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# Finance Inc Partners Meeting 2019



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# Meeting Report

## Finance Inc Partners Meeting 2019

**December 16 - 18, 2019**  
**12th Avenue Hotel, Bangkok, Thailand**



Design and layout: Vaness Silpakhon Kongsakul

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## I. About the Finance Inc Partners Meeting

### Objectives

APCOM, with our country partner organizations in Cambodia (MRI Foundation), Indonesia (Suara Kita), Lao PDR (LaoPHA) and the Philippines (Babaylanes), are presently implementing Finance Inc.

Finance Inc aims to contribute to addressing stigma and discrimination against LGBTIQ people on the basis of gender identities and sexual orientations. The implementation covers a wide range but interconnected areas of employment, health, education, and access to social services and financial resources.

Finance Inc is an influencing grant supported by VOICE Global.

After the first meeting in Bali 2018, this Finance Inc Partners Meeting was conducted from December 16 - 18, 2019, in Bangkok, Thailand.

The objectives of this meeting are, as follows:

1. Initiate development of a Finance Inc Theory of Change;
2. Updates on project implementation;
3. Updates on FGD results
4. Evaluate/Reflection/Feedback on the project implementation;
5. Develop a workplan for 2020
6. Discuss pilot projects

### Activity Design

The activities and learning sessions in the Financial Inc Partners Meeting were designed to be aligned with the meeting. The methods and formats included presentations, discussion and group works. The meeting is expected to be casual and productive so that the objectives set for each day can be met and that participants can learn from other country partners and their FGD results. In relation to the pilot projects, the participants contributed to develop the theory of change and APCOM financial report and policies. The process would help guild them with the direction and identification of gaps.

### Participants

This meeting was attended by total 7 participants, representing 4 country partner organizations: Laos, Cambodia, Indonesia and the Philippines. The name of participants are listed below:

- **Cambodia: Micro Rainbow International**  
*Yara Kong*
- **Indonesia: Suara Kita**  
*Teguh Iman Affandi*  
*Bambang Prayudi Parmono*
- **Lao PDR: LaoPHA**  
*Vongphachanh Temmelath*  
*Olam Rasaphonh*
- **Philippines: Babaylanes**  
*Claire de Leon*  
*Jap Paul Jann Ignacio*
- **APCOM**  
*Ramil Andag*  
*Midnight Poonkasetwattana*  
*Vaness Silpakhon*  
*Thanita Wongprasert (Documentor)*



## II. Sessions Topic and Discussion

### Theory of Change

#### [Brief Introduction to the Theory of Change](#)

This session referred to the Hivos ToC Guidelines: Theory of Change Thinking in Practice, developed in 2015 by the Humanist Institute for Co-operation with Developing Countries. Theory of change (ToC) is an alternative to visualize the overview of the project and move it forward. It is a living document that can be improved on a gradual and participatory pace.. ToC enables us to think of the hypotheses about how changes can be achieved as a useful tool for program and strategy design. Its approach helps navigate the complexity of changes. It is an ongoing analysis and reflection process that involves action-learning cycle. In the development of ToC, the principles embraced include comprehensive analysis and participatory approach, allowing us to better understand the system in order to support the pathway of changes.

There are 3 levels of ToC, which are organizational level, policy/thematic and program or project level.

#### [Highlights of the Stepwise Approach Presentation](#)

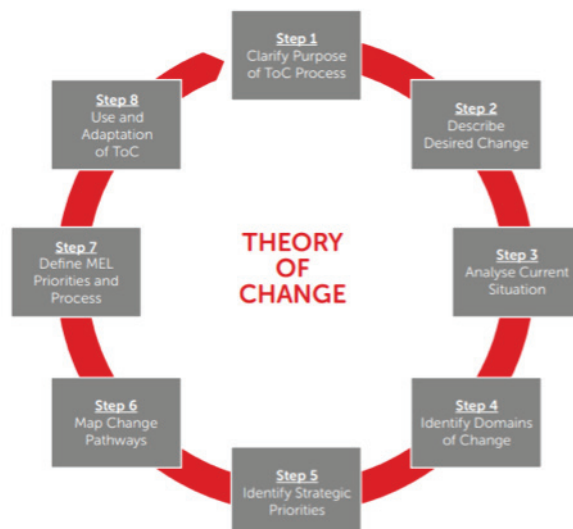


Figure 1: 8 Steps in Theory of Change

In this session, the stepwise approach was introduced. There are 8 steps to develop a theory of change. Working downward, it starts from the outcomes we want to see and is followed by the strategies or actions that contribute to make them become the lived reality. The participants were given a visualization task to come up with their desired changes and identified assumptions.

## Step 1: Clarifying Purpose

The first step is to clarify the purpose of a project. Program developers need to be able to visualize the changes they want to see and to identify where the project is and will be.

- Key question: What do we expect the ToC will bring us?
- Output: A clear and documented statement of purposes

The purpose of developing a TOC is to allow the participants to see the overview of their projects steps by steps from the desired changes to the design of initiatives.

## Step 2: Describing Desired Change

The second step is to describe the desired change. This step involves identifying the struggles and risks in order to shape how the changes would look like.

