



# THIS HOUSE OUR HOME



REPORT ON THE **MULTISTAKEHOLDER GATHERING** ON THE 2030 AGENDA FOR SUSTAINABLE  
DEVELOPMENT AND ADVANCING **SOCIAL INCLUSION AND HUMAN RIGHTS FOR SEXUAL AND GENDER**  
**MINORITIES IN NAMIBIA** | SWAKOPMUND | 8<sup>TH</sup> – 10<sup>TH</sup> NOVEMBER 2022

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A MULTISTAKEHOLDER GATHERING ON THE 2030 AGENDA FOR  
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SWAKOPMUND

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*‘ We recognise that the journey towards inclusion is not one we – as Queer Civil Society – can tackle alone. This gathering provides an opportunity for us to strengthen our collaboration and more strategically combine our efforts towards achieving this inclusion agenda. This week, the space is generous. It is open. It is one where we are meeting each other as Namibians in the spirit of solidarity, where we recognise that the current status quo others those of us who are different and pushes us to exist and live our lives on the fringes of our own society... ’*

Flavian Rhode

# CONTENTS

<b>1. BACKGROUND</b>	5
<b>2. PROCESS</b>	6
<b>3. APPENDICES</b>	15
<b>APPENDIX A</b> A FRAMEWORK FOR LGBT RIGHTS AND INCLUSION	16
<b>APPENDIX B: WELCOMING REMARKS</b> Ms. Alka Bhatia, UNDP Resident Representative in Namibia	29
<b>APPENDIX C: OPENING ADDRESS</b> Honourable Neville Andre-Itope, Governor, Erongo Region	31
<b>APPENDIX D</b> TOWARDS LGBTI INCLUSION: A SUMMARY OF SUCCESSES AND SETBACKS	33
<b>APPENDIX E</b> A VISION: CHARACTERISING THE INCLUSIVE NAMIBIAN HOUSE	34
<b>APPENDIX F</b> POSITIONED TO AFFECT CHANGE; REFLECTIONS ON WAYS OF WORKING	39
<b>APPENDIX G</b> FROM MOTIVATION TO MANDATE: APPLYING THE FRAMEWORK	41
<b>APPENDIX H</b> PARTICIPANTS LIST	45



# 1. BACKGROUND

The Sustainable Development Goals (SDGs) include a pledge that “no one will be left behind” and commitments to “endeavour to reach the furthest behind first”; to prioritise the poorest and most marginalised. Around the world there is now considerable evidence that sexual and gender minorities are often among the most marginalised and, as such, require specific inclusion and attention to drive forward the vision of the SDGs.

Against this backdrop, UNDP in partnership with Positive Vibes Trust, HIVOS through its “Free to Be Me” project, and the Diversity Alliance of Namibia, convened a three-day multistakeholder gathering in Swakopmund, 8<sup>th</sup> – 10<sup>th</sup> November 2022.<sup>1</sup>

Significantly – and historically – the gathering involved diverse participants drawn from LGBT civil society organisations; broader human rights and development organisations; government ministries, departments and agencies<sup>2</sup>; national human rights and democracy-building institutions; bilateral and multilateral institutions; and development partners and donor agencies. Participants gathered to shape a vision and strategic framework for advancing the human rights and inclusion of sexual and gender minorities in Namibia, as part of broader efforts to achieve the SDGs and the African Union’s Vision 2063. Outcomes of the gathering could, ideally, inform and complement a variety of multi-sectoral efforts, collaborations and initiatives in support of an inclusion agenda for lesbian, gay, bisexual and transgender (LGBT) people in Namibia. [see Appendix H for a list of participants]

The primary objectives of the multistakeholder meeting were:

1. To share lessons and insights on the successes and setbacks for LGBT rights and inclusion in the Namibian context.
2. To shape a vision for advancing social inclusion and human rights for sexual and gender minorities in Namibia.
3. To identify strategic priorities for progress which might inform initiatives and strengthen multistakeholder efforts.

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<sup>1</sup> UNDP’s HIV, Health and Development team along with the UNDP Namibia Resident Representative’s Office has partnered with Positive Vibes Trust to implement the Inclusive Governance Initiative (IGI) Project. The project activity aims to enable state entities in sub-Saharan Africa to become increasingly accountable to – and inclusive of – their entire populations, including LGBTIQ people. This practice, in turn, contributes to better laws, more responsive public sector services, and social norms that affirm the rights of LGBT people.

<sup>2</sup> Including, amongst others, the National Planning Commission; the National Statistics Agency; the Office of the Ombudsman; representatives of Ministries of Health, Justice, Education, Fisheries; representatives of the Namibian Police Force (NamPol).



*In October 2022, as a prelude to a broader multistakeholder conversation, LGBT Namibians and their civil society organisations gathered in Windhoek to reflect on their lived experience and their vision for inclusion. “One Day You’re In” is available on request and includes initial ideas about strategic priorities for achieving LGBT rights and inclusion in Namibia.*



## 2. PROCESS

The three-day gathering proceeded through a series of interactive steps and processes supported by a core facilitation team. Elements of that process included:

1. **Greetings and welcoming remarks** from Alka Bhatia, UNDP Namibia Resident Representative, delivered by video. In her welcome to participants, Ms. Bhatia emphasized the importance of the workshop to realising the collective development vision of United Nations Member States around the world, and briefly summarised UNDP's LGBT strategy in Namibia in relation to achieving inclusion and other development priorities. *[for a transcript of Ms. Bhatia's remarks, please see Appendix B or visit <https://www.sparkblue.org/content/opening-address-undp-namibia-rr-alka-bhatia-8-nov-2022>]*
2. **Greetings** from Flavian Rhode, Executive Director for Positive Vibes Trust. Mr. Rhode welcomed participants on behalf of the civil society co-convenors, reflecting on the motivation, rationale and significance of this meeting on LGBT inclusion in Namibia and on its relevance to programming, advocacy and civic participation by communities and their organisations.
3. An **opening address** by Honourable Neville Andre Itope, Governor of the Erongo Region. In his remarks, the Governor drew inspiration from the late Desmond Tutu and His Excellency Dr. Hage Geingob to affirm the timeliness of the multistakeholder meeting in his region in addressing oppression and discrimination; advancing solidarity and partnership; embracing diversity that makes Namibia stronger; and leaving no one behind or excluded from the Namibian vision of prosperity. *[for a transcript of Governor Andre-Itope's remarks, please see Appendix C]*
4. An overview of meeting **objectives, anticipated outputs and approach** to the process.
  - i. One primary output would be a Strategic Framework (not exhaustive or definitive) available to stakeholders across multiple sectors as a tool to support collaborative change and progress towards inclusion.
  - ii. The process itself would be grounded in critical reflection on present experience – *where we are now* – and vision – *where we hope to be by 2030, and our key priorities for inclusion* – to inform an emerging picture around which actions, initiatives and actors can converge in diverse, yet complementary, ways.
5. An opportunity for participants to interact with one another, and to share their **personal hopes and motivations** for participating in the meeting. Amongst other aspirations, participants hoped to:

*"...network with different partners; to affirm diversity with respect..."*

*“We want to pursue our dreams, with equitable opportunities, so no one is left out. LGBT-tolerance is not the goal. Tolerance is not the same as inclusion...”*

*“...understand where different stakeholders and contributors are positioned, and where they are working.”*

*“...reconnect as activists to strategise...”*

*“...understand how a possible Framework could guide future programming and advocacy. How can we use the learnings to apply in our work?”*

*“...learn how to link with other national frameworks, and coordinate [this inclusion agenda] with a review of other national guidelines.”*

*“...influence visible change in the human stories reflected on the walls around the room.”*

*“...understand strategies for health, policy and programming in a much broader context of diversity: how [the inclusion agenda] complements and informs decisions and strategies for government and development partners.”*

*“...think about data, and possible indicators of inclusion for measurement of progress.”*

*“...gain, on a personal level, a deepened understanding and empathy towards people around us who may wish to disclose their sexuality.”*

*“...increase solidarity with sexual and gender minorities, and with rural voices.”*

*“...gain clear direction about where we are going and, practically, HOW we realise all the promises in the various political statements. How will an inclusion framework speak to and confront the cultural and traditional and religious value systems that can be barriers to inclusion?”*

6. A **presentation on the United Nations Sustainable Development Goals<sup>3</sup>** (SDGs) and their implications for sexual and gender minorities. In her presentation, Geraldine Itana, Head of Exploration for UNDP Namibia’s Accelerator Labs, shared an overview of the relevance of an inclusion agenda to realising the SDGs and reflected on Namibia’s actions and provisions to date in progressing towards that goal.

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<sup>3</sup> To view the presentation deck, please visit <https://www.sparkblue.org/content/presentation-sustainable-development-goals-and-sexual-and-gender-diversity>

# LESSONS

## WORKING WITH STAKEHOLDERS AT STATE LEVEL

- Rally around broader issues and identify with other movements that are more than “LGBT only” and demonstrate the intersectional lived experience and identities of LGBT people who are affected by and interested in, for example, women’s issues, or gender issues, or development, education, public safety, land, etc.
- Bring consciousness about language. “LGBTIQ” is not homogenous. What, for example, are the implications of the sodomy offence on lesbian women?
- Hold the State accountable to commitments made through various instruments. Be aware of research conducted to analyse compliance with those undertakings.
- Consider how LGBT people and organisations can contribute to national frameworks.
- Strategise around entry-points. There are government departments open to working with civil society.
- Increase cohesion, collaboration, coordination and cooperation as a Movement around a Human Rights approach.
- There is a space and time for diplomacy but not at the expense of calling a spade a spade and directly naming issues that must be acknowledged.

In responding to the presentation, participants:

- i. Affirmed the need for all sectors to see they have a role to play, a contribution to make, to make the vision of the SDGs real. This requires collaboration across sectors, solidarity with diverse groups in different sectors, and invitation instead of isolation.
  - ii. Recognised the need for data disaggregation according to sexual orientation, gender identity, expression and characteristics, and the opportunity to integrate SOGIE into the work of the Namibia Statistics Agency (for example, in the future National Census).
  - iii. Challenged the effectiveness and integrity with which the “*No one should be left behind*” principle is integrated into national frameworks, strategies, guidelines and operating procedures (for example, the 2017-2022 National Strategic Framework for HIV-Response under the Ministry of Health; the Comprehensive Sexuality Education policies under the Ministry of Education; approaches to Key Populations across health, public safety and justice sectors), and the access of ordinary citizens to processes that monitor integration of that principle.
  - iv. Raised concerns that language, vocabulary and terminology of “*sexual and gender minorities*” can, in themselves, be exclusive and degrading. For many communities and populations, an emphasis on “*diversity*” instead of “*minority*” is preferred.
7. A moderated **panel discussion on key successes and setbacks in advancing a LGBT inclusion agenda** in Namibia. Panellists<sup>4</sup> – drawn from amongst participants in the three-day meeting – reflected on commitments made by the Namibian State in respect of national, regional and international instruments to promote and protect human rights; on experiences with shifting social norms and public opinion on LGBT communities; on private action by citizens to claim their rights through strategic litigation; on lessons learned for working with state actors, decision-makers and the public, and on possibilities for allied action in support of LGBT inclusion across diverse stakeholders and sectors.
  8. Around the room, participants drew from their own experiences to **brainstorm setbacks and successes for LGBT-related inclusion and human rights** in Namibia. A variety of experiences were shared that, ultimately, could be grouped in six themes and two cross-cutting considerations. [see Appendix D: “*Towards LGBTI Inclusion – A Summary of Successes and Setbacks*”]. Reflecting on the Summary of Success and Setbacks, participants recognised the tension inherent in the six contrasting pairs of successes and setbacks within which might be an opportunity for strategic action, to build on foundations and draw from strengths, and to generate solutions to barriers and limitations.

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<sup>4</sup> Panellists included Linda Baumann (Namibia Diverse Women’s Association); Venecia Shanjeka (Namibia Equal Rights Movement) and Friedel Dausab (Positive Vibes)





9. A moderated panel discussion exploring the **key motivations and rationale for LGBT inclusion** in Namibia. Panellists<sup>5</sup> – drawn from amongst participants in the three-day meeting – explored the metaphor and symbol invoked by President Hage Geingob in, amongst other settings, his State of the Nation addresses in 2015 and 2018: “...*the Namibian House in which no Namibian will feel left out.*” Input from the panel centred around foundational concepts of independence, secularism, democracy and equality under the law; the protections, guarantees and provisions that mandate inclusion in Namibia’s Constitution, and across a range of commitments through international human rights instruments; the painful experiences of exclusion that mark the reality of life for LGBT Namibians who felt cast out of the Namibian House; and the benefits of working with diverse others in the building of that common Home.
10. A **visioning exercise to identify features, characteristics, qualities and indicators of LGBT inclusion in Namibia, and articulate a range of potential changes** related to LGBT rights and inclusion that might be achievable by 2030. In small groups, participants collaborated to conceptualise and draw a “*Namibian House*” reflective of the environment and conditions they would wish to see for LGBT people in Namibia. Where possible, groups identified a small set of changes that may be necessary to realise that environment. [see Appendix E: “*A Vision: Characterising the Inclusive Namibian House*”]

*“We’re talking about the rationale for inclusion here. And you ask me why any of us should support inclusion? For me, it comes down to that old poem that says:*

*‘First they came for the communists, and I did not speak out  
because I was not a communist.  
Then they came for the socialists, and I did not speak out  
because I was not a socialist.  
Then they came for the trade unionists, and I did not speak out  
because I was not a trade unionist.  
Then they came for the Jews, and I did not speak out  
because I was not a Jew.*

*Then they came for me and there was no one left to speak out for me.”*

<sup>5</sup> Panellists included Robyn Kleinhans (Directorate of Legislative Drafting; Ministry of Justice); Alphaeus “General” Haufiku (Office of the Ombudsman); Dez Haman (Khaibasen Namibia) and Gerhard Mason Samuel (Pride Pop-Up)



11. A sequence of steps and processes to **build a Framework for Inclusion**:

- i. The facilitation team presented to the group a proposed set of **themes – an organising structure – around which a Framework for Inclusion might be constructed**, synthesized from content emerging in preceding sessions. Each theme might be considered a **pathway** – one of many possible pathways – by which the vision of an inclusive Namibian House might be approached. Progress down any of the pathways moves society closer to realising the promise of The Constitution, and to reaching the House where no one is left behind. Themes operate in and across different sectors (*eg. health; education; labour; media; etc.*) and across stakeholders (*eg. LGBT CSOs; other CSOs; state actors and institutions; etc.*), and included:

- Regulatory Environment (law and policy)
- Civic and Political participation (space, representation, elections etc.)
- Social, Cultural and Religious norms
- Justice, Safety and Security
- Access to Services
- Data, Evidence and Knowledge
- Governance and Accountability

- ii. Accepting the proposed themes, participants worked in **small groups to analyse and develop the themes** over two rounds, punctuated by plenary feedback.

