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Baseline Study and Mapping
of Non-LGBTQIA+ Focused Civil
Society Organizations on SOGIESC
Mainstreaming in the Philippines

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Foreword

The urgency for solidarity and intersectional engagement across Philippine civil society has reached a critical point. This arises from escalating challenges to LGBTQIA+ rights and inclusion, fueled by a surge in anti-LGBTQIA+ rhetoric, deeply ingrained cultural stigma, and a constricting of civic spaces. While the imperative for inclusive, rights-based advocacy is acknowledged across various sectors, numerous non-LGBTQIA+ focused civil society organizations (CSOs) are still in the process of understanding and integrating SOGIESC into their core operations.

This baseline study marks an essential initial step in mapping this ongoing journey. Conducted as part of the Rainbow Inclusive Philippine Civil Society initiative, this research investigates the degree to which SOGIESC has been mainstreamed within non-LGBTQIA+ focused CSOs in the Philippines. Beyond simply providing a snapshot of the current situation, this study yields valuable insights into existing levels of awareness, organizational commitment, and the obstacles hindering the institutionalization of inclusive practices.

The findings are significant: although awareness of SOGIESC issues is relatively widespread, its integration into organizational policies and programs remains limited. However, these limitations also represent opportunities—opportunities for mutual learning, collaborative partnerships, and the co-creation of more inclusive civil society movements. By identifying both the challenges and existing best practices, this report establishes a foundation for informed, intentional, and sustainable actions aimed at advancing SOGIESC inclusion.

Ultimately, this study transcends mere data collection; it is about fostering connections and understanding across diverse movements. It serves as a call to action for all stakeholders—activists, practitioners, advocates, and allies—to unite in cultivating safe, inclusive, and affirming environments for everyone, irrespective of their SOGIESC. Our hope is that this report not only informs but also inspires further collective endeavors towards a truly intersectional and inclusive civil society in the Philippines.

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Terminology

Civil Society Organization

Defined by the United Nations as non-state, not-for-profit, voluntary entities formed by people in the social sphere that are separate from the State and the market. In the context of this study, civil society organizations include registered non-government organizations, people's organizations, and faith-based organizations in different advocacies and sectors, and exclude government-led organizations and private or business associations (United Nations Global Compact, n.d.). Further expansion of this group has been made to include community-based organizations, people's organizations, foundations, professional associations, research institutes and universities, labor unions, mass organizations, social movements, and coalitions and networks of civil society organizations (CSOs) and umbrella organizations (Asian Development Bank, 2023).

Gender Expression

Each person's presentation of the person's gender through physical appearance – including dress, hairstyles, accessories, cosmetics – and mannerisms, speech, behavioral patterns, names, and personal references, may or may not conform to a person's gender identity.

Gender Identity

How each person identifies in relation to their true sense of gender. This deeply felt sense of self may refer to being a man, woman, or other gender (e.g. genderqueer, non-binary).

LGBTQIA+

Abbreviation for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual. The additional "+" stands for all of the other identities not encompassed in the short acronym. Also an umbrella term that is often used to refer to the community as a whole.

Non-LGBTQIA+ Civil Society Organization

A civil society organization whose primary mandate or focus is not centered on addressing LGBTQIA+ issues but may engage in broader social, economic, political, or human rights work.

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Sexual Orientation

Each person's capacity for profound emotional, affectional, and sexual attraction to, and intimate and sexual relations with, individuals of a different gender or the same gender or more than one gender.

Sex Characteristics

Each person's physical features relating to sex, including genitalia and other sexual and reproductive anatomy, chromosomes, hormones, and secondary physical features emerging from puberty.

SOGIESC

Acronym that stands for Sexual Orientation, Gender Identity and Expression, and Sex Characteristics.

SOGIESC mainstreaming

Refers to the systematic process of assessing and integrating the implications of policies, programs, and legislation on individuals of diverse Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC). This approach aims to ensure that the rights, needs, and experiences of LGBTQIA+ individuals are considered at all stages and levels, promoting equality and preventing discrimination in all areas of concern.

This concept extends the principles of gender mainstreaming, which the United Nations Economic and Social Council (1997, as cited by UN Women, 2000) defines as:

> "The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated."

Queer

An inclusive and fluid term used to describe diverse sexual orientations, gender identities, and expressions that do not conform to heteronormative or cisnormative expectations. For the purposes of this study, the term "queer" will be used alternatively with "LGBTQIA+ persons/individuals" and "persons of diverse SOGIESC"

Executive Summary

This baseline study examined the extent of Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC) mainstreaming among non-LGBTQIA+ focused Civil Society Organizations (CSOs) in the Philippines. It identified challenges, best practices and opportunities on SOGIESC mainstreaming work leading to practical and actionable recommendations to enhance the initiatives on SOGIESC inclusion in the country.

The data collection took place from September to November 2024, surveying over a thousand organizations through online platforms. The spamming restrictions hindered the mass dissemination of the survey link therefore, seventy (70) valid responses were generated for this study. Key Informant Interviews were also conducted to have an in-depth view of the situation on the initiatives on SOGIESC mainstreaming and inclusion work.

Most of the organizations who participated in the survey are non-government, rights-based organizations with deep concentration on the National Capital Region. Data showed that despite the different advocacy, awareness and understanding on SOGIESC mainstreaming are significantly high in the non-LGBTQIA+ focused CSOs.

- **Awareness and Understanding:** While 64.3% of respondents reported awareness of SOGIESC-based issues, only 54.3% demonstrated a deeper understanding. Awareness largely remains at an individual level rather than being embedded within organizational policies and programs.
- **Commitment versus Institutionalization:** While 62.9% of respondents expressed commitment to SOGIESC mainstreaming, only 57% indicated a likelihood of institutionalizing it in the next three years. Barriers include cultural resistance, lack of national policy support, and limited resources

The key challenges revolved around organizational readiness and its capacity, cultural resistance and limitations in both financial and technical resources. Therefore, to advance the work on SOGIESC mainstreaming in the Philippines, priority should be given to **capacity building, advocacy, and collaboration.** The study offers entry points for non-LGBTQIA+ focused organizations looking to integrate SOGIESC into their work.

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Background of the Study

LGBTQIA+ activism in the Philippines remains challenging in a complex context characterized by the social stigma, dominance of anti-LGBTQIA+ faith-based narratives, and shrinking democratic spaces (Alonzo, 2023). Without national legislation protecting persons of diverse sexual orientation, gender identity and expression, and sex characteristics (SOGIESC) from discrimination, anti-LGBTQIA+ groups run rampant, using child rights framework, protection of freedom of belief and religion, and gender-critical feminism to instill moral panic and delegitimize LGBTQIA+ movements. This difficult context necessitates cross-movement and solidarity work with broader social justice and democratic movements.

Moreover, civil society organizations across the country operate in silos. While there are expressions of support towards an intersectional and cross-movement approach, few civil society organizations have incorporated SOGIESC perspectives into their policies, programs, and institutional frameworks to ensure inclusion, equity, and responsiveness to diverse identities and experiences. According to a study conducted by the ASEAN SOGIE Caucus (2022), those who have taken steps to mainstream SOGIESC in ASEAN countries encountered several challenges including a lack of capacity on SOGIESC-based issues and the lack of support from constituencies.

The ASEAN SOGIE Caucus (ASC), a regional human rights organization that finds it work in the intersection of SOGIESC and the broader social justice movements, has identified mainstreaming of SOGIESC across civil society in ASEAN as one of its strategic priorities. In line with this, learning platforms such as the ASEAN Queer Learning Week, and programs such as the Forging Intersectional Feminist Futures and the Rainbow Inclusive Philippine Civil Society were developed to foster intersectional movement praxis to advance the rights of persons of diverse SOGIESC in traditionally non-queer spaces. When queer activists are capacitated to deeply learn the concepts, frameworks, and praxis of other movements through continuous and consistent cross-movement dialogue and engagement, stronger commitment and solidarity among civil society organizations and social justice movements are formed in advancing intersectional and SOGIESC-inclusive activism.

This research is the first phase of the Rainbow Inclusive Philippine Civil Society, aiming to understand the efforts and experiences of Philippine-based Civil Society Organizations (CSOs) in mainstreaming SOGIESC into their organizational work. This baseline study seeks to provide a reference point for future initiatives towards mainstreaming SOGIESC across civil society organizations in the country. Specifically, this research specifically aims to:

- Assess the extent of SOGIESC mainstreaming among Philippine-based Non-LGBTIA+ focused CSOs;
- Identify best practices, challenges, and opportunities in SOGIESC mainstreaming; and
- Provide recommendations for enhancing SOGIESC inclusion in CSO work in the Philippines.

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Methodology

This study follows a descriptive mixed method research design to describe observations and identify patterns based on the data collected. The researchers developed and employed a self-administered online survey as the primary data collection method (Annex A). This online survey consisted of 15 questions formulated to explore the following key themes:

1. **Level of awareness and understanding** of SOGIESC issues among non-LGBTQIA+ organizations;
2. **SOGIESC-based issues** that non-LGBTQIA+ organizations **have encountered and have addressed;**
3. **Importance** of SOGIESC mainstreaming to an organization's work;
4. **Willingness/commitment** of organizations to mainstream SOGIESC in their work;
5. **Extent of efforts** on SOGIESC mainstreaming by non-LGBTQIA+ organizations in terms of **plans, programs/ projects, and activities;**
6. **Leaders/advocates** that promote SOGIESC mainstreaming in their work;
7. **Strategies and facilitating factors** that helped integrate SOGIESC mainstreaming into their policies and frameworks;
8. **Challenges and hindering factors** that can help to mainstream SOGIESC in non-LGBTQIA+ organizations;
9. **Resources** needed to integrate SOGIESC mainstreaming in their work; and
10. **Strategies for sustainability or long-term strategic plans** on SOGIESC mainstreaming.

The researchers used non-probability sampling to target particular groups or organizations that meet certain characteristics or criteria relevant to the study. The snowball sampling method was further utilized to increase the sample size among the network of interconnected organizations.

The survey was hosted on Google Forms and the questions were made available in both English and Tagalog translations. A database of non-LGBTQIA+ focused civil society organizations was developed to serve as the initial list for disseminating the survey.

The survey link was cascaded to over 1,800 CSOs nationwide mostly via e-mail, Facebook Messenger, and via text message. Further, the survey was publicly shared through the ASEAN SOGIE Caucus' social media accounts. The data collection transpired from October 15, 2024 to November 30, 2024, with a total of 47 days. However, due to spamming restrictions, the researchers experienced low guarantee from the turnover of responses, garnering a total of 70 valid responses from non-LGBTQIA+ civil society organizations across the Philippines.

To get more in-depth information based on the survey results, Key Informant Interviews (KIIs) were also conducted with three (3) selected organizations, focusing on their advocacy and initiatives related to SOGIESC (Annex B). This qualitative exploration complemented and enriched the quantitative data collected and enabled a contextualized understanding of CSOs and their work toward creating a more just and equitable society.

Scope and Limitation

This study focuses on the experiences of non-LGBTQIA+ civil society organizations in the Philippines. That is, in keeping with the definitions provided by the UN and ADB, this study centers on the responses of registered non-government organizations, people's organizations, professional associations, faith-based organizations, etc. working on different advocacies, sectors, and thematic areas.

While this study excludes government-led organizations and private or business associations, this study in no way discounts the competencies, efforts, and achievements of these formations to mainstream SOGIESC in their respective work even in the absence of a national anti-discrimination legislation. Further investigation specific to the experiences of these groups may be a possible route for future research.

The research covered all regions in Luzon, Visayas, and Mindanao. However, since there is no official count of registered CSOs in the Philippines (Asian Development Bank, 2023), the researchers could not make generalizations and concrete representations of CSOs in the country. This study presents statements and observations about the groups who were specifically involved in this research.

Lastly, the survey and KIIs were conducted through online and digital platforms, limiting its reach to organizations and respondents with access to internet connection and are able to use devices such as a smartphone, laptop, or desktop.

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Demographic Profile

Sex and Gender

Out of the seventy (70) respondents of the survey, 42 or 60% identified as female, 25 or 35% identified as male, and three (3) individuals or 4% preferred not to say their sex. Thirty-seven of them are cisgender women (53%) and 15 are cis-gender men (22%). There are five (5) non-binary respondents (7%) and another six identified as genderqueer (9%). There was one of each for transgender women (1%) and transgender men (1%), while five individuals preferred not to answer (7%).

