Sex Conduct](https://commons.america.gov/document/ckv73w91lmugx0817ytdmqnn5), October 25, 2021
* [Secretary Statement on Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World, February 4, 2021](https://www.state.gov/advancing-the-human-rights-of-lesbian-gay-bisexual-transgender-queer-and-intersex-persons-around-the-world/)
* See [Content Commons](https://www.commons.america.gov/) for most recent cleared press guidance and other documents, including LGBTQI+ points.

***Public Outreach Ideas:***

The PD Section is often the lead section in Pride programming, but by no means the only section. Human rights officers, community liaison officers, and glifaa representatives are often frontline contributors, but LGBTQI+ programming is best integrated through a whole-of-Mission approach. Non-PD officers and staff may wish to consult with the Public Diplomacy Section on flagship programs. However, please bear in mind the often-long planning process that is required (so if not this Pride Month, start planning for the year ahead!).

* ***Pride Events:***Posts are encouraged to host, speak at, and/or participate in local Pride events that support the increased visibility and empowerment of LGBTQI+ persons, including queer women and girls; transgender, intersex, and gender diverse persons; and other marginalized members of the LGBTQI+ community such as persons who experience discrimination based on race, ethnicity, disability, age, religion, or any other status. These events could include diverse panel discussions or meetings with activists hosted by Post or in collaboration with likeminded foreign missions.  Posts can engage both LGBTQI+ persons and non-LGBTQI+ activists and allies to encourage collaboration on cross-cutting opportunities and challenges and the intersectionality of human rights issues for members of vulnerable populations.
* ***ECA’s U.S. Speaker Program:***  Post can work with the Office of the U.S. Speaker Program to invite a U.S. expert to engage foreign professional audiences virtually or in-person on themes relating to the human rights of LGBTQI+ persons.  (Example:  A U.S. law enforcement official could address bias-motivated violence or strengthening relations between local police and LGBQTI+ civil society.)  For more information on the U.S. Speaker Program, please see: Office of the U.S. Speaker Program – [Home](https://usdos.sharepoint.com/sites/ECA-Home/Policy/US-SpeakerProgram) *Note for planning: 6-8 weeks of notice is required for traveling programs and 3-4 weeks for virtual events.*
* ***Rapid Response PD Engagement Programs:*** ECA has a number of rapid response programs to consider —e.g., International Visitor Leadership Program on Demand, U.S. Speaker Program (including Virtual Programs), American Spaces programming, and professional, youth, arts, and sports programs—that can bring together U.S. and foreign exchange participants in programs focusing on the human rights of LGBTQI+ persons and related issues. Programs do not have to be LGBTQI+-themed to be effective: consider nominating contacts from the local LGBTQI+ advocacy community to mainstream with general human rights and good governance programs.
* ***Screening Feature Films:*** Posts and American Spaces can screen feature films, including films on LGBTQI+ specific themes and content, drawing on resources available from ECA’s Cultural Programs Division, which manages the Department’s agreement with the Motion Picture Licensing Corporation (MPLC).  Please contact [MPLC@state.gov](mailto:MPLC@state.gov%22%20\t%20%22_blank) with questions, and consider the [American Film Showcase](http://www.americanfilmshowcase.com) for ideas.
  + ***The Lavender Scare*** tells the little-known story of an unrelenting campaign by the federal government to identify and fire all employees suspected of being homosexual. Initially targeting the State Department and then spreading to all federal agencies, it continued for four decades, resulting in tens of thousands of government workers losing their jobs or being denied employment for no reason other than their sexual orientation. Narrated by Glenn Close and the winner of 16 awards for Best Documentary at film festivals around the world, the film is available for both in-person and virtual screening events. If any post would like to screen it, please contact Kevin Collins at [kevin.collins@fullexposurefilms.com](mailto:kevin.collins@fullexposurefilms.com) to discuss cost. Posts can view the trailer at [www.theLavenderScare.com](https://gcc02.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.thelavenderscare.com%2F&data=05%7C01%7CWilliamsBL%40state.gov%7C245954b381c34f3d9faa08db441854c5%7C66cf50745afe48d1a691a12b2121f44b%7C0%7C0%7C638178643576099176%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=vBbxZD6qGBUK80VxHf4sxaRAiivW%2Bci5aklTZPsKAZE%3D&reserved=0).

