        >> SREERUPA MITRA: Good morning, good afternoon and
good evening, colleagues. A very warm welcome to the 10th
Knowledge Cafe of the IPPN Network. Before we start, I would
like to highlight a few housekeeping rules. Kindly, please
keep your microphones muted so the rest of us can hear
presenters and speakers. For those that would like to access
realtime captioning, you can activate it using the Zoom
settings or you can look in your chat box and find the
StreamText link to access the captions on a separate web page.
There is also international sign interpretation for this event
today.
        And with that, I think it's a great moment for us to
launch into this 10th discussion of the Integrated Policy
Practitioners' Network, which as many of you know is an
initiative of 10 founding UN entities that was created really
to -- to create a shared space, a shared community space for us
to exchange lessons, to exchange experience, and to collect and
build capacities on integrated policy support for the
operationalization of the 2030 Agenda.
        In our discussion today, we're going to talk about
intersectionality and then how to adopt an intersectional lens
or an intersectional approach in the implementation of the 2030
Agenda and more specifically, how to advance disability
inclusion through an intersectional lens so that we can ensure

that no one is left behind.

It is quite clear, increasingly, that without an intersectional approach, there is a very high chance that we will leave behind several of the people or groups or communities that we are here to serve, and it is absolutely critical for us to adopt an intersectional approach in order for us to ensure that there is substantive equality experienced by all.

Before I hand it over to our esteemed speakers this morning, let me first introduce myself quickly. My name is Sreerupa Mitra, and I'm moderating the event and discussion today. I'm located in the Culture and Diversity Team as the Disability Inclusion Manager in the Office of the Executive Director at UNICEF. And it's a great pleasure for me both in my current role and as having been involved in intersectionality discussions in my previous role at the UN Partnership on the Rights of Persons with Disabilities to be participating with all of you in this discussion.

Before I start, I would like you all to think about, you know, the multiple identities that we all have that each one of us has and the nature of intersectional experiences that that creates for us, and more importantly, think about the people in the community that we serve and the multiple identities that those people have and those communities have and the intersectional discrimination that they may experience on account of that.

So with that, I would like to start, and by introducing our esteemed panelist this morning. Let me start by introducing my colleague, Leyla Sharafi, who is the UNFPA, Global Gender Equality Advisor and the Global Disability Inclusion Focal Point. Leyla is part of the UN System with more than 18 years of experience having worked at UNFPA, UNIFEM before that and Sharifi the Executive Office of the UN Secretary-General in addition to the Department of Economic and Social Affairs. And so, we're very excited to have Leyla on the panel and hear inputs from UNFPA.

We also have Dr. Monjurul Kabir, the UN Coordination Advisor as well as the Gender and Disability Inclusion Lead at UN Women. Monjurul is a Human Rights Lawyer and brings extensive experience and expertise on human rights but as on gender-responsive development.

So with that, let me hand over first to Leyla. Leyla will sort of set the scene for us in terms of why it's important to have an intersectional approach and what does it really mean and how UNFPA has really operationalized that in their overall strategic thinking. Over to you, Leyla.

>> LEYLA SHARAFI: Thank you so much, Sreerupa. Good morning and afternoon to everyone. It's a pleasure and honor to be here with you today. Thank you for the invitation. I'm pleased to be sharing the stage with wonderful colleagues and speakers about today's session on intersectionality, particularly for disability inclusion.

At UNFPA for the last 16 years, we've been thinking about models, tools, approaches to address discrimination and violence; why people really living at the center of where gender, age, and disability for example, intersect. For us, much of the work is really centered on, obviously our mandate, which is strengthening sexual and reproductive health and rights and addressing gender-based violence.

But we know that, for example, next slide, please, persons with disabilities, and no surprise to many of you here today and especially the speakers, we know that persons with disabilities face human-rights violations in high levels and face very high risks.

For example, in our institution, we talk a lot about the high risk of gender-based violence that women with disabilities face, up to 10 times more according to one study. We know that young people with disabilities also face up to 4 times more violence than their peers without disabilities. And in our line of work, we are constantly talking about the fact that young women and girls, so again that intersection with age, gender, and disability, have some of the lowest levels of sexual and reproductive health, information, and education.

So, really, it's showing how we as UNFPA has been putting this particular set of intersections at the forefront. Next slide, please.

Now, the challenge with intersectionality and the intersectional approach, and my colleague Monjurul will talk a lot about, you know, this approach and about how it's being applied at their institution and thinking about its application. But it's fine at the conceptual level, but operationally, how does it work?

We've been hearing a lot of questions from the field about thank you for, you know, highlighting the importance of leaving no one behind. We get it. But how does it work, right? How do we make sure at the practical and programmatic level, we can apply this. It's really critical that we get it right because it is a necessary tool for development, if we want to be nuanced about approaches and making sure that we address all forms of inequalities and being, really, as effective as possible.