Type of Civil Society Organizations

The majority of the respondents are from non-government organizations (a total of 44 or 62.9%) . Eight (8) respondents are from international non-government organizations (11.4%), five (5) are from people's organizations (7.1%), four (4) are from foundations (5.7%), and three (3) come from social movements (4.3%). The least common types of civil society organizations reached by this survey are community-based organizations (2.9%), professional associations (2.9%), faith-based organizations (1.4%), and labor unions (1.4%).
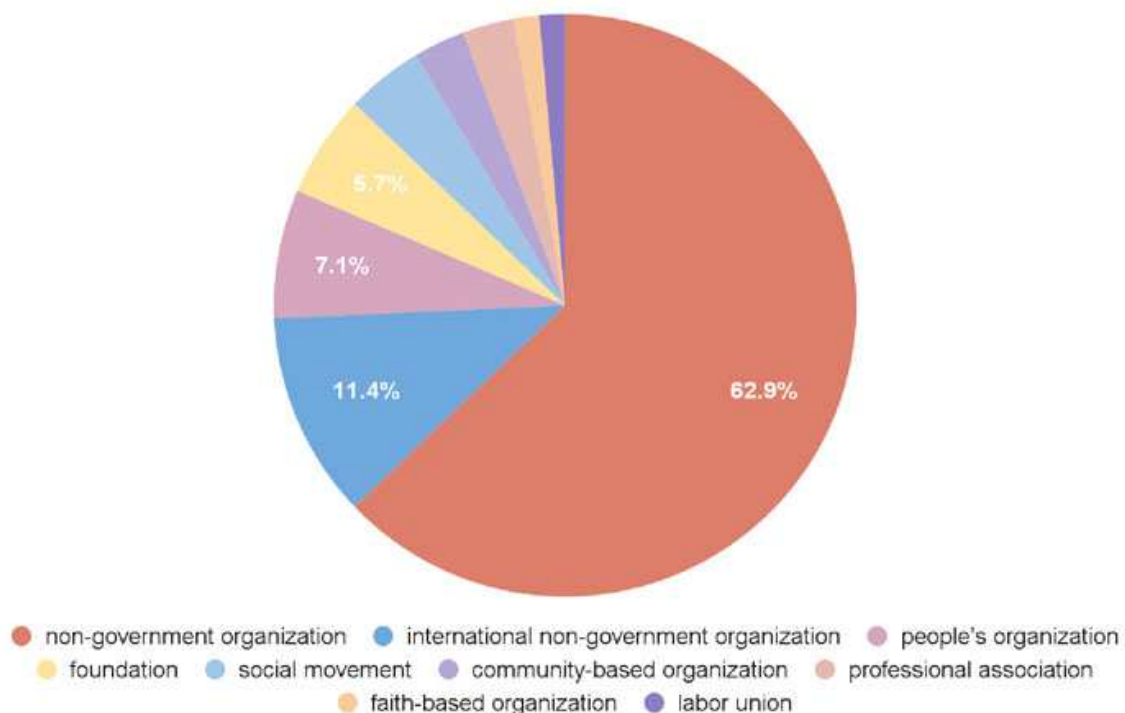
Figure 1
Type of Civil Society Organizations Involved

Areas of Work

Most of the organizations who responded are focused on advocacy, comprising 52 organizations, followed by community development with a total of 37 respondents. Thirty-two are focused on human rights and thirty on women and gender. Other top areas of work interest include democracy & good governance (29) and civil society development (28).
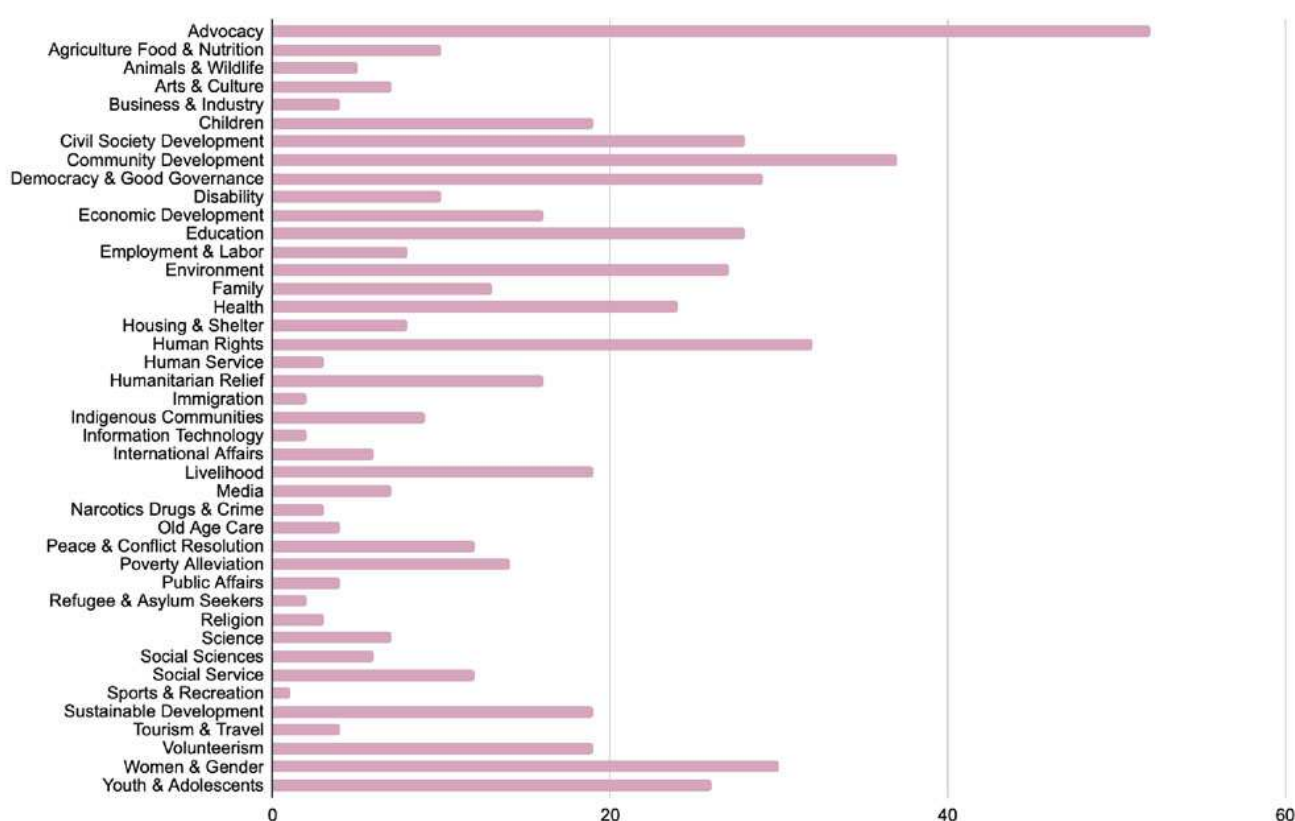
Figure 2

Areas of Work of Participating Organizations

Coverage of Engagement

The area of engagement of these organizations is highly concentrated in the National Capital Region (54) followed by Region IVA-CALABARZON (32) and Region V-Bicol (25).

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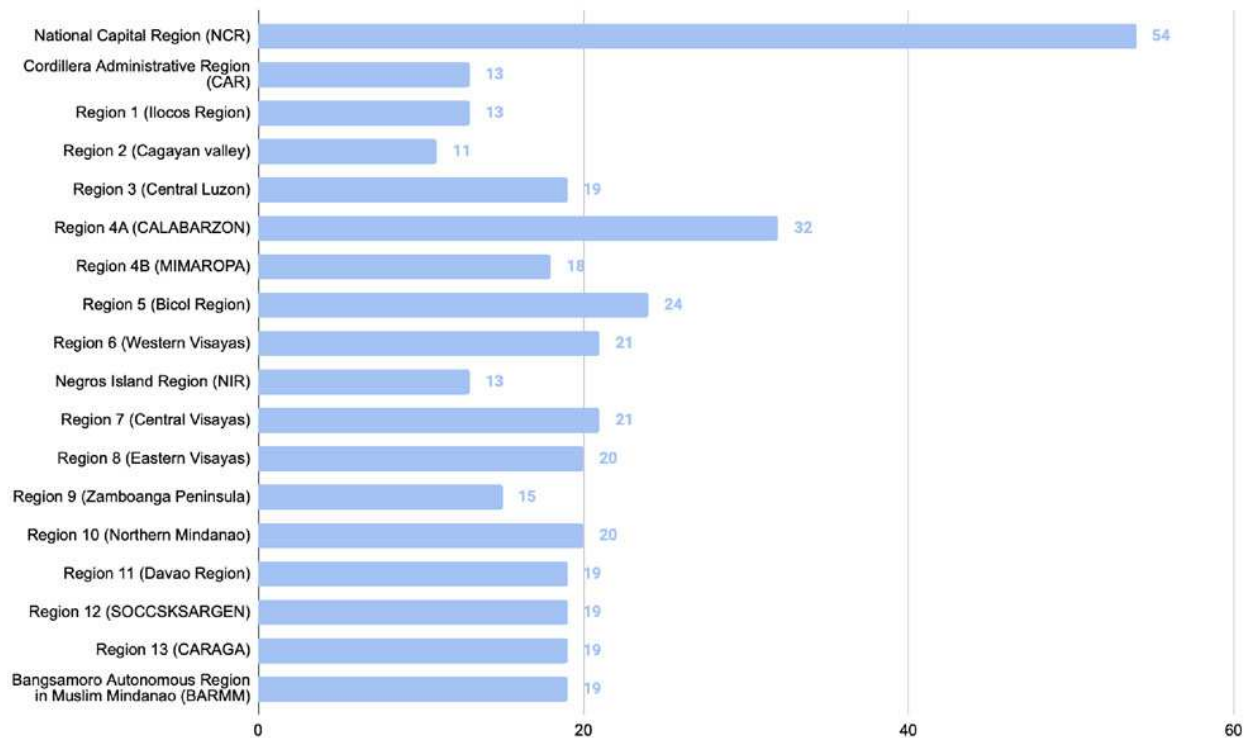
Figure 3
Coverage Area of Participating Organizations

Three (3) of the survey participants were selected and invited for the Key Informant Interviews based on their responses:

1. An organization with low awareness and understanding on SOGIESC issues but has high commitment on addressing it;

2. A union with neutral awareness and understanding on SOGIESC issues but is highly likely to institutionalize SOGIESC mainstreaming; and

3. A foundation with high levels of awareness, understanding and commitment to addressing SOGIESC issues but SOGIESC mainstreaming is not a priority for institutionalization.

Civil Society Organizations in the Philippines

Role of Civil Society in the Philippines

In the Philippines, civil society had become prominent actors especially in defiance of the Marcos dictatorship in the 1970s. People's organizations emerged from various sectors and communities to unite and resist repression and demand social justice. From these turbulent times to the present, the role of these organizations has expanded to become partners in rebuilding democratic institutions, engaging in policy advocacy, and delivering service-oriented work such as healthcare, education, disaster relief, and livelihood programs. Eventually, the term "civil society organization" or CSO became widely used in the in the late twentieth century, particularly in the context of international development, gaining traction through international institutions like the United Nations (UN), World Bank, and other agencies, which sought to distinguish formations that arose from civil society to that of governmental and private sector entities.

Today, CSOs play a crucial role in the country, advancing social, economic, and democratic development. CSO-led campaigns have been instrumental in driving national commitments on critical issues including violence against women and children, systemic inequalities, climate change, HIV/AIDS, etc., shaping and improving policies, programs, and initiatives that would uphold and protect the human rights of all. Many national laws that protect the rights of marginalized groups now have been driven by the advocacy efforts of CSOs in the country. However, there are still sectors and communities lacking protection such as persons with disabilities and persons of diverse SOGIESC.

LGBTQIA+ Rights in the Philippines

LGBTQIA+ in Philippine history have frequently been denied, especially in light of the country's conservative cultural landscape. However, historical accounts from pre-colonial times reveal a more inclusive society where diverse gender identities and expressions were recognized and respected. The *Babaylan,* who were often women or gender-fluid men who took on feminine roles (called "asog" or "bayok"), held esteemed positions

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as spiritual leaders and healers (Alcina, 1668/1960). The Spanish colonization imposed rigid patriarchal and gender norms and doctrines, systematically eroding and stigmatizing indigenous traditions they could not comprehend, including gender fluidity and same-sex relationships, framing them as immoral or unnatural. These conceptions of gender and sexuality were further reinforced during American colonization through the medical pathologization of homosexuality and the stricter enforcement of heteronormative standards propagated through cultural influences such as films, literature, and the American colonial education system. This combined colonial legacy of discrimination and stigmatization persists today, manifesting in legal barriers, social exclusion, and discriminatory practices that continue to marginalize LGBTQIA+ people in areas such as education, employment, healthcare, and family rights.

At present, LGBTQIA+ rights in the Philippines have seen both progress and persistent challenges. While the country boasts a vibrant LGBTQIA+ movement, legal protections remain limited; the country still lacks a comprehensive national law that would provide legal protections against discrimination in employment, education, healthcare, and access to public services. Despite this, through tireless campaigns and advocacy, anti-discrimination ordinances (ADOs) have been enacted in several local government units (LGUs), and queer voices are increasingly represented meaningfully in media, politics, and civil society.

SOGIESC Mainstreaming in the Philippines

Challenges in SOGIESC Mainstreaming

ASC, through its research with regional organizations in Southeast Asia (2022), identified several internal and external barriers that hinder CSOs from fully integrating SOGIESC perspectives into their work in the region.

One major obstacle is the difficulty in influencing ASEAN mechanisms to acknowledge and address SOGIESC-related issues particularly due to opposition from conservative state and non-state actors, especially in the use of "contentious" terms such as "SOGIESC" and "LGBTQIA+" in these regional frameworks.