* ***Cultural Programs:*** Posts can work with ECA’s **Arts Envoy** program to invite LGBTQI+ performing groups to their countries (e.g., Potomac Fever, a subset of the Gay Men’s Chorus of Washington); ECA’s **Sports Diplomacy Division** to engage American LGBTQI+ athletes in sports-based programming; and arrange for art exhibits in which posts select photographs from royalty-free U.S. government or other publicly available collections for a poster show or a slideshow in the U.S. Embassy or American Spaces.  Find [links to photo resources](http://infocentral.state.gov/outreach-tools/photos/) here and consult GPA resources, including at the following link, for further guidance on [copyright](https://casstatesbu-usdos.msappproxy.net/socialmedia/copyright-social-media/).
* ***Study Abroad in the United States:*** PD Sections may promote study in the United States through[**EducationUSA**](https://educationusa.state.gov/), the official source for U.S. higher education. Consider highlighting that many U.S. campuses are inclusive of LGBTQI+-identifying students and encourage applications by talented students and scholars to the Fulbright Program, other State Department-for other private sector scholarship programs. Note that PD Sections may also have additional information about exchange programs for professors, researchers, scholars, activists, and other professionals, as well as students.
* ***Engagement with Exchange In-Country Alumni:***Posts may engage with exchange participants who work on LGBTQI+ projects to help promote diversity, social inclusion, gender, ethnic and racial equity, and respect for human rights.  Posts may also connect alumni of ECA programs to a Facebook group on LGBTQI+ issues, as well as through LGBTQI+ groups on the new alumni.state.gov website. PD Sections should submit names of alumni who would benefit from membership on either of these platforms in the group to [alumni@state.gov.](mailto:alumni@state.gov)
* ***Business Community:***Posts may encourage private industry, including members of the American Chamber of Commerce, to talk about inclusive workplaces and employment with dignity.  Refer to the UN Free and Equal Campaign’s guide to [Tackling Discrimination against LGBTI People Standards of Conduct for Business](https://www.ohchr.org/en/sexual-orientation-and-gender-identity/tackling-lgbti-discrimination-private-sector).

***Digital Engagement***

* **Rebrand Digital Platforms:** Posts may rebrand their digital platforms with photos and hashtags to support Pride Month.

* **Social Media Campaigns:** Posts may build social media campaigns promoting tolerance, diversity, and the universality of human rights; demonstrate support for the work of LGBTQI+ human rights defenders (keeping in mind the principles of **Do No Harm… But Do Something**, and **Nothing About Us Without Us**); or highlight the contributions of prominent LGBTQI+ Americans in politics, sports, private industry, and beyond, being cognizant of potential partisan activity, privacy, or endorsement concerns.

* **Create Multimedia Content:** Posts may develop and deploy creative multimedia content including graphics, video messages, and animated shorts.  Have your ambassador record a video talking about the importance of inclusion.  Recruit well-known LGBTQI+ cultural, business, or government figures in your host country to record a video for Post’s platforms.  GPA also has a [Flickr album](https://www.flickr.com/photos/iip-photo-archive/albums/72157668686859216) on Pride Month with photos that may be used with appropriate attribution.

* **Host an Interactive Program:** Posts may host digital interactive programs featuring LGBTQI+ human rights defenders talking about their work or helping to reduce stigma by introducing online audiences to the experiences of transgender, gender diverse, and intersex persons and the human rights challenges they face.

* **Use ShareAmerica Content:** Posts may draw on GPA’s [**ShareAmerica**](https://share.america.gov/theme/theme-government-civil-society/theme-human-rights/) library of social media-friendly content on LGBTQI+-themes for missions to use as appropriate.  If you have a story pitch, make it to [Special\_Envoy\_LGBTQI@state.gov](mailto:Special_Envoy_LGBTQI@state.gov) and we will connect you to GPA to explore options. Officers may sign up for daily ShareAmerica content updates using the box that appears at the bottom of the website.  State.gov email addresses also will receive usage tips and other information of interest to social media practitioners.
* **Showcase Recent Advances:** Posts may showcase the human rights of LGBTQI+ persons as reflected in the 2022 [Interagency Report of the Presidential Memorandum on Advancing the Human Rights of LGBTQI+ Persons Around the World](https://www.state.gov/lgbtqi-human-rights/) or highlight issues or wins specific to their host country, per the [2022 Human Rights Report](https://www.state.gov/reports/2022-country-reports-on-human-rights-practices/).