- Key question: What is the desired change, why and for whom?
- Output: Careful consideration with people and statement of desired change and our assumptions to why we want this change

## Step 3: Analyzing Current Situation

The third step is to assess and analyze the current situation and who and why matter. This includes the institution, structure, process, issues, conflicts, resources, opportunities, gaps and blockage. Stakeholder analysis includes identifying the actors of influence who affect and/or are affected by the desired change process, their relations, their roles, political and governance landscape, their conflicts, interest, motivation, capacity and most importantly their perception of LGBTIQ communities.

## Step 4: Identifying Domains of Change

The fourth step is to identify the domain of change. Based on the situation analysis, participants were tasked to design a domain in order to achieve desired change.

- Key question: who and what are needed for the desired changes to become possible, given the situation and stakeholders? Who need to do what differently?
- Output: a set of 3-5 maximum domain of change

## Step 5: Identifying Strategic Priorities

The fifth step is to identify strategic priorities. Within the domain of change towards desired changes, participants explored and decided on the strategic priorities to work in their projects.

- Key question: what change do we want on each domain?
- Output: a prioritized selection of changes to influence with a robust justification and assumptions

## Step 6: Mapping of Change Pathway

The sixth step is to map the change pathway. Participants have to keep in mind the project objective and previous steps, working backward.

### Outputs from Participants

#### Step 2: Describing desired changes

The participants shared the level of engagement with the private sector in their respective countries. Indonesia, Laos and the Philippines barely engage with the private sector on policy level. In Cambodia, the organization of activities or event such as IDAHOT day is a way for LGBTIQ advocates to engage with the private sector. They refer to key relevant UN documents, when engaging with the private sector.

Organizations/ Breakout Groups	Desired Change	Assumptions
<b>APCOM</b>	<p>ADB and private sector, including business and finance, to become more LGBTIQ inclusive in policies and practices.</p> <p>Improved access to LGBTIQ to economic and social services, including health, work, education and resources and increased space for participation of LGBTIQ communities</p>	The discussion on LGBTIQ in ADB and private sector is limited
<b>Laos and Cambodia</b>	A more LGBTIQ-inclusive opportunities, policies and practices of the private sector, ADB and World Bank	Engaging LGBTIQ issues with the private sector and ADB where stigma and discrimination may persist is new but they might be able to influence the government policy in the future
<b>Indonesia and the Philippines</b>	To connect the private sector with the LGBTIQ community or population so that changes could take place from both end	It is not only the issue of inclusion that affects the access to services, but also the social experience of stigma/discrimination based on SOGIESC and political context and power. Engagement with the private sector could lead to positive changes and LGBTIQ policies

### Agreement on Desired Change/s

- Improved access of LGBTQI to economic and social services (health, work, education and resources)
- Increased spaces for participation of LGBTQI people/communities.

### Step 3: Analyzing current situations

The participants were tasked to draw a diagram or flip-chart of the stakeholder analysis and describe the LGBTIQ situations in their respective countries based on the FGD results that would help inform Steps 4-6. The matrix to help analyze the influence of actors and stakeholder analysis is below.



**Figure 2: Stakeholder Analysis Matrix**

\*PISP = positive influence with similar purpose

\*PIDP = positive influence with different purpose

\*WI = weak influence

\*NI = negative influence







## The Philippines

**Situation:** Stigma and discrimination persists along with heteronormative policies. SOGIE is one of the barriers to thrive economically.

- o PISP: other LGBTI organizations, legislative champions: Congress, Senates, CHR, gender-related academic institutions
- o PIDP: ADB, other human rights organizations, youth organizations, LGBTIQ-related or owned business, academic or professional organizations and progressive religious organizations
- o WI: most businesses, governmental institution, private sector and financial institution
- o NI: conservative religious institutions (Catholics) and the majority of legislators who publicly speak against LGBTIQ communities

## Indonesia

**Situation:** Politicians take LGBTIQ people for granted and sometimes use them for popular support. Stigma and homophobia affect the access to education, health and employment. Some enterprises already have implemented inclusive policies. Some LGBTIQ people are well-prepared of their financial situations in order to mitigate the risks and negative side effects.

- o PISP: human rights activists/institutions/organizations, national and international LGBTIQ organizations, feminist organizations, supportive families
- o PIDP: multinational companies, inclusive private sector, scholars and media
- o WI: nationalist political parties, banks, youth groups and moderate religious-based organizations
- o NI: conservative network and conservative religious groups

## Cambodia

**Situation:** There have been some progresses in LGBTIQ advocacy and movement in Cambodia, especially when compared to the previous decade. LGBTIQ organizations and CSOs are growing and making actions in relation to LGBTQI issues.. The government is expected embark on the creation of laws and policies when there are more people who are involved, engaged in, and supportive of the movement.

- o PISP: LGBTIQ CSOs, gender groups. Feminist groups, LGBTIQ people and communities and LGBTIQ employers
- o PIDP: government, human rights groups, gender groups, ADB, private sector and World Bank
- o WI: ADB and World Bank
- o NI: cultural group, ministries and social media network

## Laos

**Situation:** The main issue is stigma and discrimination. There are no policies to support the LGBTIQ. This leads to the lack of access to social and economic services and opportunities.

Moreover, there are only 2 organizations that work on LGBTIQ issues, hence the lack of voices.