Another significant challenge is the well-being of CSO representatives who are LGBTQIA+ allies or advocates, as well as other stakeholders engaged in this work. Many individuals involved in LGBTQIA+ advocacy face risks such as burnout as well as harassment and threats to their safety, even more so when they operate in hostile environments where LGBTQIA+ persons are heavily stigmatized. The emotional and mental toll on advocates and allies further limits the sustainability of their engagement, and the stigma associated with LGBTQIA+ issues deters groups from being involved due to fear of backlash from conservative sectors, religious groups, or political actors.

Resource constraints also pose a significant barrier, as many CSOs lack adequate funding, human resources, and institutional support to sustain SOGIESC-inclusive programs. Limited access to training, office amenities, and dedicated personnel with expertise in SOGIESC mainstreaming makes it challenging for organizations to implement and expand SOGIESC-inclusive initiatives.

Further, some CSOs operate within networks or funding arrangements that impose limitations on their ability to advocate for LGBTQIA+ rights. Certain donors or partner organizations may discourage (or even prohibit) involvement in SOGIESC-related work, forcing CSOs to find creative ways to navigate the complex dynamics between funder and CSO to still be able to operationalize initiatives that are SOGIESC-inclusive.

Sociocultural and political conditions in the country of operation significantly shape the extent to which CSOs can promote SOGIESC inclusion. In many ASEAN countries, queer folks continue to face systemic discrimination and societal stigma. Hate speech, violence, and political repression create an environment where CSOs must carefully strategize their advocacy efforts to minimize risks to the wellbeing of their organization and staff, while pushing for meaningful change.

In the Philippines specifically, queer advocates themselves find difficulty in contextualizing the concepts "SOGIESC" and "LGBTQIA+", possibly springing from the diversity of languages and cultures in the country. There is a failure to adequately localize SOGIESC concepts in the Philippine setting, and the lack of localized literature and frameworks further complicates efforts to make SOGIESC more understandable and relevant for the people in these varying local contexts.

Also, the lack of coordination and cooperation among LGBTQIA+ movements of differing political stances and priorities leads to the lack of a harmonized SOGIESC mainstreaming framework. Without a unified framework, efforts to integrate SOGIESC across different sectors become fragmented, making it difficult for external stakeholders such as government agencies, development organizations, and civil society partners to adapt and implement policies that are truly sensitive to the needs of marginalized groups.

Good Practices in the Philippines

The increasing recognition of the intersectionality of one's SOGIESC and how it overlaps with other oppressive systems such as classism, ableism, ageism, etc. has become an impetus for more intersectional approaches that aim to address multiple layers of marginalization. Thus, the growing commitment of traditionally non-LGBTQIA+ focused civil society organizations toward mainstreaming SOGIESC in their work is becoming an emerging trend within human rights movements over the past decade. These organizations have been making significant efforts to integrate SOGIESC concerns into broader societal issues such as children's rights, gender equality, and environmental justice.

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An example is Save the Children Philippines, which recognizes the intersectionality of SOGIESC rights with other aspects of children's rights. Project PRIDE (Protection, Respect, Inclusion, Diversity & Equality) was anchored on the provision of the Convention on the Rights of the Child and emphasizes that the unique challenges faced by children of diverse SOGIESC —such as rejection from the family, bullying, and limited access to education—are compounded by socio-economic factors, leaving them at higher risk of harm. The project aims to provide these children with safe spaces where they can express their identities freely and receive the support they need (Save the Children, 2023).

Sentro ng Alternatibong Lingap Panlegal, more commonly known as SALIGAN, is another organization advocating for gender equality and social justice through legal assistance to marginalized groups. Individuals of diverse SOGIESC are subject to gender-based discrimination and violence and SALIGAN provides litigation support, legal education, policy work, and research on these issues.

The environmental group Greenpeace also highlights cases of gender-based discrimination during disaster relief efforts. LGBTQIA+ individuals are often overlooked or not recognized during responses, leading to their exclusion from aid and services. In a country prone to disasters and a warming climate, Greenpeace advocates not only for climate-responsive policies and programs but also for gender inclusivity. (Santos, 2024)

SOGIESC mainstreaming efforts are not only limited to civil society as private companies in the Philippines have already incorporated Diversity, Equity, and Inclusion (DEI) practices in their company policies and programs. National and ASEAN regional studies show that LGBTQI+ inclusion in workspaces influences business productivity and economic growth as individuals' satisfaction and motivation contribute to better performance (Babaylanes, 2024; Open for Business, 2024). The Philippine Financial & Inter-Industry Pride (PFIP), an organization composed of private firms from different industries, pioneers LGBTQI+ workplace inclusion in the country by capacitating companies in formulating inclusive policies and fostering safe and equitable work environments for their employees, regardless of SOGIESC (Philippine Financial & Inter-Industry Pride, 2024).

As of 2024, six (6) provinces, 34 cities, five (5) municipalities, and 3 barangays in the Philippines have passed anti-discrimination ordinances (Babaylanes, n.d.). These advancements have been made possible through the dedicated lobbying and campaign of CSOs to their local governments. Majority of these ordinances are focused on the protection of basic human rights and access to basic services such as health, education, and protection in the workplace. Some ordinances include protection against violence, abuse, and exploitation. However, there is still more work to be done to attain legitimate equality as the Philippines still does not have a law on SOGIE Equality. (Abad, 2022)

For organizations to be able to operationalize these initiatives, one of the first steps has been developing capacity-building programs that equip their staff or membership with essential skills to address these issues. To promote a deeper comprehension of

the issues at hand and enable organizations to more confidently advocate for inclusive policies, SOGIESC awareness training programs prepare non-LGBTQIA+ groups with the skills they need for community outreach, policy discussions, and advocacy (Global Fund for Women, 2020).

Part of their strategy also centers on conducting awareness-raising campaigns that challenge cultural norms and stereotypes surrounding gender and sexuality. To counter the stigma and discrimination that skew societal perceptions, these organizations seek to promote awareness and acceptance of diverse identities through workshops, public education campaigns, and community gatherings (OutRight Action International, 2022). Since public opinion strongly influences legislative priorities, shifting societal attitudes toward SOGIESC issues can have a substantial impact on the political environment and advance more inclusive policies.

These initiatives create lasting impacts that go beyond their immediate advocacy efforts. These CSO allies support a cultural shift that celebrates and respects diversity and encourages inclusivity by incorporating SOGIESC into their frameworks. A more complex and intersectional view of social justice results from this all-encompassing strategy's assistance in tearing down the barriers that usually divide various types of discrimination (United Nations Free & Equal, 2020). Opportunities for major systemic changes, which could lead to the creation of laws and regulations that support the rights of all people, regardless of their sexual orientation or gender identity, present themselves as society grows more tolerant of SOGIESC rights.

Collaboration and Advocacy in International Human Rights Frameworks and Mechanisms

By recognizing SOGIESC-based rights as an integral part of the broader fight against discrimination and inequality, non-LGBTIA+ CSOs can build stronger alliances with a diverse range of stakeholders including government agencies, international bodies, and grassroots movements (Gagnon, 2021). This strategic alignment strengthens their advocacy efforts and ensures that efforts to combat discrimination address the intersecting challenges faced by historically marginalized communities.

The use of established human rights frameworks is a fundamental component of CSO advocacy, providing a strong legal and ethical foundation for advancing SOGIESC rights. Many organizations reference international treaties and conventions such as the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights to highlight and challenge human rights violations based on SOGIESC (Mathews & Awan, 2019). Grounding advocacy in these legal instruments not only reinforces the legitimacy of their work and also affirms SOGIESC rights are intrinsic to human dignity and equality.. As an example, the United Nations (2019) emphasizes the importance of acknowledging SOGIESC rights in the context of global human rights agendas, emphasizing their crucial role in attaining equal protections for all .

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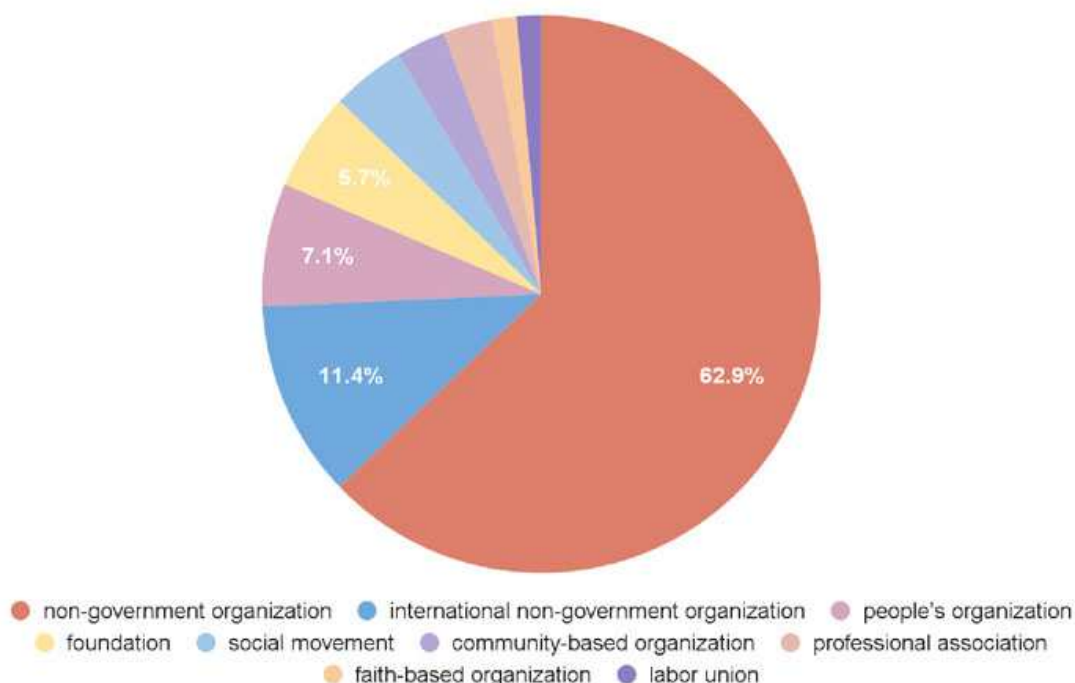on SOGIESC Mainstreaming in the Philippines

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Working together, LGBTQIA+ and non-LGBTQIA+ organizations can enhance advocacy efforts and drive meaningful change. Through collaboration, these groups can expand their reach, pool resources, and draw upon the diverse networks to amplify their impact. Successful case studies show how joint initiatives have resulted in significant policy changes, and a united voice resonates more strongly with policymakers (Narrain & Sreenivasan, 2018). Cross-sector partnerships allow for more holistic and comprehensive strategies that take into account the distinct difficulties faced by different marginalized communities by integrating the expertise and experience of both kinds of organizations.
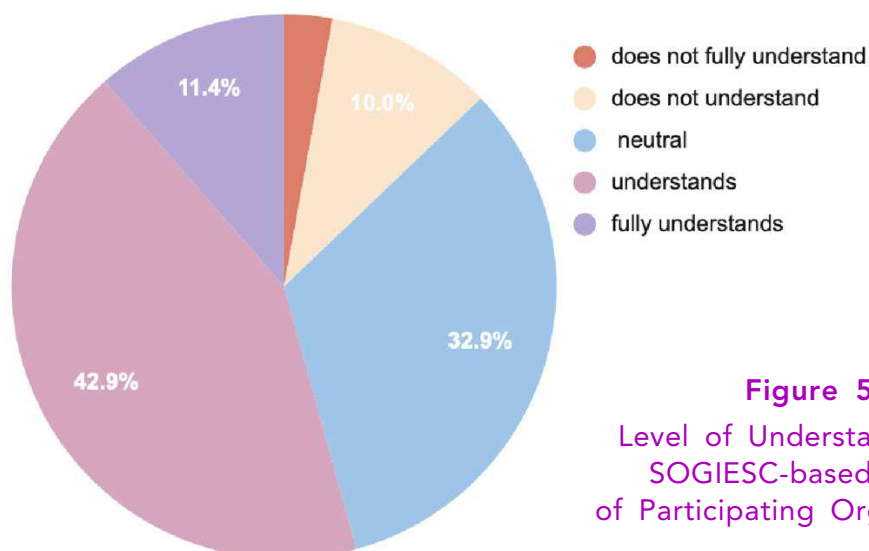
Findings

Perception of SOGIESC Mainstreaming

Level of Awareness and Understanding

The respondents were asked to rate their organizations' level of awareness and understanding of SOGIESC-based issues, with one being the lowest and five being the highest. Under awareness, 50% or thirty-five (35) of the respondents answered that they are aware of SOGIESC-based issues, 27.1% or nineteen (19) are neutral, only ten (10) are fully aware (14.3%), and six (6) or 8.6% indicated that they are not aware. For understanding, 42.9% or thirty (30) of the respondents said that they understand SOGIESC-based issues, twenty-three (23) or 32.9% are neutral and only eight respondents fully understand it (11.4%). Seven (7) answered that they do not understand it (10%) and two (2) admitted that they do not fully understand it (2.8%).