So, to align to our current strategic plan, as Sreerupa

said, UNFPA, we have been thinking about how to make this practical and operational. So, we've developed what we call the Leaving No One Behind and Reaching Furthest Behind Operational Plan. And this plan really presents us with opportunities for inclusion of different population groups that have been historically excluded but persons with disabilities including in our work. But we also want to think about other factors, obviously.

We have come up with a global core for the factors which is the diagram that you see here. It shows the quote gender +, so thinking about the gender lens, which is historically something we've always done in UNFPA, given the mandate focused on SRHR and gender equality being such a core part of that and then to overlay with these other potential furthest-behind factors. We wanted to start using the phrase, Furthest Behind, because reaching the furthest behind is focused on situations where gender and other exclusionary factors really come together to create this disadvantage.

And allowing us to think of factors rather than groups or population groups, per se, allows us to think that, well, a factor is a characteristic, right, that drives discrimination. And then you can start to see how different factors come together and become drivers of exclusion, right, of the same person or the same group. This helps us to shift from seeing -- or avoid seeing discrete groups rather in a narrow and limited way and rather reflect the reality of intersectional disadvantage.

So, you know, the key concrete steps for making this particular approach were, for us, has been really in the plan to outline that you need disaggregated data to the extent possible to see who these furthest behind groups, but then the factors really are captured in the data. We know that making the invisible visible is really challenging, but this is something that we will continue to advocate for.

I think the other main thing that we -- and no surprise here as part of a human rights-based approach is strengthening voice and partnerships, including CSOs. And then really talking a lot about addressing root causes. And then for us since we work in public health in the service-provision area, making sure we used the rights-based standard for service provision, which is making sure services are available, accessible, acceptable, and of quality standard.

And for us there have been very specific strategies and initiatives that have helped us to kind of concretize this, right. One of them is our youth strategy which we call, My Body My Life My World; and that very much looks at how

adolescents and youth face particular vulnerabilities when it comes to SRHR, including again, different groups like persons with disabilities or young people with disabilities.

We have the We Decide Program, which is a specific program that try to, again, make that programmatic. We have work on persons of African descent, as well as some work that has been going on for quite some time, indigenous peoples, quite particularly, women and girls with regards to maternal health, again, violence, family planning, et cetera.

So, it's just a little taste of kind of what we're trying to do to make it a little more concrete. We've also, finally to cap it off, we've developed a furthest behind, an LNOB marker, which will allow us to tag all of our activities, quite like the gender marker, so we can start to see where our offices are actually focusing on these different factors. We're hoping that in our programs, our offices will at least start to mark at least three different factors in the different programs that they're working to implement. I'll stop there, but happy to take questions. Back to you, Sreerupa.

>> SREERUPA MITRA: Thank you so much, Leyla. I think one of the things that you highlighted is very critical. As we speak more and more of inclusion, we still focus a lot on siloed approaches. Us focusing on specific groups, and that does not take into account the intersectional nature of the experience of discrimination as well as the multiple discriminations that people face. And I think it was important that, you know, that you mentioned that you are making policies and programs based on factors for marginalization, as opposed to just only groups.

With that, I will now hand it over to Monjurul. Before I do that, I just want to remind participants, please do enter your questions and comments and experiences into the chat box. We have colleagues who are monitoring the chat box. And after the panelists have spoken, and we've had a few country and colleague reflections, and we will open up the floor for discussion and for responding to your questions.

So with that, Monjurul, let me hand it over to you. If you can share with us how UN Women is looking at intersectionality, how the broader UN System could apply an intersectional approach in a more systemic way, particular, we at the UN Country Team level. Over to you, Monjurul.

>> MONJURUL KABIR: Thank you very much, Sreerupa. Can you hear me? My colleague, Leyla, already set the tone and explained the need for an intersectional, so I will not focus on that. I will focus on operationalization challenges. I think the question that Sreerupa, you mention and Leyla illuded

to, we heard a lot of times from the field because there are a lot of apologies out there for UN System, and I would go for UN System approach rather than UN Women because that is where the system is facing challenges in terms of developing a coordination for leaving no one behind.

On the outset, I want to just say two things, we do not need a add-a-star approach. We need a full shift in mindset for this. There is no such thing as one single issue struggle now days. We do not leave a single issue live. Therefore, our intersecting challenges and identities also have deeper impact on what we do on the ground with our development programming, or supporting member states -- or if you think from the Member State point of view, how they're really developing their programming for the people whom my colleague mentioned are furthest behind.

