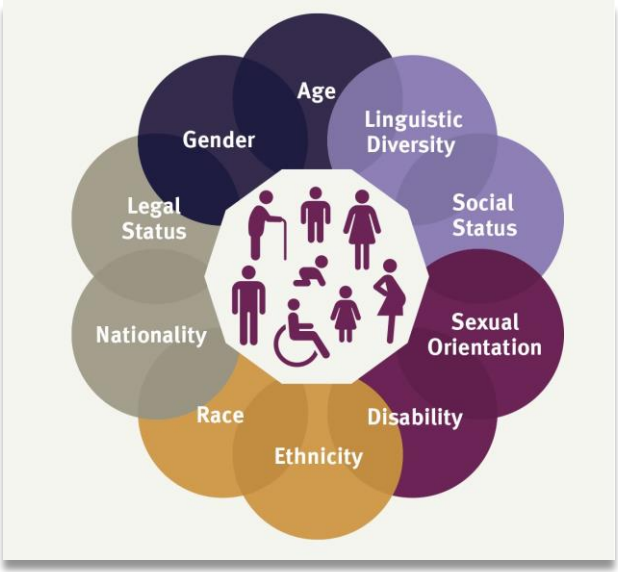
Session 4

UNHCR Age Gender and Diversity Framework, and the Concept of Intersectionality



How can we apply it to our work?

Age, Gender and Diversity Means

Respecting Difference in Refugee and Displaced Communities

… and Ensuring the Inclusion of Diverse Groups in All Our Work.

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What does it cover?

There are four modules which together cover this important approach. They are Module 4. Age Gender and Diversity, 5. Addressing Sexual and Gender Based Violence, 6. Harnessing Lived Experience, and 7. Including Refugee Men.

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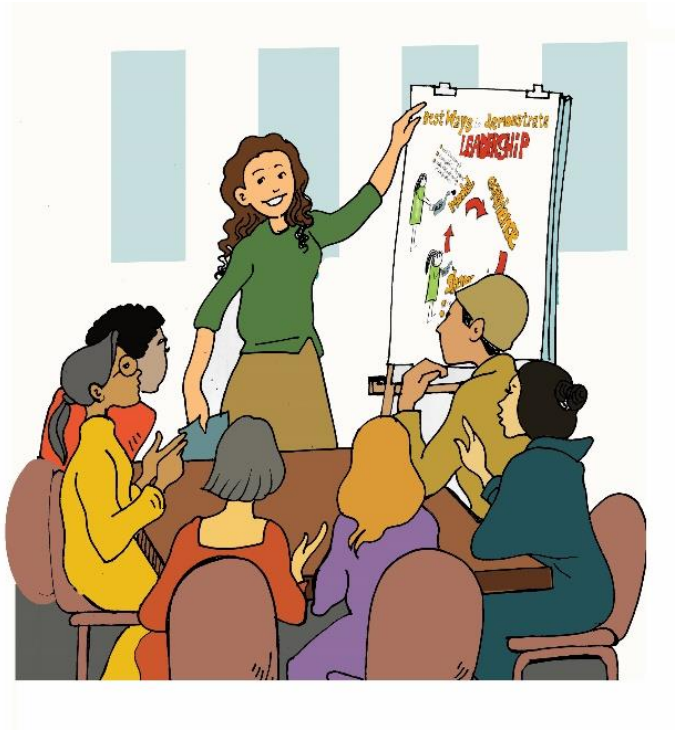
What are the promises in the UNHCR Age Gender and Diversity policy?