- In the first round, small groups analysed their assigned theme against three questions: (a) *what are the existing **gaps**, relative to LGBT rights and inclusion?*; (b) *do we **currently collaborate** around this issue in a multistakeholder way?* (c) *what are the **key entry points** – strengths, opportunities, openings – for engaging with these gaps?*
- In a second round, small groups revisited their assigned themes, deepening their analysis with four additional questions: (a) *what **priority actions** need to be taken and who are those directed towards?* (b) *which **stakeholders and sectors** can take these actions? How can we do this **collaboratively**?* (c) *what **capacities** – financial; human; positioning – exist to take these actions?* (d) *where might we start: **first steps** and milestones?*

*“Our role is to collect statistics, to provide standards, to avoid duplication, to harmonise definitions. To serve our role, we are looking to expand future surveys and data collection tools to better integrate sexual orientation and gender identity. This is our mandate. We are not doing you a favour. It is our job...”*

12. A **moderated panel discussion exploring key strategic priorities and/or opportunities** for achieving LGBT rights and inclusion from the unique perspective of a selection of stakeholders across various sectors. Panellists<sup>6</sup> – drawn from amongst participants in the three-day meeting – shared the potential areas of interest and pathways for action unfolding for (a) LGBT civil society organisations, (b) the office of the Ombudsman, (c) the Namibia Statistics Agency and (d) the Ministry of Education. Across presentations, panellists illustrated common principles and components of strategic action towards achieving inclusion:

- POLICY makes up the pillars on which inclusion is supported and sustained.
- PEOPLE operationalise systems and mechanisms; how they think, feel and behave around an inclusion agenda affects the effectiveness and consistency with which policy is applied and implemented.
- PRACTICE – programming, and the character of that programming (ethical; dignified; integrated) – makes inclusion real rather than rhetorical. Inclusion is a practice, an action, not simply an ideal.

13. An opportunity for **cross-stakeholder connection and conversation** in support of building multistakeholder collaboration across sectors. Space was created for participants to “*make a date*” with one another based on areas of potential shared interest or common action, to explore opportunities to work together through unstructured conversation. (*eg. queer women with a development partner working on access to sexual and reproductive health; LGBT young people with the Ministry of Education around advancing comprehensive sexuality education; a small group around increasing available LGBT data through the National Census*).

14. A reflection on **strategic position or location** by actors and potential collaborators within the multistakeholder, multisectoral participant group. Recognising that everyone, in some way, has power to act and affect change within their varied circles of influence, participants located themselves – and mapped the strengths of others not yet in the room or conversation – in a grid defined into four quadrants by two intersecting axes: a vertical axis describing the **type of engagement** (on a continuum between FORMAL and INFORMAL), and a horizontal axis describing the **place and style of engagement** (on a continuum between INSIDE-COOPERATIVE and OUTSIDE-CONFRONTATIONAL).

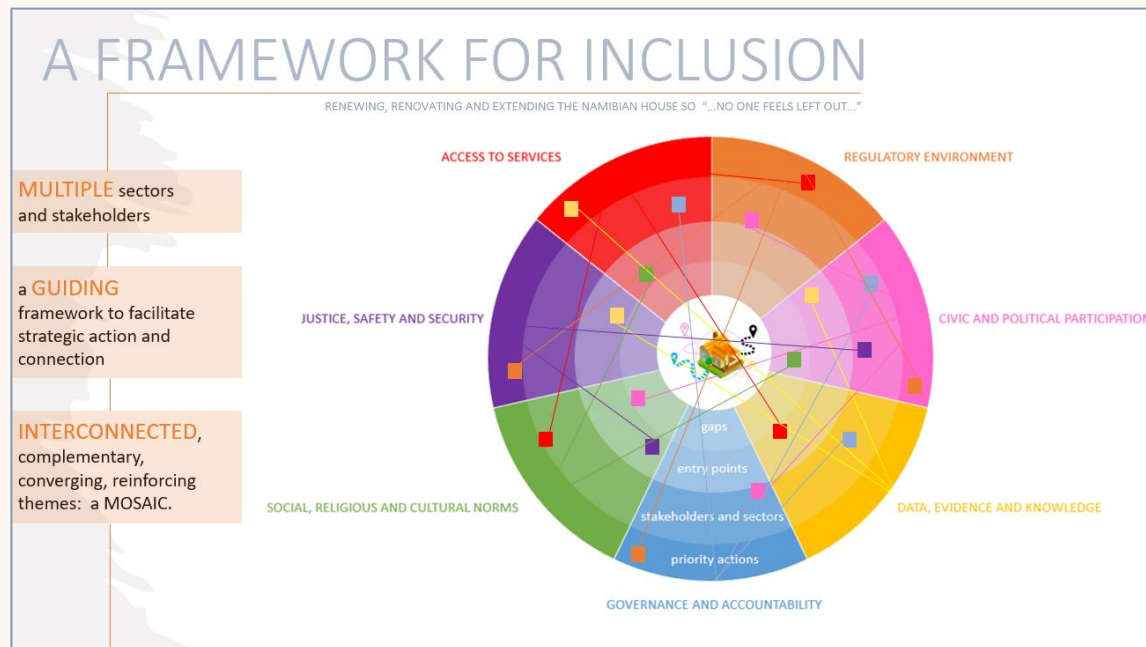
The group reflected on individual ways of working to affect change, and on complementarity, concentration and gaps across a multistakeholder network, relevant to collective action to advance an LGBT inclusion agenda. [see Appendix F: “*Positioned to affect change: Ways of Working*”]

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<sup>6</sup> Panellists included Jholerina Timbo (Positive Vibes); Daphne Coetzee (Office of the Ombudsman); Otja Tjipetekera (Namibia Statistics Agency) and Julius Natangwe Nghifikwa (Ministry of Education)

15. A **Summary Presentation of the emergent Framework for LGBT inclusion** to participants. The Framework:

- Offers a guide for strategic action, connection and collaboration around a set of themes and possible responses. The themes are non-exhaustive; there are many other possible pathways to inclusion. The framework is non-prescriptive; stakeholders may use it as inspiration to integrate inclusion in their present and future work.
- Explores gaps, strategic entry points and opportunities, priority actions and actors for each of seven themes that are pathways to LGBT rights and inclusion.
- Accommodates action by multiple diverse stakeholders across a variety of sectors.
- Is a mosaic – a tapestry – of interconnecting, complementary themes. Possible actions reinforce one another – trajectories for change converge and intersect – across themes and sectors and between stakeholders.



[The Framework for Inclusion is presented in greater detail in Appendix C]

16. An opportunity for participants to reflect with talking partners around the question of **application of the Framework**: *how might the framework speak to, complement and potentially support current efforts? How might I utilise or take forward the Framework as a guide to affect change in support of an LGBT rights and inclusion agenda?* [individual participant reflections on how they might use and apply the Framework are recorded in Appendix D].

17. An official **Vote of Thanks**, on behalf of co-convenors and participants, and **closing**.



# THIS HOUSE IS NAMIBIA

Broken windows and scattered glasses  
Bruising our feet  
The thieves are joyful with stolen resources  
Our backyard, the heart of the nation  
This soil nourished by the bones of our ancestors  
This soil from which our mothers plough *Mahangu* to  
feed the orphaned to end poverty  
The forest, the rivers, the desert  
They extracting our natural resources  
The climate is changing  
Empty bellies  
Blood of rivers  
Cold cases of murdered queers  
Political instability,  
Expanded expression, activism and political  
participation  
This house is a thread because of fundamentalism and  
social norms  
The culture of this house is hurting our bodily  
autonomy  
People partner to save the planet  
Strategic systems that ground the house to improve  
Engagements

To imagine a peaceful and a just society where  
*"No one Left behind"*  
We look at the gap to expand our collaboration for  
civic engagement  
Community organising improve the security of our  
house, the governance of our house  
The governance in our newly renovated house  
reduces inequality by prioritizing human rights  
Documenting the bruises to dismantle harmful norms  
by naming them  
We create evidence of the scars we got from broken  
glasses of patriarchy  
THIS HOUSE IS NAMIBIA  
We love our queer siblings and anyone else facing  
oppression for being who they are.  
This desert connects us, we learn to play fair to  
realize an inclusive democracy.

Florence F. /Khaxas

on the closing of the Multistakeholder Meeting on LGBT rights and inclusion



# 3. APPENDICES

# APPENDIX A

A FRAMEWORK FOR LGBT RIGHTS AND INCLUSION | RENEWING, RENOVATING AND EXTENDING THE NAMIBIAN HOUSE SO "...NO ONE FEELS LEFT OUT..."

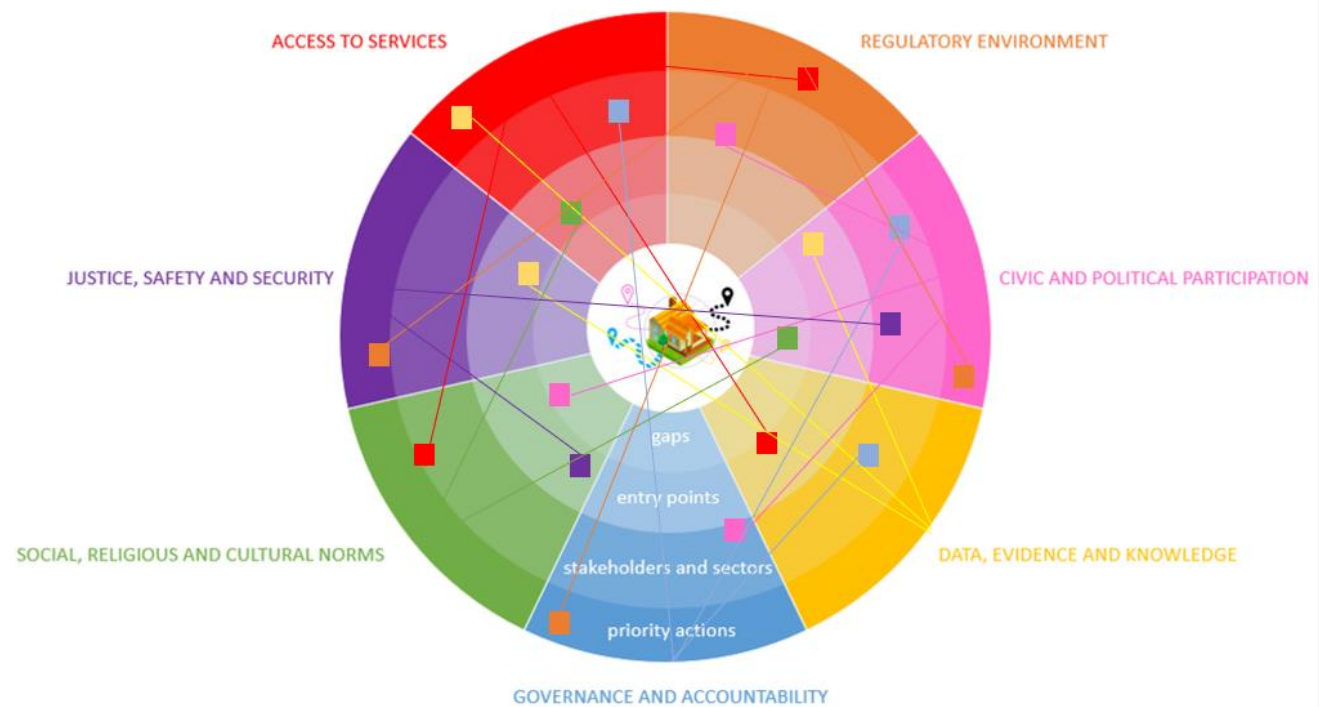
## A FRAMEWORK FOR INCLUSION

RENEWING, RENOVATING AND EXTENDING THE NAMIBIAN HOUSE SO "...NO ONE FEELS LEFT OUT..."

