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2nd ADB Learning Week

Learning Sessions on Inclusive Development for Sexual & Gender Minorities

21 to 23 October 2024 ADB Tower, Ortigas Center, Pasig City, Philippines

Report:

2nd ADB Learning Week

Learning Sessions on Inclusive Development for Sexual & Gender Minorities

Acknowledgement:

We, at APCOM, extend our heartfelt gratitude to the **Asian Development Bank (ADB)** for hosting the 2nd ADB Learning Week and for their leadership in advancing SOGIESC inclusion within development. We especially thank **Mr. Bruce Gosper, Mr. Bruce Dunn, Mr. Nidup Tshering, Mr. Francesco Tornieri, Mr. Syed Jehangeer Ali, Ms. Alanna Jayne Inserra, Ms. Sofia Ahakil, Ms. Lousie McSorley, Mr. Takato Morita, Ms. Madhumita Gupta, Ms. Malika Shagazatova, Mr. Gohar Tadevosyan, Patricia Matute, Lydia Domingo, Brenda Batistiana, Aditi Khodke, Jelson Garcia, Editha Aguilar, Athena Beatrix Lacdan, Jennifer J. De Belen, and Odette B. Lana, Mr. Nianshan Zhang, ADB LGBT+ and Friends** whose commitment and guidance shaped meaningful discussions, as well as Global Affairs Canada (GAC) for supporting the participation of partner organizations and capacity-building efforts.

We extend our heartfelt thanks to all moderators, panelists, and facilitators — including representatives from

- ASEAN SOGIE Caucus, Philippines
- Blue Diamond Society (BDS), Nepal
- Don't Stop Dream Team (DSDT), Laos
- Health and Opportunity Network (HON), Thailand
- ILGA Asia, Bangkok
- Japan Alliance for LGBT Legislation (J-ALL), Japan
- Perkumpulan Suara Kita, Indonesia
- Queer Voices of Bhutan, Bhutan
- Tonga Leitis Association, Tonga
- Babaylanes, Inc., Philippines
- Bandhu Social Welfare Society, Bangladesh
- Fundasaun CODIVA, Timor Leste
- Hetura Network Papua New Guinea Association, PNG
- Intersex Asia, Taiwan
- Micro Rainbow Cambodia (MRC) Cambodia
- PinkMonkey Organization Thailand
- Takienglao Association, Laos

and many others — who shared their expertise and lived experiences.
Your contributions enriched every session and reminded us of the transformative power of community knowledge.

We are equally grateful to our regional partners — **ASEAN SOGIE Caucus (ASC), Intersex Asia (IA), ILGA Asia, ILGA Oceania, and the Pacific Sexual and Gender Diversity Network (PSGDN)** — and to all moderators, panelists, and civil society representatives who brought their expertise and lived experiences to this event.

This report reflects a collective achievement, and we look forward to continuing our shared journey toward inclusive and equitable development for people of diverse SOGIESC across Asia and the Pacific.

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LBT

QI RIGHTS IN ASIA
PPORTING
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EXECUTIVE SUMMARY

APCOM attended a three-day event, which included a two-day learning session hosted by the Asian Development Bank (ADB) and an additional one-day session focused on capacity building for Global Affairs Canada partner organizations. The ADB Learning Week is an initiative led by APCOM in collaboration with other regional LGBTQI organizations and hosted by ADB. This initiative was supported by donors such as ADB and partners including the ASEAN SOGIE Caucus, Intersex Asia, ILGA Asia, ILGA Oceania, and the Pacific Sexual and Gender Diversity Network (PSGDN). The event aimed to strengthen the integration of Sexual Orientation, Gender Identity, Gender Expression, and Sex Characteristics (SOGIESC) considerations into ADB's operations. It brought together ADB staff, civil society organizations (CSOs), and regional experts to discuss the incorporation of SOGIESC concepts into development projects, enhance inclusion in multilateral development bank (MDB) operations, manage related risks and sensitivities, and foster collaboration between ADB and CSOs.

During the initial sessions, participants emphasized the significance of understanding and addressing the challenges faced by people with diverse identities, such as discrimination, violence, and restricted service access. Discussions focused on embedding SOGIESC perspectives in project planning, risk management, and stakeholder consultations to promote equitable access, reduce stigma, and foster empowerment. Key focus areas for ADB's efforts to advance SOGIESC inclusion included improving data collection, collaborating with CSOs, and building institutional capacity.

On the third day, a dedicated session with CSOs was held to review the ADB roadmap, provide updates on the Environmental and Social Framework (ESF), and engage in a capstone activity where CSOs explored their role and alignment within ADB's roadmap. This provided an opportunity for reflection, knowledge sharing, and a stronger understanding of how CSOs can continue to play a vital role in supporting ADB's inclusive development objectives.

The event underscored that collaboration with CSOs is critical for promoting inclusive development, as they offer advocacy, expertise, and practical support for implementing SOGIESC-inclusive practices. Through this initiative, ADB aims to bridge the gap between its operations and the LGBTQIA+ community, fostering a lasting partnership that informs and shapes ADB's inclusive and consultative strategies, particularly with vulnerable groups that ADB is committed to uplifting.

Introduction

The 2 nd ADB Learning Week has the following rationale and objectives:

Rationale

The primary objective of this learning event is to create a collaborative platform where the Asian Development Bank (ADB) and representatives from regional advocacy- and identity-based civil society organizations (CSOs) engaged in promoting the inclusion of SOGIESC (Sexual Orientation, Gender Identity and Gender Expression, and Sex Characteristics) can exchange knowledge, expertise, and best practices to enhance inclusivity in ADB's operations. This collaboration offers mutual benefits: ADB gains valuable insights and practical guidance on integrating SOGIESC considerations into its operations and social safeguards, ensuring that development initiatives are equitable and responsive to the needs of sexual and gender minorities. Simultaneously, CSOs strengthen their advocacy efforts and expand their impact by influencing ADB's policies and practices, fostering greater awareness and inclusion within the organization. This collaboration aligns well with the intent of the draft Road Map for Inclusive Development of Sexual and Gender Minorities in ADB Operations, 2025-2030, aiming to establish a SOGIESC Inclusion Reference Group.

Specific Objectives:

1. Building ADB's Capacity and Awareness on SOGIESC Inclusion: Interactive sessions and cross-fertilization of ideas will equip ADB staff with the knowledge and skills needed for greater impact of SOGIESC inclusion-related operations.
2. Enhancing the Quality of ADB Poverty and Social Analysis, with Respect to SOGIESC: Integrating SOGIESC considerations into all aspects of ADB operations is essential. The session on Poverty and Social Analysis (PSA) will bring together ADB staff responsible for PSA and CSOs to ensure that the voices and concerns of sexual and gender minorities are incorporated into project planning and implementation.
3. Contributing to the Development of a Good Practice/Guidance Note on ADB's Environmental and Social Framework (ESF):Garnering inputs from advocacy- and identity-based CSOs directly involved in addressing and responding to the specific needs and rights of sexual and gender minorities within ADB-funded projects ensures equitable sharing of development benefits and opportunities while minimizing adverse impacts on vulnerable groups.
4. Developing Training and Capacity Development Tools: Engaging CSOs will strengthen ADB's ability to design training and capacity development initiatives responsive to the needs of SOGIESC individuals, policy, legal, and sociocultural contexts in Asia and the Pacific DMCs, enhancing inclusivity in ADB's operations.