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ADG Inclusive Programming

Linking the UNHCR Global Compact on Refugees and the Age, Gender and Diversity Policy

Age, Gender and Diversity Inclusive Programming

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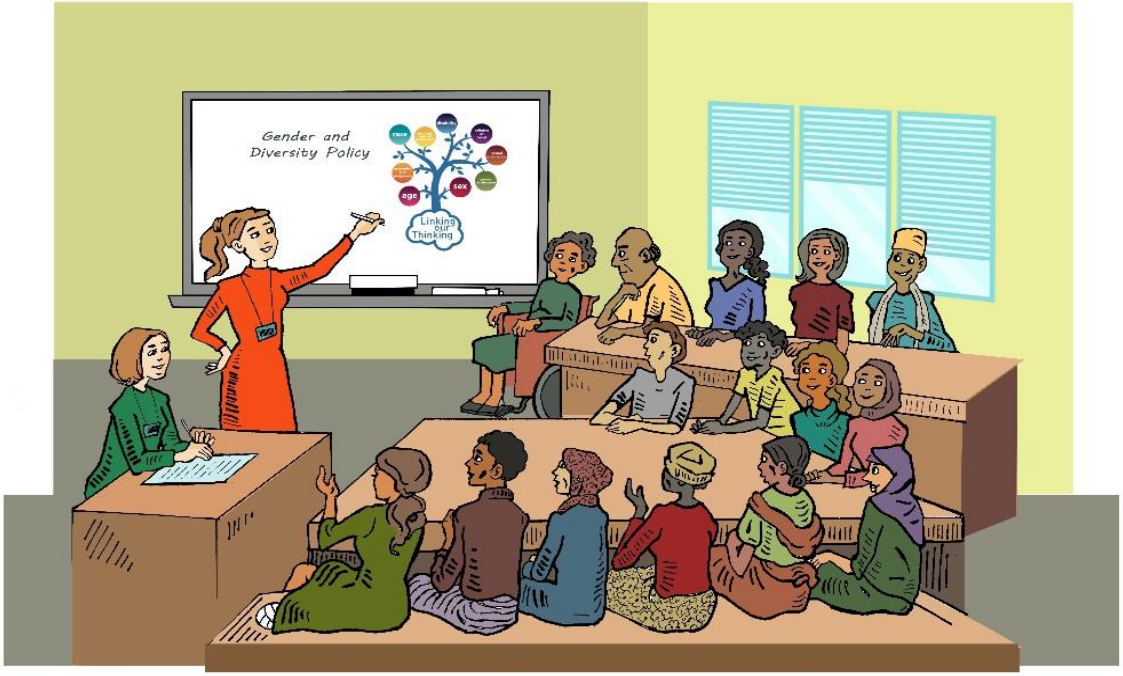
Participation and Inclusion

Linking the UNHCR Global Compact on Refugees and the Age Gender and Diversity Policy

Participation and Inclusion



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PARTICIPATION

Linking the UNHCR Global Compact on Refugees and the Age Gender and Diversity Policy

Advancing Gender Equality – UNHCR's Five Updated Commitments to Women

A. Participation

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Registration and Documentation

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B. Registration and Documentation

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Women and Girls have equal control over Food, Relief Items and cash

Linking the UNHCR Global Compact on Refugees and the Age Gender and Diversity Policy

Advancing Gender Equality – UNHCR's Five Updated Commitments to Women

C. Women and girls have equal control over food and relief items and cash

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Work, Education and Health Services

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Advancing Gender Equality – UNHCR's Five Updated Commitments to Women