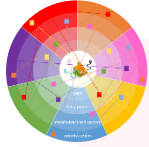
**MULTIPLE** sectors and stakeholders

a **GUIDING** framework to facilitate strategic action and connection

**INTERCONNECTED**, complementary, converging, reinforcing themes: a **MOSAIC**.



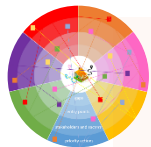




## THEME: ACCESS TO SERVICES

GAPS				
Services are offered in a preferential hetero- and cisnormative culture. Service environments do not accommodate LGBT people (eg. gender-neutral toilets in facilities). Service providers make assumptions about who the client is, who they should be and their interpersonal relationships. Where LGBT people are included, their identities are reduced to “Key Populations”.	Service quality and experiences are tribally influenced (more tolerant environments and providers amongst Damara; more conservative amongst Wambo).	Data does not exist. We do not have the evidence to adequately address the needs of various sub-population groups, or to track whether we are moving forward.	LGBT people are not recognised as vulnerable to violence. Service providers respond to reports with “...but you are a man...”	
	Laws limit or inhibit service providers from providing comprehensive services (eg. responding to intimate partner violence in same-sex relationships).	Sexual orientation, gender identity and expression (SOGIE) are used as a weapon to correct and punish LGBT people (eg. transgender women in male prison cells).	Gender stereotypes determine the way LGBT people are treated by service providers, and what many LGBT come to anticipate and expect as normal.	
Rural communities are left behind across many dimensions. People tend to work together in urban spaces, and urban programming and service delivery are prioritized.	Sex and gender are not recognised as human rights concepts. Households, families and service providers lack adequate and accurate education and information about LGBT people.	Prevailing religious and cultural beliefs, attitudes and norms strongly influence the service-delivery environment for LGBT people.	Advocacy strategies are not working to adequately affect change in access to services for LGBT people. There is need to review.	
DO WE COLLABORATE?				
Limited collaboration does happen, but at high-level and in urban spaces. Collaboration is between the Heads of organisations, agencies or institutions, but seldom between frontline personnel or community members.	Sectors, programmes and departments work in silos (eg. government; civil society). Within the Health sector for example, Family Planning will work alone. The Programme Management Unit (PMU) will work alone. Limited intersections exist between task teams (eg. TB; KP; AGYW) but they are seldom integrated, harmonised or aligned.	National datasets through the Namibia Statistics Agency (NSA) are gazetted.	The need exists for LGBT engagement with intersectional, crosscutting issues: eg. economy, land, poverty, health.	
STRATEGIC OPPORTUNITIES AND ENTRY POINTS				
Elections offer opportunity for conversations with elected officials and prospective candidates about the place of tax-paying LGBT people in the Namibian House.	Reviews of the NSF (HIV) and National Human Rights Action Plan.	Strategic litigation: increased number of cases means more visibility around opportunities for litigation.	Upcoming National Population Census.	Advocacy to promote human rights.
Human Rights literacy-building for service providers.	Benchmarking exercises: who is doing what well? Many African countries have decriminalised same-sex conduct.	Inclusion of First Responders and frontline personnel in trainings, not only Heads of organisations.	Development of educational materials for service providers and LGBT people around rights to access services.	The pool of champions for LGBT rights and inclusion is growing.
				Activists should “call a spade a spade” when necessary, and not default to polite diplomacy.

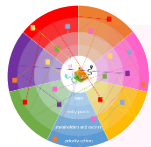
PRIORITY ACTIONS, DIRECTED TO WHOM?	STAKEHOLDERS AND SECTORS TO TAKE ACTION?	WHAT CAPACITIES EXIST?	WHERE DO WE START? FIRST STEPS; MILESTONES?
<p>Learning from HIV, we need to unshame LGBT people through developing consistent, reinforcing messaging focused on values important to all Namibians: safety, protection, prosperity, inclusion, dignity, confidentiality.</p> <p>Flood all levels of community and government leadership with those same messages across multiple channels.</p>	<p>Group of communications experts drawn from LGBT consortia, with government partners and others interested in developing and testing the messaging and communications materials.</p>	<p>Information, stories, videos – communications materials and content around LGBT lived experience and SOGIE – have been developed and are available from civil society organisations.</p>	<ol style="list-style-type: none"> <li>1. Develop package of messages and communications.</li> <li>2. Train LGBT consortia on use of communications through citizen science and personal “I”-stories and approaches appropriate for religious and cultural contexts.</li> <li>3. Schedule meetings with political parties, personalise the content; use evidence to emphasise the risks if LGBT rights are not realized: increased suicide, loss of votes, tax defaulting, conversations with international bodies discouraging tourism.</li> </ol>
<p>A large-scale Human Rights campaign (similar to National HIV campaigns) focused on nuanced information packages – with content on human rights, the Constitution, laws and SOGIE – customised for different sectors: religious sector; health; law; public safety and security / law enforcement; gender; international affairs; justice; youth; education; statistics; MICT; NA and SRH-R programme.</p>		<p>Resources lie with development partners.</p> <p>Civil society organisations (including LGBT organisations) have:</p> <ul style="list-style-type: none"> <li>• advocacy and communications material, and experience in content development.</li> <li>• experience with training and community outreach.</li> </ul>	<ol style="list-style-type: none"> <li>4. Host sessions with government stakeholders to highlight why Namibia needs to be inclusive: the negative consequences of exclusion; and the positive imperative for inclusion.</li> <li>5. Build the capacity of friends, family and peers to engage with content developed to be more effective in the support, protection and inclusion of LGBT people.</li> </ol>
<p>Community-led monitoring through a base (and basic) methodology:</p> <ol style="list-style-type: none"> <li>1. For supported, facilitated conversation; dialogue and engagement between clients and service providers who are equal stakeholders in a common system for health.</li> <li>2. That respects and affirms subjective experience, perspectives, perceptions, attitudes and opinions.</li> <li>3. Where qualitative experience can be converted into measurable quantities to set goals and track performance and improvement.</li> </ol>	<ul style="list-style-type: none"> <li>• LGBT service-users; LGBT community-organisations.</li> <li>• Development partners responsible for inclusive, representative community-led monitoring programming.</li> <li>• Ministry of Health.</li> </ul>	<ul style="list-style-type: none"> <li>• Methodologies for community-led monitoring by LGBT communities exist (eg. Positive Vibes has developed “<i>Setting The Levels</i>” and “<i>Move the Dial</i>”).</li> <li>• Experience of implementing CLM exists in Namibia and amongst LGBT communities.</li> <li>• Infrastructure and policy commitment for CLM has been established in Namibia.</li> <li>• Resource commitment (PEPFAR; Global Fund; Government; Positive Vibes; etc.)</li> </ul>	<ol style="list-style-type: none"> <li>1. Call meeting with leaders on OUTCOMES from CLM, especially related to safety, protection and inclusion.</li> <li>2. Mobilise funding for the implementation of CLM at scale</li> <li>3. Flood sectors with the results of CLM. Make findings widely visible to the public: publications; billboards; social media posts; etc. .</li> <li>4. Leverage CLM for broader social accountability: to make mechanisms for democracy, accountability and civic participation accessible to ordinary citizens.</li> </ol>



## THEME: REGULATORY ENVIRONMENT (POLICY AND LAW)

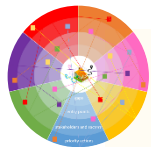
GAPS				
<p>Are LGBT people party to the development of policies and laws that affect them? Do they give input? Do they have access to information about the nature and implications of policies and laws? Have they participated in reviewing the alignment of policies with legal provisions and the Constitution, whether policies give adequate effect to the law? Have we unpacked our policies to see if they are aligned with our laws and the Constitution? Do they adequately unpack our laws?</p>	<p>Fragmentation amongst existing statutory bodies. For example, the National Planning Commission (NPC) that is the parent body of the Namibian Statistical Agency (NSA). What are the mandates of each, how are they distinct, how are they complementary, and do they coordinate and cooperate effectively around those roles?</p>	<p>Data is necessary to implement evidence-based interventions but is underdeveloped for LGBT people. How does data – including data about LGBTI people, issues and concerns – fit into the National Statistical System (NSS) and who can be considered accountable for that data? Who do we hold accountable?</p>	<p>Where data on LGBT people and issues might exist, how is it being applied to inform policies and laws? What bidirectional and representative bodies ensure that data on LGBT issues is effectively reflected and represented in policy and law? Who does civil society hold accountable for such oversight and representation?</p>	<p>Language in laws and policies – and in the interpretation and implementation of those provisions – inadequately reflects sexual and gender diversity. (eg. are transgender men and transgender women included in terminology to describe “man” and “woman” respectively?)</p>
DO WE COLLABORATE?				
<p>Collaboration does exist between select civil society organisations and stakeholders in other sectors (eg. select government Ministries; select development partners).</p> <p>But do we collaborate enough? Do we have “Family Meetings”? Are we only meeting at certain periods of time for compliance? Are we holding each other accountable? Are we following through?</p>	<p>A Multisectoral Statistical Plan and existing platform for statistical data management exists.</p>		<p>We have data. We have a data system. We have statisticians and economists at all levels. But we are not holding them or each other accountable for follow-through that drives evidence-based interventions and informs the development of policies and laws.</p>	
	<p>Integration between NPC, NSA and the NSS needs strengthening. Data contributed to the NSS must reach all departments and structures where it is relevant for LGBT people (eg. Ministry of Education who may not take important action to protect and promote LGBT rights and inclusion, simply because they have not received data to prompt their action).</p>		<p>In terms of civic organising, how are communities coming together for civic education, so our people are able to capably participate in civic, political and regulatory processes?</p>	
STRATEGIC OPPORTUNITIES AND ENTRY POINTS				
<p>Paralegal services for LGBT people who experience adverse incidents that go unobserved, unreported or unrecorded. New graduates, fresh from school, may be useful for this purpose.</p>	<p>Legal and civic education, sensitisation and awareness-raising amongst the general public and LGBT communities. Various development partners may have an interest in supporting this human rights and structural engagement work (eg. Global Fund; USAID).</p>	<p>Focus on reform of Home Affairs, an important public sector stakeholder often perpetuating State-sanctioned homophobia in its engagement with LGBT identities and foreign nationals.</p>		<p>Advance and accelerate passage of the Hate Speech Bill in Parliament.</p>

PRIORITY ACTIONS, DIRECTED TO WHOM?	STAKEHOLDERS AND SECTORS TO TAKE ACTION?	WHAT CAPACITIES EXIST?	WHERE DO WE START? FIRST STEPS; MILESTONES?
Build on expressions of interest to strengthen relationship between LGBT civil society and the Law Reform Development Commission (LRDC).			
Work with the LRDC to prioritise and accelerate realisation of LGBT rights and inclusion in the Obsolete Law process. Raise awareness of the Obsolete Law process by including other communities and sectors in the conversation about legal reform.			
Revive, renew partnership and re-strategise with the Legal Assistance Centre (LAC) and its Gender Unit. Use existing IEC materials and structures to collaborate to advance an LGBT inclusion agenda.	<p>Approach the LAC through a Multistakeholder Taskforce, including:</p> <ul style="list-style-type: none"> <li>• Diversity Alliance of Namibia (DAN)</li> <li>• Positive Vibes</li> <li>• National Electoral Commission (NEC)</li> <li>• USAID</li> <li>• UNDP</li> </ul>	<p>LAC has capacity and human resources.</p> <p>Civil society organisations have a good relationship with the LAC.</p> <p>UNDP is offering space for a Taskforce to hold meetings.</p>	<p>Convene a Multistakeholder Taskforce to begin discussions on:</p> <ul style="list-style-type: none"> <li>• agenda setting: what is our ask?</li> <li>• subsequent and supplementary convenings</li> <li>• resource mobilisation</li> <li>• communications (eg. social media; multiplatform messaging; vox pop)</li> </ul>
Follow-up on the development and passage of the Small Claim Courts Bill.	Mandate of the Office of the Ombudsman to follow-up and apply pressure to advance the Bill.		
<p><i>“Move the Dial”</i> is a community-led self-assessment process around building safe and secure environments for LGBT people, and engaging with public safety officials, law enforcement, etc.</p>		<p><i>“Move the Dial”</i> is a systematic methodology developed through Positive Vibes.</p>	



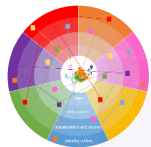
## THEME: CIVIL AND POLITICAL PARTICIPATION

GAPS				
Civic education is not taught in schools.	Comprehensive Sexuality Education (basic sex education) is not taught at schools.	No LGBT representation at political levels.	Insufficient data for advocacy.	Poor political accountability to constitutional imperatives.
DO WE COLLABORATE?				
Recent collaboration with UNDP on LGBT participation in the civil arena.		UNDP, the Namibia Institute for Democracy (NID) and the Electoral Commission of Namibia (ECN) are in conversations about Inclusivity, diversity and participation in elections through, for example, legal gender recognition and changing gender markers in identity documents.	In preparation for the national Census, the Namibia Statistics Agency (NSA) works with a range of stakeholders, including CSOs, the Electoral Commission and government offices, ministries and agencies (OMAs).	
STRATEGIC OPPORTUNITIES AND ENTRY POINTS				
Parliamentary Standing Committees on Gender, Social and Economic Affairs.	Civil society mentorship	Participation of faith leaders.	Government internships (eg. Ministry of Justice)	Inclusion of gender markers beyond "F" or "M" in Census and election protocols, and in national documentation at Home Affairs.
PRIORITY ACTIONS, DIRECTED TO WHOM?	STAKEHOLDERS AND SECTORS TO TAKE ACTION?		WHAT CAPACITIES EXIST?	WHERE DO WE START? FIRST STEPS; MILESTONES?
Focus on (a) parliamentarians, in general; (b) the Parliamentary sub-committee for Gender, Social and Economic Affairs; and (c) the Parliamentary sub-committee on Human Resources to seek audience and present the Inclusion Framework, with a focus on economic, civil and political exclusion of LGBT people.	<ul style="list-style-type: none"> <li>Positive Vibes</li> <li>Y-FEM</li> <li>NSA</li> <li>Namibia Equal Rights Movement (NERM)</li> <li>Ministry of Health and Social Services</li> <li>Namibia Institute for Democracy (NID)</li> </ul>		<ul style="list-style-type: none"> <li>Technical: Y-FEM ; NSA</li> <li>Coordination : PV</li> <li>Financial: PV; UNDP</li> <li>Data: MoHSS</li> <li>Advocacy: NERM; NID</li> </ul>	<p>Establish and convene a Multistakeholder Inclusion Framework Technical Working Group with a mandate to advance the inclusion of LGBT and SOGIE through:</p> <ul style="list-style-type: none"> <li>capacity strengthening</li> <li>resource mobilisation</li> <li>advocacy for SRH-R funds to convene and lobby parliamentarians around an LGBT rights and inclusion agenda.</li> </ul> <p>Make formal request to Parliament for a date to present the Inclusion Framework.</p>
Strengthen and expand ongoing work with the SRH-R Technical Working Group by creating synergies.				