Now, intersectionality is not a panacea, of course, like any other approach, it is analytical framework for analysis integrated policy development and implementation. It applies an intersectional lens to connect our human rights instruments to oppress the multiple forms of discrimination that people experience; and certainly, promotes disability inclusion among all other factors that are intersecting identities. It also provides an excellent opportunity of meta-networking for our UNCT Country Teams, who need to get engaged with organizations of persons with disabilities; because without that, our work on intersectionality or work on gender or work on other movements will not be complete. It also involves Civil Society members, Member States, and other partners wherever they are relevant.

The whole aspect of SDG integration, where we are facing a challenge for how to develop it consistently systemwide, this intersectionality approach helps us the development of the full evolution for policies and programs, particularly the data-based information and analysis to identify effectively. It's not about competing identities. It's also about identifying who is facing at what part of their life particular challenges.

Remember one thing, previous and discrimination can be faced by the same individual in their life as they are moving into different phases, so it's not that poverty-stricken people are only facing discrimination or rich people are not facing any challenges at all. So, intersectionality, look at from that angle. It does not create a particular box-step approach where you are previously particularly discriminated against.

Now, intersectionality lens looks at human rights instruments, and of course people experiencing multiple forms of discrimination, and then they try to work on the substantive

equality, inclusion, and leave no one behind. I would rather categorize this as more inclusion agenda.

In the next slide, here comes the key issues as my colleagues also illuded to. How do you operationalize this? Now, it starts from, of course, the analysis as I mentioned. But political analysis has factored some of the elements, not all, but we need to design whatever programs at UN programming we call or policy intervention, whether it is higher level or at the local level that take into account the power relation and social structures. So that is where UNCT has a critical role, and I'm emphasizing that because sometimes we're captured by elites in the capital and we don't go beyond capital in many cases, especially in terms of selecting our partners.

The structured nature of inequality, to have an in-depth understanding of the structure that produced different identities, understanding of the context of existing inequalities and their history, that is also important in terms of providing analytical frame of our UN planning tools, whether it is common country assessment, whether it is overall country programming that we are agreeing with the host government.

And then, of course, moving from categorizing groups to vulnerabilities of individuals. And as I mentioned that frivolous discrimination not necessarily faced by separate people, but the same individual or groups or vulnerabilities can create these two different distinct experiences.

Now, developing, targeted intervention and building knowledge repository on intersector is critical. Here I talk briefly what UN Women is planning to do for the UN System. One is, of course, providing the consistent knowledge base which we have already done through the global toolkit. We also launched a policy brief on Rule of Law Justice, Peace and Security and Intersectionality. And that's a separate publication where we particularly looked at peace and conflict context and how intersectionality can make a difference. You can find them available in the UN Women website, but my colleague might share that also in the chat box with the link.

We also need to promote different groups, and when I say different groups, I'm talking about gender movement, I'm talking about disability movement, I'm talking about indigenous people's movement, because what we are seeing is the missing link between different movements and interrelations. The intersectional approach and building relations is stronger, and of course, the data collection and analysis is a critical part of this. Next slide, please.

Now, I mentioned about the resource guide and toolkit. This is what many colleagues, particularly the UNCTs demanded

because when we present this framework to the host government, to the Civil Society partner, to private sector, they all talk about a consistent UN guidance and together with many other UN agencies and organizations of persons with disabilities and other groups, we come up with this resource guide.

Now, this is the first stage. I mentioned that we're also coming up with also separate thematic policy brief, but it can connect you to intersecting inequalities and oddities faced by people experiencing diverse and compounded forms of discrimination. This could be guidance for both Member States, UNCTs and OPDs. I'm very glad that my colleague from Moldova is here because Moldova UNCT reviewed the early draft to provide us feedback as well as a few other countries at the UNCT level. Next slide, please.

Now, these are the four areas where we shed light on, one is, of course, to introduce intersectionality for UN System and also for non-UN partner as well. We have eight intersectionality enablers, and we introduce with key questions so that we can apply them as we are planning, as we are budgeting, as we are developing program, and as we are looking into advocacy initiative with host government or Member States. We are also trying to give UN Action Framework to apply an intersectional approach at any stage or process, whether in the planning or in the implementation, practical examples we also try to give in each of the eight intersectional categories. And then we basically developed a manual services and tool box. And this is critical because this responds to the how question, particularly for the practitioners that want to plan and adopt an intersectional approach. I want to finish the presentation, just to remind you as I start the presentation saying that we don't leave any single issue, and we don't face any single struggle. And therefore, intersectionality really presented as the context and forces us to go beyond our individual identity, our individual privilege, and our individual lifestyle.

And I would urge all of you who joined today, particularly the UNCT Members, OPDs, and other UN entity members, please also do an intersectionality assessment for your whole organization before you roll out any program. Because try to find out whether there are discrimination privileges of your mindset that are also affecting your programming and thinking at the country level. Because sometimes our bias is reflected on our programming and that is what the core of intersectionality to find our individual bias before you try to suggest to others. Thank you very much. Over to you.