D. Equal Access to Economic Opportunities, Work, Education and Health Services.

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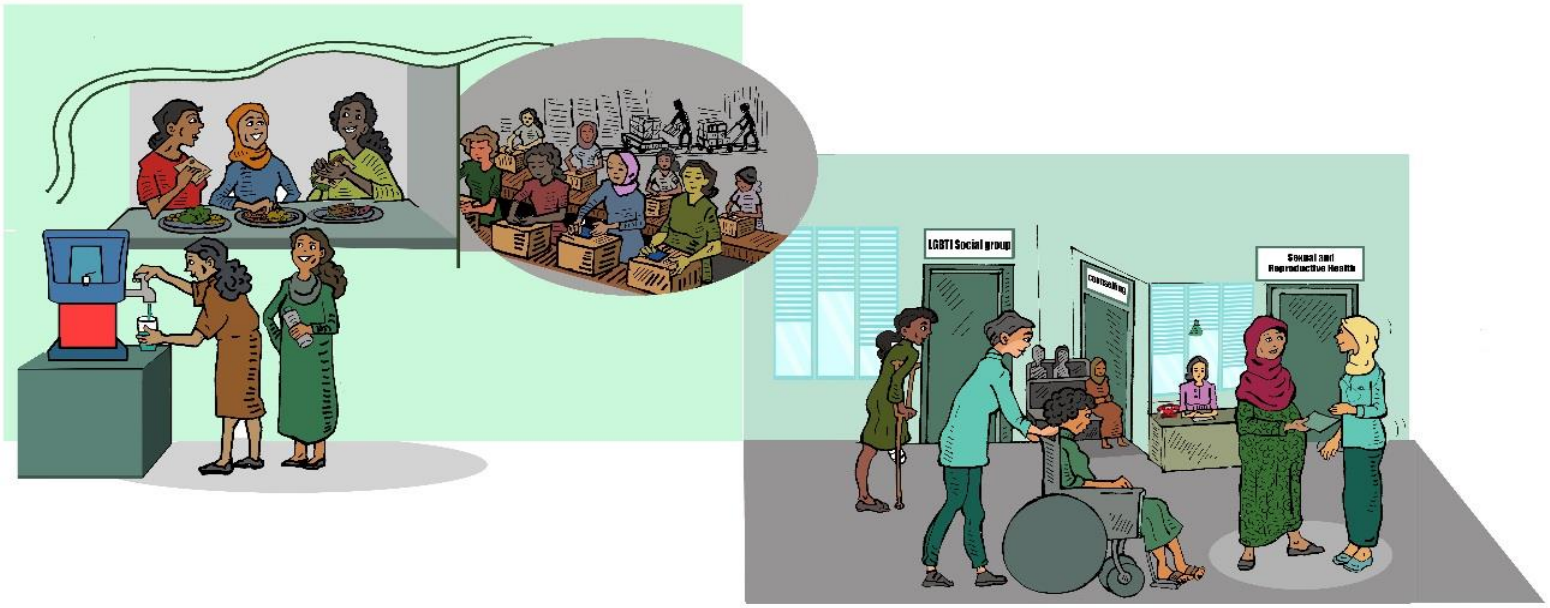
SGBV Prevention and Response

Linking the UNHCR Global Compact on Refugees and the Age Gender and Diversity Policy