## THEME: DATA, EVIDENCE AND KNOWLEDGE

GAPS			
Access to information and legal literacy.	Capturing of data on human rights violations.	Incomplete data sets on sexual orientation, gender identity and expression (SOGIE) in health, education, safety and security.	Complexity around protocols development, access to studies, intellectual property and publications.
DO WE COLLABORATE?			
Y-FEM collaborates with University of Namibia (UNAM), Namibia University of Science and Technology (NUST) and the International University of Management (IUM) on SRH-R and economic justice.	Namibia Equal Rights Movement (NERM) collaborates with NUST around demographic data on LGBT people.	Positive Vibes collaborates with the MoHSS on the PLACE (Priorities for Local Aids Control Efforts) and STIGMA studies.	
Namibia Statistics Agency (NSA) collaborates with OMA and CSOs around the National Census.	The Electoral Commission of Namibia (ECN) is collaborating with UNDP on draft election guidelines.	Y-FEM works with local authorities and municipalities.	
STRATEGIC OPPORTUNITIES AND ENTRY POINTS			
CSOs participation in local authorities (eg. Y-Fem)	Amendments in Acts and Bills: Cyber Security Bill   SIM Card Registration requirements   Access to Information Act		Legalisation of Abortion in Namibia
LGBT and gender-inclusive language in the Domestic Violence Act	Inclusion of sex and gender markers beyond "F" and "M" in the national Census.	ECN civic education, digital support and public education; election monitoring and evaluation.	Legal literacy to the public
National Strategic Framework for HIV and AIDS	Private sector technical assistance and investments to expedite the development of data capturing systems across the board.	Investment case for data, evidence and knowledge in programming, proposals and funding mechanisms	Unsafe Abortion data (UNFPA; MOHSS)
PRIORITY ACTIONS, DIRECTED TO WHOM?	STAKEHOLDERS AND SECTORS TO TAKE ACTION?	WHAT CAPACITIES EXIST?	WHERE DO WE START? FIRST STEPS; MILESTONES?
Engage the around the provisions of the Domestic Violence Act, and its implications for LGBT rights and inclusion.  Approach the Ministry of Gender and Ministry of Justice to amend the <i>Combating of Domestic Violence Act, 2003 (Act 4 of 2003)</i> .	<ul style="list-style-type: none"> <li>Civil society organisations</li> <li>Legal Assistance Centre (LAC)</li> <li>MoHSS</li> </ul>	<ul style="list-style-type: none"> <li>Human resources</li> <li>Technical capacity</li> </ul>	<ul style="list-style-type: none"> <li>Establish a small Technical Working Group to review the Act before approaching the Ministries of Gender Equality, Poverty Eradication and Social Welfare, and Justice. Define a clear ask.</li> <li>Seek an audience with the Executive Director for MoHSS for sensitisation around the implications for the development of the new National Strategic Framework on HIV.</li> </ul>

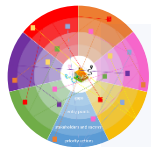


## THEME: JUSTICE, SAFETY AND SECURITY

GAPS				
Poor recognition, acknowledgement and affirmation of Constitutional rights.	Poor enabling environment within and at law enforcement level.	Poor integration and accessibility of sexual and gender-diverse services.	Limited access to justice around cases of human rights violations.	
Disconnect between national laws and local by-laws, and their implementation by local law-enforcement with violating impact on LGBT people.	Absence of broad legislative protections for LGBT people ( <i>eg. domestic violence, employment, education, SSC</i> ).	No systematic and consistent documentation and evidence of human rights violations.	Inadequate national, inclusive and consultative engagements on legislative reform.	
Lack of accountability and feedback on progress around cases.	Lack of internal tracking systems and space for inclusion in forums. Need for case follow-up system by ensuring focal people are within law enforcement.	Poor legal literacy amongst citizens to build knowledge and understand of their civic rights and duties.	Little representation and participation of LGBT leadership within various public sector departments; no community representation to speak from an "I" perspective.	
DO WE COLLABORATE?				
Collaborations exist, however they are limited to direct partnerships between actors that have a pre-existing relationship and know each other.				
STRATEGIC OPPORTUNITIES AND ENTRY POINTS				
Establish a forum of Human Rights Defenders for documentation of Human Rights violations, and for support to service uptake by LGBT people.	Disseminate and provide broader understanding and guidance on how to realise the principle of equality, inclusion and non-discrimination.	Map existing partners working with law enforcement agencies and prisons to strengthen collaboration and knowledge.	Map existing structures at regional, district and local levels. Establish relationships for constant refresher engagement to mitigate high staff turnover. Motivate community engagement within those forums.	Build linkages of publication on Safety and Security.

PRIORITY ACTIONS, DIRECTED TO WHOM?	STAKEHOLDERS AND SECTORS TO TAKE ACTION?	WHAT CAPACITIES EXIST?	WHERE DO WE START? FIRST STEPS; MILESTONES?
<p>Amongst law enforcement agencies:</p> <ul style="list-style-type: none"> <li>Integrate diversity and inclusion training into standard training curriculum</li> <li>Create a monitoring and evaluation mechanism to assess the effectiveness of diversity and inclusion training on law enforcement personnel.</li> </ul>	<ul style="list-style-type: none"> <li>Namibian Police Force (NAMPOL)</li> <li>Office of the Ombudsman</li> <li>LGBTI CSOs</li> <li>City Police</li> </ul>	<ul style="list-style-type: none"> <li>Inclusion training manuals that can be customised into sector-specific resources.</li> <li>Experienced Diversity and Inclusion trainers and facilitators within LGBT CSOs.</li> <li>Integrating Human Rights and Diversity-sensitivity into law enforcement training is an existing task under the National Human Rights Action Plan.</li> </ul>	<ul style="list-style-type: none"> <li>Follow-up implementation of NHRAP with MoSS; request compliance.</li> <li>Design sector-specific diversity and inclusion training material and awareness resources.</li> </ul>
<p>With the Ministry of Justice:</p> <ul style="list-style-type: none"> <li>Raise awareness of how to use litigation as an avenue to advance rights and inclusion.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Justice</li> <li>Office of the Ombudsman</li> <li>Office of the Prosecutor General</li> <li>Legal Assistance Centre (LAC)</li> <li>Law Society</li> <li>Namibian Woman Lawyers Association</li> <li>Namibian Association of Lawyers</li> <li>Society of Advocates</li> </ul>	<ul style="list-style-type: none"> <li>The Society of Advocates allocates forty (40) hours a year for pro bono work.</li> <li>Ministry of Justice has an outreach program that can be used as a platform for public awareness-raising.</li> </ul>	<ul style="list-style-type: none"> <li>Draft a Concept Note.</li> <li>Establish alliances in the various stakeholder offices.</li> </ul>





## THEME: GOVERNANCE AND ACCOUNTABILITY

GAPS				
<p>Citizens have little access to or understanding of the commitments and obligations undertaken to promote inclusion and protect rights under regional and international bodies and instruments (eg. <i>United Nations treaties; African Commission; African Union; SADC region; Commonwealth; etc.</i>)</p>		<p>Poor knowledge and understanding around Best Practices for governance and accountability in other States beyond Namibia.</p>		<p>Citizens and civil society organisations have few benchmarks or standards against which to assess good governance and accountability in Namibia, and poor mechanisms to track compliance with those standards, exercise accountability or seek consequences for poor governance.</p>
DO WE COLLABORATE?				
<p>Collaboration exists in isolated pockets between groups with pre-existing relationships. Expansion, inclusion and transparency are uncommon.</p>	<p>Greater dialogue is necessary around multisector and multistakeholder collaboration and to understand key issues and interventions.</p>	<p>Many organisations work towards a similar aim to strengthening service providers' knowledge and skills to deliver equal and equitable services for all.</p>	<p>Collaboration between the State and CSOs should be interrogated. Is discourse around key issues realistic and authentic? Is direct public accountability possible?</p>	<p>Financial resources can be better streamlined for broader access and benefit, and to increase inclusion and participation of diverse groups.</p>
STRATEGIC OPPORTUNITIES AND ENTRY POINTS				
<p>Need to find and play with new friends and partners in the multistakeholder space.</p>	<p>Become familiar with key spaces for multisectoral engagement by state actors, agencies and others.</p>	<p>Synchronise and decentralise programming through collaboration that improves cost-effectiveness, local community advancement and partnerships. Share innovations that can be decentralised and applied by partners.</p>	<p>Domestic resource mobilisation and investments for sustainability and collective national ownership.</p>	<p>Improve access to information through production and dissemination of key legislation, policies, plans and reports, adapted where necessary for domestic audiences.</p>

PRIORITY ACTIONS, DIRECTED TO WHOM?	STAKEHOLDERS AND SECTORS TO TAKE ACTION?	WHAT CAPACITIES EXIST?	WHERE DO WE START? FIRST STEPS; MILESTONES?
<p>Strengthen and/or capacitate the Office of the Ombudsman to track implementation and impact of national, regional and international human rights instruments (including plans, policies, conventions, treaties, etc.). Direct findings for accountability to Ministry of Justice and Parliament.</p>	<ul style="list-style-type: none"> <li>• National Planning Commission (NPC)</li> <li>• Ministry of Justice</li> <li>• Ministry of Gender</li> <li>• Ministry of Health</li> <li>• Ministry of Education</li> <li>• Ministry of Labour</li> <li>• Ministry of Information and Comm. Tech.</li> <li>• Namibia Statistics Agency (NSA)</li> <li>• International Relations</li> <li>• Office of the Prime Minister</li> <li>• Namibian Police Force (NAMPOL)</li> <li>• UNDP</li> <li>• Positive Vibes</li> <li>• Legal Assistance Centre (LAC)</li> </ul>	<ul style="list-style-type: none"> <li>• The Ombudsman has a Constitutional mandate to promote and protect good administrative practises and human rights, and to accountable the Government of Namibia.</li> <li>• A comprehensive National Human Rights Action Plan (2015-2019) included several key interventions: <ul style="list-style-type: none"> <li>• to evaluate at set intervals the effective implementation of health policies and laws (including standards)</li> <li>• to review, improve and implement performance (service) standards for the justice sector</li> <li>• to provide lead Ministries with the core international and regional instruments as well as the concluding observations and recommendations of the treaty bodies to enable them to implement the recommendation.</li> </ul> </li> </ul> <p>Most stakeholders have implementation tracking mechanisms for reporting to International and Regional Bodies (eg. Legal Services, the Directorate responsible for human rights and humanitarian laws, is mandated to collect data from OMAs. State reports to CEDAW, CAT and UPR are held in this office.)</p> <p>Most Plans and Policies have existing M&amp;E Frameworks to collect and interpret data and track the effectiveness of implementation.</p>	<ul style="list-style-type: none"> <li>• Review the National Human Rights Action Plan that required the translation of a 5-year Plan into individual annualized implementation plans by lead Ministries.</li> <li>• Request copies of and comments on progress of implementation. Data mapping and cataloguing</li> <li>• Create a centralised implementation data depository within the Office of the Ombudsman and/or Min of Justice, with mandatory submission of implementation data by lead Ministries.</li> </ul>
<p>Design a tool to track human rights violations, housed within the Office of the Ombudsman.</p>	<ul style="list-style-type: none"> <li>• Positive Vibes</li> <li>• Ministry of Justice</li> <li>• UNDP</li> <li>• Namibia Statistics Agency (NSA)</li> <li>• UNAM Human Rights Documentation Centre</li> </ul>	<ul style="list-style-type: none"> <li>• Positive Vibes and Ministry of Justice are tracking violations and can provide technical support and the benchmark for the tool.</li> <li>• Positive Vibes has trained personnel who can facilitate and/or support the process.</li> </ul>	<ul style="list-style-type: none"> <li>• Benchmark from Positive Vibes</li> <li>• Develop Concept Notes for Tracking Tool and collaboration.</li> </ul>



## THEME: SOCIAL, RELIGIOUS AND CULTURAL NORMS

GAPS				
Lack of literacy around the law and its relationships to religion, tradition and culture.	The Bible is selectively and conveniently applied to support specific subjective points of view and legitimise opinions or statements.	Religion and culture influence ideologies and behaviours that are constructs of morality and respectability with no Constitutional foundation.	Scientific evidence (of, for example, the effects of exclusion or the formation of identity) conflicts with the worldview and rhetoric of many religious and traditional leaders.	Processes, standards and tools used for monitoring and accountability in civil society, public service delivery and government do not exist in the religious or traditional space.
DO WE COLLABORATE?				
Commonly religion, society and culture collaborate to reinforce values and norms that exclude LGBT people. That interplay must be addressed, collectively and comprehensively, not one dynamic in isolation.	Few platforms exist for interaction between civil society organisations and religious communities or traditional leaders. Where these do occur, they are isolated, or fragmented, limited and not at scale. Engagement is threatening for LGBT people when religious morality is used as a weapon against them.		The religious fraternity has a good mechanism for organising, and rapid mobilisation, so they collaborate very quickly.	
STRATEGIC OPPORTUNITIES AND ENTRY POINTS				
Elections are an opportunity for this conversation with those who stand in solidarity with LGBT people, or who are running for the opportunity to serve. Issues around inclusion and rights can be surfaced alongside conversations about party manifestos.	Community-led monitoring is a globally supported strategy. Namibia has fresh experience of how to extend CLM conversations beyond the health system into home, neighbourhood and community life.		Strategic litigation offers more visibility; cases of strategic litigation are becoming more common.	