- o PISP: CSOs, NGOs, UNAIDS, UNAPA, embassies and EU
- o PIDP: ADB, World Bank, tour companies and hotel industries
- o WI: banks and some companies and airlines
- o NI: all of the governmental authorities

LGBTIQ communities in all of the 4 countries experience stigma and discrimination because of their SOGIE and the lack of protective policies. In the stakeholder analysis exercise, participants learned more about the actors and how to expand the network of potential partners.

### Step 4: Identifying domains of change

In this activity, the participants collectively came up with 3 domains of change. Based on their situation analysis with the FGD results as one of the basis for this analysis, broad areas relevant to the goals were discussed to identify who needs to do what differently in order to achieve the desired changes.

The domains of change identified are as follows:

1. **Public policy for the recognition and inclusion of LGBTIQ persons developed by the collaboration of legislators, LGBTIQ activists and other relevant institution**  
*Note, however, that this is higher than the project objective and will take a long time.*
2. **Private policy that is LGBTIQ inclusive developed by the government, private institutions, banks and businesses.**  
This involves capacitating LGBTIQ communities to be able to engage with the private sector, influencing worker union, as well as the academics.
3. **Public perception to raise the awareness and shape the discourse of LGBTIQ persons and rights with the help of the media**

### Step 5: Identifying strategic priorities

The participants brainstormed to identify 3 strategic priorities and assumptions associated with them.

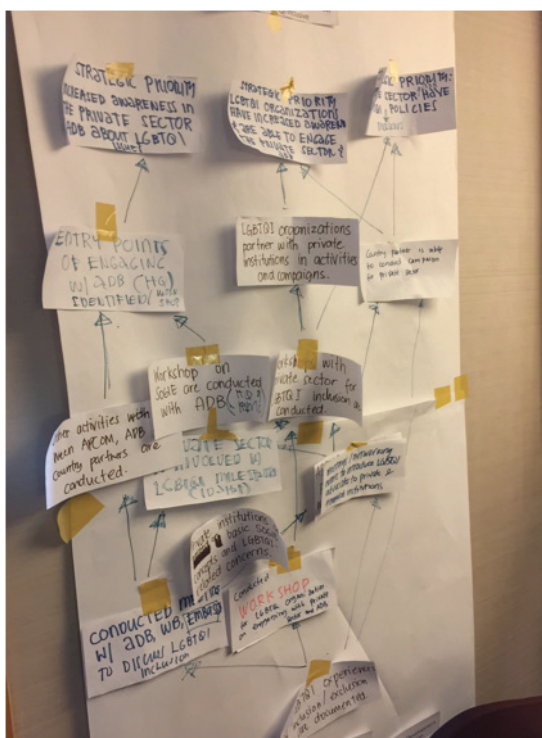
The participants agreed on the following priorities:

1. **Increased awareness in the private sector and the ADB about LGBTIQ issues**
2. **LGBTIQ organizations to have increased awareness and are able to engage with the private sector and the ADB**
3. **Private sector and the ADB to have LGBTIQ inclusive policies**

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Unintended risks or results were also discussed. Security issues and possible intent of some private sector were surfaced. Also, possibility of some populations with the LGBTQI umbrella may be left behind.

On security issues, LGBTIQ people may be exposed to violence and vulnerability when being highlighted. On intent, private sector may embark on the project only for their marketing purposes. Lastly, project may exclude other intersectional aspects of LGBTIQ groups, such as people with disability.