- non-government organization
- international non-government organization
- people's organization
- foundation
- social movement
- community-based organization
- professional association
- faith-based organization
- labor union

Figure 4
Level of Awareness on SOGIESC-based Issues
of Participating Organizations

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Figure 5
Level of Understanding on
SOGIESC-based Issues
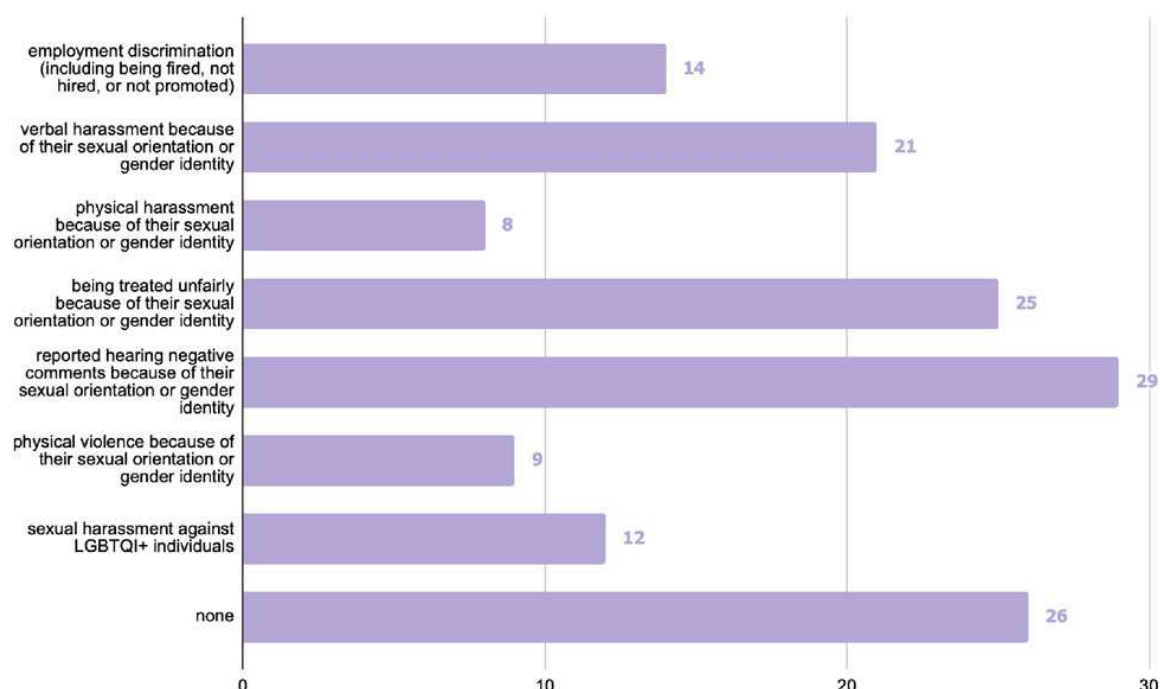of Participating Organizations

SOGIESC-based Issues

The respondents were asked to identify the SOGIESC-based issues that they have encountered and addressed within their working environment. The majority of the respondents answered that the SOGIESC-based issues encountered as an organization were 1) reported hearing negative comments because of their sexual orientation or gender identity, 2) verbal harassment because of their sexual orientation or gender identity, and 3) being treated unfairly because of their sexual orientation or gender identity. Organizations have taken measures to address these common issues. Meanwhile, twenty-seven (27) respondents reported that they did not experience any SOGIESC-based issues.
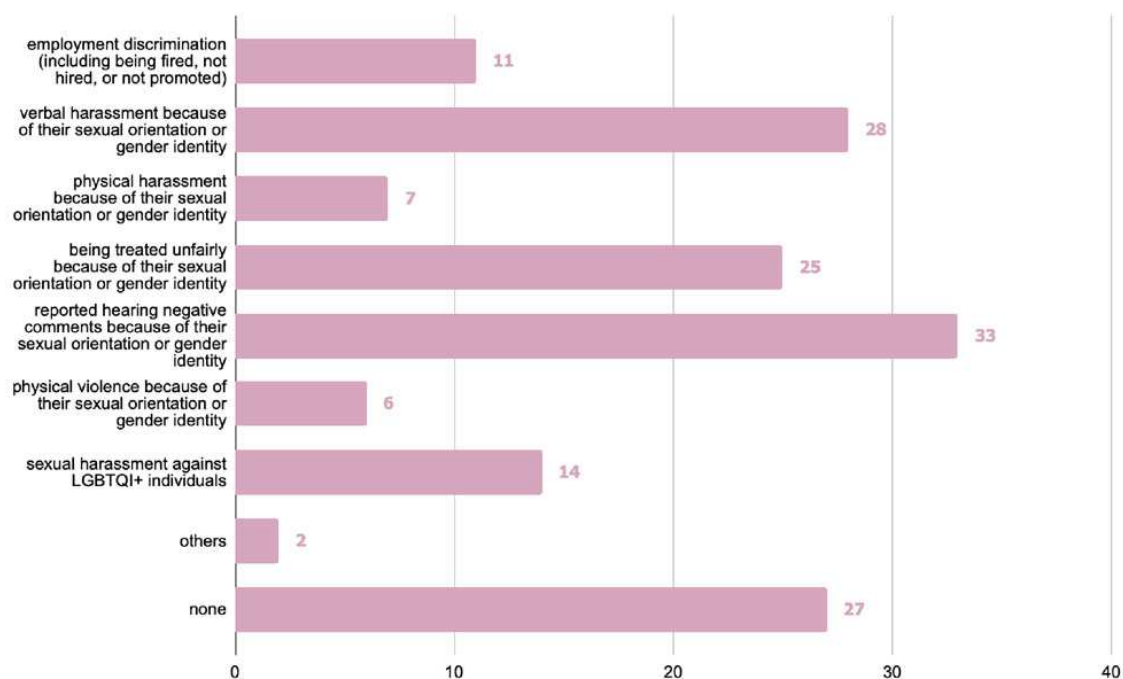
Figure 6
Types of SOGIESC-based Issues Encountered by Participating Organizations

Other specific issues identified by the respondents that their organizations try to address are connected to the health and well-being of persons of diverse SOGIESC. Another organization allows the inclusion of common-law and LGBTQIA+ partners of their employees as dependents in the insurance policy. A few CSOs also implement Awareness and Sensitivity Training on Gender, Equality, Disability, and Social Inclusion.
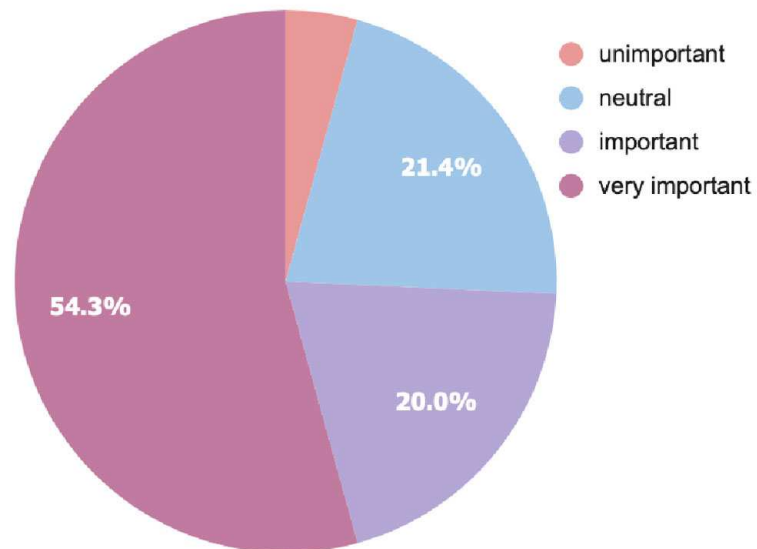

Figure 7

Types of SOGIESC-based Issues Addressed by Participating Organizations
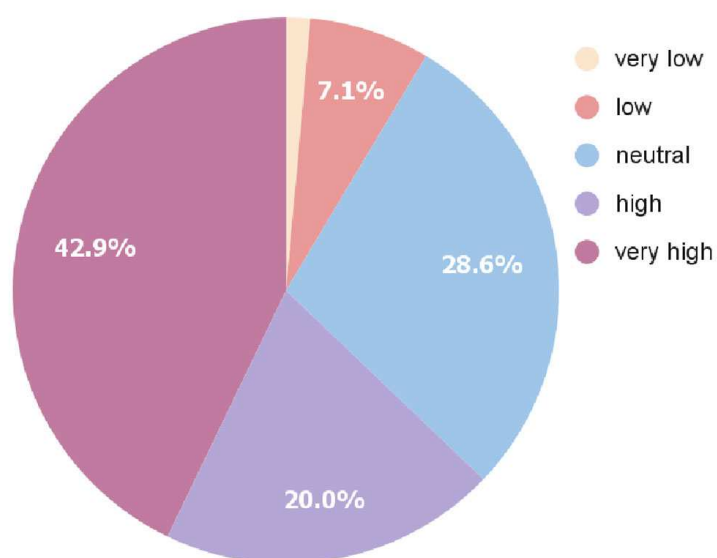
Importance of SOGIESC Mainstreaming

The respondents were asked to rate the importance of SOGIESC mainstreaming in their work and their organizations' level of commitment to SOGIESC mainstreaming. They were also requested to rate the likelihood of their respective organizations institutionalizing SOGIESC mainstreaming.

Thirty-eight (38) or 54.3% of respondents cited that SOGIESC mainstreaming is very important in their work and another fifteen (15) stated that it is important (20%). On the other hand, fourteen (14) marked neutral in the importance of SOGIESC mainstreaming (21.4%) and three (3) organizations do not deem it important in their work (4.3%). In terms of commitment, thirty (30) organizations or 42.9% stated that they have a very high commitment to SOGIESC mainstreaming and twenty (20) (28.6%) also considered their commitment to be high. Fourteen (14) marked their commitment as neutral (20%) while five saw their commitment to be low (7.1%) and one deemed it very low for their organization (1.4%).

Only twenty-six (26) said that they have a very high likelihood of institutionalizing SOGIESC mainstreaming in their respective organizations (37.1%), and another 26 see their likelihood to be high (34.3%). One organization foresaw their likelihood to be very low (1.4%) and five (5) deemed it low (7.1%), while 24 noted neutral (20%).

Figure 8
Level of Importance of SOGIESC Mainstreaming

Figure 9
Level of Commitment on SOGIESC Mainstreaming
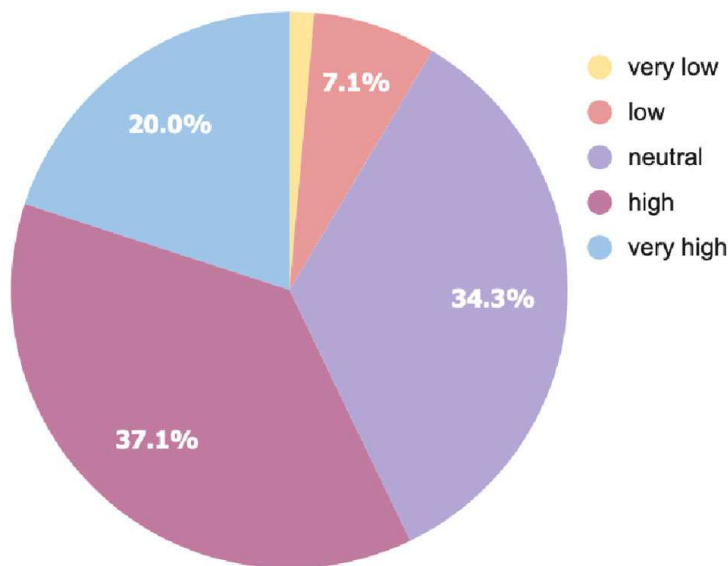
Figure 10
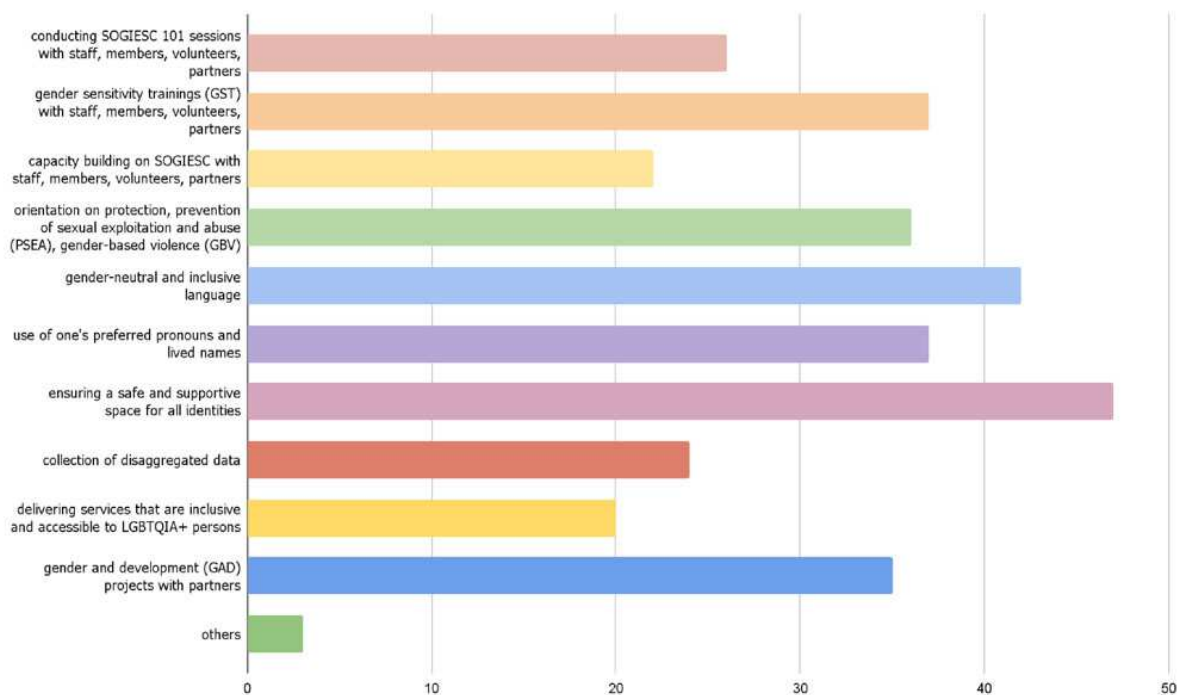Likelihood of Institutionalizing SOGIESC Mainstreaming

Extent of Efforts on SOGIESC Mainstreaming

The participants were asked to identify their organizations' initiatives on SOGIESC mainstreaming in their plans, programs/ projects, and activities along with the strategies and facilitating factors that helped them implement them. To determine the influence of leadership in SOGIESC mainstreaming, the participants were also asked if there are leaders or advocates of SOGIESC mainstreaming within their organizations.