PRIORITY ACTIONS, DIRECTED TO WHOM?	STAKEHOLDERS AND SECTORS TO TAKE ACTION?	WHAT CAPACITIES EXIST?	WHERE DO WE START? FIRST STEPS; MILESTONES?
<p>Learning from HIV, we need to unshame LGBT people through developing consistent, reinforcing messaging focused on values important to all Namibians: safety, protection, prosperity, inclusion, dignity, confidentiality.</p> <p>Flood all levels of community and government leadership with those same messages across multiple channels.</p>	<p>Group of communications experts drawn from LGBT consortia, with government partners and others interested in developing and testing the messaging and communications materials.</p>	<p>Information, stories, videos – communications materials and content around LGBT lived experience and SOGIE – have been developed and are available from civil society organisations.</p>	<ol style="list-style-type: none"> <li>1. Develop package of messages and communications.</li> <li>2. Train LGBT consortia on use of communications through citizen science and personal “I”-stories and approaches appropriate for religious and cultural contexts.</li> <li>3. Schedule meetings with political parties, personalise the content; use evidence to emphasise the risks if LGBT rights are not realized: increased suicide, loss of votes, tax defaulting, conversations with international bodies discouraging tourism.</li> </ol>
<p>A large-scale Human Rights campaign (similar to National HIV campaigns) focused on nuanced information packages – with content on human rights, the Constitution, laws and SOGIE – customised for different sectors: religious sector; health; law; public safety and security / law enforcement; gender; international affairs; justice; youth; education; statistics; MICT; NA and SRH-R programme.</p>		<p>Resources lie with development partners.</p> <p>Civil society organisations (including LGBT organisations) have:</p> <ul style="list-style-type: none"> <li>• advocacy and communications material, and experience in content development.</li> <li>• experience with training and community outreach.</li> </ul>	<ol style="list-style-type: none"> <li>4. Host sessions with government stakeholders to highlight why Namibia needs to be inclusive: the negative consequences of exclusion; and the positive imperative for inclusion.</li> <li>5. Build the capacity of friends, family and peers to engage with content developed to be more effective in the support, protection and inclusion of LGBT people.</li> </ol>
<p>Community-led monitoring through a base (and basic) methodology:</p> <ol style="list-style-type: none"> <li>1. For supported, facilitated conversation; dialogue and engagement between clients and service providers who are equal stakeholders in a common system for health.</li> <li>2. That respects and affirms subjective experience, perspectives, perceptions, attitudes and opinions.</li> <li>3. Where qualitative experience can be converted into measurable quantities to set goals and track performance and improvement.</li> </ol>	<ul style="list-style-type: none"> <li>• LGBT service-users; LGBT community-organisations.</li> <li>• Development partners responsible for inclusive, representative community-led monitoring programming.</li> <li>• Ministry of Health.</li> </ul>	<ul style="list-style-type: none"> <li>• Methodologies for community-led monitoring by LGBT communities exist (eg. Positive Vibes has developed “<i>Setting The Levels</i>” and “<i>Move the Dial</i>”).</li> <li>• Experience of implementing CLM exists in Namibia and amongst LGBT communities.</li> <li>• Infrastructure and policy commitment for CLM has been established in Namibia.</li> <li>• Resource commitment (PEPFAR; Global Fund; Government; Positive Vibes; etc.)</li> </ul>	<ol style="list-style-type: none"> <li>1. Call meeting with leaders on OUTCOMES from CLM, especially related to safety, protection and inclusion.</li> <li>2. Mobilise funding for the implementation of CLM at scale</li> <li>3. Flood sectors with the results of CLM. Make findings widely visible to the public: publications; billboards; social media posts; etc.</li> <li>4. Leverage CLM for broader social accountability: to make mechanisms for democracy, accountability and civic participation accessible to ordinary citizens.</li> </ol>

# APPENDIX B

## WELCOMING REMARKS | MS. ALKA BHATIA, UNDP RESIDENT REPRESENTATIVE FOR NAMIBIA

*I am pleased to join you virtually here this morning for this very important multistakeholder gathering. I regret my inability to be there in person.*

*United Nations member states have committed to achieving the Sustainable Development Goals enshrined in the 2030 Agenda and have pledged to leave no one behind. In the process of implementing this commitment, UNDP attaches great importance of the Multisectoral Stakeholder Engagement for advancing the SDGs and for advancing the inclusion of sexual and gender minorities.*

*This engagement takes place under UNDP's regional initiative on Inclusive Governance. This programme supports countries in the Sub-Saharan Africa region to become increasingly accountable to, and inclusive of, their entire populations, including sexual and gender minorities – who are often marginalized and excluded.*

*This gathering today is also a step towards UNDP's commitment towards enhancing civic engagement for improved regional and local governance. Promoting engagement and dialogue for participatory decision making brings planning for development closer to the constituencies. It facilitates identification of priorities, targeted interventions as well as monitoring of service delivery. Such an approach is designed to improve access to services, which in turn will promote enhanced citizen satisfaction.*

*UNDP has partnered with the Positive Vibes Trust, in a transformative approach with the intention to prioritize the importance of civic engagement for underserved communities.*

*The engagement today showcases UNDP's partnership with the broader civil society such as the Free to be me project and the diversity alliance to demonstrate participatory community planning for development. UNDP's*

*partnership with civil society actors spans multiple domains, including programme implementation, policy development and advocacy.*

*Through the Inclusive Governance Initiative we intend to enable state entities in sub-Saharan Africa to become increasingly accountable to – and inclusive of – their entire populations, including LGBTQI+ people. This, in turn, contributes to better laws, more responsive public sector services, and social norms that affirm LGBTQI+ rights.*

*UNDP and the Positive Vibes team have also worked to develop a white paper on the need to collect data on sexual and gender minorities. This has been submitted to the Namibia Statistics Agency for consideration. Sufficiently disaggregated data on these vulnerable groups can enhance efforts to develop appropriate policy and legal responses aimed at the needs of the LGBTQI+ population and ensure Namibia is meeting its international, regional and national obligations.*

*Namibia has ratified the International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR), the Convention on the Elimination of All Forms of Discrimination Against Women, the African Charter on Human and Peoples' Rights, and the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, among others. These international and regional treaties require Namibia to ensure the right to be free from discrimination based on sexual orientation and gender identity, the right of everyone to the enjoyment of the highest attainable*

*standard of physical and mental health, right to be free from torture and cruelty, inhuman and degrading treatment, the right to education, and the right to work, among other protections.*

*With the available and sufficiently disaggregated data on sexual and gender minority groups, policy and law makers can advance targeted interventions for advancing social inclusion for all, not only sexual and gender minorities.*

*The Global Sustainable Development Agenda with its 17 SDGs calls for global action to eradicate poverty, save the planet and ensure that all people enjoy peace and prosperity by 2030.*

*Heeding the calls by the people of this planet, UN Member States included a specific Goal, SDG 16 to promote peaceful and **inclusive societies** for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.*

*While all the SDGs are interlinked and indivisible, SDG 16 is truly the foundation of sustainable development.*

*The success of development and participatory governance depends on both a robust state and an active civil society with healthy levels of civic engagement which are an essential foundation for the SDGs. Effective governance, responsive institutions and an engaged citizenry as also highlighted in the Harambee*

*Prosperity plan 2, remain the bedrock of the Namibian democracy and our ability to achieve sustainable development and transform peoples' lives.*

*In conclusion, Ladies, gentleman, conformers and non-conformers, I bid you fruitful and participatory deliberations towards developing and shaping a common vision and strategic framework for advancing the rights and inclusion of sexual and gender minorities in Namibia.*

*I thank you.*

# APPENDIX C

## OPENING ADDRESS | HONOURABLE NEVILLE ANDRE ITOPE, GOVERNOR: ERONGO REGION

*It gives me great pleasure to have been accorded the opportunity to speak at this very important workshop. In the same vein I want to take this opportunity in expressing my sincere gratitude and thanks to UNDP for having considered the Erongo Region to host this conference, as it is in line with our overall objective to recover the regional economy and especially our tourism industry.*

*Director of ceremony, the late Desmond Tutu once said and I quote, “If you are neutral in situations of injustice, you have chosen the side of the oppressor”, unquote.*

*We can no longer stand in silence on the oppression and discrimination so many Namibians have endured. This gathering is therefore timely in showcasing the Namibian solidarity towards partnership and harnessing the collective intelligence of a diverse multistakeholder gathering towards developing a National Strategic Framework to advance social inclusion and human rights for all in Namibia.*

*Director of Ceremonies this engagement can support us in the building of the “Namibian House” and to grow smarter together as a Nation.*

*As Namibians we must take the approach for Movement building and internal cohesion, relationship-building, trust, risk-taking, and solidarity. Through Inclusion Analysis we must work together to address how minorities are considered in enhancing the Housing sector. We must consider how Rural Populations are included in the Labour and Employment sector and we must consider the inclusion of Adolescents and youth in the Government and Politics Sector. We need to be intentional about persons with disabilities and how accessibility is created for persons with disability in the areas of Law Enforcement, employment, Safety and Security sector, access to health services and information.*

*Therefore, we must embed the inclusion and quality of life for our every Namibian.*

*The timing of this gathering of multisectoral stakeholders is welcomed and as a young nation we must take this approach to address other challenges faced by our communities. Particularly at a time where the world around us is volatile, uncertain, complex, and ambiguous, we must find ways to work together for an inclusive and prosperous Namibian house where everyone feels heard, particularly sexual and gender minorities.*

*Director of Ceremony, H.E. Dr. Hage Geingob, reiterates on various platforms how Namibia is a child of international solidarity, and it is against these wise words that we must remember, it is solidarity and partnership that remain critical enablers of our developmental aspirations in Namibia.*

*Achieving inclusion through a multisectoral approach is a critical way of working – and responding to injustice and inequality – can be an invitation that goes beyond allyship. This invitation for me as the Governor of Erongo Region, is a call toward solidarity with specific and diverse groups, and with a broader, constitutional vision of Namibia that promises an inclusive country, for all.*

*On the occasion of international day for the eradication of poverty, H.E. Dr. Hage Geingob, also noted in his address that in order for the Namibian GRN to “fulfil its mandates to eradicate poverty, the Government through the Ministry of Gender Equality, Poverty Eradication and Social Welfare, has introduced interventions and strategies to eradicate poverty through social protection, community development, and poverty eradication programmes to create an inclusive society where all Namibians can enjoy a dignified life”; which exemplifies the importance of collaboration, and solidarity to work as a collective.*

*This, ladies and gentlemen, conformers and non-conformers is the basis towards partnership for the development agenda and the achievement of the SDGs for our nation.*

*Now in the complexity of the world we find ourselves, we must work to join forces to identify solutions that will shape the implementation of the National Strategic Framework, which identifies the barriers so many of our underserved communities face. We must examine the current legal and policy framework for enhanced civic participation and ways to coordinate and enhance collaboration and engagement between government and CSOs.*

*In conclusion, we must leave no one behind by recognising and including all people, including sexual and gender minorities, youth, and persons with disability in our vision of prosperity.*

*I thank you.*





# APPENDIX D

## TOWARDS LGBT INCLUSION | A SUMMARY OF SUCCESSES AND SETBACKS

SUCCESSES	SETBACKS
A <b>partially enabling legal, policy, judicial, legislative environment</b> at local, regional and international levels (eg. LRDC submission on repeal of sodomy offence; Ombudsman’s office draft Hate Speech Bill; UN solidarity in raising Pride Flag).	Legislative barriers and exclusions persist; and disconnects exist between progressive policy and conservative, limiting laws.
<b>Sector-specific advances</b> (eg. HIV National Strategic Framework; Community-led Monitoring; Comprehensive Sexuality Education) can be observed, with increased acknowledgement and visibility of diversity in select sectors (eg. media) and structures/institutions (eg. Office of the Ombudsman).	Advances around LGBT inclusion are concentrated in the health sector where LGBT people are engaged as “Key Populations” in public health priorities.
<b>Social attitudes to LGBT people</b> and LGBT inclusion are slowly shifting.	Prevailing normative standards (religion; “gender”; culture; LBQ women; values; “family”) dictate codes of morality, politics of respectability and limitations on personal freedom.
	Poor understanding of key terms (gender identity and expression; sexual orientation; queer; trans; etc.) amongst duty-bearers, service providers, and the general public.
	Discriminatory practices by public servants (eg. healthcare workers; law enforcement; etc.) persist.
<b>Expanded space for LGBT civil society</b> (eg. diverse funding sources, although small scale; community strengthening; institutional and organisational development and registration; LGBT people are referenced in the public manifestos of select political parties)	Conservative – sometimes overtly homophobic – or simply neutral, passive or silent political voice by State actors.
	The negative effect of activism on wellbeing and personal support to Human Rights Defenders, leading to harmful coping mechanisms.
	Intersex people and issues are largely invisible in the LGBT inclusion agenda.
<b>Increased regard for and value of civil society</b> by the State and other non-State actors; multisectoral consultation is possible.	Inconsistent monitoring of implementation of State commitments to human rights instruments.
	Inadequate or inconsistent civic engagement in governance and accountability.
<b>Increased interest and openness across sectors to building a knowledge base about LGBT issues</b> , and to increasing visibility, representation and recognition of LGBT people.	Inadequate commitment to generating robust and representative data on LGBT populations and experiences.