### Figure 3: Raw Outputs of Change Pathway

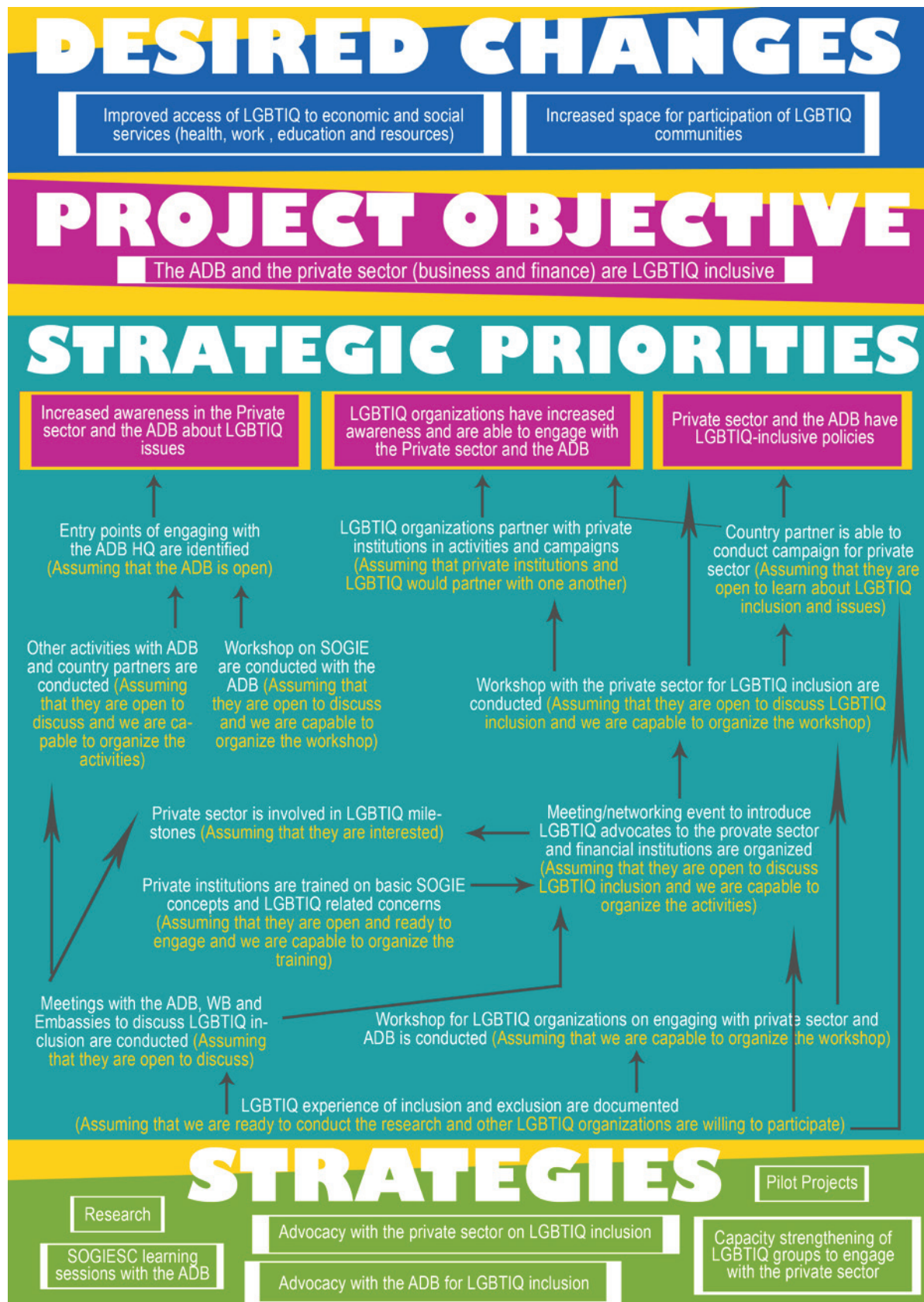


Figure 4: Change Pathway





## Summary of Finance

### [Brief Description](#)

The presentation was delivered by Ramille during this session. The key points were revisited. Updates on implementation were also shared.

### [Highlights from Presentation](#)

Stigma and discrimination has economic effects on the country, this is why it is important for the government to address it with a non-discrimination principle. In order to address the LGBTIQ issues and to develop an LGBTIQ inclusive approach where no one is left behind for the ADB, financial aspect needs to be well managed. The main role of ADB and the engagement would be to apply LGBTIQ inclusive standards or formats in their policies, and for the LGBTIQ organizations to be meaningfully involved in these processes and discussions related to LGBTIQ inclusion.

This project aims to address SOGIE-based discrimination, increase access to basic economic and social services and adopt SDGs' leaving no one behind, human rights, participation and non-discrimination principles. The expected outcomes include the establishment of partnerships between ADB and APCOM, ADB and country partner organizations for work on a national level with the local ADB missions and the business and finance sectors and develop and implement SOGIESC inclusive strategy and pilot projects on LGBTIQ inclusion. The components of this project are partnership building, research, advocacy with ADB to develop SOGIE inclusive strategy, workshop with ADB and capacity strengthening of LGBTIQ organizations and country partner organizations.

## Country Presentations: Focus Group Discussions Report

### [Brief Description](#)

Prior to this session, the country organizations submitted their Focus Group Discussion reports to APCOM. The results and recommendations that were derived from the discussions were presented during this session and later on aligned with the collective design of theory of change.

### [Highlights from the Reports](#)

The table below summarizes the results from the FGDs that each country organization had conducted. The situations in each country were described and recommendations were shared in the discussions. The areas of questions were divided into 5 main categories: education, workplace, health services, finance and other general information.