Initiatives

The majority of respondents (47) ensure a safe and supportive space for all identities, and forty-two implement gender-neutral and inclusive language. Thirty-seven conduct gender sensitivity training (GST) with staff, members, volunteers, and partners, and also practice the use of one's preferred pronouns of lived names. Thirty-six implement orientation on protection, prevention of sexual exploitation (PSEA), and gender-based violence (GBV) and thirty-five do gender and development (GAD) projects with partners.

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Figure 11
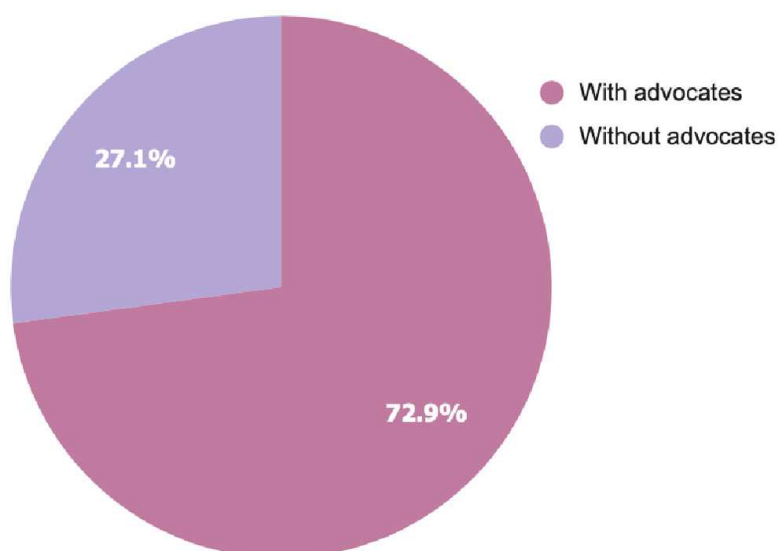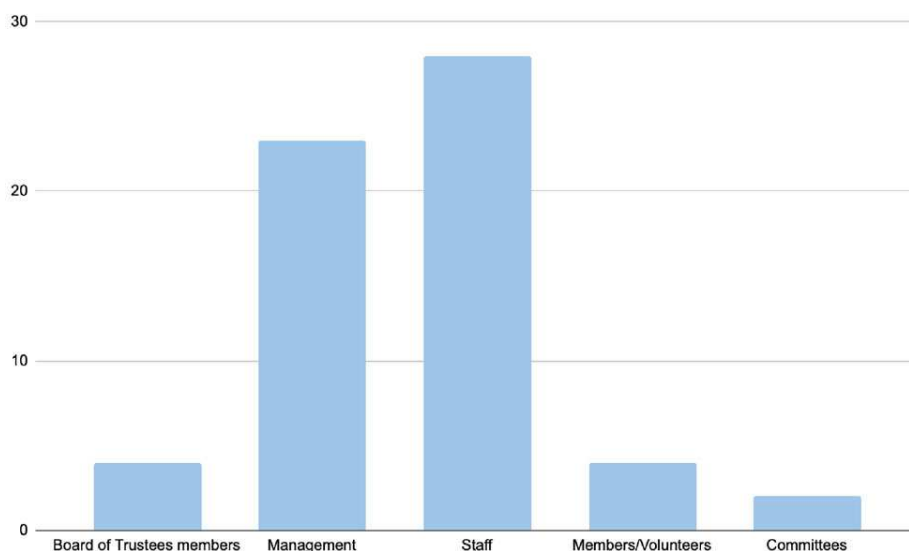Initiatives on SOGIESC Mainstreaming of Participating Organizations

Advocates

Fifty-one of the organizations (72.9%) noted that they have leaders or advocates promoting SOGIESC mainstreaming within their organizations. The majority of these advocates are composed of staff and management.

Figure 12
Percentage of Participating Organizations with Advocates on SOGIESC Mainstreaming

Figure 13

Advocates on SOGIESC Mainstreaming in Organizations

Strategies

Participants identified concrete steps in organizational policies, fifty-eight (58) of them implemented non-discrimination and equal opportunity policies, forty-seven (47) adopted organizational practices such as protection, GBV, and PSEA policies, forty-four (44) integrated protection, gender and inclusion in frameworks/policies, 38 integrated diversity, equity and inclusion in frameworks and policies and nineteen (19) have gender assessment in organizational frameworks/policies.
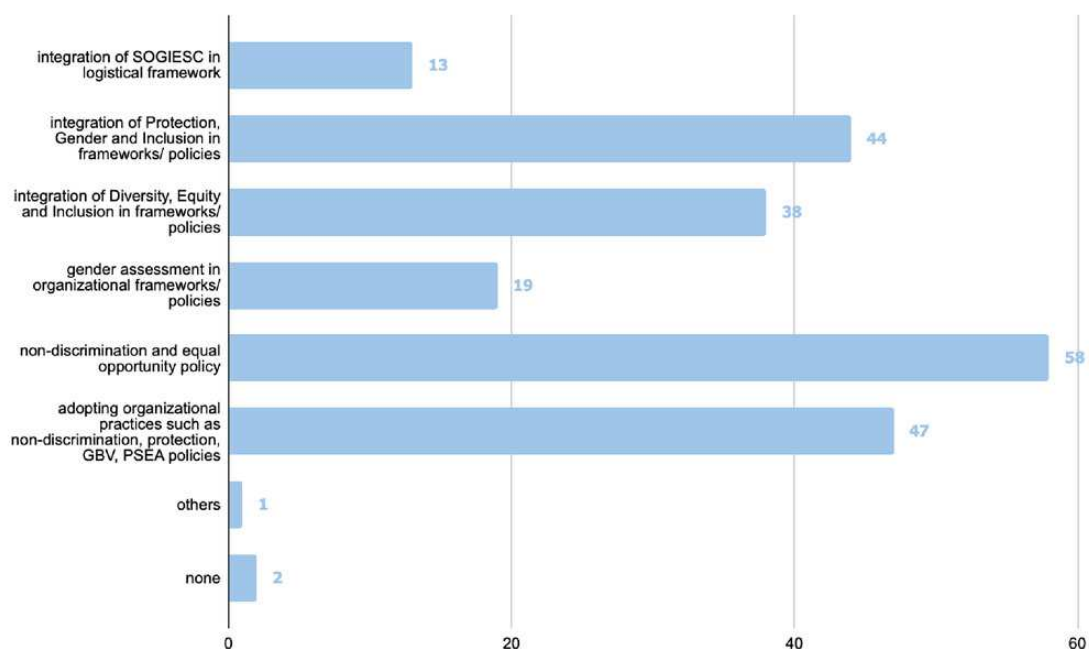
Figure 14

Concrete Steps on SOGIESC Mainstreaming in Organizational Policies

In terms of facilitating factors in implementing SOGIESC mainstreaming in the organizations, two activities outweighed the others: initiatives from the management and organizational policy review. It is also noted that four (4) respondents were not able to determine any facilitating factors.
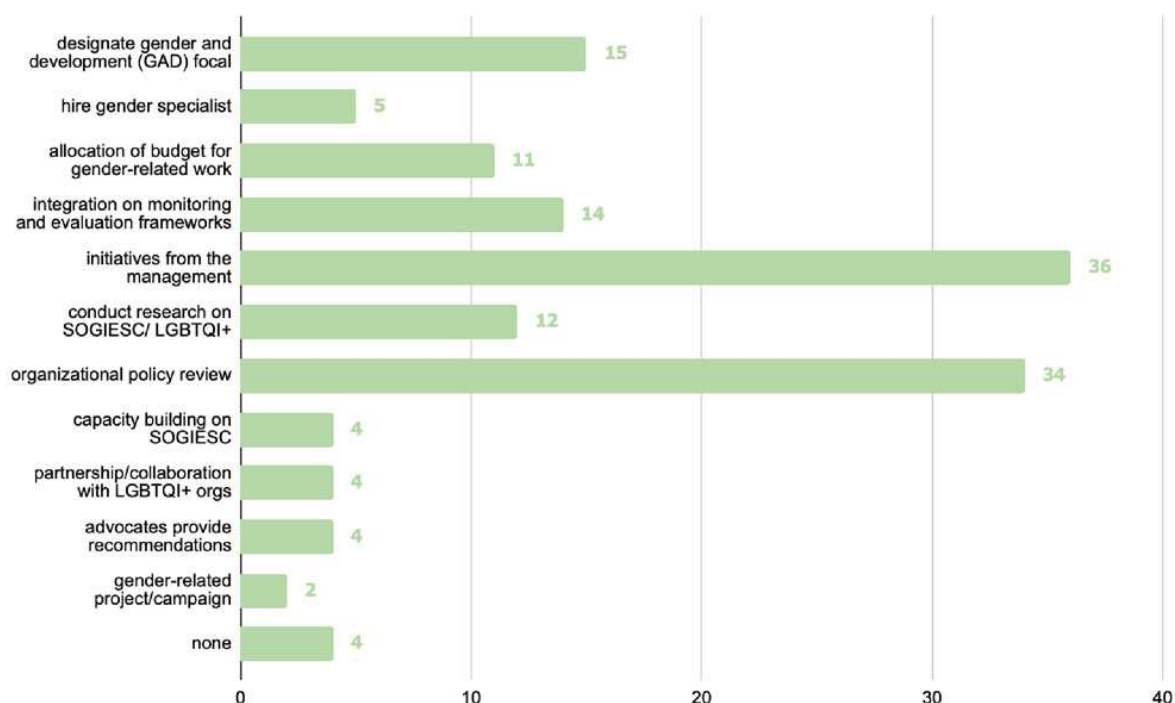
Figure 15
Facilitating Factors on Implementing SOGIESC Mainstreaming
in Organizations

Challenges

The survey participants were asked about the challenges they encounter in mainstreaming SOGIESC in their workplace. The challenges were grouped into three categories: organizational capacity, internal and external factors. Organizational capacity, mostly resource and technical capacity, proved to be a great hindrance. The second greatest difficulty is external factors, highlighting societal culture, and lastly, internal factors, with varying organizational priorities as the main culprit.
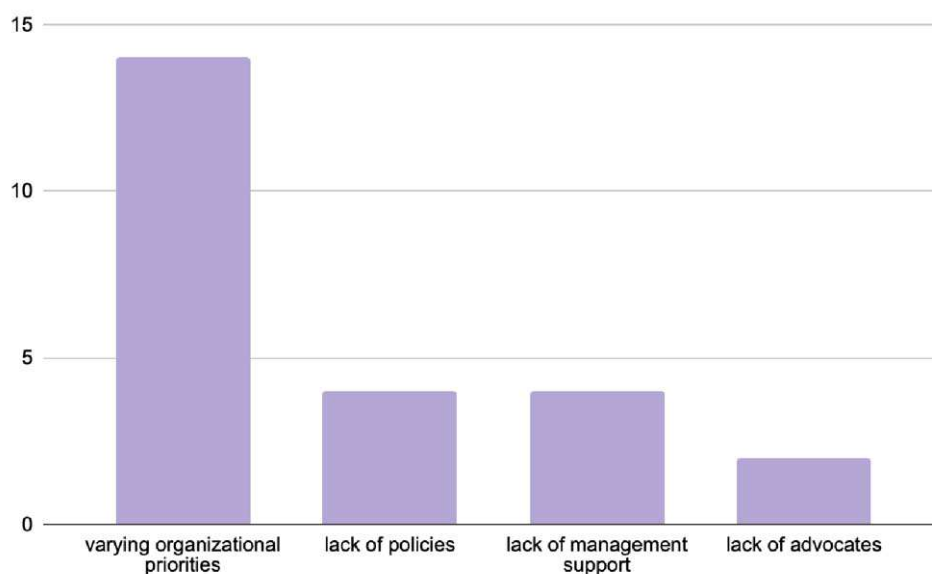
Figure 16