### CROSS-CUTTING CONSIDERATIONS:

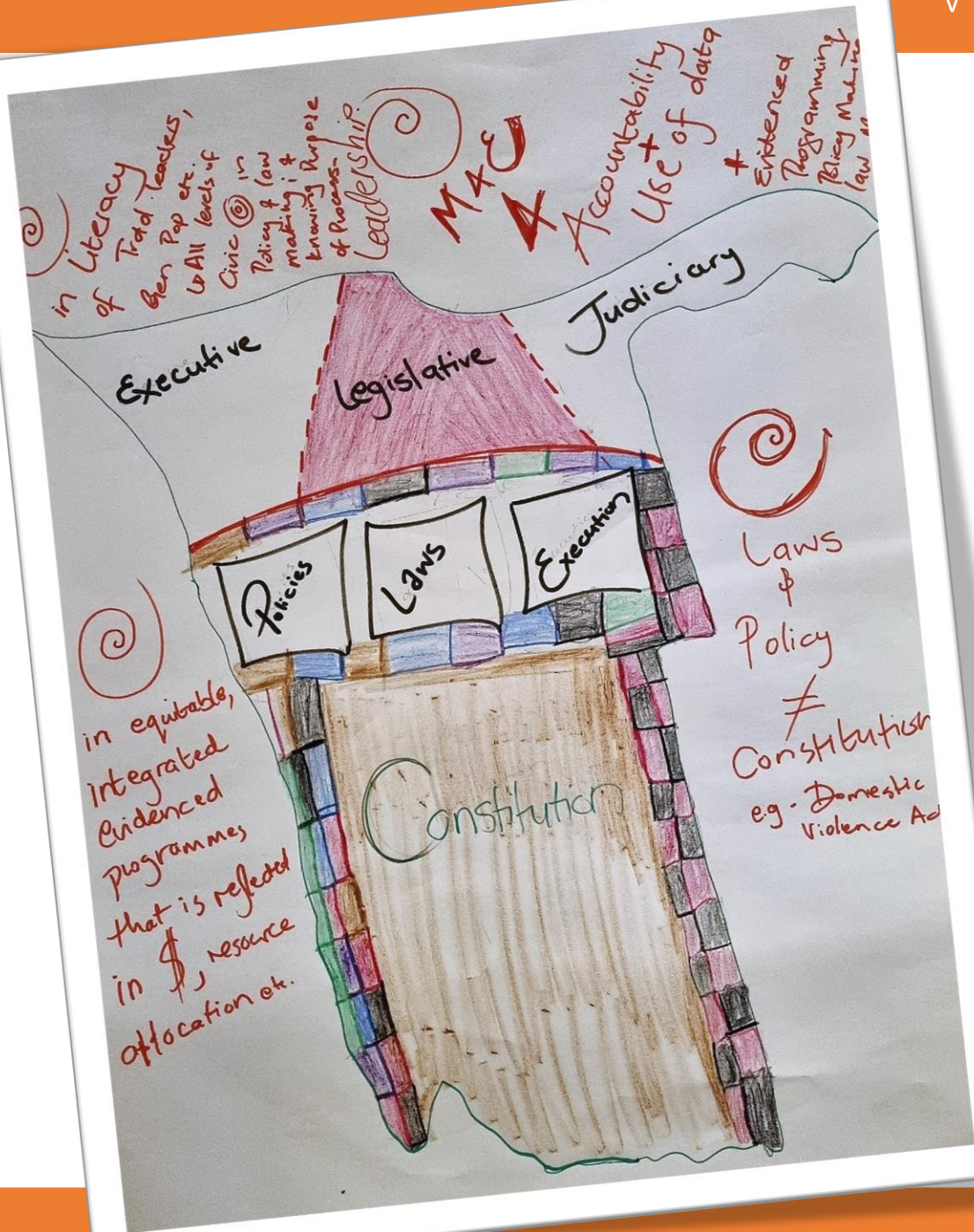
Access to information; transparency • Integration with the national development agenda and broader development and socio-economic issues

# APPENDIX E

A VISION | CHARACTERISING THE INCLUSIVE NAMIBIAN HOUSE

*“...when people come into the homestead, we want to be sure there are **signals** they are welcome. I immediately thought of me growing up here where, as a non-typical, very skinny, huge head with braces....I was looking for **signals** that who I am was okay. It was a beautiful reminder that as we go about our daily lives, these **signals** are so important. It really stood out for me.*

*What in the spaces we occupy **signals** that I can feel welcome?”*



We looked at the basic elements of what the house needs and what we want to see by or before 2030. We enter the house through the Constitution that is the invitation into the house and the respect we show to the inhabitants of the house. What shelters the house and keeps the house from decaying, from the elements, is the roof made up of the executive, legislative and judiciary that provide the protection needed in the House. Outsiders and those inside should be able to see through the windows that are the policies and laws and the execution. We should be able to see in practice the activity of implementation, and people interacting within the house.

The embodiment that holds all of it together is the brightly coloured different bricks and mortars that make the house tangible. Without the people, it's just components if there's nothing holding it together.

To build the house, we named some of the things we need to start changing in purposeful action:

1. Laws and policies that do not align to the entry (eg. Domestic Violence Act and how it defines a [heteronormative standard] for what a domestic relationship looks like.)
2. M&E and Accountability: what we measure, what we track, to gauge whether the house is in good order. Using data for purposeful change, applied across laws and policies and programming.
3. Equitable, integrated programming within one Namibian house where no two bricks look alike. How do these pieces fit together?.
4. Literacy. Evidence and information readily available and accessible at all levels of civilian life, not only at government level. We, the people, understand why decisions are being made based on data or evidence. We understand why the renovations and maintenance are happening, motivated by data.

## 2 VISION: OUR NAMIBIAN HOUSE

What kind of house do we want? Do we want a double storey? A skyscraper? What happens to someone who has a disability? What happens when the lifts don't work? We settled on a homestead where the word "home" was important. Home is different to a house. It's a place that's welcoming, accessible, non-discriminatory, where you are accountable and responsible, or people will call you out when you are not doing your part. It has to be accommodating and flexible for growth and expansion.

Equality or equity? Do we all need the same thing all the time? Or do we ensure that people are able to get what they need when they need it without discrimination? We have a wall to signify the home is safe and demarcated. We have sleeping quarters. We have a playground for the children, for those who can't always have a strong voice in the house but can still have a facility where they can relax. We have a gender-neutral bathroom to signal that everyone is welcome to go everywhere.

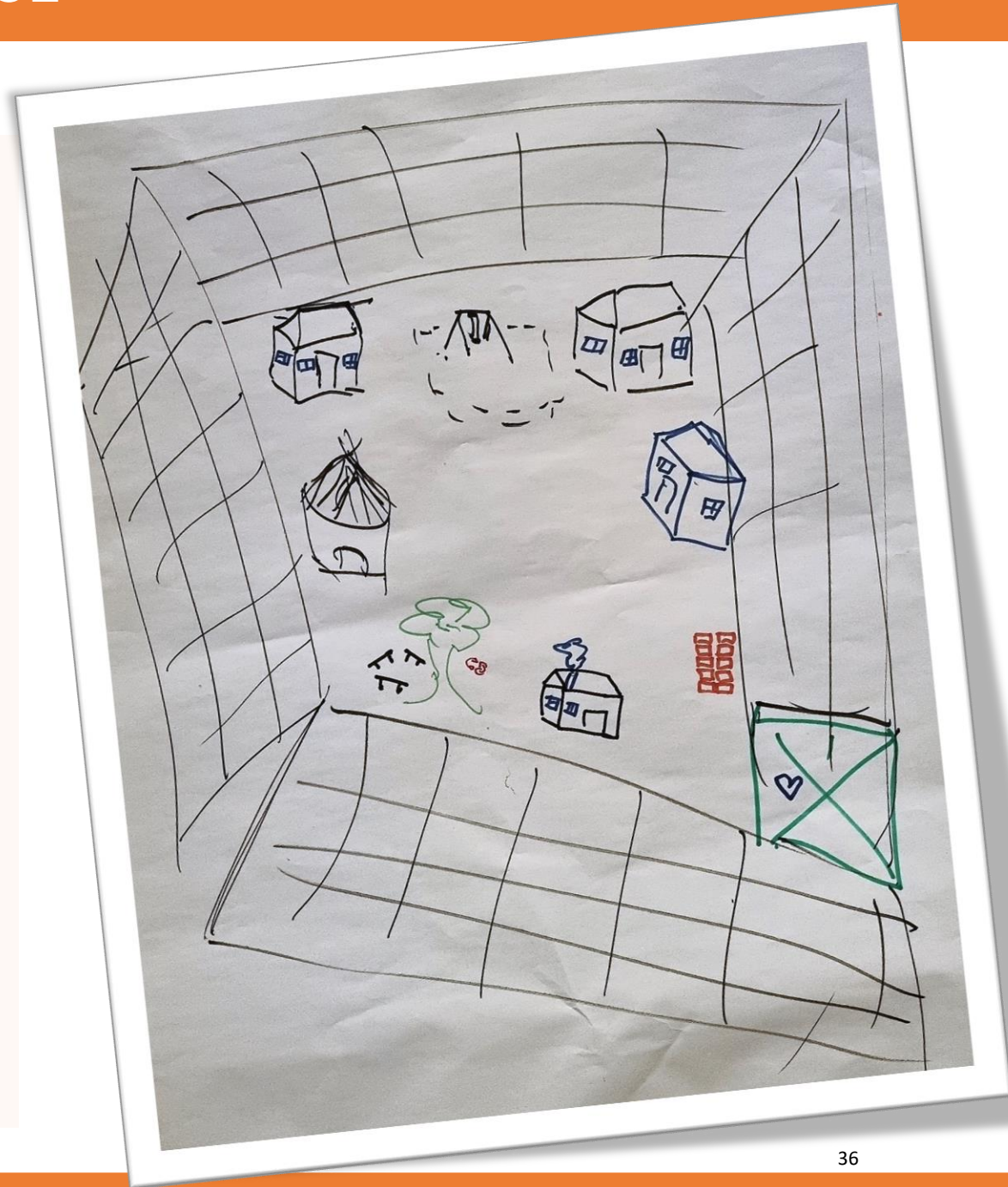
It's important to have signals, not only structures, to tell people "...you can come in here, you don't need to stay outside because of who you are". We have an old-style mud-house just to signify that some people feel comfortable with the old; they don't all need the modern. We have a small tree where people can relax in the shade, but could also be a meeting place for accountability, where people can gather to talk about how to manage what they're doing without needing to gate-keep and keep people out.

We have a kitchen where everyone can come in. How do you make sure that if there are only 10 eggs, one person doesn't come in and takes 8 eggs? How do we have accountability measures without being repressive?

We have a door, a gate, that is green and big that signifies that everyone is welcome. Bricks to show that there is room for expansion, and resources and opportunity to take the bricks and expand on their own, start their own home, start their own family.

For change: what if the walls are walling us in later instead of allowing us to expand? The wind of change is that we want to do away with borders and facilitate trade. Everyone is telling us to knock the walls down. Something about being able to knock the walls down in the future...where safety is transformed from walls to safe neighbours and neighbourhoods.