Country	Education	Workplace	Health Services	Finance	General
Indonesia	Bullying and harassment based on SIGIE is present. Some universities require students to sign statement that they are not affiliated with LGBTIQ activism.	LGBTIQ persons have to conform to heteronormative standards. Lesbians and gays tend to have more employment opportunities. Gender deviance is unable to serve as a public servants because the institution remains very binary and heteronormative. Non-conforming gender expression is not acceptable at workplace. Transgender people therefore tend to lack access to employment or promotion opportunities.	Transgender people are subject to incorrect pronoun address. It is traumatizing for lesbian and intersex communities to access sexual and reproductive healthcare. There is a direct discrimination in Sumatra against LGBTIQ persons who are unable to access medications based on their SOGIE.	LGBTIQ persons have to get prepared financially in order to mitigate the risks. It is observed that the louder voice of activism and acceptance come with more possession of money.	Homophobia, violence and persecution remain witnessed. Persecution on LGBTIQ persons is based on their appearance and gender expression. Arranged marriage is practiced in some parts of the country.
Cambodia	Lesbians and gays tend to have higher level of education, while transgender people remain discriminated when exposed.	When LGBTIQ persons are exposed, they face termination of work contract. LGBTIQ are not allow to apply for certain job opportunities due to their gender identities.	Healthcare services cannot be accessed due to the lack of money. Stigma and discrimination also bar LGBTIQ people from getting proper treatment. Free healthcare services is recommended in the FGD.	There is no information about bank and financial services. LGBTIQ people have to rely on expensive private loans. It is recommended that the organizations provide special funds for LGBTIQ.	Cambodia adopted all of the 9 recommendations from the UPR. The whole situation gets better in general, but there are rooms for development.
Philippines	Economic status and family support plays a big role in education access. There are heteronormative policies in schools. Some LGBTIQ students face sanction and suspension. Catholic schools and universities force students to sign the agreement not to participant in LGBTIQ activism.	LGBTIQ youths start work early to support themselves. Creative industries accept and value LGBTIQ employees. Stereotype and discrimination however exist, starting from recruitment process. The environment is highly gendered, making difficult for LGBTIQ to work productively.	The access to sexual and reproductive health is depended on economic capacity of a person. Healthcare services and diagnosis are heteronormative. The providers are not LGBTIQ sensitive at all. This is why self-medication is common.	It is diverse among LGBTIQ communities. Financial services are heteronormative. Specifically, transgender people have issues with identification so they cannot access financial funds or loans	SOGIE-based stigma and discrimination is common experience for LGBTIQ people.
Laos	Most LGB have better access to education when compared to transgender people. Students are assigned to wear uniforms. More inclusive policies are recommended.	Most LGB have better access to employment when compared to transgender people who have limited education. Sometimes, it is difficult to find a job even though they are qualified.	Health services specialized in LGBTIQ health are not available. Informal recommendations prevail professionally medical supervision. Collaboration to establish health center and referral system are recommended.	All people can access to the bank but first they need to have incomes, leading to gaps for LGBTIQ persons.	LGBTIQ people are generally accepted but stigma and discrimination persists.

After the presentations, the general themes which were surfaced during the FGDs were synthesized as follows:

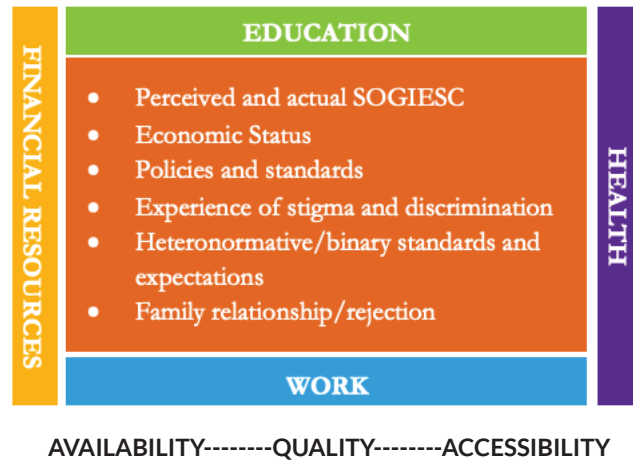


Figure 5: General Themes of FGD Results

## Presentation of LGBT Inclusion at Work: Good for Business, Great for Society

### [Brief Description](#)

The presentation was delivered by Paul Oversijk, Chair Advisory Board at Workplace Pride. He is also a part of the OUT BKK Business Network and the International Platform for LGBTI Inclusion at Work. His professional experience enables him to share the extensive knowledge that is relevant to the meeting with the participants. He is specialized in the issues of LGBTIQ inclusion at workplace, establishing key organizations and network groups to advocate for more inclusive rights and benefits for persons with diverse SOGIESC.

### [Highlights from the Presentation](#)

**Workplace Pride**, started in 2007 in Amsterdam

Over 80 multinational companies, accounting for over thousands of LGBTIQ workers, are the members who signed agreement in align with Workplace Pride values and principles. It holds an annual conference and a global benchmark, which is a report on how inclusive/LGBTIQ-friendly a company is. Regional conferences, workshops and roundtables have been organized with the members like ILGA in Bangkok, Manila, Nairobi, Hong Kong, Chennai and Moscow in the Dutch embassy.

**OUTBKK Business Network**, started in 2016 in Bangkok

OUTBKK is a local version of Workplace Pride. It connects people through networking events such as social and business, monthly drinks, discussion on LGBTIQ issues in relation to business with the topics that are deemed interesting for the companies. OUTBKK also speaks to the management of the companies and see how they can engage better with LGBTIQ communities. CEO lunch is organized to provide safe space for the CEOs to learn and familiarize with LGBTIQ issues.

Companies gain by engaging with LGBTIQ communities for a number of reasons. Inclusiveness leads to more innovative business culture, especially in diverse workforce and to become more productive when employees feel welcomed and accepted at workplace, bringing out higher profitability for the companies. Connection with the LGBTIQ communities allows the companies to better reach their markets and to have positive profile. Western companies have policies or are aware of the issues but may not be implemented locally. This is why pressure from the inclusive society to do it right is important. Local companies have not yet started the debate. This is because they are far from such culture, have no pressure from the society and cannot yet see the benefits of the inclusion. It is important to note that the engagement is about both LGBTIQ rights and money for the companies.

In order to achieve the goals, OUTBKK starts building relationship with the Western companies, embassies, foreign Chamber of Commerce where Thai are employed. The discussion and engagement then will follow. Some companies help the organization to connect with other local companies. OUTBKK also starts the LGBTIQ resource groups or business network of employee and allies to help organize events, raise important awareness and cooperating with the larger LGBTIQ communities.