DAY 1

Preliminaries

Nidup Tshering, ADB Senior Safeguards Specialist, Head of Office of Safeguards, and Senior Social Development Specialist (Vulnerable Groups), welcomed participants and acknowledged the ongoing learning process regarding SOGIESC. He emphasized the importance of integrating SOGIESC perspectives into ADB operations to ensure inclusive development.

The learning week aimed to advance SOGIESC inclusion in ADB's projects, policies, and strategies by better integrating diverse perspectives and managing SOGIESC-related risks and sensitivities. The event brought together various CSOs and advocacy groups from across the region. This highlights the event's goal of creating spaces for meaningful collaborations between ADB and LGBTQIA+ CSOs.

Tshering expressed gratitude to key partners like APCOM and Global Affairs Canada, as well as ADB staff, for their contributions to inclusive development. He looked forward to the insights and collaborations that would emerge during the two-day event.

Opening Remarks

In a recorded video message, ADB Vice President for Administration and Corporate Management, **Bruce Gosper**, underscored the bank's dedication to inclusive development and prioritizing the needs of sexual and gender minorities. He stressed that genuine progress can only be realized when everyone, irrespective of identity or status, is fully integrated into and benefits from societal advancement. Bruce stated that ADB is finalizing its "Roadmap for Inclusive Development of Sexual and Gender Minorities in ADB Operations 2025-2030" in line with its broader goals of poverty reduction, inequality alleviation, and promotion of gender equality. This roadmap aims to embrace and empower individuals with diverse SOGIESC. To achieve this, ADB intends to collaborate with CSOs to incorporate SOGIESC considerations into its operations, thereby ensuring equitable development initiatives. His speech outlined key objectives, including building awareness, refining social analysis, developing guidance notes, and creating training tools. Gosper encouraged active participation in the dialogue to foster a more inclusive environment for development.

"At the Asian Development Bank, we believe that true development can only be achieved when every individual, regardless of age, ethnicity, social, health, disability status, sexual orientation, gender identity and expression, or sex characteristics, is able to participate fully in society and benefit from the progress we strive to create. This belief is not merely a statement of values, it is the guiding principle that shapes our policies, informs our practices, and drives our actions."

– Bruce Gosper, ADB

Key Stakeholders' Statements

Midnight, APCOM Executive Director, expressed gratitude for the progress in LGBTQIA+ rights, particularly Thailand's upcoming marriage equality law and the decriminalization of homosexuality in Singapore and other countries. However, he noted that 15 countries in the region still criminalize same-sex relationships, and only three recognize LGBTQIA+ partnerships.

He emphasized the importance of active community mobilization and praised the partnership with the ADB, highlighting its commitment to LGBTQIA+ inclusion through initiatives like learning weeks. He thanked the APCOM team and ADB for creating a welcoming environment.

Midnight called for continued engagement with ADB, stressing the need to integrate LGBTQIA+ concerns into policy and operations. He highlighted the importance of meaningful partnerships that value LGBTQIA+ voices and contributions. He acknowledged the challenges faced by LGBTQIA+ communities, particularly during the COVID-19 pandemic, and urged continued support for LGBTQIA+ rights and inclusion in development efforts.

"We know that equality doesn't come easily. We know that issues on LGBTQI will not be part of the conversation of the policy makers without the community mobilization itself. So APCOM, together with our regional partners, with ASEAN SOGIE Caucus, ILGA Asia, ILGA Oceania, Intersex Asia and the PSGDN, we're really proud to be able to then have this second learning week with the Asian Development Bank, because as an institution, you're so important in terms of making positive lives for our communities throughout the region."

– Midnight, APCOM Foundation

Keynote Address

UN Independent Expert on SOGI, **Graeme Reid**, highlighted the importance of ADB's learning sessions as a platform for civil society and advocacy groups to engage with the bank and shape inclusive development policies. He traced the history of LGBTQIA+ rights in international aid, noting both progress and backlash. Reid emphasized the need for ADB to adhere to the "leave no one behind" principle of the sustainable development goals (SDGs), ensuring that its work addresses the needs of marginalized groups through social safeguards and inclusive approaches to poverty reduction. He called for the meaningful participation of stakeholders and a transformative justice approach to embed SOGIESC-inclusive dimensions in ADB strategies.

"Groups defined as vulnerable or marginalized can find it hard to participate in social, economic, and political life due to structural disadvantage based on a range of factors that can include SOGI. These groups can be placed in situations of disadvantage by social norms or even legal impediments. I think it is important to recognize that marginalization and vulnerability takes many forms."

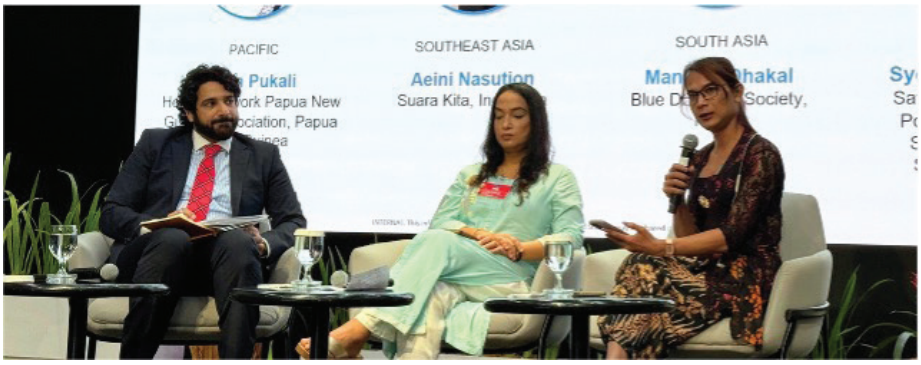
– Graeme Reid, UN

DAY 1

Learning Sessions

FOUNDATIONAL SESSION

Beyond the Binary: Demystifying SOGIESC for Inclusive Development



Moderator: Syed Jehangeer Ali, Safeguards Specialist, Policy and Technical Services, Office of Safeguards, ADB

Panelists:

- **John Pukali,** Hetura Network Papua New Guinea Association, Papua New Guinea
- **Aeini Nasution,** Suara Kita, Indonesia
- **Manisha Dhakal,** Blue Diamond Society, Nepal

The panel discussion sought to **clarify common misconceptions about SOGIESC.** Expert panelists from the Pacific, Southeast Asia, and South Asia shared experiences and insights on these complex topics, emphasizing distinctions between **sexual orientation (attraction) and gender identity (self-identification),** the spectrum of gender expressions, and diverse sex characteristics.

They discussed challenges in understanding SOGIESC concepts, particularly in regions with traditional gender norms, compounded by language barriers and cultural differences. **Strategies for advocacy included storytelling, collaborating with respected leaders, and building support systems for LGBTQIA+ communities, alongside efforts to amend laws, introduce SOGIESC education, and create inclusive healthcare policies.**

The discussion also covered **issues faced by LGBTQIA+ individuals, such as discrimination, violence, and limited services,** while highlighting opportunities for positive change through advocacy, education, and community mobilization. The panel stressed that understanding and respecting SOGIESC diversity is key to a more just and inclusive society.

THEMATIC SESSION 1

Integrating Diverse SOGIESC Perspectives into Development Projects for Equitable Outcomes

Moderator: Alanna Jayne Inserra, Senior Social Development Specialist, Fragility and Engagement, Climate Change and Sustainable Development Department, ADB

Panelists:

- **Jeff Cagandahan**, Intersex Asia, Philippines
- **Thissadee Sawangying**, Health and Opportunity Network (HON), Thailand
- **Sofia Shakil,** Director, Human and Social Development, Sectors Group, ADB
- **Louise McSorley,** Social Development Specialist, Human and Social Development, ADB

The session emphasized the **need for development projects to reflect the realities of marginalized communities with diverse SOGIESC.** Key points included the importance of social analysis to identify who benefits or is left behind by investments, focusing on groups lacking access to essential services and those impacted by climate change, with a goal to enhance empowerment and integration.