It's not the structure, it's the feeling of home. 🍷

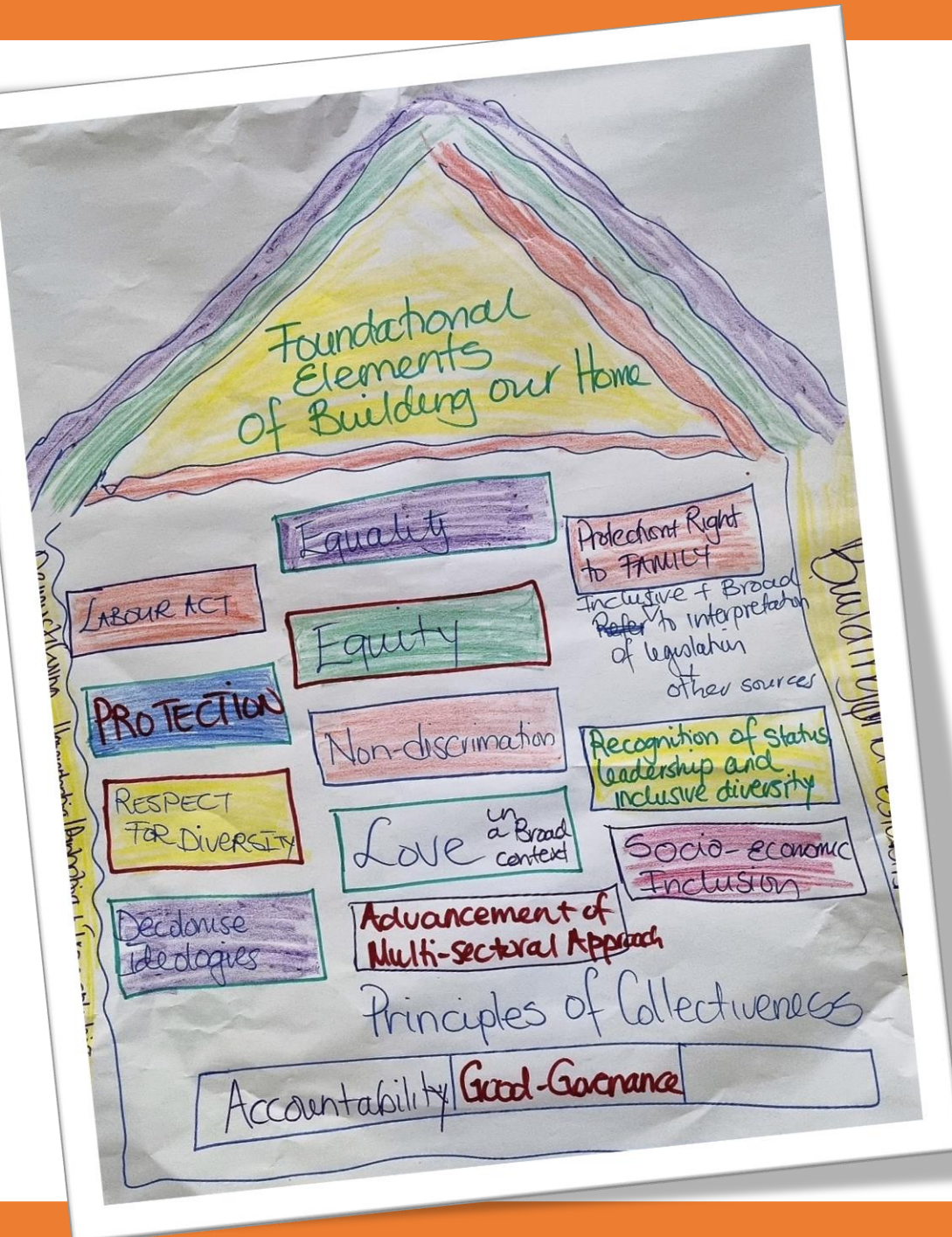


The house comes from stalwarts who were sitting down reflecting. We have bricks. We are still going to decide on how the foundation will be laid. The foundational elements of building OUR home:

- Everybody who lives in our house is equal and family and will remain part of the house. We ensure that our children and our elders get levels of equity.
- Non-discrimination. Everyone in our home is going to be equal because there is greater love to share within our diversity, and also how we extend our love to the people in our home.
- *We invite all the guests to be in our home: a diverse, multisectoral household.*
- A space of protection – within and outside our home. Demystified homophobia, transphobia, biphobia to *establish new friends with people outside our house.*
- Our doctrine is clear. We shall ensure that everyone is advanced and strengthened by accessing their labour rights, and to have socioeconomic inclusion and development for all.
- Constantly interrogate ideologies and decolonialise our home and belief systems.
- Affirm and ensure good governance.

Key interventions:

1. Family meetings: we want to be sure we are seen, heard, protected and understood within our diversity.
2. Resources: the time has come that *investment is made from within* the country. Most of our programming is invested by those from outside, and our agenda is set from outside. The dream is that we get government money, from inside.
3. Affirm the implementation of progressive legislation, policies and frameworks. Social security has benefits that we can access but we haven't found the cornerstone of how to utilise the legal framework.
4. *Affirm existing knowledge and skills* that are available to us from within our house.
5. Sustainability: it's important for us to have periodic and strategic investments. We can't just implement a project, get everyone excited, and then disappear. We need to *build new friends and diversify* levels of engagement. [many people working on a change agenda]
6. Equal access to opportunities and resources; as much as human rights resources are available, there are coffers we can't offer.
7. Research: systemic data collection is important. Every meeting is asking for data and proof. There's a lot of work that has been done, but perhaps it's not been mapped. We need to build on the work that's been done to strengthen our agenda. And operationalise the evidence we've collected to ensure the evidence becomes actionable so people can realise the benefits of participating in the survey. Publish data, distribute it, ensure people can affirm the diversity of our community.



# 4 VISION: OUR NAMIBIAN HOUSE

*The foundation of this house is the Constitution. Whatever is going to happen – earthquake or force of nature – the house is not going to be moved. There's a door and before you enter the house, you need to understand the Ground Rules. In this house, there must be respect for all. Different views are accommodated. We need to understand each other to whatever level of discussion. We need to accept one another. Without accepting the rules, you will not be welcome... except that everyone is welcome, because the rules are good. And we are accountable to each other.*

*Safety and security is important. It's our priority to ensure you are taken care of in our house. You are appreciated, visible, no one is behind the wall.*

*While we are looking at the entrance, I need to take you up and demonstrate what is on the outskirts of the house. Little birds flying around monitoring the beautiful house. There are lots of people looking to see what is happening in the house. The environment is safe. It's an indication that the planet where we have this house is safe.*

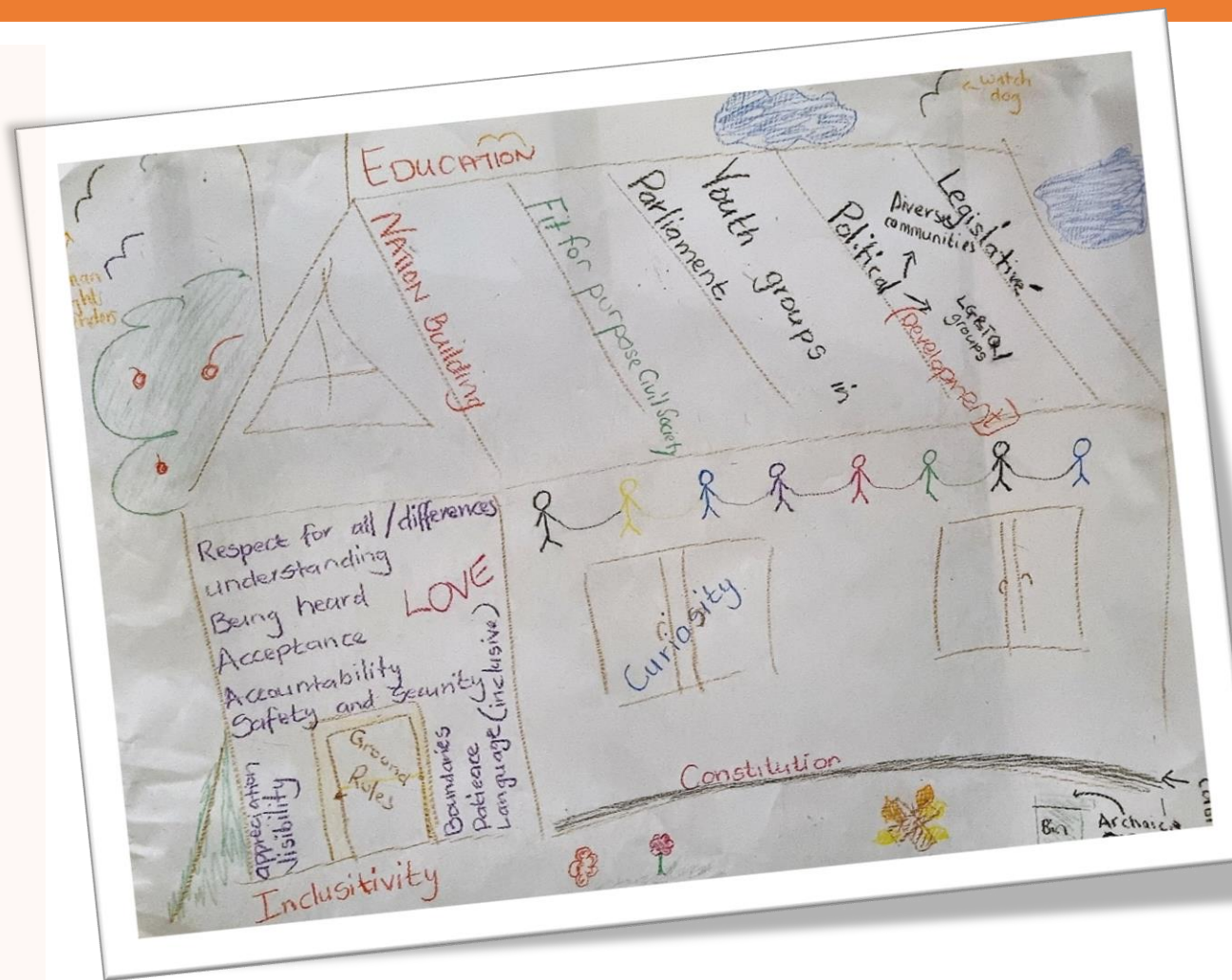
*When we have laws that are discriminatory, what will we do with them? We have windows through which to look at them... The roof of our house... we are able to say that this house is fit for civil society to operate in.*

*We also need the youth to be represented. They should have a voice in this house. And perhaps we can even put them there to represent at legislative level. That group should be in parliament, otherwise they don't have a voice to represent them. We need political development. Many times, although you have political diversity, if the old guards don't understand, you don't move with the times, the house will have issues. When they are making laws for everybody – especially the diverse community – you need a political education to make sure that what I'm doing is in the best interest of the group in this house.*

*The little ones in the house holding hands, some have limbs that are not there... but regardless of issues of disability, you are still a part and parcel of the house. No discrimination.*

*You have a fire, a place where family needs to come together to discuss family issues.*

*Key to us is that there must be education; that will change the whole concept of how we build our house.*



How do we make sure that we reach what we want to see, to make sure the house becomes one of our interest?

1. Paradigm shift in mindset
2. Meaningful political participation
3. Civic education
4. Revise our manifesto for civil society

# APPENDIX F

## POSITIONED TO AFFECT CHANGE | REFLECTIONS ON WAYS OF WORKING

### WHO IS POSITIONED WHERE?

“... the work and the emphasis of the work and where we play and the people with whom we play are very much in the formal. It’s striking. No wonder we are not bringing people along. No wonder people don’t know they can, for example, litigate for their rights. The way we are working and the intentionality of where our work is focussed and the platforms through which we work, perhaps, need some rethinking. Great conversations about inclusive, progressive interventions are talked about at national level, but the extent to which they affect the spaces and neighbourhoods where we live our daily lives do not have access to that conversation.”

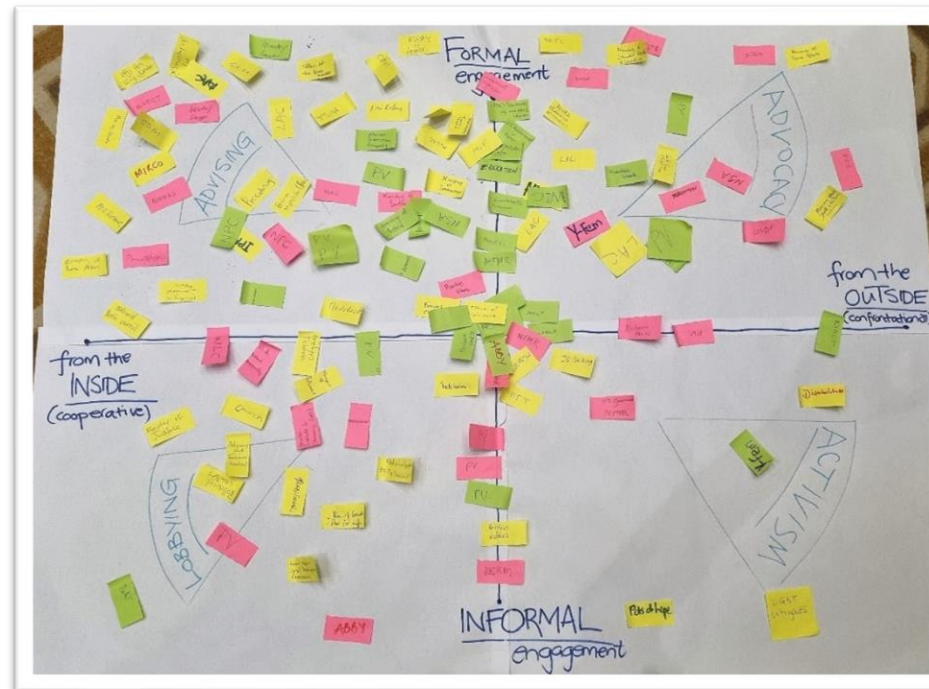
“Looking at history...when we started this whole movement, a lot of it was activism. I’m not sure whether the progress was so effective, moving us into the formal engagement corner, sitting around the table. For many years, we’ve said we don’t want tokenism, we don’t want to be just a face. We

want to be part of these structures and mechanisms – the CCM; the technical working groups. But I also see now we are struggling with how we speak to communities. To religious leaders. To traditional leaders. This may be part of activism and not so much the formal engagement. We’ve migrated to the formal space and left our communities behind.”