Internal Hindering Factors on Implementing SOGIESC Mainstreaming in Organizations
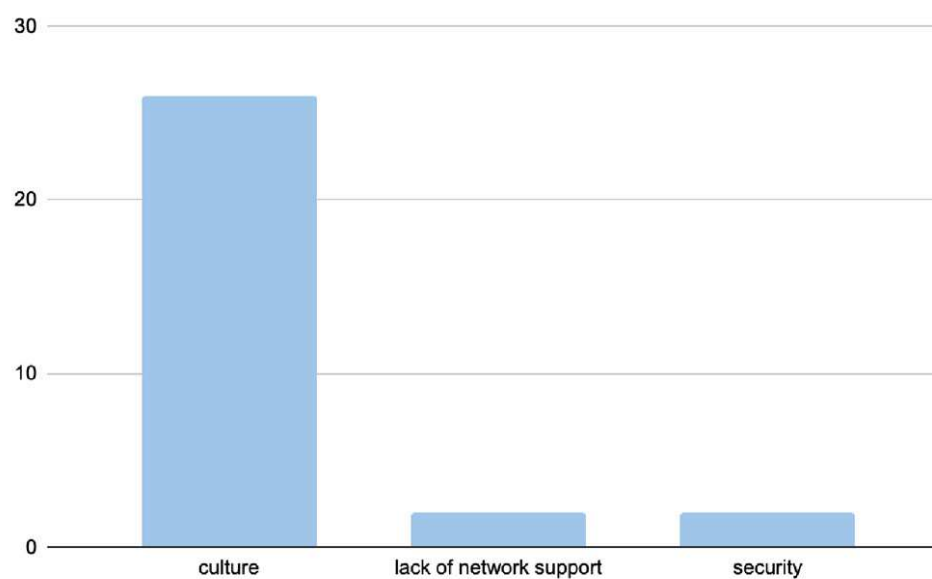
Figure 17

External Hindering Factors on Implementing SOGIESC Mainstreaming in Organizations

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Furthermore, the participants were asked about the support and resources they need to integrate SOGIESC mainstreaming into their work. The main resources required were capacity building (50), funding (42), and technical assistance (32). Lastly, the organizations were asked if they have existing partnerships with LGBTQIA organizations/networks, thirty-two confirmed that they have current engagements (45.7%) while thirty-eight currently have no affiliations with LGBTQIA+ organizations (54.3%).
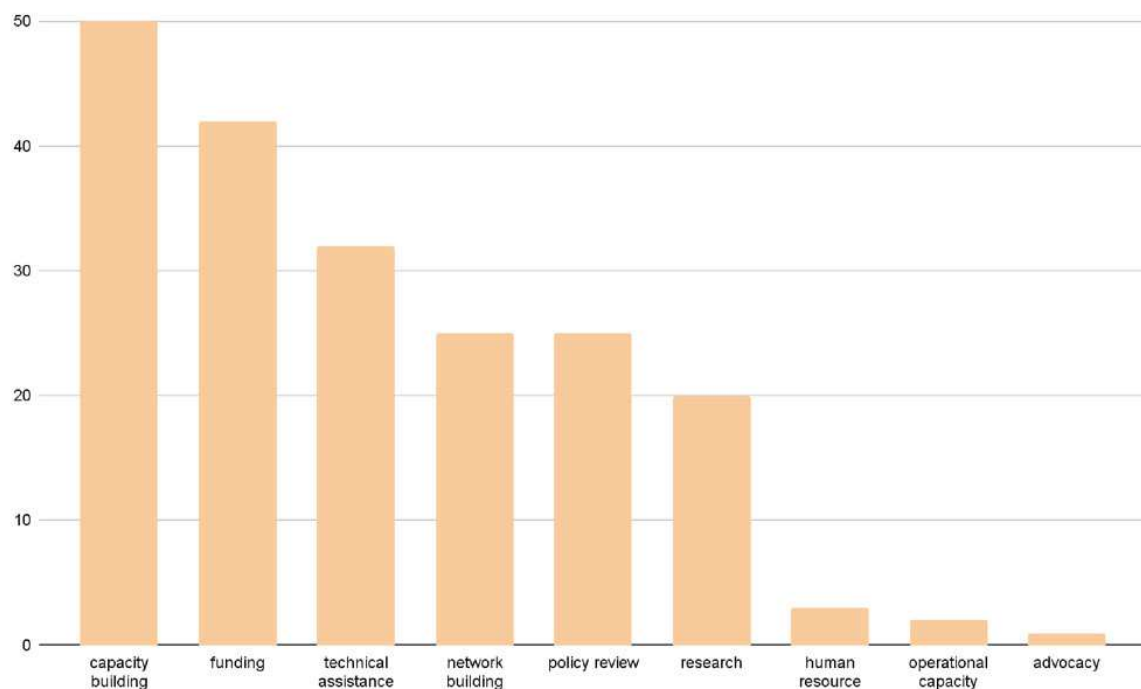
Figure 18

Resources Needed in Implementing SOGIESC Mainstreaming
in Organizations
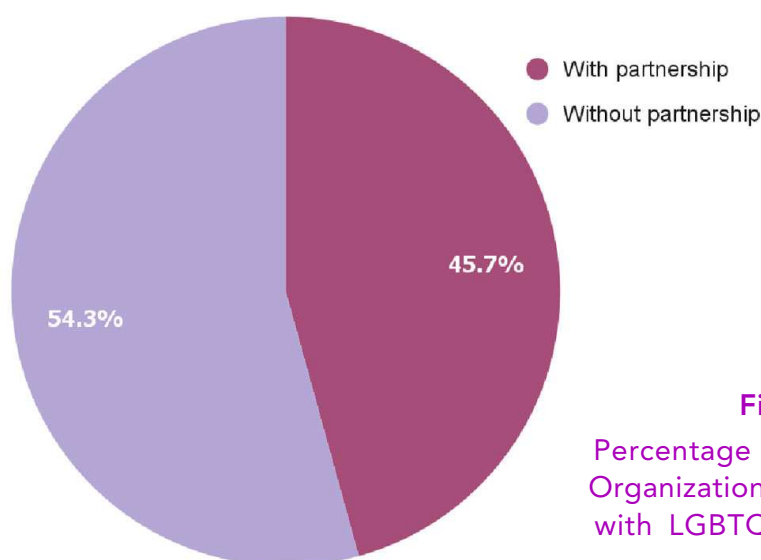
Figure 19

Percentage of Non-LGBTQIA+
Organizations with Partnerships
with LGBTQIA+ Organizations

Discussion

Data shows that only over fifty percent (54.3%) of respondents understand SOGIESC-based issues even though over sixty (64.3%) are aware of these issues, showing a correlation between these elements in the responses we gathered. This suggests that while awareness of SOGIESC-based issues serves as a crucial first step, it does not necessarily guarantee an understanding of their real-life impact on LGBTQIA+ individuals within their communities or the appropriate ways organizations should respond. Many respondents who reported awareness also reported a lack of comprehensive grasp of the concepts, implications, and structural barriers related to persons with diverse SOGIESC.

Moreover, while 70% of the organizations believe that SOGIESC mainstreaming is important in their work, only 62.9% are committed to incorporating SOGIESC mainstreaming into their organizations, and only 57% are likely to institutionalize it in the next three years. That is, while more than half of the organizations may recognize SOGIESC-related issues, they struggle to translate this awareness into organizational policies and programs. The respondents point toward 1) **limitations in organizational capacity**, 2) **barriers stemming from societal culture**, and 3) **varying organizational priorities** as the underlying barriers that hinder structural commitment to SOGIESC Mainstreaming.

First, many CSOs struggle to align their work on SOGIESC mainstreaming due to the lack of institutional knowledge and absence of guiding frameworks wherein they can anchor this work. Some organizations are able to collaborate with LGBTQIA+ organizations to conduct learning sessions and sensitivity training, and share mainstreaming frameworks, but not all. Without proper training or continued engagement, familiarity with the terms does not necessarily equip them to implement meaningful changes within their own organizations. There are also other resource constraints such as funding and technical assistance to design and carry out these policies.

Also, it is very evident that the challenges faced by the non-LGBTQIA+ focused CSOs in the country stem largely from cultural barriers. Resistance from stakeholders informed and motivated by the sociopolitical landscape and conservative societal norms contribute to the likelihood of organizations to openly adopt SOGIESC-inclusive policies. Some organizations fear backlash from the greater community, propelled by religious beliefs, conservatism, differences in backgrounds, stigma on LGBTQIA+, cultural taboos and societal norms, macho culture, patriarchy, resistance to changing landscapes, and personal biases.

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Lastly, CSOs engaged in various advocacy areas may support the LGBTQIA+ advocacy in principle but may not see its integration as an immediate necessity. Internal resistance from leadership or key stakeholders can also hinder committing to steps toward SOGIESC mainstreaming, especially if there is no strong push from decision-makers to adopt this framework in their operations.

The key informants offer a similar take: the understanding and awareness of SOGIESC issues are primarily at the personal level. While their awareness and understanding influence their organizations' work, CSOs often prioritize their specific mandates and focused advocacies over SOGIESC integration. Sometimes, despite having access to potential financing and resources for implementation, organizations are not very keen on developing proposals on SOGIESC mainstreaming due to the concerns regarding the level of awareness and understanding among their community and partners. Given that CSOs in the Philippines are deeply embedded in the grassroot communities, there is a greater need to strengthen their capacities to take up discussions on SOGIESC mainstreaming and to also foster community responsiveness to engage with these conversations.

Addressing SOGIESC-Based Issues

Our data indicates that the top three SOGIESC-related issues encountered and addressed are centered on inclusion and anti-discrimination practices affecting the LGBTQIA+ community. Despite the implementation of these policies, incidents of unfair treatment in the workplace persist. As highlighted in the previous sections, the marginalization and discrimination that confront LGBTQIA+ persons are still prevalent; despite some advancement on anti-discrimination policies at the local government level and inclusion policies implemented at the organization level, persons with diverse SOGIESC are still fighting to be seen and accepted without being subjected to negative comments, verbal harassment, and discrimination in public spaces and workplaces.

In response to these challenges, and in recognition of the fundamental human rights of LGBTQIA+ persons, CSOs in the country work to ensure that the needs of vulnerable groups are addressed within their respective communities and spaces. Their efforts focus on **creating and maintaining safe spaces that are critical for enabling LGBTQIA+ individuals to openly discuss and navigate the issues they encounter daily.**

Incorporating SOGIESC mainstreaming into more comprehensive frameworks and policies of social justice, human rights, and gender equality at the organizational level is a crucial step in addressing these structural issues. However, this is still a work in progress among the participating organizations, due to the reasons described above. Some organizations have taken concrete steps by adopting Protection, Gender, and Inclusion frameworks and/or policies, Diversity, Equity, and Inclusion (DEI), as well as non-discrimination and

equal opportunity policies. Some were able to hire gender specialists or designate GAD focals, conduct SOGIESC-related research, and leverage partnerships with LGTBQIA-focused organizations.

Encouragingly, most of the participating organizations in this study emphasize **alliance and network building as a key strategy in their policy lobbying work**. This strengthens organizational support towards SOGIESC mainstreaming by maximizing the complementary expertise of partner organizations. Many respondents have expressed that in order to integrate SOGIESC mainstreaming in their operations, pooling resources such as funding, technical assistance, and capacity building are essential. They also noted that advocacy efforts are more effective when backed by adequate resources and a strong support system.

Good Practices of SOGIESC Mainstreaming

The work of CSOs in the Philippines on Gender and Development (GAD) provides a platform for SOGIESC mainstreaming into their initiatives, though this is also dependent on the institutional readiness of organizations to establish, implement and sustain these initiatives. However, throughout the study, it is a common narrative that diverse perspectives are already included in the work of non-LGBTQIA+ focused organizations given the emerging need to discuss and break gender norms. Respondents emphasized their organizations' efforts in ensuring a safe and supportive space for all identities and have identified critical factors in advancing this work within their organizations, such as practicing gender-neutral and inclusive language, conducting gender sensitivity training (GST) with staff, members, volunteers, and partners, and respecting the use of one's preferred pronouns of lived names. The respondents also point to the implementation of policies focused on protection, prevention of sexual exploitation (PSEA), diversity, equity and inclusion (DEI), and gender-based violence (GBV). These are strongly linked to complying with international standard policies and frameworks, such as mandates from international headquarters.

Additionally, the presence of leaders and advocates from the roster of staff and management who actively promote SOGIESC mainstreaming creates a ripple effect that extends to external stakeholders and community partners.

Key informant respondents strongly highlighted the importance of the role of active community/key leaders in advocating for these issues in their own communities. In addition, leaders who come out in the open about their identities serve as an important indicator, reflecting that their organization has successfully provided a safe and inclusive space for LGBTQIA+ members.