Integration of SOGIESC in planning, risk management, and stakeholder engagement was highlighted, alongside building institutional capacity to address social and cultural barriers. Challenges like **data scarcity, legal resistance, healthcare barriers, and exclusion from programs** were discussed, with some success stories shared on creating safe spaces for LGBTQIA+ health and rights.

Major barriers include stigma, legal resistance, and a lack of intersectional approaches. Overcoming these challenges involves building capacity, partnering with local organizations, conducting needs assessments, and monitoring outcomes.
The session concluded by stressing the importance of **integrating SOGIESC perspectives into development projects** to promote inclusivity and empowerment.

THEMATIC SESSION 2

Advancing Equality: Accelerating SOGIESC Inclusion in MDB Operations through Principles, Policy, and Strategy

Moderator: Midnight, Executive Director, APCOM Foundation

Panelists:

- **Francesco Tornieri,** Principal Social Development Specialist (Social Inclusion), Human and Social Development, Sectors Group, ADB
- **Takako Morita,** Principal Safeguards Specialist, Policy and Technical Services, Office of Safeguards, ADB
- **Manase Vaoahi,** Advisory Committee Member, Tonga Leitis Association Inc., Tonga
- **Shale Ahmed,** Executive Director, Bandhu Social Welfare Society

The session focused on **advancing the inclusion of SOGIESC in ADB operations,** featuring panelists from ADB, Tonga, and Bandhu Social Welfare Society. Discussions emphasized ADB's 2025-2030 roadmap, which focuses on data collection, collaboration with CSOs, equitable service access, and mandatory social assessments for non-discriminatory, intersectional approaches in projects. Effective community engagement and contextual analysis were highlighted as key.

Challenges in the Pacific were noted, where l**egal barriers impede SOGIESC inclusion and data collection,** necessitating CSO and government collaboration to improve knowledge and skills. The importance of **community involvement in policy reform**, particularly around transgender protections, and feedback mechanisms was emphasized to ensure initiatives address community needs effectively.

The Q&A explored balancing ADB's support for minority groups with realistic, country- specific actions. Social impact assessments, ADB staff capacity-building, and policy reform for SOGIESC inclusion were identified as critical. Panelists stressed the need for CSO engagement in advocacy, policy dialogue, and successful roadmap implementation, with a closing commitment to **law reforms, evidence-based programming through quality data, and shared responsibilities** between ADB and CSOs.

THEMATIC SESSION 3

Safeguarding Inclusivity: Managing SOGI Risks and Sensitivities in ADB Operations

Moderator: Nidup Tshering, ADB Senior Safeguards Specialist, Head of Office of Safeguards, and Senior Social Development Specialist (Vulnerable Groups)

Panelists:

- **Madhumita Gupta,** Principal Safeguards Specialist (Social), Policy and Technical Services, Office of the Safeguards, ADB
- **Malika Shagazatova,** Senior Social Development Specialist (Gender) Gender Equality Division, Climate Change and Sustainable Development Department, ADB
- **Naomi Fontanos,** APCOM
- **Donna Nunez,** ASEAN SOGIE Caucus, Regional

The panel discussed **managing SOGIESC risks within ADB's ESF.** Participants highlighted the need for ADB-funded projects to promote equitable benefits without disproportionately affecting vulnerable LGBTQIA+ groups. CSOs emphasized their role in advocating for SOGIESC rights and supporting inclusive practices.

The discussion focused on integrating SOGIESC considerations into ADB's ESF, including identifying risks, developing mitigation measures, and promoting non-discrimination. **Stakeholder engagement and capacity-building** were emphasized, along with the importance of mapping services for survivors of SOGIESC-based violence and applying a survivor-centered approach.

The panel addressed the **absence of specific SOGIESC safeguards in ADB's ESF** and the potential of **leveraging the GAD policy**. The need for collaborative engagement between ADB and regional CSOs, particularly in areas with limited human rights protections, was highlighted, along with the importance of inclusive resettlement policies, data on climate disaster impacts on LGBTQIA+ communities, and meaningful participation in crisis response mechanisms. The panel concluded with a call for stronger partnerships and institutional support for inclusive development.

RECEPTION HOSTED BY THE ADB LGBT+ AND FRIENDS

At the end of Day 1, ADB hosted a reception at its office where LGBTQIA+ advocates from across the region gathered. Guests enjoyed a selection of drinks and food while engaging in meaningful conversations. The event offered a valuable chance for advocates to connect with each other, network with regional partners, and interact with several ADB representatives, fostering stronger networks for future collaboration.

DAY 2

Learning Sessions

THEMATIC SESSION 4

Integrating SOGESC in Development Projects

Moderator: Ushio Tashibu, Principal Financing Partnership Specialist, Partner Funds, Climate Change and Sustainable Development Department, ADB

Presenters:

- **Francesco Tornieri,** Principal Social Development Specialist (Social Inclusion), Human and Social Development, Sectors Group, ADB.
- **Changa Dorji,** Gender Equality and Social Inclusion Expert, Bhutan Resident Mission, ADB Panel Discussion:
- **Manisha Dhakal,** Blue Diamond Society, Nepal
- **Shale Ahmed,** Executive Director, Bandhu Social Welfare Society, Bangladesh
- **Tashi Tsheten,** Executive Director, Queer Voices of Bhutan, Bhutan

The panel discussion focused on **advancing LGBTQIA+ inclusion through projects supported by the ADB in Bangladesh, Bhutan, and Nepal.** In Bangladesh, initiatives included capacity building for transgender people and the establishment of One-Stop Service Centers, while Bhutan focused on healthcare access for LGBTQIA+ individuals, persons with disabilities, and older adults. Nepal emphasized capacity building, data collection for evidence-based decision-making, and improving economic opportunities for LGBTQIA+ communities. ADB's selected grants and pilot projects aimed to promote access to essential services, with community involvement deemed essential to ensure meaningful impact and sustainability.

Case studies highlighted the **challenges and successes in integrating LGBTQIA+ considerations into ADB projects.** For example, a Bhutan initiative supported by the Japanese government demonstrated the importance of early engagement with CSOs to ensure effective project implementation. Despite facing challenges such as legal barriers and varying paces of progress, the initiative successfully created platforms for marginalized groups and promoted collaboration between CSOs, ADB, and governments. Economic empowerment, health inclusivity, and access to comprehensive sexual and reproductive health were also key focuses, with efforts to address stigma and discrimination faced by LGBTQIA+ individuals.

The discussion underscored the crucial role of CSOs in project design, community outreach, and needs assessment. Panelists emphasized the importance of community-led monitoring, social contracting, and safeguarding measures to ensure the effectiveness of ADB projects. Challenges such as consultation fatigue, aligning policy language with action, and navigating government priorities were noted. Overall, the session highlighted efforts to improve services for LGBTQIA+ individuals in the region and shared strategies for effective advocacy, policy reform, and collaboration.

WORLD CAFE

Building on the panel discussions, the World Café workshop created a space for meaningful exchanges between CSOs focused on SOGIESC, and Asian Development Bank staff. The workshop tackled three main topics: social analysis, rolling out the road map, and implementing the ESF. Participants rotated between different topic tables, sharing ideas and coming up with practical insights and collaborative strategies to strengthen partnerships and make a real impact.