>> SREERUPA: Thank you is much, Monjurul. That was very

insightful and I think also helpful for our colleagues on the call today to find entry points in terms of going forward in assessing how far they're able to adopt or currently adopting the intersectional approach, and potentially what is the forward trajectory in ensuring a more intersectional approach in both the policymaking and programming, and also how we are as organizations in terms of, you know, how we recognize diversity within the organization.

I think one of the things that was critical in your presentation was that we need to come up with a more synergized UN System-wide approach to intersectionality, and potentially what are the entry points for that, whether it's the common country assessment that happen in the development of the UN Sustainable Development Cooperation Framework or more specifically within the strategic planning and process of each of the UN entities.

So with that, I think this is -- this is the right moment to actually also hear from colleagues from the UN Country Team level. So, we have from UNFPA, Lola Valladares, the National Officer on Gender, Interculturality, and Human Rights at UNFPA in Ecuador, and Gender as well. Lola, over to you.

   >> LOLA VALLADARES: Thank you, colleagues. Good morning. Greetings from Ecuador. I am sorry because I have a problem with my connection, but I think I am here. I would like to share with you a presentation. Okay.

We will share with you an experience that we are working on Otavalo, which is an indigenous person, and in this place, we are working on disability, gender, and interculturality in order to improve the prevention and response of GBV. Ecuador is a multi-ethnic and multicultural country, but we also have high levels of gender-based violence. 65 of every 100 women have experienced GBV. And regarding to women with disabilities, it is good to say that 80% of Ecuadorean women with disability are mothers and had their first child in adolescence and youth. 3% of them had their first child between 10 and 14 years old, so this is linked to sexual violence. 43% had their first child between 15 and 19 years old.

According to the Constitution, the persons with disabilities are priority groups. There have been advances in laws and policies; however, there are gaps, especially in GBV protection and services. In this context, we are in Ecuador, the global program we designed which promotes the rights of adolescents, young people, especially girls and women with disabilities to access to life free of gender-based violence and enjoy their sexual and reproductive rights and health.

We have had the three actions for this intervention. The
first one we did diagnosis of current situation of rural
indigenous women with disabilities regarding to the access to
GBV care and services in Otavalo.

There was further response. We develop a protocol and
methodology for women indigenous with disabilities to access to
gender-based violence services and protection, and especially
with their participation.

And the third one is strengthening the capacities of the
Otavalo Municipality and Council for the Protection of Rights
on GBV Prevention and Response.

Regarding to the diagnoses, we have done some findings.
For example, the absence of disaggregated indicators and
figures on ethnic self-identification, disabilities, and age.
In the Otavalo canton, there are 2,669 people with disabilities
registered. 44% are women. However, we think these figures
are not showing the complete population.

There are difficulties to detect GBV and obviously to
response to GBV. The women with disabilities, especially are
dedicated to the house and animal care and crafts according to
possibilities. They have little or no interaction with their
community and society and institutions to support GBV survivors
are not accessible enough, especially in health, justice, and
peace.

The indigenous women with disabilities have also facing
another barrier. They face double and triple vulnerability
because of their gender, disability, age, ethnicity, rurality,
among others.

>> SREERUPA: Lola? Lola, sorry. We have another minute
if you want to focus on the main points and reflections of your
experience. We will be sharing the slides.

>> LOLA VALLADARES: Yes. If you can see the barriers
that the women face, and we are addressing those barriers,
especially in order to improve the response to GBV. And we
developed a protocol, and the protocol has a content regarding
to framework, gender-based violence, and institutional growth.

Through this protocol, we are trying to improve the
capacities of the institutions in order to address the
situation of the triple discrimination and the intersectional
vulnerabilities of the indigenous women with disabilities. We
also develop pathways for GBV services in order for women with
disabilities to facilitate their attention in situations of
GBV.

Finally, I would like to say that as you see, they face
many barriers. But through our work, we are trying to assist
them in order to improve the capacities of the local government

as well as all the women with disabilities.

Finally, I would like to show some inclusive communication products that we have developed. For example, we have this video about the GBV with law to prevent and respond to GBV. These are some of our key actions in Ecuador. Thank you. Over to you.

>> SREERUPA: Thank you so much. I think Lola, the slide you showed concretely what you have adopted to actually address intersectionality within the context of the specific program that you have, and I think there were some questions in the chat box. So, I think this sort of brings us down to the level, at the level of the program that we can look at practically how do we actually implement an intersectionality approach. Apologies to interrupt you. We will share the slides. If there are further questions, colleagues, please put item in the chat.

With that, let me hand it over quickly to Nighina because I'm keen that we have some good time for questions and answers. Nighina, if you would like to come in and share your experience from Moldova.