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Below are the good practices enumerated by the respondents to the study:

- *Presence of SOGIESC advocates at the management level;*
- *Hire a gender specialist;*
- *Allocate financial resources for gender-related work;*
- *Conduct research on LGBTQIA+ and SOGIESC mainstreaming;*
- *Adopt gender-, inclusion- and protection-related policies;*
- *Implement capacity building activities, including gender sensitivity trainings;*
- *Integrate inclusion efforts in the monitoring and evaluation frameworks;*
- *Strong collaboration and network building among LGBTQIA+ organizations.*

Conclusion and Recommendations

Despite the strong advocacies on gender equality and inclusion, few organizations have specific initiatives and interventions on mainstreaming SOGIESC in their work. Hence, there is a clear call to integrate diverse perspectives and analyses into the broader human rights and social justice frameworks in the Philippines. However, despite recognizing its importance, organizations face significant barriers that hinder the full commitment and the integration of SOGIESC into organizational policies, plans, and activities among non-LGBTQIA+ organizations, including **limitations in organizational capacity and resources—financial, human, and technical, cultural resistance, the absence of supportive national policies,** and **varying organizational priorities.**

Below are key points derived from the study:

- There is a lack of organizational capacity to embed SOGIESC mainstreaming in organizational plans, programs/projects, and activities since internal advocacy is limited at the individual level of staff or management
- Many non-LGBTQIA+ CSOs struggle to align SOGIESC mainstreaming work due to the limited institutional knowledge and lack of resources and guiding framework reinforcing this work.
- Organizational priorities are focused on their respective advocacies but due to the nature of community-based work responding to issues emerging from the communities, SOGIESC-based issues are becoming apparent but the communities themselves are still not prepared to address them.
- Organizational/Institutional readiness as well as community readiness are both significant to progress the work on SOGIESC mainstreaming.
- The lack of enabling policies and national frameworks in the Philippines is the main challenge to fully institutionalize SOGIESC mainstreaming in the work of civil society organizations. While some of the organizations' policies on diversity, equity, and inclusion are driven by international standards, there is still a lack of harmonization in the Philippine context.

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Recommendations

It is important to note that the Philippines is already implementing the Gender and Development Framework and the landscape of gender discourse is changing, transcending beyond women empowerment work. A meaningful shift toward inclusion is essential, wherein the overall goal must be to foster an enabling environment for everyone to live in a safe space regardless of one's sexual orientation, gender identity, or sex characteristics.

Civil society organizations play a crucial role in building a more just and equitable future by incorporating diverse perspectives and analyses into the larger human rights agenda, establishing alliances, and challenging accepted social norms. CSOs have the power and potential to bring about systemic change, which makes the intersectional alliance between the LGBTQIA+ movements with the broader social justice movements even more vital.

Based on the reflective and insightful perspectives shared by respondents, the following recommendations are offered as entry points for non-LGBTQIA+ focused organizations looking to integrate SOGIESC into their work.

For LGBTQIA+CSOs

- Develop a harmonized SOGIESC mainstreaming framework appropriate to the Philippine context to guide integration across all sectors and levels. This framework should provide adaptable strategies rather than a one-size-fits-all approach, ensuring that diverse CSOs can incorporate SOGIESC principles in ways that align with their specific mandates and operational contexts.

Organizational Governance

- Establish institutional commitments and policies such as Protection, Gender, and Inclusion frameworks, Diversity, Equity, and Inclusion policies, and non-discrimination and equal opportunity policies in their organizational agenda and strategic goals or plans, with clear mechanisms for implementation and accountability.
- Ensure that these policies are enforced and regularly reviewed, including grievance mechanisms to address discrimination within the organization.
- Institutionalize SOGIESC-sensitive language and communication across all organizational materials, policies, and external engagements.
- Encourage more in-depth research on SOGIESC mainstreaming work in the Philippines to document and feature good practices that could be adapted and replicated by various CSOs. Develop a playbook/guidebook that introduce SOGIESC Key Performance Indicators (KPIs) that measure an organization's progress in inclusion efforts (e.g., representation in leadership, policies, resource allocation)

- Ensure budget allocation for gender and create permanent positions responsible for gender mainstreaming and facilitating related processes. Provide access to enabling SOGIESC-inclusive/non-heteronormative facilities for victim-survivors of violence.
- Encourage the integration of SOGIESC components into the development of proposals (e.g., climate justice, health, education, economic empowerment).
- Implement supplier diversity programs that prioritize vendors and service providers owned by LGBTQIA+ individuals.

Capacity Building

- Establish executive training programs that focus on equipping CSO leaders with the knowledge, tools, and personal commitment needed to champion SOGIESC mainstreaming. These programs will help overcome the hesitancy of top executives with institutionalizing SOGIESC mainstreaming.
- Develop and conduct capacity building programs designed to better understand LGBTQIA+ issues relevant to their sector.
- Conduct technical training on mainstreaming SOGIESC in organizations as part of the capacity-building program. Consider the case studies of other organizations that have institutionalized mainstreaming in their work
- Develop LGBTQIA+ leadership in their respective organizations to ensure that the SOGIESC lens is integrated and sustained.

Sustainable and Strategic Partnerships, and Solidarity Building

- Conduct of Consultative Meetings with non-LGBTQIA+ and LGBTQIA+ focused organizations to assess opportunities towards complementary goals and outcomes such as the passage of the SOGIE Equality Bill
- Establish partnerships between non-LGBTQIA+ CSOs and LGBTQIA+ organizations to integrate SOGIESC perspectives into broader social justice, gender equality, and human rights initiatives. Strengthening cross-movement collaboration will enhance collective advocacy efforts, pool technical and financial resources, and provide a platform for shared learning, ensuring a more inclusive and intersectional approach to addressing systemic inequalities.
- Develop strategic communications plans among trusted CSOs to amplify respective issues and advocacies. Design materials such as audio-visual presentations, guidebooks and campaigns and disseminate it through social media platforms.
- Increase public awareness campaigns through media partnerships.
- Engage local government units to pass more anti-discrimination ordinances and the inclusion of SOGIESC perspectives in local plans, programs, and budgeting.
- Support strategic lawsuits that establish legal precedents for anti-discrimination and SOGIESC protections, even in the absence of national legislation.

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Annexes

Annex A: Survey Questions

Participant & Organizational Information	
Name/Pangalan:	
Sex:	• Female • Male • Intersex (have genitals, chromosomes or reproductive organs that don't fit into a male/female sex binary) • Prefer not to say
Gender:	• Cis-gender man (assigned male at birth and identifies as male/man) • Cis-gender woman (assigned female at birth and identifies as female/woman) • Transgender man • Transgender woman • Non-binary (not strictly identifying as male or female) • Gender queer • Agender • Prefer not to answer
Pronouns	• He/ Him • She/ Her • They/ Them • Others_____
Organization/Organisasyon:	

Participant & Organizational Information	
Position/Posisyon:	
Type of civil society organization/ Uri ng Civil Society Organization:	• non-government organization (NGO) • professional association • foundation • independent research institutes • community-based organization (CBO) • faith-based organization • people's organization • social movement • labor union • International non-government organization
Areas of Work Interest/ Sectors/Pokus na Gawain o Sektor: Check all that applies to your organization	• Agriculture Food & Nutrition • Animals & Wildlife • Arts & Culture • Business & Industry • Children • Civil Society Development • Community Development • Democracy & Good Governance • Disaster Risk Reduction • Disability • Economic Development • Education • Employment & Labor • Environment • Family • Food Security and Livelihood (FSL) • Health • Housing & Shelter • Human Rights • Human Service • Humanitarian Relief • Immigration • Indigenous Communities • Information Technology • International Affairs • Livelihood • Media • Narcotics Drugs & Crime • Old Age Care

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Participant & Organizational Information	
	- Old Age Care - Peace & Conflict Resolution - Poverty Alleviation - Public Affairs - Refugee & Asylum Seekers - Religion - Research - Science - Social Sciences - Social Service - Sports & Recreation - Sustainable Development - Tourism & Travel - Volunteerism - Water Sanitation and Hygiene (WASH) - Women & Gender - Youth & Adolescents - Others _____
Coverage area with active engagement/ *Saklaw na mga lugar na may aktibong pakikipag-ugnayan* Check all that applies to your organization	- National Capital Region (NCR) - Cordillera Administrative Region (CAR) - Region 1 (Ilocos Region) - Region 2 (Cagayan valley) - Region 3 (Central Luzon) - Region 4A (CALABARZON) - Region 4B (MIMAROPA) - Region 5 (Bicol Region) - Region 6 (Western Visayas) - Negros Island Region (NIR) - Region 7 (Central Visayas) - Region 8 (Eastern Visayas) - Region 9 (Zamboanga Peninsula) - Region 10 (Northern Mindanao) - Region 11 (Davao Region) - Region 12 (SOCCSKSARGEN) - Region 13 (CARAGA) - Bangsamoro Autonomous Region in Muslim Mindanao (BARMM)

Survey Questions

1. How would you rate the level of awareness of SOGIESC-based issues in your organization?

   ☐ *Paano mo susukatin ang antas ng kamalayan ng inyong organisasyon ukol sa mga SOGIESC-based issues?*

   Please check only one box.

   - **1 - not fully aware** *(lubos na hindi pamilyar)*
   - **2 - not aware** *(hindi pamilyar ngunit hindi nauunawan)*
   - **3 - neutral**
   - **4 - aware** *(pamilyar)*
   - **5 - fully aware** *(lubos na pamilyar)*

2. How would you rate the level of understanding of SOGIESC-based issues in your organization?

   ☐ *Paano mo susukatin ang antas pag-unawa ng inyong organisasyon ukol sa mga SOGIESC-based issues?*

   Please check only one box.

   - **1 - does not fully understand** *(lubos na hindi nauunawaan)*
   - **2 - does not understand** *(hindi nauunawan)*
   - **3 - neutral**
   - **4 - understands** *(nauunawaan)*
   - **5 - fully understands** *(lubos na nauunawaan)*

3. What are some SOGIESC-based issues that your organization has <u>encountered</u> in the workplace or during an activity with beneficiaries/partners/ communities?

   ☐ *Ano ang mga SOGIESC-based na isyu ang <u>naranasan</u> ng inyong organisasyon sa loob ng opisina o sa mga aktibidad kasama ang benepisyaryo/partners/ komunidad?*

   Check all that applies *(Markahan lahat ng angkop)*

   - employment discrimination (including being fired, not hired, or not promoted)
   - verbal harassment because of their sexual orientation or gender identity
   - physical harassment because of their sexual orientation or gender identity
   - being treated unfairly because of their sexual orientation or gender identity
   - reported hearing negative comments because of their sexual orientation or gender identity
   - physical violence because of their sexual orientation or gender identity
   - sexual harassment against LGBTQI+ individuals
   - Other _____

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4. What are some SOGIESC-based issues that your organization has <u>addressed</u> in the workplace or during an activity with beneficiaries/partners/ communities?

☐ *Ano ang mga SOGIESC-based na isyu ang <u>nabigyang solusyon</u> ng inyong organisasyon sa loob ng opisina o sa mga aktibidad kasama ang benepisyaryo/partners/ komunidad?*

Check all that applies *(Markahan lahat ng angkop)*

- employment discrimination (including being fired, not hired, or not promoted)
- verbal harassment because of their sexual orientation or gender identity
- physical harassment because of their sexual orientation or gender identity
- being treated unfairly because of their sexual orientation or gender identity
- reported hearing negative comments because of their sexual orientation or gender identity
- physical violence because of their sexual orientation or gender identity
- sexual harassment against LGBTQI+ individuals
- Other _____

5. How important is SOGIESC mainstreaming in your organization's work?

☐ *Gaano kahalaga ang usapin ng SOGIESC mainstreaming sa inyong gawain sa organisasyon?*

Please check only one box.

- **1 - very unimportant** *(napaka-unimportante)*
- **2 - unimportant** *(hindi importante)*
- **3 - neutral**
- **4 - important** *(mahalaga)*
- **5 - very important** *(napakahalaga)*

6. How committed is your organization to integrating SOGIESC inclusion into its programs and activities?

☐ *Gaano katatag ang komitment ng inyong organisasyon sa pagtatahi ng usaping SOGIESC sa inyong mga programa at aktibidad?*

Please check only one box.

- **1 - very low** *(napakababa)*
- **2 - low** *(mababa)*
- **3 - neutral**
- **4 - high** *(matatag)*
- **5 - very high** *(napakatatag)*

7. From 2021-2024, how is SOGIESC mainstreaming reflected in your organization's policies, plans, programs, and activities?

☐ *Mula taong 2021-2024, paano naipapakita ng inyong organisasyon ang SOGIESC mainstreaming sa inyong mga polisiya, programa, plano at aktibidad?*

Check all that applies *(Markahan lahat ng angkop)*

- conducting SOGIESC 101 sessions with staff, members, volunteers, partners
- gender sensitivity trainings (GST) with staff, members, volunteers, partners
- capacity building on SOGIESC with staff, members, volunteers, partners
- orientation on protection, prevention of sexual exploitation and abuse (PSEA), gender-based violence (GBV)
- gender-neutral and inclusive language
- use of one's preferred pronouns and lived names
- ensuring a safe and supportive space for all identities
- collection of disaggregated data
- delivering services that are inclusive and accessible to LGBTQIA+ persons
- gender and development (GAD) projects with partners
- other: _____

8. Are there leaders/advocates who promote SOGIESC mainstreaming in your organization? If yes, what is their role/position in the organization?