CAFE 1
How can we integrate diverse SOGIESC perspectives into development projects?

Co-Hosts:

- **Gohar Tadevosyan,** Senior Social Development Specialist
- **Louise A. McSorley,** Social Development Specialist, Human and Social Development, Sectors Group, ADB
- **Natalino Guterres,** Fundasaun CODIVA, Timor Leste

Rapporteur: Soth Peosamnang (Lucky), Micro Rainbow Cambodia, Cambodia
Notetaker: Patricia Matute, Office of Safeguards, ADB

Integrating diverse SOGIESC perspectives into ADB's development projects requires a tailored, inclusive approach that respects cultural, historical, and social differences within LGBTQIA+ communities. Key strategies include:

Contextualization
Adapt projects to the unique needs and cultural contexts of different SOGIESC identities. Different cultures require different approaches in addressing inequality. Projects and perspectives that worked for one country may not work for another.

Training and Capacity Building
Invest in training for staff and stakeholders to foster SOGIESC awareness, cross-sector collaboration, and inclusive practices.

Language and Communication
Ensure project terms are culturally sensitive and accessible. Bridging the gap between the technical language of ADB and the human rights-based language of LGBTQIA+ CSOs.

Policy Advocacy
Work with governments to promote inclusive policies and eliminate restrictive laws that limit LGBTQIA+ rights. Engaging CSOs ensures representation and creates impactful policy changes.

Meaningful Engagement
Involve LGBTQIA+ communities throughout project design and implementation. Advisory committees and inclusive dialogues help align project goals with community needs.

These strategies create inclusive, responsive development initiatives that uplift LGBTQIA+ communities across different regions.

CAFE 2
How can we collaboratively accelerate SOGIESC inclusion in MDB operations through principles, policy, and strategy?

Co-Hosts:

- **Francesco Tornieri,** Principal Social Development Specialist (Social Inclusion), Human and Social Development Office, Sectors Group, ADB
- **Phailinh "Dada" Keutla,** Takienglao, Laos
- **Henry Koh,** ILGA Asia

Rapporteur: Lydia Domingo, Senior Social Development Officer (Social Protection), Human and Social Development Office, Sectors Group, ADB
Notetaker: Brenda Batistiana, Consultants, Office of Safeguards, ADB

To accelerate SOGIESC inclusion in MDB operations, collaboration is key across principles, policies, and strategies. Key recommendations include:

Engagement and Dialogue

ADB should create spaces for CSOs to collaborate with governments, reviewing SOGIESC-related policies, and ensuring diverse participation in project design and implementation. Strengthening the partnerships between ADB, governments, and regional organizations will help address community-specific needs.

Policy and Human Rights Focus

Adopting respect for human rights as a foundational principle is essential. Policies must target the removal of barriers to healthcare, education, and employment for people with diverse SOGIESC. Policymakers should be trained on SOGIESC inclusion, while small grants for advocacy, law reform, and awareness campaigns can further this goal.

Implementation and Monitoring

ADB must ensure project outcomes benefit people with diverse SOGIESC through inclusive stakeholder consultations and quality monitoring systems that involve local advocacy groups. Gender and development policies should be revised to reflect SOGIESC inclusivity, with ADB country offices taking active roles in related committees and initiatives.

Collaboration among CSOs, networking, and regional input will strengthen advocacy and engagement in developing inclusive country partnership strategies.

CAFE 3
How can CSOs help in better management of SOGIESC risks and sensitivities in ADB operations?

Co-Hosts:

- **Nidup Tshering,** Senior Safeguards Specialist, Office of the Safeguards, ADB
- **Aditi Khodke,** Safeguards Specialist, Office of the Safeguards, ADB
- **Akira Nishiyama,** Japan Alliance for LGBT Legislation

Rapporteur: Jap Ignacio, Babaylanes, Philippines
Notetaker: Jelson Garcia, Consultants, Office of Safeguards, ADB

To better manage SOGIESC risks in ADB operations, CSOs can play several key roles, including the following:

- **Facilitating Participation.** Actively engage communities in project design, implementation, and monitoring.
- **Serving as Consultants.** Conduct social mapping to assess marginalized populations' issues and risks.
- **Advisory and Monitoring.** Participate in advisory boards, monitor projects, and ensure safeguards and accountability.
- **Coordinating and Advocating.** Strengthen CSO networks to influence ADB engagement and government negotiations.
- **Leverage existing policies.** Build on existing government gender and development policies while also enhancing the capacity of government partners.

The ADB can support these efforts by prioritizing the privacy and confidentiality of LGBTQIA+ individuals during consultations, creating a safe and trusting environment for participation. Establishing a SOGIESC Advisory Group would offer critical guidance on corporate and country-level policies, ensuring more inclusive frameworks. Providing clear, accessible information on country portfolios, projects, and grants is essential to enable effective community engagement. Additionally, sensitizing and mobilizing vulnerable SOGIESC groups, such as transmasculine and intersex people, will foster meaningful participation in development projects. To achieve this, it is vital to engage CSOs in the creation of country partnership strategies (CPS) and offer continuous opportunities for their involvement. Encouraging a broader understanding of diverse identities, particularly in healthcare and community engagement efforts, will further strengthen inclusivity.

ADB SYNTHESIS

Madhumita Gupta's synthesis highlighted key strategies for integrating SOGIESC sensitivities in ADB projects. First, contextualization is critical; understanding country-specific laws, terminologies, and community nuances helps tailor interventions. Effective representation of diverse SOGIESC communities, including advisory roles, advocacy, and evaluation, ensures comprehensive perspectives and safeguards in project assessments. Special attention is needed for vulnerability assessments to mitigate confidentiality and safety issues, particularly in countries lacking protective laws.

Collaboration and engagement between CSOs and ADB was emphasized. CSOs can facilitate community participation, serve as consultants, and perform monitoring roles to strengthen SOGIESC integration in projects. ADB's role includes sensitization efforts, contextual risk analysis, and supporting CSO-led capacity-building initiatives for government officials and corporate partners. Building institutional commitments through core groups addressing gender, human rights, and climate justice is also essential for systemic impact.

Finally, stakeholder engagement plans tailored to diverse SOGIESC needs should address confidentiality, anonymity, and risks of reprisals. By leveraging sector-specific opportunities, such as health, for targeted inclusion, and through ongoing training modules and collaboration, ADB and its partners can drive more inclusive and effective development outcomes.

DAY 2

Meet with ADB Board Members

APCOM along with other regional advocacy organizations (ASEAN SOGIE Caucus, ILGA Asia, and Intersex Asia) and representatives from civil society organizations (CSOs) from Asia and the pacific attended meetings with various members of the ADB Management.

Below are details of these meetings:

At 10:00 AM on 22 October, the SOGIESC advocacy groups met with **Supak Chaiyawan**, Executive Director for Brunei Darussalam, Malaysia, Nepal, Singapore, Thailand and Turkey, Board of Directors' Office.