Advancing Gender Equality – UNHCR's Five Updated Commitments to Women

E. Women and Girls Have Access to Comprehensive SGBV Prevention and Response Services.



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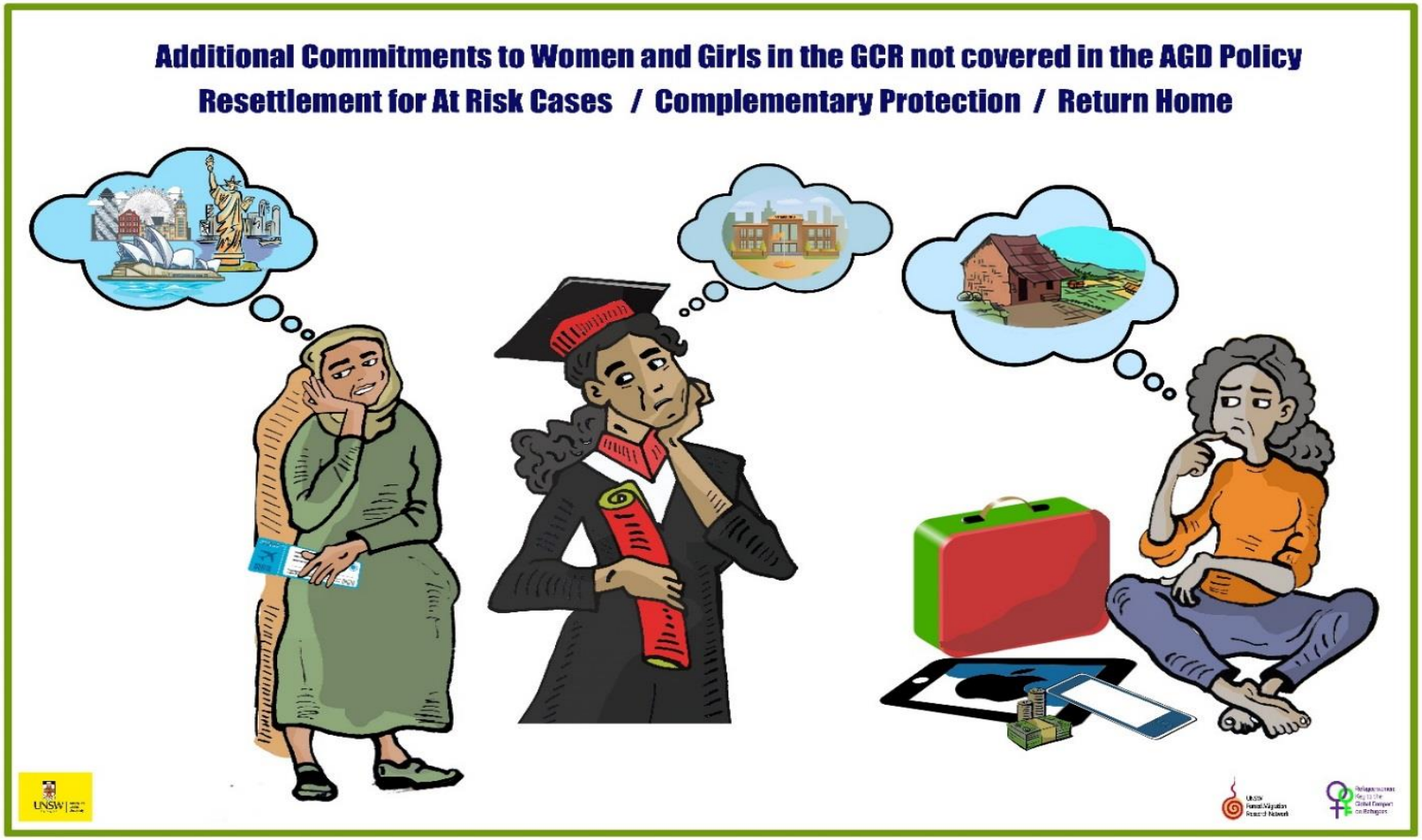
Additional GCR Commitments Resettlement Complementary Protection, Return



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Intersectionality and AGD

What is Intersectionality and why we are using it?

To cover this topic in detail, we suggest you use the following Training kit which has an excellent video

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UNSW SYDNEY | Australia's Global University

UNHCR The UN Refugee Agency

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A Training Manual

INTERSECTIONALITY, AGE, GENDER AND DIVERSITY

Making it work for you in situations of forced displacement and statelessness

https://www.unhcr.org/au/what-we-do/how-we-work/safeguarding-individuals/intersectionality-and-age-gender-diversity-approach

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In summary!

Intersectionality refers to the ways in which the different aspects of a person's identity affect the way they are viewed by others and thus affects their life. It examines how various socially and culturally constructed categories, such as gender, race, class, disability, and others interact on multiple levels and contribute to systematic social inequality. Racism, sexism, and religion-based bigotry etc. do not act independently of one another.