☐ *Mayroon bang mga lider o advocates na nagsusulong sa gawain ng SOGIESC mainstreaming sa inyong organisasyon? Kung oo, ano ang kanyang posisyon sa organisasyon?*

9. What concrete steps has your organization employed in SOGIESC mainstreaming into your work?

☐ *Ano ang mga konkretong hakbang ang isinagawa ng inyong organisasyon ukol sa gawaing SOGIESC mainstreaming?*

Check all that applies *(Markahan lahat ng angkop)*

- integration of SOGIESC in logistical framework
- integration of Protection, Gender and Inclusion in frameworks/ policies
- integration of Diversity, Equity and Inclusion in frameworks/ policies
- gender assessment in organizational frameworks/ policies
- non-discrimination and equal opportunity policy
- adopting organizational practices such as non-discrimination, protection, GBV, PSEA policies
- Other: _____

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10. What helped you implement these steps?

☐ *Anu-ano ang mga nakatulong upang maisagawa ang mga hakbang na ito?*

Check all that applies *(Markahan lahat ng angkop)*

- designate gender and development (GAD) focal
- hire gender specialist
- allocation of budget for gender-related work
- integration on monitoring and evaluation frameworks
- initiatives from the management
- conduct research on SOGIESC/ LGBTQI+
- organizational policy review
- Other: _____

11. What are some of the challenges you encountered/will encounter in integrating SOGIESC mainstreaming into your organization's work? (e.g. management, culture, security)

☐ *Anu-ano ang mga pagsubok na hinarap o haharapin ninyo sa pagsusulong ng SOGIESC mainstreaming sa inyong gawain bilang organisasyon? (e.g. management, kultura, sekuridad)*

12. What kind of support or resources does your organization need to integrate SOGIESC mainstreaming into your work? (e.g. funding, capacity building, policy review, research, network building, technical assistance) <u>NAME AT LEAST THREE (3).</u>

☐ *Anu-anong suporta o resources ang kinakailangan ng inyong organisasyon upang maitahi ang SOGIESC mainstreaming sa inyong gawain sa organisasyon? (e.g. funding, capacity building, policy review, research, network building, technical assistance) <u>MAGBIGAY NG TATLO (3).</u>*

13. In the next three years, how likely will SOGIESC mainstreaming be institutionalized in your organization (in policies, frameworks, strategic plans, etc.)?

☐ *Sa susunod na tatlong taon, gaano kaposible na ma-institutionalize ang SOGIESC mainstreaming sa inyong organisasyon (sa mga polisiya, frameworks, strategic plans, atbp.)?*

Please check only one box.

- **1 - very low** *(napakababa)*
- **2 - low** *(mababa)*
- **3 - neutral**
- **4 - high** *(mataas)*
- **5 - very high** *(napakataas)*

14.a. Does your organization have partnerships with LGBTQIA+ organizations or are you a member of any networks that support the broader call for equality and anti-discrimination (e.g., support for the Comprehensive Anti-Discrimination Bill, SOGIE Equality Bill, Anti-Discrimination Ordinances, etc.)?

☐ *Mayroon bang partnership ang inyong organisasyon sa mga LGBTQIA+-focused organizations o kayo ba ay kabilang sa mga malawakang network na sumusuporta sa paglaban sa diskriminasyon at pagsulong ng pagkakapantay-pantay?* (e.g., suporta sa Comprehensive Anti-Discrimination Bill, SOGIE Equality Bill, Anti-Discrimination Ordinances, etc.)

- Yes
- No

14.b. If yes, what is the name of the network or group that you are affiliated with?

☐ *Kung oo, ano ang pangalan ng network o grupo na inyong kinabibilangan?*

REFERRAL

15. Would you be able to refer us to other non-LGBTQIA civil society organizations (with or without initiatives/programs on SOGIESC mainstreaming)? Please provide the name of the organization, contact person and email address.
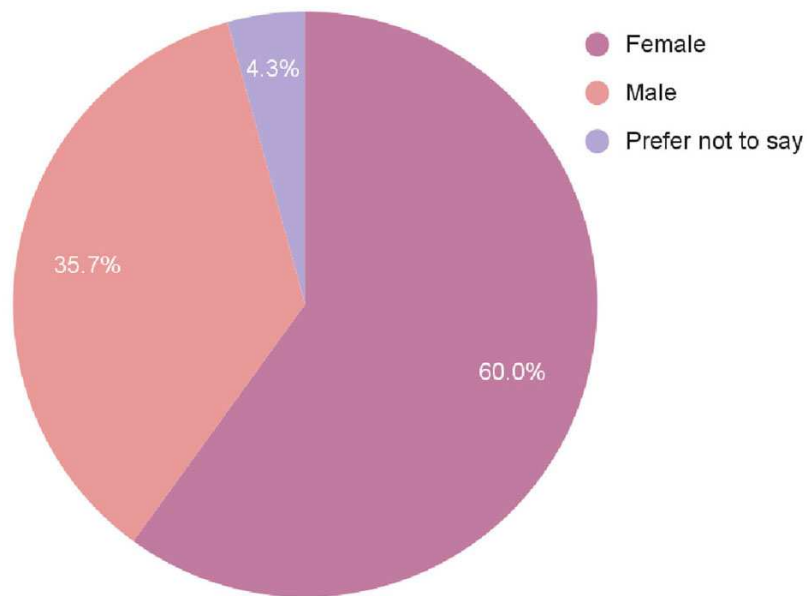
☐ *Maaari niyo ba kaming i-refer sa mga non-LGBTQIA+ CSOs (na meron o walang inisyatiba/programa sa SOGIESC mainstreaming)? Pakibigay ang pangalan ng organisasyon, email address at isang contact person.*
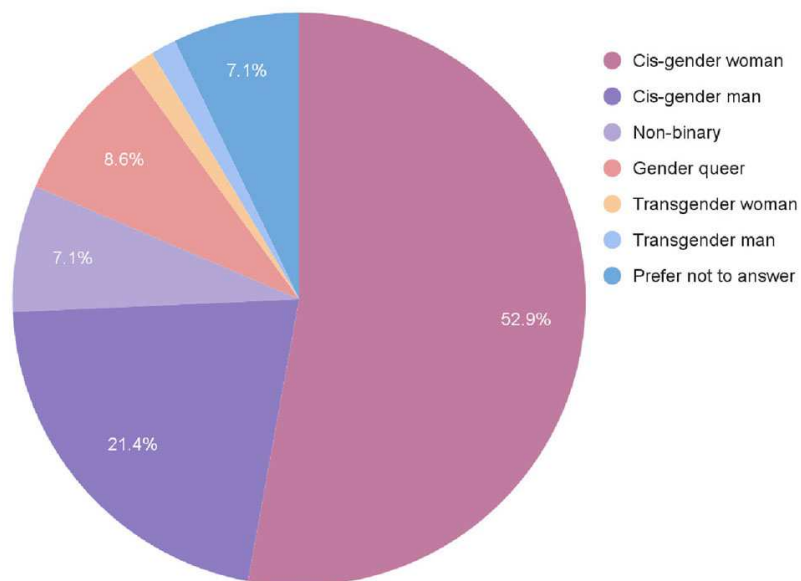
- Yes
- No

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Annex B: Key Informant Interview Questions

a. Profile of the Organization

   i. Background of your organization - focus area?

   ii. Involvement of organization in lobbying policies?

b. Knowledge of SOGIESC Mainstreaming Work

   i. Does the organization know SOGIESC mainstreaming?

c. Initiatives on SOGIESC Mainstreaming

   i. How is SOGIESC mainstreaming integrated into your organization's program, project, and activities?

   ii. Existing Initiatives being supported by the organization related to SOGIESC?

   iii. Capacity-building activities for the organization related to SOGIESC (e.g. GST, GAD)?

d. Good Practices on SOGIESC Mainstreaming Work

   i. As part of the organization, what do you consider to be good practice in SOGIESC mainstreaming?

   ii. What do you think are the success indicators in your work on SOGIESC?

   iii. Who are the advocates within your organization on SOGIESC? What is their role in the organization? How does this person influence the work on SOGIESC?

   iv. Do you have Networks/Affiliations related to SOGIESC? Who are these organizations/ networks? How do you collaborate?

e. Facilitating and hindering factors in doing the identified good practices:

   i. In terms of resources (human, financial, technical)

   ii. Policies

   iii. Strategies

   iv. External factors (e.g. security, culture)

f. Recommendations for Sustainability

   i. How can SOGIESC mainstreaming efforts be sustained in your organization?

   ii. Recommendations and strategies for organizational SOGIESC mainstreaming in CSO work? How can we do SOGIESC mainstreaming work?
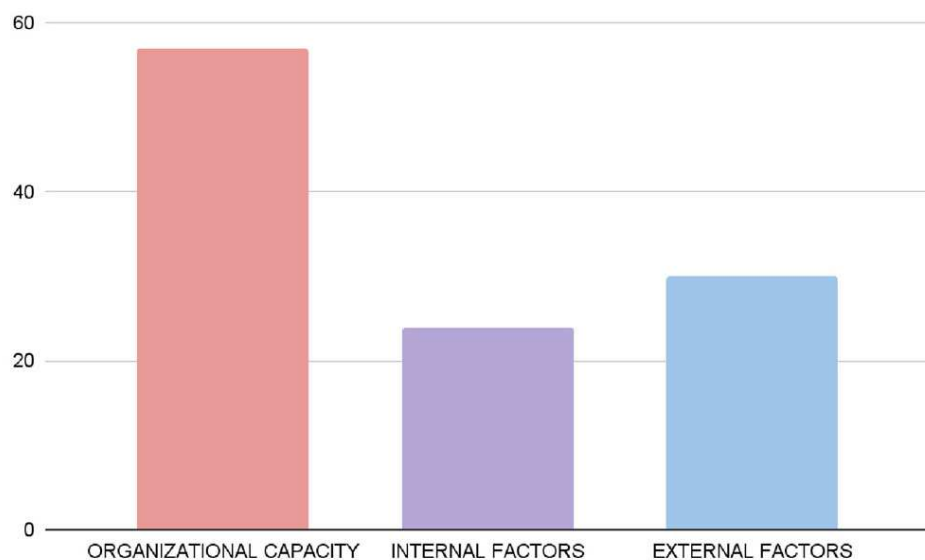
g. Additional questions

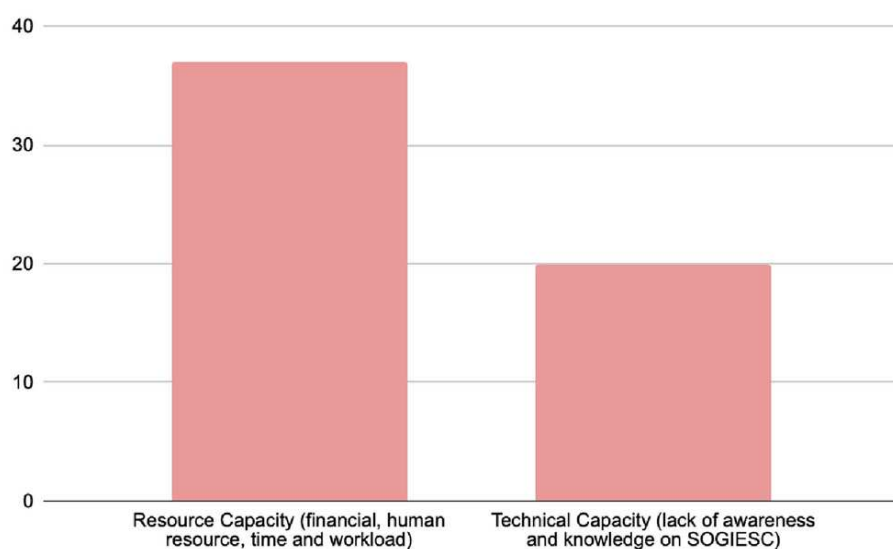# Annex C: Other Graphs

Sex Distribution on Survey Response

Gender Distribution on Survey Response

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Hindering Factors on Implementing
SOGIESC Mainstreaming in Organizations

Hindering Factors on Organizational Capacity on Implementing
SOGIESC Mainstreaming in Organizations

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From the researchers

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Finally, we extend our sincere gratitude to the organizations that generously shared their time and insights, helping to deepen our understanding of SOGIESC mainstreaming in the country, and in turn, contributing to the ongoing fight for SOGIESC equality.

From the ASEAN SOGIE Caucus

The completion of this baseline study and mapping on SOGIESC mainstreaming in Philippine civil society would not have been possible without the invaluable contributions of the following individuals and organizations.

First, we extend our deepest gratitude to our research consultants, Katrina Mamparair and Princess del Castillo, whose expertise and dedication ensured the study's completion and success. The diverse and extensive database they generated reflects the richness of civil society efforts in the Philippines, ensuring that the study captures a wide range of voices, experiences, and strategies related to SOGIESC mainstreaming.

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Lastly, we are deeply grateful to the civil society organizations and advocates who generously shared their experiences, perspectives, and valuable time through interviews and surveys. We also recognize the broader LGBTQIA+ advocacy movement in the Philippines, whose tireless efforts continue to advance equality and inclusion in a complex landscape such as ours. This study is dedicated to their ongoing work in building a more just and inclusive society.