The meeting was participated in by the following:

1. Akira Nishiyama, Japan Alliance for LGBT Legislation (J-ALL), Japan
2. Kate Silpi, PinkMonkey Organization, Thailand
3. Jeff Cagandahan, Intersex Asia, Philippines
4. Donna Nunez, ASEAN SOGIE Caucus, Philippines
5. Manisha Dhakal, Blue Diamond Society, Nepal
6. Shale Ahmed, Bandhu Social Welfare Society, Bangladesh
7. Tashi Tsheten, Queer Voices of Bhutan, Bhutan
8. Looknut Chaloeykul, Service Workers In Group (SWING), Thailand
9. Jap Ignacio, Babaylanes, Philippines
10. Michael Prawira Perbasya, Gaylam, Indonesia
11. Thissadee Sawangying, Health and Opportunity Network (HON), Thailand
12. Lucky Peosamnang, Micro Rainbow Cambodia, Cambodia
13. Henry Koh, ILGA Asia, Malaysia
14. Midnight Poonkasetwattana, APCOM, Thailand

At 4:30 PM on 22 October, the SOGIESC advocacy groups met with the following ADB Management from Europe and Canada:

Suite 3

- **Donald Bobiash** (in person), Executive Director for Canada / Denmark / Finland / Ireland / The Netherlands / Norway / Sweden
- **Maja Sverdrup** (in person), Alternate Executive Director for Canada / Denmark / Finland / Ireland / The Netherlands / Norway / Sweden
- **Renee Martin** (in person), Director Advisor for Ireland
- **Vidar Ovesen** (virtual), Director Advisor for Norway

Suite 9

- **Patrick Renz** (in person), Director Advisor for Belgium / France / Italy / Israel / Portugal / Spain / Switzerland

Suite 11

- **Shantanu Mitra** (in person), Alternate Executive Director for Austria / Germany / Luxembourg / United Kingdom

The meeting was participated in by the following:

1. Henry Koh, ILGA Asia, Malaysia
2. Jeff Cagandahan, Intersex Asia, Philippines
3. Manase Vaoahi, Tonga Leitis Association, Tonga
4. Akira Nishiyama, Japan Alliance for LGBT Legislation (J-ALL), Japan
5. Manisha Dhakal, Blue Diamond Society, Nepal
6. Thissadee Sawangying, Health and Opportunity Network (HON), Thailand
7. Gaby Septiani, Srikandi Pakuan, Indonesia
8. Michael Prawira Perbasya, Gaylam, Indonesia
9. Norwen Balleta, Glamourosa Catarman, Philippines
10. Olam Rasaphonh, Community and Health and Inclusion Association (CHIAs), Laos
11. Sivat Prom, Beautiful Life Organization, Cambodia
12. Midnight Poonkasetwattana, APCOM, Thailand

DAY 2

CSO Reflections

Krittini Silpi of Pink Monkey Organization in Thailand gave her reflections which emphasized the integration of SOGIESC considerations into ADB's operations to ensure inclusive, equitable development across the region. The discussions highlighted collaboration between CSO, advocacy groups, and key partners like APCOM and Global Affairs Canada. Participants focused on building awareness, enhancing social analysis, and developing guidance and training tools as part of ADB's 2025-2030 roadmap. Addressing stigma, legal barriers, and cultural sensitivities through intersectional and community-driven approaches was viewed as essential for achieving ADB's broader goals to reduce poverty and promote gender equality.

Silpi reflected that despite advancements, issues such as limited legal protections, social stigma, and barriers to healthcare and other services persist. Strategies discussed included community mobilization, policy advocacy, and meaningful engagement to elevate LGBTQIA+ voices in development projects. She emphasized ADB's role in fostering inclusive growth by building capacity, ensuring stakeholder engagement, and using data-driven strategies to achieve impactful, transformative change.

DAY 2

Closing Remarks

In his closing remarks, **Nianshan Zhang,** Head of the Office of Safeguards of ADB, expressed heartfelt gratitude to the speakers, moderators, expert panelists, and ADB colleagues for their contributions over the two-day sessions on SOGIESC inclusion. He highlighted the importance of this ongoing learning process, commending the efforts of the policy and technical service teams in making the event possible. Zhang noted that the sessions achieved their goal of enhancing ADB's understanding of integrating SOGIESC considerations into its operations and fostering mutual learning with civil society partners.

Zhang emphasized the value of this knowledge exchange in strengthening the inclusivity of ADB projects to better serve sexual and gender minorities. He expressed optimism about future collaborations with CSOs, aiming to ensure that ADB's initiatives become more inclusive and equitable. He closed by thanking participants for their active engagement and commitment to this important work.

DAY 3

Review of the Roadmap

The first agenda item on the final day of the ADB Learning Week was a review of the "Road Map for Advancing the Inclusion of Sexual and Gender Minorities in ADB Operations, 2025-2030," led by Naomi Fontanos. This session offered participants a comprehensive overview of the roadmap; its key components and proposed actions aimed at advancing the inclusion of sexual and gender minorities in ADB's operations moving forward.

The roadmap, which is set to be approved by the ADB board in December 2024, was divided into five major sections: situational context, the basis for engaging in SOGIESC inclusion, purpose, principles, and core components. Naomi led the discussion by breaking down each section, contextualizing it within the global and regional landscape, and focusing on the importance of engaging with LGBTQIA+ communities in ADB operations.

KEY TOPICS

1 Situational Context

- The roadmap outlines the global and regional call to promote diversity and inclusion of individuals with diverse SOGIESC.
- Countries such as Fiji, Nepal, and Thailand are recognizing people with diverse SOGIESC, and 15 out of 17 countries studied have decriminalized consensual same-sex relations.
- The private sector and multilateral development banks, including the Inter-American Bank and the World Bank, have already integrated LGBTQIA+ inclusion into their operations, setting a precedent for ADB.
- Countries like Cambodia, Sri Lanka, and Myanmar still pose challenges due to legal discrimination, lack of anti-discrimination laws, and societal stigma against LGBTQIA+ communities.

2 Terminology and Definitions

- Endosex: Participants noted that this term was new to them. It was introduced to describe individuals who are not intersex and are typically categorized as male or female. Disadvantaged or Vulnerable Populations: Refers to individuals who may face adversity due to their sexual orientation, gender identity, ethnicity, age, or other socio-economic factors.
- The UN Free and Equal and ESF Policy was referenced as guiding documents for defining terms and concepts.

3 Core Components of the Roadmap

- Purpose and Principles: The roadmap emphasizes prioritizing the safety of LGBTQIA+ individuals, fostering dialogue with stakeholders, and ensuring a context-specific approach informed by local sociocultural values.
- Two-Phased Approach:
  - Phase 1: Strengthening ADB's frameworks and capacity for diverse SOGIESC inclusion through training, consultations, and internal working groups. ADB staff will be sensitized to LGBTQIA+ issues.
  - Phase 2: Operationalizing the guidance notes for SOGIESC-inclusive development, focusing on the facilitation of access to essential services such as education, health, and legal protections.
- Intersectionality: The roadmap emphasizes the need for customized interventions that consider the intersectionality of individuals' identities, particularly for those with multiple disadvantaged identities.

4 Global Advocacy and Engagement

- The session highlighted how development partners and governments are increasingly recognizing and integrating LGBTQIA+ rights.
- Examples were given of how ADB can engage with LGBTQIA+ advocacy through partnerships with organizations such as APCOM and other CSOs in the region.
- Naomi stressed the importance of fostering financial and human resource mobilization to support SOGIESC inclusion, including the need for effective public-private partnerships.

5 Terminology and Definitions

- Pervasive Social Stigma: LGBTQIA+ individuals face significant societal discrimination, which limits their access to services, education, employment, and healthcare.
- Legal Barriers: Many countries still lack legal recognition of LGBTQIA+ rights, including marriage equality and anti-discrimination laws, which contribute to exclusion and discrimination.
- Limited Data: The lack of accurate and disaggregated data on SOGIESC populations impedes effective policy-making and project implementation.