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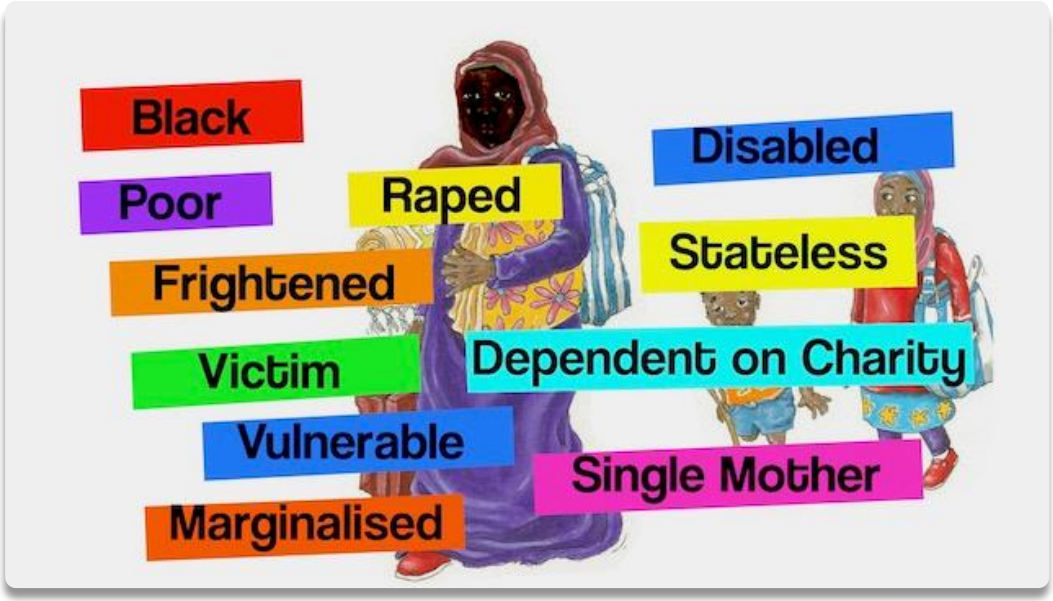
The impact of labels on how we perceive people

They create a system of oppression that reflects the 'intersection' of multiple forms of discrimination. We often 'label' people according to these discriminations.



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Tools of Analysis

To investigate and understand these complex issues we introduce two major Tools, which are part of the Reciprocal Research Methodology. They are *The Matrix AGD Analysis Tool*, and *Storyboards*.

The Matrix Exercise

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Storyboarding

These tools are designed to be used with stakeholders at all levels, including refugee community members, service providers and policy makers. They can be employed to collect data and analyse a wide range of issues.

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How do they work?

The Tools can be adapted to understand the ways in which specific issues, such as, for example, access to education or livelihoods are experienced by diverse groups in refugee communities, and examine the impact of, and potential solutions to SGBV.

They clearly identify the different needs of refugee women and girls, men and boys, and other diverse groups.

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An Exercise in Acknowledging Diversity

When you design a project with the community, how will you demonstrate that the needs of diverse groups have been considered?. It is not enough to say "we will include people with a disability – youth, older people, men, members of LGBTQI+ communities etc" You need to say how you plan to support the community do this.

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Discuss and list how will you will work with the refugee community to find out the needs of diverse groups who may be involved in projects?

1. Young people
2. Women with young children o caring for the sick or elderly
3. Members of the LGBTQI+ communities
4. People with a disability
5. People who are pre-literate
6. Other vulnerable groups

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What can you do to make sure that diverse groups are included in the projects?

How will you monitor whether you are succeeding?

How will you address discrimination that may happen in your own community and or organisations?

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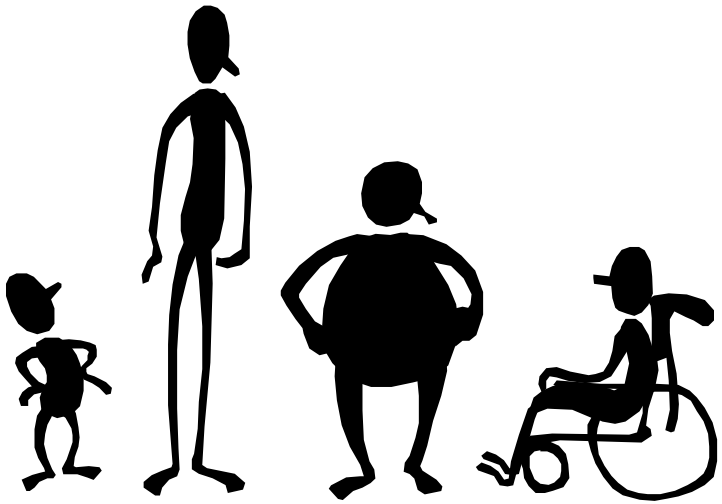
Everyones view is important

The same exercises are equally important to use with all stakeholders, and the most value is gained when the results from each group involved are brought together to inform program design, implementation and evaluations.



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