>> NIGHINA AZIZOV: Dear audience, good day. First of all, I would like to thank you for the opportunity to share UN Women Country Offices experiences on applying intersectionality into our programming, especially in the area of fighting stigma and discrimination towards women with disabilities under eliminating of violence against women area.

While designing but as implementing our programs, we are employing LNOB principles coupled with intersectionality approach, which we think is critical. This offers to us the opportunity to improve those needs which are not seen or are not visible in relation to general groups and programming.

So, I would like to highlight some examples on how we did this; and of course, we are now under implementation of a new project together with UNDP and we will be happy to share further the experiences and lessons learned.

I would like to mention that, first, we have to understand the needs of the profile of the women with disabilities in the Republic of Moldova, and by this I would like to mention that in partnership with national stakeholders and the other UN agencies, we've developed an analytical note about the profile of women with disabilities in Moldova in order to understand their needs, but as vulnerabilities and for informing better policies.

As well, recently, the Government of the Republic of Moldova improved an intersectional mechanism on ending violence against women and girls' area with a special focus on women

with disabilities, specifically for women with mental
disabilities, which we think is very important step. Of
course, now we are in the phase of piloting, but as to see what
are the further gaps into the -- for ensuring the inclusive
response.

        We also have to bear in mind that the tailored
programming is also a good solution towards working with women
with disabilities and also addressing their issues and
including these into the overall response. And here I would
mention, the ongoing project that we have for implementing
together with UNDP and Moldova Country Office. And the aim of
the project is to fight stigma and discrimination around the
women with disabilities, and the main outcome from that
project, which we are expecting to achieve all together is to
have strength and services for the elimination of violence
against women with disabilities following evidence-based
interventions and change attitudes and behaviors of
rightsholders and duty bearers. So, the project is mainly
focusing and mainstreaming intersectional elements approach of
the group interventions. And what we do, I present briefly
what we do and after that I'm ready to answer your questions.

        So, first of all, we do data-collection process based on
standards created with women with disabilities and OPDs among
our journey towards implementing inclusive programming. As
well, we do tailored training for gender consultants and OPDs
to organize consultation and data-collection process with women
with disabilities and OPDs. As well, we are now working to
start the application of innovative approaches towards
identification of the failures that limit women with
disabilities to report and access services. Of course, we are
expecting for these co-creation sessions to identify together
women with disabilities, prospective solutions based on various
victim journey methods and persona and design thinking. I
think this is extremely important, having in mind that services
are not inclusive, having in mind that they are not addressing
all the vulnerabilities from this point of view.

        And, of course, we are planning to do some capacity
building for both rightsholders and duty bearers on changing
the mindset related to the awareness-raising approach towards
behavioral-change approach. And what does it mean? It means
that we do not need only to speak and advocate for that. We
really need to behave as those people who understand their
needs and to offer those services which are in urgent need for
women and people with disabilities.

        So, the central focus of our intervention is having women
and disabilities as core producers of the solutions, first

thing. And also, the duty bearers who will listen and take into consideration all of those needs, and also to transform those needs into real concrete policies and improve the services through these very tailored interventions.

Thank you very much. I stand ready to answer the questions. Thank you.

>> SREERUPA MITRA: Thank you so much, Nighina. You highlighted some really important points, particularly in terms of meaningful engagement of women with disabilities and their representative organizations in the design and implementation process, as well as the policy dialogues. And it will be interesting to hear more during the discussion segment.

So, since we're already a bit short of time, I would request participants to please put any questions in the chat. I know we already have some, but if there are any other questions, please add them at this moment to the chat box. Very quickly, I would invite Julia Braunmiller from the World Bank, she's the Private-Sector Development Specialist with the Women, Business, and Law Program of the World Bank. Julia, if you're online, would you like to come in very quickly?

>> JULIA BRAUNMILLER: Yeah. Thank you so much for, you know, giving us also a quick opportunity to present on the work that we do at the World Bank on intersectional discrimination and inclusion of women with disabilities. I'm really excited to hear these presentations. Monjurul, Leyla, you speak about an issue that's very dear to my heart.

So, we are coming in a bit from that angle of data and evidence, something that, you know, keeps being mentioned. We need more disaggregated data to understand what works, and so what we were doing at Women, Business and the Law, is we measure laws and regulations that impede or promote women's economic participation, so it's global project, we look at 190 economies and we have indicators that measure legal barriers to women's participation, you know, starting with mobility to starting a job, starting a business, getting married, having children, up until retirement.

But what is missing in this project, which is one of the flagship reports of the bank is an intersectional approach, so that's why now two years ago, we started also adding questions on women with disabilities to see how the laws treat women differently, and women with disabilities differently from men and women without -- non-disabled women.

