



Introduction to the DRF/DRAF Gender Guidelines Implementation Plan



We are excited to put our [Gender Guidelines](#) into practice with this Implementation Plan.

The Plan is intended to be used as a compass to steer our work in the area of gender transformation. The Plan is also a learning document and will change and adapt as needed over time.

Carrying out gender transformative work is difficult. Movement building, challenging dominant power dynamics, increasing voice and agency of excluded groups—none of these are easy. There are risks that DRF/DRAF team members and DRF/DRAF grantees may face in undertaking this work. There are cultural and social complexities that constrain rights advocacy on gender, disability, and sexuality. This area of work is politically volatile in many contexts around the world. In the spirit of do no harm, DRF/DRAF are committed to understanding the risks and complexities of supporting this advocacy.

For this reason, we plan to use the first four years of implementation to learn and assess how to best support the advocacy of women with disabilities and persons with disabilities of diverse SOGIESC (sexual orientation, gender identity, gender expression and sex characteristics). While this work is about promoting a needed conversation, we will do our best to ensure it is done in safe spaces and in culturally competent ways. We also aim to build partnerships and alliances on the ground and globally to strategically support this work.

We welcome open and honest feedback as we continue this journey so that we can learn from one another and adapt our approaches as we move forward.

You can reach us at info@disabilityrightsfund.org.

Please consider amplifying the report, and tag us on Twitter: [@DisabRightsFund](https://twitter.com/DisabRightsFund)



COVER PHOTO: DRF/DRAF grantee, Pahichan (the Identity), empowers women with disabilities who are single, divorced, or widowed to live full lives independently through skill-building and leadership training.

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I. Implementing our Gender Guidelines: Why are we doing this work, and what transformation do we seek?



A. Our rationale: There is an urgent need for stronger and more visible rights advocacy, led by persons with disabilities themselves, to break down stigmatizing frameworks and harmful systems of beliefs that marginalize and discriminate against women, girls, and persons with disabilities of diverse SOGIESC. These ableist, sexist, and heteronormative frameworks are entrenched in political, economic, social, and religious institutions around the world that prevent diverse groups from exercising autonomy, choice, and control over their bodies and their lives. These systems of power endorse violence, segregation, and isolation, often in torturous environments and through inhumane practices resulting in widespread injustices, including: forced sterilization and abortion, institutionalization, denial of legal capacity to consent, denial of choice of a family structure and sexual partners and to exercise parenthood, torture, and higher rates of sexual and gender-based violence than their peers without disabilities. Of course, women and girls with disabilities are not a homogenous group and experience discrimination differently based on age, religion, ethnicity, impairment, economic status, geographic location, sexual orientation, and other identity factors. Both the disability movement itself and the women's movement have inadequately addressed the rights and concerns of these constituencies or supported their leadership and empowerment. These inequities are compounded by limited donor resources and little space within global dialogues focused on disability, gender, and sexuality. DRF/DRAF is committed to filling these gaps by resourcing and supporting advocacy led by women with disabilities and persons with disabilities of diverse SOGIESC to advance their rights, seek justice, build their leadership base, and form new alliances.

“The disability rights and gender equality communities function largely in separate silos, despite complementary priorities such as access to decision-making, self-determination and leadership, equality in legal frameworks, and disassembling entrenched cultural beliefs held by men and women. Harmonizing these efforts will strengthen both communities’ efforts to demonstrate that the inclusion of women with disabilities improves the political frameworks that shape societies.”

DRF/DRAF grantee, Disability Rights Advocacy Center, Nigeria

B. Our vision: A world where women, girls, and persons with disabilities of diverse SOGIESC live free of stigma and oppression based on sexism, homophobia, transphobia, and ableism to experience equality within gender transformative systems, policies, beliefs, and norms that enable them to live their lives to the fullest based on autonomy and self-determination (see Annex for more information about the conceptual frameworks that guide this plan).