**VII.** **PROGRAMMATIC SUPPORT**

**U.S. Department of State**

* **The Global Equality Fund (GEF):**  The GEF is a public-private partnership with 29 government, private sector, and non-profit members managed by the Bureau of Democracy, Human Rights and Labor (DRL) that provides programmatic support to organizations that advance and defend the human rights of LGBTQI+ persons around the world. Typically, the GEF releases Notices of Funding Opportunity each year, which can be tailored for programming in support of specific populations in specific regions, typically for $750,000 - $1,000,000 USD projects. Email: AshforthK@state.gov

* **International Law Enforcement Academy (ILEA):** The Bureau of International Narcotics and Law Enforcement Affairs’ (INL) regional ILEA facilities in Accra, Bangkok, Budapest, Gaborone, and San Salvador offer training for foreign partner law enforcement officers, judges, and prosecutors on bias-motivated violence and related issues.  POC:  INL/KM Zaida Jimenez [jimenezzc@state.gov](mailto:jimenezzc@state.gov).
* **State and Local Partners (SLP) Program:**  INL partners with state and local criminal justice agencies, which can provide their foreign counterparts with training, mentoring, and technical assistance on LGBTQI+-related issues, including promoting diversity and inclusion as well as investigation, prosecution, and adjudication of hate crimes. POC: INL/KM - Cathy Marchese, MarcheseCE@state.gov.
* **CDIO Small Project Initiative:** The Secretary’s Office of Diversity and Inclusion (S/ODI) administers the Chief Diversity and Inclusion Officer’s (CDIO) Small Project Initiative, which allows posts and bureaus to apply for $500 to $10,000 in funding for projects that further Department DEIA goals related to our internal workforce. The CDIO Small Project Initiative welcomes project proposals that support our LGBTQI+ workforce and its allies.
* **The Equal Rights in Action Program:** Each year, DRL invites Posts from selected countries to nominate up to three local civil society organizations working on promoting respect for the human rights of LGBTQI+ persons for an **Equal Rights in Action Fund** small grant. DRL established the *Equal Rights in Action Fund* (ERA Fund) to support local civil society organizations (CSOs) working to protect and defend human rights and fundamental freedoms. The fund is implemented by the National Democratic Institute (NDI) and managed by DRL/GP. You may reach for more information via email at [erafund@ndi.org](mailto:erafund@ndi.org).
* **Dignity for All:** If human rights defenders and civil society organizations supporting LGBTQI+ persons face threats, attacks or imminent danger during Pride Month, or at any time they are working to advance the human rights of LGBTQI+ persons, the [*Dignity for All*](https://freedomhouse.org/program/dignity-all-lgbti-assistance-program)program may be able to provide emergency assistance; security, opportunity, advocacy rapid response grants; and safety and security assessments and training.  Civil society should reach out directly to *Dignity for All*via e-mail at [info@dignitylgbti.org.](mailto:info@dignitylgbti.org)
* **Julia V. Taft Refugee Fund:** The Julia V. Taft Refugee Fund is managed by the Department of State's Bureau of Population, Refugees, and Migration (PRM) and is intended to meet gaps in refugee assistance by issuing grants to local organizations for quick impact projects to improve the lives of vulnerable refugees, internally displaced people, and host community members and to give them a path toward self-reliance. The Fund supports projects throughout Africa, Europe, the Middle East, Asia, and Latin America. The Fund is currently accepting nominations for 2022. For the first time this year, posts proposing support for LGBTQI+ displaced or stateless persons can apply for funding for up to two awards of $25,000 rather than one. NEA posts are encouraged to apply under this priority area. Embassy Jordan’s call for proposals is [here](https://jo.usembassy.gov/call-for-proposals-julia-taft-refugee-fund-for-fy-2022/). POC: PRM Regional Coordinator David Rochford - [RochfordDB@state.gov](mailto:RochfordDB@state.gov)

### **J Family Funding Opportunity for DEIA (aka J Fund)**: In FY 2023, the J DEIA Council will provide from $5,000 to $50,000 for individual programs and projects to facilitate efforts across the Department (including missions abroad) to catalyze DEIA in workforce development and workplace culture (EO 14035 on DEIA in the Federal Workforce, which focuses on internal workforce issues), and advance equity in our foreign affairs work (EO 13985 on Advancing Racial Equity and Support for Underserved Communities Throughout the Federal Government, a more externally-focused EO). Representatives of employee organizations in coordination with bureau EX offices (domestically) or mission management teams (abroad) and representatives from DEIA councils are all welcome to apply for funding. Funds will be made available on a rolling, competitive basis from March – July 2023. (see [23 STATE 31056](https://ism.smart.state.sbu/#/search/23%20STATE%2031056)) POC: J DEIA Council at [j-deia@state.gov](mailto:j-deia@state.gov)