“We are too much engaging with those who know already, who are in positions already, and we leave out engaging those who can influence those in the positions. Perhaps we need to correct ourselves. Let’s start engaging. Let’s start telling them what we are doing and why we are doing it.”

“So many times we are seeing that when we are lobbying, all of us together, we don’t get a seat at the table, and no one is there to say that ‘No A, B, C is happening within the house.’ If all of us

are out there in the street, screaming then no one is at the table. Once some of us are at the table, we need to come back to the civil society organisations on the



ground to say something is stuck in the process. Some document is not moving. 'Can you make a little bit of noise?' That is where activism and lobbying should come out. If all of us get out of the government seats and start making a lot of noise, they will not allow us to have a seat at their table. We need to have some sort of organising ourselves to say that the ones already sitting on the government technical groups and multistakeholder convenings need to trickle down the information to the ground level to mobilise the activists to make noise to get the attention of the government and exert pressure."

"This reminds me of the Women's Movement and especially our mothers. I remember once upon a time we had a community meeting and one of the mothers of one of our members joined that meeting. And she started crying, and we were all moved by what she was saying and how she was feeling. With our mother's voices...they need to also engage in these law-making processes to speak out."

"When you look at the colleagues and institutions we've identified that are not here with us, they are dominating the map. It's sending us a message that we still need to engage and bring everyone around the table to understand. There are still many not here in this conversation on inclusion."

"I really like activism because this is where we set the agenda. This is where we inform, build capacity, educate, generate evidence important for us to move forward towards advocacy. This is the route where we bring everybody together, to ask what is their stance, what is their voice. Right now we're having a huge

challenge of fragmentation in our country. There are frustrated rural communities saying their voices are not being heard because everything is in the cities. And we want to dismantle that. This is where you organise the trade unions and others so they can support us in the way we organise ourselves."

"It reminds me of a normal picture of how Namibians organise. They start from there – in the community, at the grassroots – and they end here in the formal, high levels and they get comfortable. Do we need to come up with new ways of organising? New faces? But won't they also eventually leave the constituencies, move up, and get comfortable? Somehow we need to move back a bit or have intersection lines to bring all these together to speak to each other."

"I didn't know this picture looked like this. The voices down here – the activists – need to be trained, but not to move from activism to comfortable positions and lose their activism; to feel more confident, less reserved, more free."

"It asks of me where we think the power lies. There's a lot of power in the formal space. The regulatory environment is often about the conversations around the drafting of

laws, the working on the inside to change regulations. But I'm hearing a reminder that there are different forms of power in play. The informal, outside, is a site of incredible historical power. This is the place that got us to our post-colonial, post-apartheid democracies; the power of the informal from outside the State that pushed change. All are important sites of power. We need to make sure in a change agenda that, in some ways, we're occupying all of those sites in one form or another, rather than putting all our eggs in one basket."





# APPENDIX G

## FROM MOTIVATION TO MANDATE | APPLYING THE FRAMEWORK

*How might the Framework for LGBTI rights and inclusion speak to, complement and potentially support current efforts? How might I utilise or take forward the Framework as a guide to affect change in support of an LGBT rights and inclusion agenda?*

*“We are currently conducting end-term review of the NSF and developing the new NSF. This strategy will be helpful in making sure that the diverse groups – LGBTIQ people; Key Populations – are included.”*

*“Through an initiative I’ve started at the Directorate of Legislative Drafting which is education with other government offices, ministries and agencies (OMAs) with regards the law-making process and developing and writing up policy, including ensuring that leaving no one behind is a principle.”*

*“See how we collect data and use existing data to improve our advocacy and communication in digital spaces. Improve our alliances with other groups and sectors. See how to disseminate the UNDP SparkBlue site with other partners to share information.”*

*“My work right now is more community-based and grassroots. This process has shown us we need to start quantifying these lived experiences because that’s what other parties can use; makes the experiences more palatable and measurable.”*

*“The outcomes of this workshop can be a way to follow up on the objectives of IGI. And in Keetmanshoop where the project is civil participation, making sure we include all the different players – religious, local officers, line ministries, religious leaders –to ensure services are available to, especially, LGBTIQ people.”*

*“We’d like to influence messaging and communications on different work. We’re interested in working with other media and communications agencies to advance awareness about the framework.”*

*“While we’re coming from a health focus, we’re reminded of the broader context and enabling environments that need to be addressed to have health equity. We also have access to other people who work on those other elements; keeping our eyes open to other opportunities, where we can assist with connections. Within our work we’ll continue to work towards equitable service delivery to the most vulnerable populations. We have clear mandates for broad inclusion in our work. To truly achieve that we need to get to full participation, not tolerance around the table. We have the responsibility to ensure all the enabling factors are there for the people, the representatives, so it’s not tokenistic. It’s given me a lot to think about around what true inclusiveness means at this decision-making point in a development process.”*

*“Really an eye opener seeing where we were positioned in the framework and to see the entry points we were not previously aware of. Want to see more coordination around those entry points. To link up with other organisations that might have opportunities to interact, to act as a coordinating partner. And to involve other stakeholders to have engagements like this in our space.”*

*“Next week we might launch the first lesbian anthology in Namibia at the lesbian festival in Windhoek. We need to find ways to better disseminate the data we*

have in existence. And we're looking forward to working in the Southern part of Namibia from next year, and this gives us a way to broaden our reach and work."

"We currently have a civic education programme that we do with secondary school learners. I see where the framework can fit in this programme. I discussed this already with Mr. Julius at Education to see how we can work together to do this through the school curriculum. Then we can expand it to our other programmes where we train political parties, parliamentarians, regional and local counsellors. If we can get the framework to work in the civic education programme, it will work to be integrated in all the other programmes we have."

"From the GBV Protection Division, we can't do anything before many other things start, specifically around regulatory frameworks. I am appealing to you to take part in police reservists, in community initiatives like Women and Women Network, like Neighbourhood Watch. I call you now so you can be visible, can be accommodated, and if we have to do education at schools – one of our mandates in our GBV Action Plan. If you are part of the platforms that are combatting crimes, you will be available to be used to talk about your lives."

"Sometimes lawyers think too highly of the work we do, and other times we don't appreciate enough how important the work is. The framework allows me to locate my work in the movement, to reframe the story we will tell the judge one day when we meet him. I can take it to my legal team representing [litigants]."

"The circle of people here is going to be my framework. In Witvlei, I'm going to call all of you to open your offices there to ensure that this framework reaches what it's supposed to reach. I'm going to invite you when we have measured this framework, to monitor and evaluate it to see that we've made progress in Witvlei."

"We're in collaboration with the Global Fund programme to develop the DHIS tool and to help with the EPMS system. Under KP Star, we also have Quick-Res to record and report GBV and violations. Under our healthcare workers, we can continue sensitising them on how to treat the diverse community. The gaps we see through the framework has helped me see where we may have been going wrong."

"The Free To Be Me project is basically aligned to so many of the outcomes in the framework. One tactical way we can integrate it – and with Community of Action members – is to look at legal literacy within the movement. We know the acts but in reality we don't know how to use that to hold people accountable and have a relationship with our law."

"Thank-you for the week. It was beautiful. I've learned a lot. Equal Namibia's part will be to use this framework to guide and direct us. We're going to start a media campaign soon to build momentum again around court cases. Legal advocacy and legal literacy will be the focus of the media campaign and to keep the community updated on the discussion, to create momentum and visibility. And 2024 will be elections, and we want to use that media campaign to hold our leaders accountable, give space to participation, and representation of our issues."

"The framework is for all of us when you look at that cycle with the house in the centre. It mandates that each organisation and line ministry should contribute to the building of the house to stand for everyone. The NSF review happening now is to take stock and know where we are. And based on this data and the message coming from this group, we can target well. As we go into this next phase of The Global Fund, where are the right people to be targeted? I'm happy to hear there are policies in the Ministry around social contracting, universal health coverage, etc. They are all opportunities to advance inclusion."

"We provide data. With this framework, we will be able to – within the theme of data, evidence and knowledge – identify the gaps we've discussed and what needs to be provided in our future undertakings to ensure better inclusion. With National Statistical Coordination Systems, we have different CSOs focussing on different issues. How can we come on board, to improve the quality of the data, and to coordinate it?"

"We have a plan to advance SOGIE rights, but we don't have the expertise to make it work."

"The IGI programme can help with resource mapping and mobilisation. I'll set up a meeting with NSA, and with ECN, etc."

*“Going forward, we’re going to do more work with local authorities and religious leaders.”*

*“I’ll advocate and push forward what inclusion and equity means from the perspective of this group. And to use the data you provide to advocate for why we need to keep funding these types of activities as they help to ensure access.”*

*“Government hasn’t pronounced itself on LGBTIQ issues, but the review of the NSF – the only document where Key Populations are recognised – is a platform where soon our HIV policy will be reviewed. Once the review is done, there will be a way for Key Populations to have programmes that can stand alone (be differentiated), so we can take it up and make it part of our own policy in the Ministry of Fisheries.”*

*“I’m there to coordinate and liaise and create linkage and develop capacity for members of parliament. I’m encouraging everyone to reach me if you want to work with parliament through PV. This framework could be guiding framework to parliamentarians to oversee and to advocate for changes in attitudes towards sexual minorities and the reform of policies and legislation to ensure they are treated equally. How we can make sure it is implemented is that members of parliament are capacitated and equipped in order to facilitate the legislative drafting process in the country context.”*

*“We need to bring to attention that we are reviewing the Civic Organisation Partnership Policy. The LGBTIQ agenda is not featured anywhere in that policy. We had given the policy to the umbrella organisation – CIVIC +264 – for them to give input. But it seems that information has not reached everyone it’s supposed to reach. May I request that we have a proper structure to represent diverse communities to connect with/associate with the Planning Commission which falls within the Office of the President. And the LGBTIQ issue is still on the agenda. Going back to the office, I will present outcomes and discussions from this meeting, and I could use that to flag this agenda.”*

*“We have an inclusive education policy and that’s the entry point. The review of the policy can use this framework for support, and to inform that policies are inclusive of all children in the education system. For inclusivity and human rights*

*to be understood fully, it’s when we are capacitating teachers, taking into account LGBTIQ rights and strengthening multisectoralism. We will engage our partners in civil society, development and communities.”*

*“The framework gives me as a project person and consultant practical tools to implement when we talk about inclusion. For safety and security in my current function, this has helped me think about the regulatory framework that affects safety and security, and what a multisectoral and multistakeholder approach would look like.”*

*“The framework has provided a rationale for how to anchor our work, linked to the IGI workplan, and to map the stakeholders: new relationships and new friends coming into the work. Some of the activities we planned will continue:*

- 1. Coordination work around the expanded provisions for same-sex protections in the Domestic Violence Act.*
- 2. A centralised violations documentation system housed within the Ombudsman’s office. It’s a multisectoral project where multiple stakeholders have to be involved in it.*
- 3. Supporting the Ombudsman’s office on the review of the National Human Rights Framework, following up what’s happened, how it can be revised, and how it can be streamlined and accompanied through implementation with line ministries.*
- 4. What continued stewardship of this framework looks like – not so much coordination – but how we play together and keep inviting new friends in.*

*We have a big political Congress coming up and are not sure who will be reshuffled in Cabinet, but that makes the timing really important for us all.”*

*“The framework has allowed me to understand why I need to take the punches I take. Two of the big things for me now are the revision of the Ministry of Urban and Rural Development Decentralisation policy – how the local government*

*structures look, and do they speak to inclusivity – and the Census. Even if we don't do the Census immediately, there are other opportunities (eg. DHS) and standards where inclusivity can be considered and reflected.”*

*“As a practitioner of justice, peace, equity and human rights, this framework allows space and opportunity for organisations to locate their work, and to see where the ripples of effect might be across other dimensions of the framework. To not only focus on one aspect but across all the areas. Important for us to make our skills available to our partners in the pursuit of democracy.*

*“I was thinking broadly more about the framework and the inclusion of the sex workers movement. In Namibia, we are also having the Namibian Sex Workers Alliance with sex-worker led organisations. We also need to bring this framework to them to use as a tool so we see ourselves included.”*

# APPENDIX H

## PARTICIPANTS LIST

**Cheryl Amoroso**  
PEPFAR

**Elizabeth Andreas**  
National Assembly

**Ndilimeke Auala**  
Namibia Institute for Democracy (NID)

**Linda Magano Baumann**  
Namibia Diverse Women's Association

**Nortin Brendell**  
Positive Vibes

**Daphne Coetzee**  
Office of the Ombudsman

**Friedel Laurentius Dausab**  
Positive Vibes

**Arila Garaj**  
Rural Voices Amplified for Change Trust

**Desiree Haman**  
Khaibasen Namibia

**Alpheus "General" Haufiku**  
Office of the Ombudsman

**Geraldine Itana**  
UNDP Namibia

**Veronica Johannes**  
Women's Leadership Centre

**Melanie Judge**  
UNDP Regional Team  
(process facilitator)

**Mama Africa**  
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HOUSE  
OUR  
HOME