So, we just published our first research brief on this new data which highlights four areas. We're looking at nondiscrimination legislation, we're looking at parental rights, labor inclusion and protection from gender-based

violence. And I'm sure I don't surprise any one of you if I tell you that we find the huge gaps in the law. One of our main findings is that only one-fourth of economies worldwide have intersectional mentions recognizing multiple discrimination on the basis of disability and gender.

So, yeah. I would be happy to give more examples, but I know we're very short on time. But yet just to take this away that very few laws specifically mention the rights of women with disabilities, and here we're looking at gender legislation and disability-rights laws. Also looking at, you know, the social model, so definitely having a human rights-based approach in the research.

Yeah. We keep developing this also to really inform World Bank operations in a similar manner that you mentioned the approach of UN Women. Yeah, just inviting you to download our first paper, and I'm happy to engage more so we can keep this research going. Thank you.

>> SREERUPA MITRA: Thank you so much, Julia. I don't know if you have already put it -- I see it it's in the text box. Colleagues, please have a look at the link in the chat box, and thank you so much for that.

I think you really mention something that's important that we often see missing in policies and laws, the complete absence of any mention of intersectionality and the intersectional issues and discrimination. The CRPD General Comment 6 on Equality and Nondiscrimination, does actually provide sort of a good explanation of how we should be looking at it. So, for those who are interested, please do check it out, CRPD General Comment 6.

So, with that, I think it's a good moment and we still have about 15 or 18 minutes for Q&A and discussions. Would it be possible, Leva, to have the discussion questions on the screen so that colleagues can think about it, and you know these -- we thought these would be interesting questions for all of us to think about. So, if you have comments on any of these questions from the perspective of the work that you're doing or otherwise, please do feel free to, you know, include your responses because this is a shared-learning space. Please do add your comments into the chat box.

Let me first proceed to some of the questions that have come up. So, perhaps first to Leyla. There was a question asking about if you can tell us a little bit more about the LNOB marker, and you know if you have seen any good practices at the UN Country Team level in terms of using it?

I would also ask participants on the call if you're aware of good experiences with using the marker, please include that

in the chat box. Leyla, over to you.

>> LEYLA SHARAFI: Thank you so much. So, we modeled the LNOB, what we call the Leaving No One Behind Marker, somehow against the Gender-Equality Marker which we started as UNFPA many years ago. We realized that it's slightly different because in the gender marker you have different levels of coding for gender mainstreaming versus lone approaches. Whereas, with the Leaving No One Behind or Reaching the Furthest Behind Marker, we have several different factors so it's not just gender and it's different factors.

So, we have, basically, attached it to our financial and reporting system for our program, so each time a work plan is generated within what we call our global programming system, which is attached to Atlas, our EIP system, our financial and reporting system, colleagues are asked to tag up to three different furthest behind factors in the work plan and for specific interventions and activities.

So, it's certainly not a perfect tool, not a perfect science, but at least it's starting to give us a sense in the 135 offices just in UNFPA, I'm not speaking of UNCT at this point, but it is certainly something that the UNCT could look to for inspiration or as something to learn lessons from.

We are starting to see, or at least have some data that's aggregated against these eight factors, so we can see how many of our offices are working on disability inclusion, how many are taking into consideration age. I mean many of our programs do because we have a big focus on adolescents and youth, and against all of those different factors that I showed of the eight.

So, it's really a rudimentary tool at this point, but it is very much driven by this need to have a greater sense of some information about where we're investing and how we're taking into consideration intersectionality. Again, we're providing that marker with some guidance so that our offices understand how to do it and what the importance of it is. I'd be happy to share more information, whatever I can share publicly with the group here.

>> SREERUPA MITRA: Thank you so much, Leyla. That was very helpful. Colleagues, as I said, if you have a specific experience of using the marker, it would be really useful, I think, for others on this call to learn from your experience, so please feel free to enter that into the chat.

Monjurul, there was a comment in the chat on, you know, how can we operationalize this at the UN Country Team level, particularly in terms of the Common Country Assessments as well as the strategic planning? Would you like to comment on that?

>> MONJURUL KABIR: Sure. Thank you very much. I think this is the question of the day. And at the UNCT level, you have few strategic opportunities. One is, of course, the Common Country Assessment, and then as you call it the UN Country Programming which programs and agencies and above all UN in-country typically agree with the host comment that what will happen in the next four to five years with the host government.

And I will give three specific examples, which came from UNCT or UN Country Teams to us after we published this Global Intersectionality Toolkit. Because has been a surge of demands on this, which we are very delighted too, but we're also mindful that we need to respond to the request as country office colleagues are suffering.

In the past, we did a meeting of UNCT practitioners, and what we realized is that our UN Country Teams are very good in dealing with one or two sets discrimination that are affecting a particular developmental agenda. The moment it becomes much more intersectional, it really puts a lot of pressure on them, given that there is a lack of clarity, there is a lack of capacity, and also a lack of outreach. And that provides challenge to build a consistent narrative across the UN-wide on leaving no one behind.