**USAID**

* **Multi-Donor LGBTI Global Human Rights Initiative (GHRI)**: The [GHRI](https://www.usaid.gov/documents/multi-donor-lgbti-global-human-rights-initiative)is a five-year (2019 - 2024) public-private partnership managed by USAID with financial contributions from the Swedish International Development Cooperation Agency (Sida) and Global Affairs Canada and implemented by the [Astraea Lesbian Foundation for Justice](https://www.astraeafoundation.org/)**.** The GHRI supports locally-led efforts to protect LGBTI people from violence, discrimination, stigma, and criminalization through research and data collection to inform policy, social and behavior change communication capacity building, country-specific grantmaking, and emergency response. The GHRI currently works in fifteen countries in five regions: Africa, Asia, Europe and Eurasia, Latin America and the Caribbean, and the Middle East and North Africa. POC: Stephen Leonelli - [sleonelli@usaid.gov](mailto:sleonelli@usaid.gov).
* **Alliance for Global Equality**: The Alliance is a five-year (2022–2027) collaboration among Outright International, Out & Equal Workplace Advocates, and Victory Institute to build partnerships with private-sector companies, private foundations, and country-level civil society organizations (CSOs) and community-based organizations (CBOs). The Alliance for Global Equality seeks to bolster the resilience of the global LGBTQI+ movement and better equip key political and private-sector stakeholders in specific countries to lead social change for more inclusive development and improved economic growth and democratic participation for LGBTQI+ people. The Alliance currently works in 18 countries in 5 regions POC: Stephen Leonelli - sleonelli@usaid.gov.
* **Democracy, Rights, and Governance (DRG) Justice, Rights, and Security Rapid Assistance Mechanism**: The JRS-RRA ([factsheet](https://usdos.sharepoint.com/:b:/s/DRL-MLGA/EbvvzVAGHGhFmkL6GNlrRMsBOV1mdqxlkK7CRF4QU_bmPQ?e=2ZIl22)) is a USAID-funded, five-year cooperative agreement that advances the goals of promoting and protecting justice, rights, and security globally. Using innovative approaches, JRS-RRA responds to urgent needs and windows of opportunity to protect and advance rule of law and justice, human rights, and security sector reform. Rapid response assistance refers to short- term (generally no longer than 12 months), small ($200,000 - $400,000 and no more than $500,000) interventions that:
  + Respond to a specific, urgent, and unforeseen threat or opportunity.
  + Identify specific outcomes that might realistically be achieved with small amounts of funding.
  + Prioritize and support local actors and locally-led efforts.
  + Focus on development partners taking quick action on discrete activities that advance USAID’s development priorities.

All USAID-presence countries are eligible. POC (AOR & A/AOR): Kim Hart at kihart@usaid.gov and Christina Sheetz at csheetz@usaid.gov.