6 Core Components of the Roadmap

- ADB aims to strengthen its frameworks to support SOGIESC-inclusive development, building on lessons learned from other countries and multilateral organizations.
- Naomi emphasized the importance of working with development finance institutions and philanthropic organizations, such as DFAT, JICA, USAID, and others, to mobilize resources for SOGIESC initiatives.
- ADB's commitment to involving LGBTQIA+ people in the development process was underlined by discussing the need for sector-specific strategies that integrate diverse SOGIESC individuals.

REFLECTIONS AND FEEDBACK

Participants, led by Naomi, provided valuable insights into how CSOs can contribute to and be involved in the implementation of the roadmap. Naomi stressed that **it is crucial for CSOs to leverage their expertise** and collaborate with ADB, despite the challenges posed by the institution's preference for working with known partners.

Several participants expressed concern over ADB's limited engagement with smaller or less-known organizations, particularly in countries where LGBTQIA+ issues are not yet a priority. They suggested that **APCOM could play a role in advocating for greater transparency and inclusion** in ADB's partnerships, including efforts to engage with local LGBTQIA+ organizations directly.

A proposal was made for APCOM and other CSOs to create a common agenda for working with ADB, including **identifying focal points per country to foster better communication and collaboration.** This would allow LGBTQIA+ organizations to better align their efforts with ADB's priorities and increase their chances of securing financial and technical support.

NEXT STEPS

Review & Feedback on Roadmap

Naomi encouraged all stakeholders to provide feedback on the roadmap and ensure that SOGIESC inclusion is addressed in a way that reflects local sociocultural contexts.

Regional Stakeholder Engagement

Further discussions with regional groups and ADB staff are needed to understand the full scope of the roadmap's implementation and ensure that it is culturally sensitive å inclusive.

Strengthen Collaboration with ADB

Efforts to engage with ADB's country offices and development partners are ongoing. APCOM and other CSOs will continue to push for transparency and increased involvement in the implementation of SOGIESC-inclusive development strategies.

DAY 3

Meeting with ADB's Principal Safeguards Specialist

The meeting with **Madhumita Gupta,** Principal Safeguards Specialist at ADB's Office of Safeguards, focused on the ESF and its ongoing development, with key updates, progress, and next steps shared with the group.

The ESF, which began development in June 2020, aims to address the social and environmental aspects of ADB's projects, including the needs of marginalized groups such as those with diverse SOGIESC.

Madhumita highlighted the extensive process of consultation and research that had been undertaken, including benchmarking studies and 11 focus group discussions with CSOs working on SOGIESC issues. The results of these consultations were incorporated into the ESF's provisions, which were further refined in the first draft released on September 7, 2023. It was open for consultation until May 2024. The ADB held a seminar to present the revised policy.

Stakeholder Engagement and Architecture of the ESF

Madhumita outlined the architecture of the ESF, which consists of multiple layers of commitment and responsibility:

1. The first layer, the ADB Policy Vision Statement, consolidates ADB's **overall commitment to gender equality,** which is aspirational.
2. The second layer focuses on the **responsibilities of stakeholders,** including ADB and governments, which are mandatory.
3. The **implementation of the policy** is the third layer, detailing how ADB will address risks to disadvantaged and vulnerable groups. Madhumita explained that risks will be assessed and safeguard measures will be designed accordingly.

DAY 3

Question and Answer Session

Will ADB have training for staff on Environmental Social Framework?

Yes, Madhumita confirmed that ADB will provide mandatory, SOGIESC-inclusive training for all staff on the ESF. Nidup is currently preparing a guidance note to detail the implementation process, which will then be developed into a comprehensive training module.

The training will include e-learning modules, sensitization sessions for both ADB and government staff, and practical guidance on conducting consultations with CSOs. It will also focus on how to address safety and confidentiality concerns when dealing with SOGIESC issues in difficult contexts.

In response to a follow-up question about the ESF training curriculum, Madhumita clarified that while the ESF training would not directly relate to other programs, such as the UN's Pact for the Future, it would focus on the inclusion of all disadvantaged groups within the context of ADB's operations. This training would also consider each country's specific context, examining ratified laws and integrating them into ongoing projects.

Indigenous groups have a technical group [within ADB]; can people with diverse SOGIESC have that as well?

Madhumita responded that the ADB and LGBTQIA+ CSOs can jointly agree on what role people with diverse SOGIESC can have within the ESF.

Given that the work will be highly technical, there is a need to onboard SOGIESC experts, not just advocates. ADB will also have technical experts on their side to serve as counterparts.

Madhumita further clarified that for paid ADB consultants, there is an expectation to step outside their CSO roles. However, in their experience, they find that some individuals would rather maintain their advocate hats, as they prefer to keep their voices independent from ADB processes.

What is the current status of the module on the ESF rollout and the curriculum overview?

Madhumita invited CSOs to provide feedback once the training modules are ready, and suggested that skilled CSOs could serve as consultants or advisory groups to assist with the implementation of the framework.

Once the ESF is rolled out, how will the CSOs keep track of the projects and see if they are able to incorporate safeguard principles in their work?

Madhumita explained that ADB monitors projects through various means, such as semi-annual progress reports and assessments, and that these will be disclosed on ADB's website.

How can CSOs conduct separate, independent monitoring in their respective countries?

External monitoring is conducted by individuals hired by the government, and those with the appropriate skillset can apply for these roles.

Each project also includes a stakeholder plan, allowing individuals or groups with influence over the project to be identified as stakeholders who can participate in its monitoring.

If any issues are identified during monitoring, complaints can be filed through the ADB's Grievance Redress System (GRS).

What is the current status of the module on the ESF rollout and the curriculum overview?

Aditi explained that an e-learning module is being developed to provide foundational knowledge on the ESF.

Face-to-face training will also be conducted to cover specific, real-world applications.

After the meeting with Madhumita, the LGBTQIA+ CSO representatives shared their thoughts on the ESF and its potential impacts:

Olam raised concerns about the ESF's applicability to developing member countries, noting that the framework might encounter challenges in countries with resistant governments. In response, Naomi suggested that certain ADB country offices – such as the one in Laos – could actively involve LGBTQIA+ community members in related initiatives and play a key role in urging other country offices to follow suit.

Jap then brought up how the ADB had previously conducted research in each country to examine legal barriers for LGBTQIA+ communities in 17 countries, with Filipino advocate Benjie Zabala involved as a consultant for this research, which was completed two to three years ago. Naomi added that Zabala's involvement was facilitated by his connections within ADB.

This led to Donna emphasizing the importance of forming connections and networks, explaining that **ADB's demand-driven nature requires CSOs to actively engage with ADB's country offices and their respective government bodies to foster inclusion.** To facilitate this working relationship, Thisaddee suggested that ADB should maintain a list of experts on its policies, such as safeguarding and SOGIESC, that CSOs can contact for support or guidance when needed.

Midnight agreed, citing Bruce, ADB's Vice President of Administration and Corporate Management, who had played a key role in advocating for this 2nd ADB Learning Week to take place. He underscored the critical importance of having these internal allies within ADB, who are vital in helping drive the structural changes needed for the long-term.

However, Naomi noted that Madhumita appeared to have limited interest in forming an advisory group specifically for people with diverse SOGIESC.

To wrap up the session, **Midnight proposed a concluding action step for APCOM to review the ESF closely, gather feedback from the group, and consider submitting consolidated comments to ADB** to further influence the final policy.