So, what we suggested to them is that while designing a program or developing a program, all projects, definitely these intersectionality approaches should be at the analytical level, but as when you are developing the program budget, look at the budget and see how the budget is corresponding with our program outputs and how it really aligns. Because are you really addressing intersectional elements? Are you really addressing the identity issues? Are you really addressing the whole challenges of discrimination, multiple discrimination, and the agenda around privileges, who is privileged, who is not? And the leaving no one behind and trying to address the furthest behind who are furthest behind and bringing them along, what are the specific bottlenecks that you identify? And every single country, every single UNCT will come up with something different, right. So, you don't expect what they're finding in Peru will exactly happen in Nepal. So that will be different

We had a conversation with Palestine team where they have an LNOB working group in Palestine, and they're now to look at LNOB from level of intersectionality, so we had two back-to-back discussions with the team in Palestine, the UNCT colleagues and OPDs in Palestine. What they're trying to do, the challenges they're facing, some of the unique challenges they're facing compared to other countries is how then that

relates to intersectional multiple identities. So, they're trying to identify identities in their development programming. And some countries might identify identities and some countries might identify multiple discrimination.

The last example I'll give you in Tanzania, who is now trying to organize a workshop at the UNCT level, and looking at intersectionality and disability inclusion development, but as looking at other challenges that Tanzania is facing. How their existing projects, which have been already signed and in implementation level, you can't chase this project because you've been in agreement with government, how can we sort of through the mid-term review reflect intersectionality. And then, of course, Tanzania is looking into the forward-looking next programming cycle, how we can start thinking intersectional way at the very beginning. It doesn't cost you much. What is important that other human rights-based approaches, and you combine intersectionality. So, we're not advocating for a whole new agenda. What we are seeing within the limited resources is can you please connect the dots, can you please add up this principle. So, that's why we also produce this global toolkit. The next step is all the demands receiving from UNCTs, we will try to come up with an operational guide as follow-up publication. Watch out for that. Thank you.

>> SREERUPA MITRA: Thank you so much, Monjurul. If it's possible to provide an email address where, you know, colleague participants can reach out in case there is further interest to know more or do more.

We have about seven minutes left, so I would like to quickly give the floor to a colleague from Nepal if you would like to unmute yourself and make a very quick brief intervention.

>> LAXMI: Thank you. I am Laxmi from Nepal. I just joined as UN Specialist and I'll be looking for the disability inclusion for the entire year. So, I just wanted to take this floor to say that information accessibility is one of the major points that we need to work on especially when we talk about inclusion and empowerment of persons with disabilities. And within even the UN System like so many online voters that we are using has not been fully accessible yet from different perspective, and we need to work more on enhancing the information accessibility, especially by following the Web Content Accessible Guidelines. I just wanted to highlight this point, and thank you.

>> SREERUPA MITRA: Thank you so much. And actually, on of the enablers, Monjurul mentioned the eight enablers in the

Intersectionality Toolkit and Resource Guide, and one of the enablers look at universal design of all of our policies, programs, and environmental services. And so I would encourage colleagues to go and read the guide because it will give you useful ways to move ahead in applying a more intersectional approach.

There was another colleague who had raised their hand. I think Mostafa, would you like to comment?

>> MOSTAFA: (audio breaking up).

>> SREERUPA MITRA: Your voice is breaking up; we cannot hear you. Your voice is breaking up.

>> MOHAMMED MOSTAFA: I am Mohammed from Sudan.

>> SREERUPA MITRA: Please go ahead, Mohammed, and if you could keep it brief because we're running out of time.

>> MOHAMMED MOSTAFA: Thank you. I just have a question, I guess, especially about the people with disabilities in Sudan here, especially people with, you know, who they don't have formal education, they don't go to formal education. I made some research which I need to share with you in this space, so just I'm asking how I can share it with you all?

>> SREERUPA MITRA: Sure. So, colleagues from the IPPN Network will respond to you in the chat, and you know there is an IPPN email address so I think that would be the space for you to share that.

So, I think we're almost at the end of the segment, but before I sort of hand it over to Monjurul to close the discussion for today, I think it would be interesting to hear from Nighina and Lola very quickly. How did you find, and you know whether you engaged women with disabilities within the broader women's rights movement, and vice versa, and how did you find that interaction because both of you highlighted the close relationship with women with disabilities and representative organizations. So very briefly, if you could share your reflection?

>> NIGHINA AZIZOV: I think it's critical and we already are doing this with women with disabilities, involving them in large fora, in large consultation in policy dialogues. So, this is not only through the tailored program approach, but as involving them in larger discussions, so their needs and their voice are heard also by other networks and organizations. And they also take part in the high-level foras when we meet relevant and key ministries and stakeholders and when a policy brief is discussed or amendment of the law is discussed as well. So, this is I think a good practice, and we need to explore it more, but as to leverage on the achieved results.