### QUESTION AND ANSWER / HIGHLIGHTS AND REFLECTION

- It is important to have an LGBTIQ group within the companies to support the organization of events and other types of activities
- Trust is significant when fostering a relationship, explaining why understanding whom to talk to and about can lead to more fruitful benefits, which include the private sector speaking or lobbying the government and ministries to influence local activities
- Negative experience and time are part of the game. It differently depends on country by country
- In terms of the possible ways forward to engage with the private sector, it was suggested that the country organization could ask the companies (starting with the World Bank), on top of supporting the activities, to speak out and/or engage in lobbying the government authorities on behalf of the LGBTIQ communities as it is believed to be influential



## Report of Country Project Implementation

### Brief Description

In this session, participants from each country organization delivered presentations on their country project implementation. It included the conducted activities in respective country, outputs, outcomes, issues and challenges and some suggestions to manage them. The highlights from the presentations of each country organization are collated in the table below.



## Highlights from the Reports

INDONESIA				
Conducted Activity	Output	Outcomes	Issues/Challenges	Suggestions
<b>Meeting between APCOM and country partner organization</b>	Suara Kita's staff have better insight on Finance Inc and APCOM  Suara Kita know more about LGBTQI rights on regional level	Suara Kita's staff aware about the importance of inclusivity withn the financial institutions  Youth group aware about LGBTQI rights in Indonesia	Language barrier	Provide an interpreter
<b>Meeting with ADB Resident Mission</b>	Reconnect with friend who works for ADB  Find opportunity to talk about LGBTQI rights in ADB Indonesia	Relationship between Suara Kita and Gender advisor ADB Indonesia ignited  Finds the possibility to collaborate with ADB Indones	Government perception of LGBTQI  Structure of ADB Indonesia that have to follow the HQ	Organizing regular meeting with ADB Indonesia
<b>Meeting with VOICE country office</b>	Finds the opportunity to engage with other coalition  Build connection with Neadherland embassy	Expands its network for advocating LGBTQI rights	LGBTQI is considered a sensitive issue	Develop a security protocol when discussing the issue
<b>Meeting with Staf of Indonesia President</b>	Suara Kita and APCOM understand the recent political landscape in Indonesia  KSP knows the Finance Inc program	Jokowi's administrative endorses the LGBTQI advocacy with their own way	LGBTQI is considered a sensitive issue	Meeting with Jokowi's team regularly
<b>Focus Group Discussions</b>	25 participants join the FGD  LGBTQI is represented in the FGD  All participants are aware the importance of finance  LGBTQI's experience is documented	Increased awareness about the access to finance within the LGBTIQ community  Increased awareness about LGBTIQ rights	Time management in implementing the FGD	Choose the date that is not a public holiday
<b>Review of related literature</b>	Context for LGBTIQ in Indonesia	Suara Kita has deeper understanding about LGBTQI context for Indonesia	Language barrier	Hired a consultant
<b>2-day workshop in each country</b>	26 participants from 25 organization join the workshop  Suara Kita finds 4 new networks	LGBTIQ organization's capacity on engaging with private sectors increase	Language barrier	All materials should be translated to local language

## THE PHILIPPINES

Conducted Activity	Output	Outcomes	Issues/Challenges	Suggestions
<b>Focus Group Discussions</b>	Research paper	Experiences of LGBTQI persons in education, employment, health, finances are surfaced and analyzed	Lack of diversity of the participants (socio-economic status, age, ability, urban-rural, etc.)	Conduct data gathering in regions outside of Metro Manila and with varied subsectors
<b>Review of related literature</b>	Research paper	Existing resources on LGBTQI experiences and policies concerning LGBTQI persons are collated	Lack of updated published data on experiences of LGBTQI Filipinos	Support documentation and research efforts
<b>2-day workshop in each country</b>	30 advocates from different LGBTQI organizations participated in the workshop	LGBTQI organizations were able to identify entry points in engaging the private sector	Module Design	Conduct a 3-day workshop  Streamline module design for a 2-day workshop  Develop a more inclusive module for person with disabilities
<b>Panel discussion at ADB HQ</b>		The ADB was introduced to SOGIESC-related issues	Limited prior discussion of LGBTQI concerns within ADB as an institution	Continue the engagements and meetings with ADB  Conduct SOGIESC sensitivity trainings