* **Rainbow Fund**: [Factsheet](https://usdos.sharepoint.com/:b:/s/DRL-MLGA/EXbDTXKMOZ1GprY418tqfQoBgDQCijOoe0qBnrZeNLVP1A?e=3DKkiT). The purpose of the Rainbow Fund is to support and enable Missions around the world to integrate LGBTQI+ equities and considerations into existing and/or planned activities across a broad range of sectors - including, but not limited to, economic empowerment and access to SOGIESC-affirming health services (including mental health and psychosocial support services), anti-corruption, education, and food security - and to increase the amount of direct funding going to local LGBTQI+ stakeholders, who are best positioned to respond to the needs and priorities of their communities. Awards range from $250,000 to $750,000. All USAID Country and Regional Missions and limited and non-presence countries are eligible. POC: Jessica Morrison - JMorrison@usaid.gov.
* **Human Rights Grants Program**: The HRGP supports Missions to program activities that respond to serious, gross, and/or grave human rights violations, including justice-related challenges, that need to be addressed either urgently or in a time-sensitive manner. The HRGP also supports unforeseen challenges, as well as emerging windows of opportunity, related to preventing human rights abuses, protecting human rights defenders and responding to human rights violations. The HRGP was established with congressional support to enable USAID to develop either urgent or time- sensitive human rights assistance that fall outside our standard planning and budget processes. As committed to Congress, HRGP programs should address more than a general need and lack of funding, but an imminent need to address rights and justice related challenges. This may include a genuine window of opportunity or unforeseen, time-sensitive challenge that justifies a supplement to the standard budget planning processes. The window for submitting expressions of interest is typically November/December annually. POC: Christina Sheetz at csheetz@usaid.gov.
* **Funding for Immediate Crisis Response to LGBTQI+ People:** [Factsheet](https://usdos.sharepoint.com/:b:/s/DRL-MLGA/EbDitPupjVhNgeh4ujTpCvwB3N91Db87rxwydJE8UDcClw?e=jC45m4). This document provides a non-exhaustive list of opportunities to fund immediate/emergency/urgent crisis response targeting LGBTQI+ individuals, organizations, and communities. These opportunities are designed to be rapid and responsive, not mid-, long-term or ongoing support. The information in Section II may be cut/pasted and shared externally with activists in need. POC: Varies.

### **USAID Unsolicited Proposals:** USAID an unsolicited proposal or application is a proposal or application an offeror submits to USAID that is not in response to a request for proposals or a particular grant. USAID welcomes unsolicited contract proposals and assistance applications for consideration and reviews every submission. Generally, funding for USAID programs is concentrated and focused on clear objectives within program priorities and funding for societies applications is limited. Please see USAID’s “[Unsolicited Proposals & Grants Applications](https://www.usaid.gov/work-usaid/get-grant-or-contract/unsolicited-proposals)” website for additional details. POC: Submit unsolicited proposals to [UnsolicitedProposals@usaid.gov](mailto:UnsolicitedProposals@usaid.gov)

**Post-Specific**

### **Ambassador’s priority funds**: Many posts have specific earmarks and budget items for spending at the Ambassador’s discretion. Some posts may have an Ambassador’s Special Self-Help (SSH) Fund, which is typically a grass-roots assistance program that allows U.S. embassies to respond to local requests for small community-based development projects. The existence, design and structure of these funds varies by post, in accordance with funding availability and local priorities.

**Other Government-Affiliated Funders**

### **glifaa Small Grants Program**: glifaa, an Employee Resource Group, supports a [Small Grants Fund](https://glifaa.org/2022-glifaa-small-grants-fund/) to reimburse glifaa post representatives for expenses incurred in support of host-country LGBTQI+ advocacy organizations or events. Examples of requests that could qualify for funding include: purchasing equipment or supplies for a local NGO-sponsored event, venue rentals, publication costs, or requests related to Post employees’ participation in an LGBTQI+ Pride or other LGBTQI+-related event. Priority will be given to requests that are innovative, are likely to have the greatest impact in the host country, and for those requests that are unlikely to be supported by funds available for another source. glifaa is unlikely to fund those requests which are repeats of previous years, are unsustainable, or which would undermine Post priorities or glifaa’s mission in any way. Each Post may receive up to $500 in small grants funding per calendar year. POC: Email to [board@glifaa.org](mailto:board@glifaa.org)

**Private Philanthropy and Financial Intermediaries**

* [American Jewish World Service](https://ajws.org/) (AJWS)
* [Arcus Foundation](https://www.arcusfoundation.org/)
* [Astraea Lesbian Foundation for Justice](http://astraea.org/)
* [Foundation for a Just Society](https://www.fjs.org/) (FJS)
* [Front Line Defenders](https://www.frontlinedefenders.org/)
* [Dreilinden](https://dreilinden.org/eng/en_grants.html)
* [Elton John AIDS Foundation](https://www.eltonjohnaidsfoundation.org/) (EJAF)
* [Fund for Global Human Rights](https://globalhumanrights.org/)
* [International Trans Fund](https://www.transfund.org/) (ITF)
* [Intersex Human Rights Fund](https://www.astraeafoundation.org/apply/intersex-human-rights-fund/)
* [Mama Cash](https://www.mamacash.org/en/en-homepage)
* [Oak Foundation](https://oakfnd.org/programmes/international-human-rights/)
* [Outright Action International](https://outrightinternational.org/)
* [Stephen Lewis Foundation](https://stephenlewisfoundation.org/)
* [Wellspring Philanthropic Fund](https://wpfund.org/)
* [**Urgent Action Fund for Women**](https://urgentactionfund.org/apply-for-a-grant/criteriado-i-fit/)
* [Open Society Foundations](https://www.opensocietyfoundations.org/) (or regional equivalent)