DAY 3

CSO Roadmap: Engaging ADB

To generate concrete strategies for engaging with the ADB, participants were divided into three groups. Each group was tasked with developing a roadmap outlining their approach to working with the ADB. After an hour of discussion, the groups presented their proposed roadmaps.

GROUP 1

The first group's roadmap involves a comprehensive 9-point action plan aimed at strengthening the relationship between the ADB and LGBTQIA+ CSOs in Cambodia, Thailand, Indonesia, Laos, and the Philippines. The group prefaced their presentation by emphasizing the diverse contexts of the countries they represent and noted the significant disparities in government support and accessibility of funding for LGBTQIA+ CSOs, especially in more conservative, intolerant countries.

1. **Establish regular dialogue with the ADB** through annual meetings to foster a strong working relationship.
2. **Organize regular online meetings for LGBTQIA+ CSOs** to maintain contact, share updates, and collaborate on ADB engagement initiatives.
3. **Establish an online platform for LGBTQIA+ CSOs** to communicate and share relevant resources with one another.
4. **Advocate for the inclusion of LGBTQIA+ CSOs as participants or consultants in ADB-funded activities,** especially those related to SOGIESC.
5. **Enhance ADB staff capacity on SOGIESC, LGBTQIA+ issues,** and their implications on development.
6. **Map and identify LGBTQIA+ CSOs** with strong backgrounds in working with the government, with understanding and experience working through their internal processes, and with access to relevant data.
7. **Encourage ADB to incorporate LGBTQIA+ and SOGIESC-related content into its media platforms** (e.g. website, newsletter, social media).
8. **Cultivate strong relationships with government sectors** to ensure they are aware of the existence of CSOs they can reach out to for collaboration, consultation, or consultancy services, particularly in response to ADB initiatives.
9. **Identify and engage champions** (ideally high-ranking individuals) within relevant government offices to support CSO initiatives, influence high-level decision-making, and advocate for the LGBTQIA+ community within the ADB.

GROUP 2

The second group's roadmap aims to integrate SOGIESC-inclusive dimensions into ADB operations. Their approach is grounded in the following principles:

Advocate for the ADB to establish SOGIESC-specific safeguarding policies.

Develop comprehensive SOGIESC inclusion policies that uphold human rights.

Encourage full inclusion of LGBTQIA+ individuals in all aspects of ADB's work.

They outlined a two-phased approach: **Phase 1 focuses on building engagement** with ADB country offices, fellow CSOs, and their country governments, while **Phase 2 entails deeper consultation with decision-makers and other stakeholders** within ADB to integrate SOGIESC into their operations and develop a comprehensive SOGIESC inclusion policy.

Key components of the roadmap include conducting orientation workshops, localizing the SOGIESC inclusion policy to be developed, and involving CSOs in the planning, consultation, decision-making, and implementation of ADB's projects.

To ensure accountability and transparency, the group suggested that a monitoring committee should be established to oversee the mid-term and end-term evaluation and validation processes. Progress reports will be published on the ADB website, and a comprehensive communication system will be implemented to facilitate dialogue with CSOs and other stakeholders in the countries ADB engages with for its projects.

GROUP 3

Group 3's roadmap outlines a phased approach for engaging with the ADB through training, advocacy, policy feedback, and ongoing monitoring to strengthen LGBTQIA+ inclusion and accountability within ADB operations across SEA.

Pre-work	Phase 1	Phase 2
Capacitate LGBTQIA+ CSOs in ADB engagement. Provide training on how to effectively engage with ADB at both the national and regional levels.	Review and provide feedback on ADB's and government partners' tools and learning modules. Localize SOGIESC terminology to ensure cultural relevance and inclusivity across different countries.	Monitor ongoing and in-the- pipeline ADB projects to identify opportunities for CSO engagement and potential areas for advocacy.
Develop templates to guide LGBTQIA+ CSOs in their communication with ADB country offices, including asks, agendas, and talking points.	Present CSO-led reports. Advocate for the recognition and utilization of community-led reports as valid sources of information alongside government and ADB-produced data.	Equip CSOs with the knowledge and skills to understand ADB's MEL processes and hold ADB accountable for its projects. This will enable CSOs to identify and report potential violations of ADB's safeguard policies.
Establish SOGIESC-focused working groups at both the national and regional levels to facilitate collaboration and knowledge sharing among LGBTQIA+ CSOs.	Advocate for LGBTQIA+ CSO engagement. Lobby at regional and headquarters offices to pressure country offices to engage with CSOs and incorporate their expertise into projects and other decision- making processes.	Schedule regular meetings (semi-annually or annually) with ADB to level off with their implementation, address concerns, and advocate for LGBTQIA+ CSOs' involvement.
		Advocate for community-driven projects in Southeast Asia, particularly in the areas of health and disaster response – leveraging data to demonstrate the need for such initiatives.

DAY 3

Closing

The 2nd ADB Learning Week concluded with a series of heartfelt messages from leaders of the LGBTQIA+ regional networks.

Jeff Cagandahan from Intersex Asia expressed his gratitude to the ADB and to APCOM for providing them the opportunity to participate in the 2nd ADB Learning Week. He highlighted the value of the event in fostering meaningful discussions, sharing experiences, and advancing the advocacy for intersex rights and inclusion.

Jeff emphasized the importance of recognizing the specific needs and challenges faced by intersex individuals, who often experience marginalization even within the broader LGBTQIA+ community. He called for greater solidarity and inclusivity within the LGBTQIA+ movement, urging all stakeholders to meaningfully involve intersex communities in their initiatives and integrate intersex issues into their overarching frameworks.

By amplifying intersex voices and advocating for their rights, Jeff stressed the importance of ensuring that everyone within the LGBTQIA+ community is respected and valued.

Donna Nuñez of the ASEAN SOGIE Caucus also extended her thanks to the organizers of the learning week, particularly Midnight and the APCOM team, for creating a valuable platform for dialogue and collaboration with the ADB. She highlighted the significance of this opportunity, especially in engaging with high-level ADB officials like country directors.

She also acknowledged the intensive effort required to understand the ESF document but emphasized the importance of engaging with its creators and providing feedback. She viewed this as a crucial step in shaping the future of ADB's operations and ensuring the inclusion of LGBTQIA+ rights.

Donna concluded by expressing her pride in the collective work of the participants and her anticipation for future collaborations, particularly at the upcoming ILGA Asia event. She emphasized the importance of continued efforts to advance LGBTQIA+ rights in the region and beyond.

Henry Koh of ILGA Asia began their closing message by thanking APCOM for the opportunity to join the ADB Learning Week for the first time. They highlighted the importance of the event in enabling the LGBTQIA+ community to work toward the recognition and rights they truly deserve. Emphasizing regional solidarity, they underscored the value of unity with our "queerblings" across Asia to strengthen advocacy efforts.

As the concluding speaker among representatives from LGBTQIA+ regional networks, **Midnight** of APCOM delivered the closing remarks for the three-day ADB Learning Week.

He began by expressing sincere appreciation for regional partners who made the event a success and acknowledged the contributions of South Asian colleagues actively engaged in ADB's project-based work.

Building on this recognition, Midnight addressed the challenges posed by ADB's limited resources for SOGIESC inclusion. He proposed alternative strategies for collaboration, advocating for more substantial LGBTQIA+ CSO involvement in ADB's implementation of its proposed roadmap.

Additionally, he emphasized the importance of support from internal allies, such as Country Directors, and stressed the need for close engagement with ADB country offices to amplify impact and drive grassroots action.