## CAMBODIA

Conducted Activity	Output	Outcomes	Issues/Challenges	Suggestions
<b>Meeting with ADB Resident Mission</b>	4 attendees (1 ADB, 1 APCOM, 2 MRI)	Engage MRI Foundation on LGBTI inclusive strategy	Headquarter of ADB in Manila is the major power/decision making	APCOM helps on engagement of MRI Foundation to work closely with ADB in Cambodia
<b>Meeting with World Bank</b>	4 attendees (1 WB, 1 APCOM, 2 MRI)	Implementation of Cambodia Policy Framework (CPF) in Cambodia	Entry points to engage focal person of World Bank on implementation CPF	APCOM helps on engagement MRI Foundation to work closely with WB in Cambodia
<b>Meeting with VOICE country office</b>	4 attendees (1 Voice, 1 APCOM, 2 MRI)	Voice Country office engaged to participate in the events and encourage MRI to apply funding of voice country office		
<b>Meeting between APCOM and country partner organization</b>	MRI Foundation understand the Finance Project and APCOM	Implementation of the pilot project effectively	Take more time on financial format	Meet again on 11-15 Dec 2019
<b>Focus Group Discussions</b>	03 groups of 32 participants	New data of education, health, employment, and finance	No participants from of Intersex and Queer communities	Include intersex and queer next time
<b>Review of related literature</b>	Over ten LGBTIQ report are reviewed	Reliable report of FGDs	Less reports on LGBTI economic and financial issue	Produce more report on economic and financial issues
<b>2-day workshop in each country</b>	31 participants (06 private sectors)	More engagement with the private sectors on Gay Pride/IDAHOT and collaborate to lobby WB and ADB	Participants have no experience on private sectors so it takes more time on basis of sharing	

## LAOS

Conducted Activity	Output	Outcomes	Issues/Challenges	Suggestions
<b>Meeting with ADB Resident Mission</b>	To introduce Finance Inc project to ADB	ADB in Laos will be able to support the project	This is first time to ADB and ADB has no specific policy to support LGBTI	Conduct meeting with ADB to ask support
<b>Meeting with World Bank</b>	To introduce Finance Inc project to WB	WB in Laos will be able to support the project	WB also has no specific policy to support LGBTIQ	Conduct meeting with WB
<b>Meeting with VOICE country office</b>	To conduct meeting with WB to ask for support	WB in Laos will be able to support the project	WB also has no specific policy to support LGBTI	Conduct meeting with WB
<b>Meeting between APCOM and country partner organization</b>	To introduce Finance Inc project to WB	VOICE Laos will be able to support the project	Voice Laos support LGBTI community but not focus on Finance Inc	Conduct meeting with VOICE Laos for implementation support
<b>Focus Group Discussion</b>	36 respondents participated FGD	All participants were able to share and open their minds	Some participants could not share some experiences	Be conscious safe space during FGD
<b>2-day workshop in each country</b>	VOICE partners in Laos will be trained on Finance Inc	VOICE partners understand about Finance Inc project and know about the issues and challenges of LGBTIQ through the FGD results	New partners need more familiarization	Meet with VOICE partners to introduce the project and seek support





## Discussion and Development of 2020 Workplan

The development of theory of change enables the participants to effectively and productively develop the 2020 workplan. The plan remains subject to changes and approval of VOICE. The 2020 workplan is attached below:

2020 Workplan												
Activity	First Semester						Second Semester					
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
1. Awareness Raising with ADB (Half Day)			ADB HQ "Go Signal"	ADB-contextualized learning session module		Philippines		Indonesia, Laos	Cambodia			
2. FGD/Research Publication			Publish 1 report by each country									
3. Civil Society Program	Session Proposal				Actual Event							
4. IDAHOT Event					Representative to attend/join panel discussion							
5. Pilot Project Implementation		9 month implementation: extended from 6 with no additional funds										
6. Country Visit							4 country visits					
7. Terminal Partner Meeting											M&E and moving forward	
8. ADB Board Advocacy		Mapping	Engagement									
9. Media Engagement: reflection articles highlighting project activities					IDAHOT	Pride						Human Rights Day

Figure 6: The 2020 Workplan

## Financial Reporting Guidelines

The budget proposal template, a summary of expenses, was introduced and discussed with the participants. These formats and templates aim to be initial guides for the country partners in terms of policies and guidelines in budgeting reporting.

Details discussed included filling out the notes section to explain details about each expense. Supporting documents are to be attached when preparing finance reports.

Six initial budget items for pilot project expense include:

1. Salary/honorarium: should be supported by Level of Engagement, organizational salary scale.
2. Actual implementation expenses of pilot project activities
3. Professional services—allowed with restriction
4. Publications
5. Communications
6. Materials and supplies

### III. Pilot Project Concepts Presentations

#### [Brief Descriptions](#)

Participants discussed among their country organizations to identify pilot project objectives, concepts or description, involved organizations, major activities and resource requirements. The presentations of pilot projects are summarized below. Specific details of the pilot project concepts are in the attached table.

#### [Project Descriptions](#)



## Micro Rainbow International Cambodia

#### Objectives:

1. To produce a short video showing the results from the FGDs regarding how LGBTIQ financial inclusion will benefit to private sectors and enhance productivity of their employees
2. To raise awareness through live radio talk show using the results of FGDs on how LGBTIQ financial inclusion will be beneficial to private sectors and enhance productivity of their employees
3. To manage all of the pilot project activities to implement well on time
4. To formalize documentation of the pilot project

#### Major activities:

1. Develop a concept note for a short video production and live radio talk show
2. Produce the above-mentioned short video
3. Go live on a radio talk show
4. Hold an internal discussion within the organization about the work plan for activities, assign the roles and responsibilities and submit the plan to APCOM
5. Develop a format for project documentation

#### SUGGESTIONS FROM APCOM AND OTHER COUNTRY PARTNERS:

The processes of advocacy and knowledge product creation can bring out partnership and engagement. There should be one activity like milestone celebration with the private sector so that the video can be shared with them and issues can be discussed. The speakers should also represent the banks and/or private sector. Entry points to engage with international private sector is significant to identify. In the video production, the private sector, as well as the supportive ministries should get involved.