C. Our objectives:

- 1 Objective 1:** Women with disabilities and persons with disabilities of diverse SOGIESC are increasingly resourced and technically equipped to organize, build strong representative organizations, and include more constituents in efforts to demand their rights and seek justice for inequality. (Objective 1 is supported by grantmaking and technical assistance)
- 2 Objective 2:** Women with disabilities and persons with disabilities of diverse SOGIESC are supported to play a stronger role within the disability movement, the women's movement, and the LGBTQI movement to ensure their priorities are part of the advocacy agendas of these broader movements, to develop partnerships, and to increase dialogues on the importance of inclusive movement building and cross-movement collaboration. (Objective 2 is supported by grantmaking and technical assistance)
- 3 Objective 3:** Women with disabilities and persons with disabilities of diverse SOGIESC are supported to participate in advocacy to change global level dialogues on gender, sexuality, and disability to be more inclusive and intersectional, while working to broaden movements and build stronger global alliances. (Objective 3 is supported by advocacy)
- 4 Objective 4:** Human rights advocacy led by women with disabilities and persons with disabilities of diverse SOGIESC is increasingly resourced and technically supported to address gender and disability inequalities in national and local laws, policies, and practices, while effectively promoting the rights of all women and girls with disabilities and persons with disabilities of diverse SOGIESC as part of seeking justice and reducing stigma and harmful practices. (Objective 4 is supported by grantmaking and technical assistance)
- 5 Objective 5:** DRF/DRAF structures, strategies, personnel, and operational processes are equipped to progressively apply and support a gender transformative approach as our learning evolves and as we work together with grantees, allies, and partners. (Objective 5 is supported through our monitoring, evaluation, and learning (MEL) processes and staff professional development).

D. The outcomes we seek

- 1 Outcome 1:** Governments promote, respect, and protect gender and disability equality in legislative and policy frameworks by developing programs, services and leadership opportunities that are inclusive of women with disabilities. Governments also commit resources and consolidate political will to address harmful practices, stigma, and discrimination experienced by women with disabilities and persons with disabilities of diverse SOGIESC. (Aligns with DRF/DRAF logframe Outcome, Rights of Persons with Disabilities (including right to development) are improved in target countries in accordance with the CRPD)
- 2 Outcome 2:** Women and girls with disabilities and persons with disabilities of diverse SOGIESC are supported to have agency to demand their rights and seek justice for discrimination and inequalities they have experienced. (Aligns with DRF/DRAF logframe Output 4, DRAF/DRF grantees equipped to advocate on the rights of persons with disabilities)
- 3 Outcome 3:** Women with disabilities and persons with disabilities of diverse SOGIESC are active leaders with decision-making power within the disability movement, the feminist movement, and the LGBTQI movement. These movements collaborate and coordinate efforts collectively, moving from identity politics to more inclusive issue-based advocacy. (Aligns with DRF/DRAF logframe Output 3, Disability movement in target countries is inclusive, reflecting the diverse voices of persons with disabilities)
- 4 Outcome 4:** A gender and disability transformative participatory grantmaking system at DRF serves as a model within philanthropy. (Aligns with DRF/DRAF advocacy goals.)



E. The programmatic areas of focus

-  **Sexual and reproductive justice:** Sexual and reproductive health and rights—including the right to found a family and to access , family planning services—are all closely linked. Alliances with the feminist movement will be critical to impact in this area.
-  **Access to justice:** Efforts to advance access to justice will involve supporting partnerships, including with legal aid providers, judges, and police.
-  **Prevention of violence, exploitation, and abuse:** DRF and DRAF will prioritize support to OPDs working on prevention of gender-based violence, including by funding coalitions to engage stakeholders in the protection sector, such as service providers for survivors of violence.
-  **Access to education:** DRF and DRAF will also look for opportunities to support advocacy for access to education to include women and girls with disabilities and persons with disabilities of diverse SOGIESC, encouraging a gender transformative approach to CRPD Article 24 (Education).
-  **Humanitarian emergencies:** Addressing the specific needs of women and girls with disabilities and persons with disabilities of diverse SOGIESC is critical to the efficacy and equity of humanitarian response and recovery efforts. DRF and DRAF will support this work through grantmaking as well as technical assistance and peer-to-peer learning for grantees working at the intersection of CRPD Articles 6 and 11 (Situations of risk and humanitarian emergencies).
-  **Political participation and empowerment:** Guided by CRPD Article 29 (Participation in political and public life), DRF and DRAF will resource OPDs to advocate for the political representation of women with disabilities and persons with disabilities of diverse SOGIESC, including through cultivation of leadership opportunities, such as trainings and nominations for decision-making bodies like mainstream feminist advisory groups.
-  **Economic rights:** Women with disabilities are more likely than their peers without disabilities and men with disabilities to be unemployed and economically dependent on others. Lacking economic autonomy increases the risk of violence and abuse. Guided by CRPD Articles 27 (Work and employment) and 28 (Adequate standard of living and social protection), DRF and DRAF will support grantees to advance these rights.