Concluding with optimism, Midnight looked forward to continued collaboration and upcoming opportunities, including the ILGA Asia Conference 2025 in Nepal, where he expressed hope to reconnect with everyone next year.

Final Agenda

DAY 1: October 21, 2024

8:30 - 9:00	Registration	
9:00 - 9:30	Welcome and Introduction	**Nidup Tshering,** ADB Senior Safeguards Specialist, Head of Office of Safeguards, and Senior Social Development Specialist (Vulnerable Groups)
	Opening Remarks	**Bruce Grosper,** ADB Vice President for Administration and Corporate Management
	Key Stakeholder's Statement	**Midnight**, APCOM Executive Director
9:30 - 10:00	Keynote Address	**Graeme Reid,** UN Independent Expert on Sexual Orientation and Gender Identity
10:00 - 10:30	Photo Session and Tea Break	
10:30 - 12:00	Foundational Session	**Beyond the Binary: Demystifying SOGIESC for Inclusive Development** **Moderator: Syed Jehangeer Ali,** Safeguards Specialist, Policy and Technical Services, Office of Safeguards, ADB **Panelists:** • **John Pukali,** Hetura Network Papua New Guinea Association, Papua New Guinea • **Aeini Nasution,** Suara Kita, Indonesia • **Manisha Dhakal,** Blue Diamond Society, Nepal
12:00 - 13:00	Lunch	
13:00 - 14:15	Thematic Session 1	**Integrating Diverse SOGIESC Perspectives into Development Projects for Equitable Outcomes.** **Moderator: Alanna Jayne Inserra,** Senior Social Development Specialist, Fragility and Engagement, Climate Change and Sustainable Development Department, ADB **Panelists:** • **Jeff Cagandahan,** Intersex Asia, Philippines • **Thissadee Sawangying,** Health and Opportunity Network (HON), Thailand • **Sofia Shakil,** Director, Human and Social Development, Sectors Group, ADB • **Louise McSorley,** Social Development Specialist, Human and Social Development, ADB
14:15 - 14:45	Tea Break	

14:45 - 16:00	Thematic Session 2	**Advancing Equality: Accelerating SOGIESC Inclusion in MDB Operations through Principles, Policy, and Strategy** **Moderator: Midnight,** APCOM Executive Director **Panelists:** • **Francesco Tornieri,** Principal Social Development Specialist (Social Inclusion), Human and Social Development, Sectors Group, ADB • **Takako Morita,** Principal Safeguards Specialist, Policy and Technical Services, Office of Safeguards, ADB • **Manase Vaoahi,** Advisory Committee Member, Tonga Leitis Association Inc., Tonga • **Shale Ahmed,** Executive Director, Bandhu Social Welfare Society
16:00 - 17:15	Thematic Session 3	**Safeguarding Inclusivity: Managing SOGI Risks and Sensitivities in ADB Operations** **Moderator: Nidup Tshering,** ADB Senior Safeguards Specialist, Head of Office of Safeguards, and Senior Social Development Specialist (Vulnerable Groups) **Panelists:** • **Madhumita Gupta,** Principal Safeguards Specialist (Social), Policy and Technical Services, Office of the Safeguards, ADB • **Malika Shagazatova,** Senior Social Development Specialist (Gender) Gender Equality Division, Climate Change and Sustainable Development Department, ADB • **Naomi Fontanos,** APCOM • **Donna Nunez,** ASEAN SOGIE Caucus, Regional
18:00 - 20:00	Reception hosted by the ADB LGBT+ & Friends Group	

DAY 2: October 22, 2024

9:00 - 10:30	Thematic Session 4	**Integrating SOGIESC in Development Projects** **Moderator: Ushio Tashibu,** Principal Financing Partnership Specialist, Partner Funds, Climate Change and Sustainable Development Department, ADB **Presenters**: • **Francesco Tornieri,** Principal Social Development Specialist (Social Inclusion), Human and Social Development, Sectors Group, ADB. • **Changa Dorji,** Gender Equality and Social Inclusion Expert, Bhutan Resident Mission, ADB **Panel Discussion:** • **Manisha Dhakal,** Blue Diamond Society, Nepal • **Shale Ahmed,** Executive Director, Bandhu Social Welfare Society, Bangladesh • **Tashi Tsheten**, Executive Director, Queer Voices of Bhutan, Bhutan
10:30 - 10:45	Tea Break	
10:45 - 12:00	World Cafe	**Café 1:** **How can we integrate diverse SOGIESC perspectives into development projects?** **Co-Hosts:** • **Gohar Tadevosyan,** Senior Social Development Specialist • **Louise A. McSorley**, Social Development Specialist, Human and Social Development, Sectors Group, ADB • **Natalino Guterres,** Fundasaun CODIVA, Timor Leste **Rapporteur**: **Soth Peosamnang (Lucky),** Micro Rainbow Cambodia, Cambodia **Notetaker**: **Patricia Matute,** Office of Safeguards, ADB
12:00 - 13:00	Lunch	
13:00 - 15:00	World Cafe	**Café 2:** **How can we collaboratively accelerate SOGIESC inclusion in MDB operations through principles, policy, and strategy?** **Co-Hosts:** • **Francesco Tornieri,** Principal Social Development Specialist (Social Inclusion), Human and Social Development Office, Sectors Group, ADB • **Phailinh "Dada" Keutla**, Takienglao, Laos • **Henry Koh,** ILGA Asia **Rapporteur**: Lydia Domingo, Senior Social Development Officer (Social Protection), Human and Social Development Office, Sectors Group, ADB **Notetaker**: Brenda Batistiana, Consultants, Office of Safeguards, ADB

	World Cafe	**Café 3:** **How can CSOs help in in better management of SOGIESC risks and sensitivities in ADB operations?** **Co-Hosts:** • **Nidup Tshering**, Senior Safeguards Specialist, Office of the Safeguards, ADB • **Aditi Khodke,** Safeguards Specialist, Office of the Safeguards, ADB • **Akira Nishiyama,** Japan Alliance for LGBT Legislation **Rapporteur**: **Jap Ignacio,** Babaylanes, Philippines **Notetaker**: **Jelson Garcia,** Consultants, Office of Safeguards, ADB
15:00 - 16:00	World Cafe Harvesting	**Facilitator: Jennifer De Belen,** Consultant, Office of Safeguards, ADB
	ADB Synthesis	**Madhumita Gupta,** Principal Safeguards Specialist (Social), Policy and Technical Services, Office of the Safeguards, ADB
16:00 - 16:10	CSO Reflections	**Krittini Silpi,** Pink Monkey Organization
16:10 - 16:15	Closing Remarks	**Nianshan Zhang,** Head, Office of Safeguards, ADB

DAY 3: October 23, 2024

8:30 - 9:00	Registration	
9:00 - 11:00		**Presentation of Roadmap for Advancing the Inclusion of Sexual and Gender Minorities in ADB Operations, 2025 - 2030** **Naomi Fontanos**, APCOM
11:00 - 12:00	Updates on the Environmental and Social Framework (ESF)	**Madhumita Gupta,** Principal Safeguards Specialist (Social), Policy and Technical Services, Office of the Safeguards, ADB
		Photo Session
12:00 - 13:00	Lunch	
13:00 - 16:30		Reflections & discussions among civil society organizations (CSOs)
16:30 - 17:00	Closing Remarks	**Midnight**, Executive Director, APCOM **APCOM Partners:** • **Jeff Cagandahan,** Intersex Asia • **Henry Koh,** ILGA Asia • **Donna Nunez,** ASEAN SOGIE Caucus
18:00 - 21:00	Reception	

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