

# LGBTQI+ INCLUSIVE DEVELOPMENT POLICY

## FACT SHEET

The Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (LGBTQI+) Inclusive Development Policy reiterates, guides, and reinforces USAID's commitment to championing LGBTQI+ inclusive development and the human rights of LGBTQI+ people as part of a coordinated, whole-of-U.S. government effort with our partners on the ground. The Policy seeks to build on growing momentum for a multisectoral and integrated approach to ensure that LGBTQI+ individuals are not left behind.

### ROLE OF USAID

- ✓ Support the enactment of robust protections, inclusion, and human rights for all LGBTQI+ individuals through “inclusive development”
- ✓ Support a world in which LGBTQI+ persons can live with dignity and free from all forms of violence, discrimination, stigma, and criminalization
- ✓ Work for a world where LGBTQI+ persons can participate fully in civic and democratic processes; have equal access to sustainable livelihoods, economic assets, and resources; have full access to education, health, mental health, and other essential services; and be supported in times of emergency

**Inclusive Development** is an equitable development approach built on the understanding that every individual and community, of all diverse identities and experiences, is instrumental in the transformation of their own societies. LGBTQI+ persons' engagement throughout the development process leads to better outcomes.

### POLICY GOALS



**Lead Through Development Diplomacy:**  
Advance Progress Beyond Programs



**Drive Evidence-Based Policies and Approaches:**  
Strengthen Responses Through Data



**Accelerate Localized Programming:**  
Partner with Communities as Catalysts



**Improve Crisis Response Through Inclusion:**  
Meet the Moment

#### Progress in Focus: Localization Efforts in India

USAID supported the launch of the first-ever clinics run by and for transgender individuals in India. These clinics initially opened to provide access to safe and authorized comprehensive services, including referrals, for the transgender community. All of the staff, including doctors, counselors, and outreach workers, are transgender persons. According to one implementer, “The most important part of this entire model was to constantly check with the community.”

— USAID-supported “ACCELERATE” program, 2021



## POLICY PRINCIPLES

Be Proactive While Upholding the Principle of “Do No Harm”

Follow the Lead of Local LGBTQI+ Activists and Groups and Act with Humility and in Allyship

See the Full Person and Work to Meet Diverse Needs

Understand the Landscape, History, Stakeholders, and What Has Worked

Recognize that No One Size Fits All by Targeting, Tailoring, and Differentiating LGBTQI+ Programs

## POLICY INTO PRACTICE

### Pursuing LGBTQI+ Integration in Mission Programs and Procedures

#### Requirements

- Adopt locally led approaches that “lean in” while upholding “Do No Harm”
- Report on progress and impact

#### Recommendations

- Support integration across policies, strategies, programming, and guidance
- Integrate LGBTQI+ considerations into the program cycle
- Disaggregate data
- Conduct LGBTQI+-inclusive gender and inclusive development analyses
- Develop sectoral guidances

### Building Operational Capacity for LGBTQI+ Inclusive Development

#### Requirements

- Designate LGBTQI+ Focal Points at Missions
- All members of USAID’s workforce, including all hiring and contracting mechanisms, complete an e-module on LGBTQI+ inclusive development

#### Recommendations

- Engage in continual learning and awareness building

### Progress in Focus: LGBTQI+ Community Shapes National Discussion in the Dominican Republic

In the Dominican Republic, LGBTQI+ community members organized a second National Dialogue with representatives from 150 civil-society organizations, government departments, and development cooperation partners. Activists focused the dialogue on issues of security, access to justice, and health, in the context of leaving no one behind. This helped to set a broad national agenda for the LGBTQI+ community to engage with their governments and with donors to make gains in equality.

— USAID-supported “Being LGBTI in the Caribbean Initiative,” November 2022



Explore the LGBTQI+ Inclusive Development Policy at [usaid.gov/policy/lgbtqi](https://usaid.gov/policy/lgbtqi) August 2023