**babaylanes, inc.**

## **Babaylanes** **The Philippines**

### Objectives:

1. To develop a replicable SOGIESC Sensitivity Workshop Module for the private sector
2. To build sustainable engagement with the private sector
3. To influence business culture and policy changes in private institutions

### Major activities:

1. Develop a module for the workshop
2. Organize a pilot workshop
3. Organize a training of trainers

### SUGGESTIONS FROM APCOM AND OTHER COUNTRY PARTNERS:

Specific content on how to bridge policy with sensitivity should be added and strengthened to the existing modules that were already designed to be policy-driven and focus on sensitivity. A fee should be charged when providing expertise and consultancy at the workshop.



**Positive Health**  
ASSOCIATION

## **LaoPHA** **Laos**

### Objectives:

1. To engage the LGBTIQ inclusion agenda with the private sector
2. To make positive environment for LGBTIQ in working places

### Major activities:

1. Conduct meeting with the ADB, WB and European and Australian chamber of commercial for LGBT inclusion
2. Conduct meeting with the private sectors for LGBT inclusion
3. Conduct awareness Raising event through IDAHOT event to disseminate the results of FGD report

### SUGGESTIONS FROM APCOM AND OTHER COUNTRY PARTNERS:

Target organizations are in a wide range, LaoPHA would have to manage to focus on the very particular. Entry points can be enhanced through existing network and connection with the private sector. It is suggested that LaoPHA look to develop and produce learning materials on engagement with the private sector. With a close relationship with the chamber, the embassies could help signpost them. The good way to initiate engagement and relationship building is to bring all stakeholders to meet and discuss collaboration in a safe space. Safe space should also be considered when implementing all steps of the project.



**SuaraKita**

**Suara Kita  
Indonesia**

**Objectives:**

1. To improve LGBTIQ inclusivity in finance institutions and the private sector

**Major activities:**

1. Assessment: the activity aims to measure the recent situation of LGBTIQ community, mapping the private sectors and ADB
2. Meetings with private sectors and the ADB: the activity aims to introduce Suara Kita and disseminate research to the private sectors in terms of inclusivity and diversity
3. Capacity Building: the activity aims to improve LGBTQI people capacity for engaging with the private sector

**SUGGESTIONS FROM APCOM AND OTHER COUNTRY PARTNERS:**

There should be a separate activity with ADB. The mapping of private sector will undoubtedly be useful for the project. Suara Kita should also think about how to make the connection between capacity building and meeting with the private sector and ADB. The institutions should be involved in the training. The process would enable the learning of how to better approach other companies.





## IV. Evaluation of Partners Meeting

### [Reflection on the Partner Inc Meeting](#)

Towards the end of the meeting, the participants expressed their gratitude to be part of the 3-day meeting, which was perceived as informative, useful and joyful with active discussion sessions. They had gained better understandings in how to implement and manage their planned project activities from the beginning to evaluation. The sessions covered all of the essential knowledge and aspects they sought to be equipped with in order to operate more productively in practice. Below is the synthesis of written feedbacks from the evaluation sheets.

### [Synthesis from the Evaluation Sheets](#)

Overall, the whole meeting and activities were well-structured, enjoyable, fun, meaningful and useful to implement the projects, making it easier to move forward collectively. The facilitator was likeable and effective. A concern raised by a participant was that the hotel reception was impolite and used wrong/offensive pronouns with no respect to gender diversity.

Objectives	Rating					Comments/Suggestions
	1	2	3	4	5	
Development of a Finance Inc Theory of Change			1	2	4	<ul style="list-style-type: none"> <li>Gained more understanding on the ToC</li> <li>Should be more practices and examples</li> <li>Clear direction of what the project can do</li> </ul>
Updates on project implementation			1	2	4	Good to keep up to date on the project
Evaluation/reflection/feedback on the project implementation			1	3	3	Learnt about other countries' contexts
Learn more about the private sector				3	4	<ul style="list-style-type: none"> <li>Very informative</li> <li>Good speakers</li> <li>Should have more opportunities to discuss about other institutions apart from the ADB</li> <li>Will map the private sector on country level</li> </ul>
Plan for 2020				5	2	Clear, specific and optimistic implementation
Discuss pilot projects			1	2	4	More equipped to develop the pilot projects
The activity design was effective in meeting the meeting objectives				5	2	-
Facilitation				4	3	Nice, friendly and very good
Content				4	3	Should be more country-specific
Flight arrangement					7	Nice, efficient
Logistic notes					7	Nice
Food			1	2	4	Delicious Thai food
Accommodation			1	2	4	Very good services

## V. List of Figures

Figure 1	8 Steps in Theory of Change
Figure 2	Stakeholder Analysis Matrix
Figure 3	Raw Outputs of Change Pathway
Figure 4	Change Pathway
Figure 5	General Theme of FGD Results
Figure 6	Finance Inc. 2020 Workplan



**Note:**

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Equity. Dignity. Social Justice.



*We are united in advocating for issues around HIV and those that advance the rights, health and well being of people of diverse sexual orientation, gender identity, gender expression and sex characteristics.*

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