>> SREERUPA MITRA: Thank you so much. Lola?

>> LOLA VALLADARES: Yes. From Ecuador, I would like to say that indigenous women with disabilities, don't have specific organizations for them. In addition, the indigenous organizations are not always including enough with the women, and especially with the women with disabilities.

And then we are advocating with the authorities, the community authorities in order to include to the indigenous women with disabilities, and we have also disseated in the houses with the families where the women live in order to develop the diagnosis to establish the gaps and difficulties that they have to participate within the organization, as well as to access to the GBV services.

Then it is a challenge. I think there is a lot of work to do; however, we are listening to the voices of the indigenous women with disabilities wells of the women that take care of them that are the majority. But it is also a challenge. Thank you.

>> SREERUPA MITRA: Thank you so much, Lola. I think, colleague, during this discussion and also during the presentations, we've highlighted the importance of including an intersectional approach in your analysis of laws, policies, programs as part of the policymaking program and strategic processes. I think we shared several resources that could be useful for you to take forward into thinking forward and please also to share the IPPN email and please share any other resources from your end that might be useful. And of course, as Nighina and Lola mentioned, the meaningful engagement of women with disabilities not just in targeted program and disability inclusion, but in mainstream services and system-building efforts is absolutely critical.

So with that, Monjurul, I'm going to hand it over very quickly so you can wrap up in terms of what the next steps are before I close the event. Thank you so much.

>> MONJURUL KABIR: Sure. Thank you very much. I just want to thank very briefly our IPPN colleagues, all panelists, UNCT colleagues, participants, host, and those particularly who work behind the scenes to make it a success. Thank you so much both from UNFPA, UN Women and UNICEF on the part of those three entities who are core organizers for this and also all of the entities part of the IPPN Network Members.

Three things I just want to say in response to share what you have asked. One is this, please, at the UNCT level, widen your partnership. What I am seeing based on country programming is that the different movements and groups and sometimes identified only for consultation but there is not a follow-up conversation in terms of the quality of programming

and also in terms of how particular UN programming is benefiting a community. The feedback loop is very weak, and that is one thing that intersectionality always emphasizes a lot, that how you are community is responding, number one. This is not a unique principle. For the UN this is a key principle, but for intersectionality, this is without which, it is a nonstarter.

Secondly, think of challenges of multiple both identities and discrimination at the same time and how it is impacting your development programming. And while thinking of that, please remember that discrimination and privileges can stay alongside, and therefore it is important that not only we should not box particular groups and communities as marginalized only. See what are the opportunities they might be getting, but the full potential of those opportunities are not harnessed, given that they are face a series of intersecting discrimination. That is an important discovery for any UNCTs as they're programming.

Third is also to try to see the enablers of intersectionality and apply it, and today for the sake of time, I will just refer to one enabler, reflexivity which has been identified and ample examples are given in the global toolkit available for free to everyone to download and look. Reflexivity is important because what sometimes we don't see our as UNCT and OPDs and is our own bias and how limiting our own programming and advocacy at the country level. This is not easy, this is a hard look at ourselves that whether our own ethnicity, our own linguistic representation at the country level, our own sort of why we belong, it can affect our programming and ultimate target group. This hard look is critical for intersectionality, and I would really, really urge you to look beyond while you are doing your planning programming, and do a specific session on this identifying privileges, identifying the sense of belongingness of your core teams so that you are aware of your own bias before you go into the analytical programming.

With that, I'll really close my comments and appreciating deeply for IPPN for hosting this event. I hope this would not be the last event. We'll continue to build up a block together with all of you. Thank you very much.

>> SREERUPA MITRA: Thank you so much, Monjurul. I think that's a call for all of us to reflect closely on our conscious and unconscious biases as policy practitioners in our personal lives as well as in our work and professional spaces. As I mentioned before, within the culture and diversity team at UNICEF and more broadly within the organization, we are taking

increase willingly a more critical and hard look at this and several of my colleagues are online. I would like to thank, you know, colleagues who have worked really hard and behind the scenes to put together this discussion and the event, particularly Leva from UN Women, Alessandro from UNICEF and big thank you to Amaresh for international sign interpretation and also to Sarah for the closed captioning.

With that, I would like to close the meeting and a big, big thank you to the IPPN organizers, Nadine as well as Sarge. Have a great rest of the day. Look forward to continuing the conversation. Please do sign up for the IPPN Network so that you can access all of the resources from today's event, the presentation as well as the recording and other resources as you go ahead.

Thank you so much and wish you all the best.
(session completed at 8:06 a.m. CST)

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