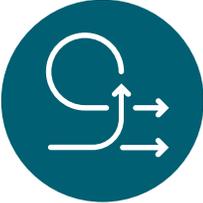
F. Our guiding principles to help us get there

- ✓ **Learning:** As a learning organization, we will learn from the process of applying a gender lens and feminist evaluation principles to reflect upon implementation of the Gender Guidelines and adapt our approaches as needed
- ✓ **Diversity:** We will focus on the most marginalized persons with disabilities throughout our work, grantmaking, technical assistance, and advocacy on gender and disability, to ensure no one is left out
- ✓ **Consultation:** We will prioritize co-decision making with women with disabilities and persons with disabilities of diverse SOGIESC, including in spaces for dialogue to inform DRF/DRAF's work and approach
- ✓ **Trust:** We will work to develop mutual trust between and within movements to build stronger and more effective alliances
- ✓ **Intersectionality:** We will apply an intersectional approach to discrimination and inequality, understanding that people have multiple and overlapping identities that can change over time
- ✓ **Sustainability:** We will take a focused and sequenced approach to this work, allowing time for learning and increasing investment as the capacities of our team and movement grow, to avoid overburdening the organization or its resources

“Climate change is affecting the lives, wellbeing and livelihoods of persons with disabilities, especially women and girls with disabilities who face multiple forms of discrimination due to intersectional challenges of ableism and sexism. DRF/DRAF are the largest supporter of women with disabilities, often the first and only funders of these organizations. We made our funding flexible to sustain people with disabilities and their advocacy during climate disasters.”

Dwi Ariyani, Asia Regional Head of Programs, DRF/DRAF

II. How we will do this: Implementation mechanisms to achieve outcomes over the initial four years 2020-2024



A. Grantmaking

Year 1	Address gender, SOGIESC diversity, and disability within existing grantmaking tools and guidelines
Year 2	Revise grantmaking tools and guidelines to further address gender, SOGIESC diversity, and disability
Year 2	Initiate Special Opportunity/Strategic Partnership grants addressing gender equality, SOGIESC diversity, and disability through leadership-building and cross-movement collaboration
Year 2-4	Increase and strengthen grantmaking aimed at supporting leadership-building and cross-movement collaboration addressing gender equality, SOGIESC diversity, and disability
Year 2-4	Develop and/or identify grantmaking resources on intersectional rights issues, such as access to justice for persons with disabilities of diverse SOGIESC or political participation of women with disabilities

“As women and girls with disabilities are a group whose vulnerability is multisected, the government should collaborate with disability rights activities in training women and girls with disabilities on personal safety measures, including knowing their rights and how to access legal support.”