**VIII.** **ADDITIONAL RESOURCES**

**General Resources**

* [Meet Jessica Stern, Special Envoy to Advance the Human Rights of LGBTQI+ Persons – Share America](https://share.america.gov/meet-jessica-stern-special-envoy-lgbtqi-rights/)

* [USAID Senior LGBTQI+ Coordinator Talks Advancing Global LGBTQI+ Rights and Inclusion - LinkedIn](https://www.linkedin.com/pulse/usaid-senior-lgbtqi-coordinator-jay-gilliam-talks-advancing-global)
* For more information on glifaa LGBTQI+ Pride in Foreign Affairs agencies, e-mail [glifaa@state.gov](mailto:glifaa@state.gov) or visit its website: [www.glifaa.org](http://www.glifaa.org).
* The Library of Congress offers online collections related to Pride Month at <https://www.loc.gov/lgbt-pride-month/>featuring books, posters, sound recordings, manuscripts and other material produced by, about, and for the LGBTQI+ community.
* “[Guide to Inclusion of LGBTQI+ People in Development and Foreign Policy](https://outrightinternational.org/our-work/human-rights-research/guide-inclusion-lgbti-people-development-and-foreign-policy)” (Outright International 2021)
* “[Accessing U.S. Embassies: A Guide for LGBT Human Rights Defenders](https://open-for-business.org/reports)” (Council for Global Equality). Please look forward to an updated guide in June, 2023.
* OECD’s “[Over the Rainbow](https://www.oecd-ilibrary.org/sites/8d2fd1a8-en/index.html?itemId=/content/publication/8d2fd1a8-en&_csp_=08ffc7de174b956fd7b0b0d5b75479ab&itemIGO=oecd&itemContentType=book)”: The Road to LGBTI Inclusion
* Council for Global Equality [Equal Rights Coalition 2022 Report Cards](http://globalequality.org/reports/erc-report-cards)
* [USAID LGBTQI+ Terminology Glossary](https://usdos.sharepoint.com/:b:/s/DRL-MLGA/EVSQ_lnW0D9FuHic9lCMtZ8Bv2TACrncSvjxoQp8KxY9FA?e=uhGMcm)

Intersex Resources

* [DOS LGBTQI+ Task Force Meeting Intersex 101 Video](https://usdos-my.sharepoint.com.mcas.ms/personal/hesterbk_state_gov/_layouts/15/stream.aspx?id=%2Fpersonal%2Fhesterbk%5Fstate%5Fgov%2FDocuments%2FRecordings%2FLGBTQI%2B%20Taskforce%2D20221117%5F130610%2DMeeting%20Recording%2Emp4&ga=1) (2022)
* [UN Free & Equal Campaign Intersex Fact Sheet](https://www.unfe.org/wp-content/uploads/2017/05/UNFE-Intersex.pdf) (2015)
* [Human Rights Watch & InterACT Video](https://www.youtube.com/watch?v=KeAVdOJOfKk) (2017)

Economic Resources:

* [Open for Business](https://open-for-business.org/reports) reports on the economic cost of homophobia and exclusion.
* World Bank report: [The economic cost of stigma and the exclusion of LGBT people: A case study of India](http://documents1.worldbank.org/curated/en/527261468035379692/pdf/940400WP0Box380usion0of0LGBT0People.pdf)
* [The relationship between LGBT inclusion and economic development: Macro-level evidence](https://www.sciencedirect.com/science/article/pii/S0305750X19300695) (Badgett, Lee; ScienceDirect)
* The Economic Case for LGBT Equality: Why Fair and Equal Treatment Benefits Us All (Badgett, Lee; Beacon Press) (available through Ralph Bunche Library or to purchase)
* Global Philanthropy Project’s [2019 - 2020 Global Resources Report: Go](https://globalresourcesreport.org/)vernment & Philanthropic Support for Lesbian, Gay, Bisexual, Transgender, and Intersex Communities

**IX.** **CONTACT**

Contact for more information: [Special\_Envoy\_LGBTQI@state.gov](mailto:Special_Envoy_LGBTQI@state.gov)