Sigere Kasasi, Disabled Women in Development (TEVET and National Gender policies position paper)



B. Advocacy

Year 1-4	Convene dialogues around gender, SOGIESC diversity, and disability issues, toward mainstreaming disability in the movements for gender equality and LGBTQI rights, and promoting gender transformative approaches in the disability movement
Year 1-4	Build alliances with funders of women’s and LGBTQI rights to inform continued integration of equity lens in grantmaking and technical assistance
Year 1-4	Amplify the voices of emerging intersectional leaders ¹ working on gender, disability, and SOGIESC equality by: <ul style="list-style-type: none">▪ Documenting stories about their experiences and advocacy;▪ Supporting their participation in global advocacy opportunities on gender and women’s rights (addressing topics linked to our focus areas such as: sexual and reproductive justice, gender-based violence, etc.); and▪ Increasing their access to feminist leadership opportunities
Year 3-4	Initiate funding for cross-movement coalitions to engage in regional and/or global advocacy spaces
Year 3-4	Co-fund cross-movement advocacy work with women’s rights and/or LGBTQI actors

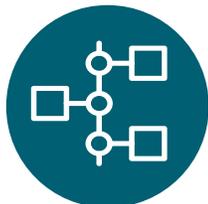


C. Technical assistance

Year 1	Identify technical assistance priorities linked to OPD efforts advocating for gender equality and respect for SOGIESC diversity in their projects (including as advocacy addresses programmatic areas such as access to sexual and reproductive health rights, education, justice, political participation, and protection from gender-based violence.
Year 2-4	Support technical assistance priorities of emerging intersectional leaders in the disability rights, feminist and LGBTQI movements so that they are equipped to advocate for intersectional equality
Year 2-4	Identify and resource relevant support for cross-movement and cross-organizational learning. For example, online exchanges and in-person convenings for organizations working on similar issues

¹ Emerging intersectional leaders are advocates who are beginning to take on a greater role in advocating for the rights of women with disabilities and persons with disabilities of diverse SOGIESC.

D. DRF/DRAF internal capacity to implement a gender transformative approach



Personnel professional development

Year 1	Initiate training opportunities for the DRAF/DRF Program Team to learn about women’s rights advocacy spaces and the priorities of women and girls with disabilities
Year 2-4	Progressively train staff on gender, SOGIESC diversity, and disability intersectionality with experts from the disability, women’s and LGBTQI movements



Monitoring, evaluation, and learning

Year 1-2	Track DRF/DRAF funding in support of relevant priorities, such as: <ul style="list-style-type: none"> Advocacy led by organizations of women with disabilities and persons with disabilities of diverse SOGIESC; and Advocacy led by mainstream OPDs and civil society organizations working at the intersection of gender and disability
Year 3	Establish a Gender Equity Advisory Group (GEAG), a sub-group of the DRF/DRAF Board Program Strategy Task Force, made up of donors and intersectional activists (including members of the DRF/DRAF Grantmaking Committee and Board of Directors as well as grantees representing diverse identities/organizational development stages) to inform and advise on grantmaking using a gender transformative approach and provide input on extended MEL tracking in years 3 and 4
Year 3-4	Expand tracking and assessment to include additional areas supported by DRF/DRAF, such as: <ul style="list-style-type: none"> Key advocacy priorities and relevant strategies (including engagement in human rights monitoring mechanisms and policy change) of women with disabilities and persons with disabilities of diverse SOGIESC addressing intersectionality, as well as those of feminist and LGBTQI organizations mainstreaming disability in their work. Coalition-led and cross-movement efforts addressing gender equality, SOGIESC diversity, and disability

III. How we will know we are meeting our outcomes: Indicators and Milestones for Change



To be consistent with the vision and objectives of the DRF/DRAF Gender Guidelines and with best practices in evaluation and learning, the organizations will apply a feminist evaluation (FE) approach to the monitoring evaluation and learning (MEL) of implementation of the Gender Guidelines.

The five basic tenets that undergird FE are:

1. Gender inequities, among other things, lead to social injustice.
2. Discrimination or inequality based on gender, among other things, is systemic and structural.
3. Knowledge, which is culturally and socially bound, is a powerful resource that serves an explicit or implicit purpose.
4. Knowledge should be a resource of and for the people who create, hold, and share it. Consequently, the evaluation process can lead to significant negative or positive effects on the people involved in the evaluation.
5. There are multiple ways of knowing; some ways are privileged over others.²

The four DRF/DRAF MEL principles are:

1. Commitment to a rights-based approach;
2. Long-term capacity development of the disability movement and its links to rights realization;
3. Inclusiveness and recognition of diversity of the disability movement; and
4. Mutual benefit to DRF/DRAF and the disability movement

The five DRF/DRAF MEL approaches are:

1. Integration of MEL in DRF/DRAF systems and stakeholder engagement at country and global levels;
2. Use of quantitative and qualitative methods;
3. Use of participatory methodologies for data collection and analysis;
4. Engagement of OPDs and persons with disabilities in MEL; and
5. Application of gender lens and inclusion of marginalized groups

² As cited in Podems and Negroustoueva (2016) Feminist evaluation. Better Evaluation from Sielbeck-Bowen, K., Brisolara, S., Siegart, D., Tischler, C., and Whitmore, E. (2002). 'Exploring feminist evaluation: The ground from which we rise', New Directions for Evaluation 96: 3-8.

Below is a table outlining the alignment between FE tenets and DRF/DRAF MEL principles and approaches. Since gender transformational ways of thinking are often not the starting point of most analysis, the FE tenets are the start of our alignment and analysis. The first column in the table below lists each FE tenet. The second column lists any aligning DRF/DRAF M&E principles. The third column lists any aligning DRF/DRAF M&E approaches. The fourth column suggests actions to promote and further the FE tenets through MEL practices.

Feminist Evaluation Tenets	Aligning DRF/DRAF M&E Principles	Aligning DRF/DRAF M&E Approaches	Proposed Actions to Augment Alignment
1. Gender inequities, among other things, lead to social injustice	Principle #3 (Inclusiveness and recognition of diversity of the disability movement)	Approach #5 (Application of gender lens and inclusion of marginalized groups)	N/A as development and implementation of GG addresses this tenet.
2. Discrimination or inequality based on gender, among other things, is systemic and structural	Principle #1 (Commitment to a rights-based approach)	Approach #5 (Application of gender lens and inclusion of marginalized groups)	N/A as development and implementation of GG addresses this tenet.
3. Knowledge, which is culturally and socially bound, is a powerful resource that serves an explicit or implicit purpose	Principles #2 (Long-term capacity development and its link to rights realization) and #4 (Mutual benefit to DRF/DRAF and the disability movement)	Approaches #3 (Use of participatory methodologies) and #4 (Engagement of OPDs and persons with disabilities)	GEAG provides guidance/input / decisions on MEL tools and indicators
4. Knowledge should be a resource of and for the people who create, hold, and share it. Consequently, the evaluation process can lead to significant negative or positive effects on the people involved in the evaluation	Principles #2 (Long-term capacity development and its link to rights realization) and #4 (Mutual benefit to DRF/DRAF and the disability movement)	Approaches #3 (Use of participatory methodologies) and #4 (Engagement of OPDs and persons with disabilities in MEL)	GEAG provides guidance/input / decisions on MEL tools and indicators
5. There are multiple ways of knowing; some ways are privileged over others ³	Principles #1 (Commitment to a rights-based approach)	Approaches #1 (Integration of MEL at country and global levels) and #2 (Use of quantitative and qualitative methods)	GEAG provides guidance/input / decisions on MEL tools and indicators

³ Ibid.

For the first four years of implementation, we will largely disaggregate data within existing indicators in the DRF/DRAF 2020-2024 logframe to measure long-term change. After this period, we may use interim milestones to assess if we are on track to meeting our outcomes. The indicators for 2020-2024 include:

- **Output 3 indicator d:** Number of total pooled fund grants made to OPDs led by women with disabilities and by persons of diverse SOGIESC in target countries
- **Output 4 indicator a:** Number of people trained through DRF/DRAF funded technical assistance (disaggregated by gender and disability)
- **Output 4 indicator b:** Number and type of DRF/DRAF technical assistance provided to DRF/DRAF grantees (disaggregated by gender-focused TA)
- **Output 4 indicator d:** Percentage of total pooled fund grants awarded to partnerships between grantees and with other OPDs and key stakeholders (disaggregated by organizations led by women with disabilities and/or gender-focused stakeholders)

Photo credits: DRF staff