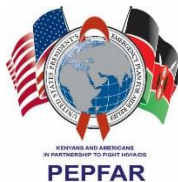


GENDER & SEXUAL DIVERSITY

A TRAINING ON POLICIES,
HEALTH, AND GENDER AND
SEXUAL DIVERSITY IN KENYA



USAID
FROM THE AMERICAN PEOPLE



HP+
HEALTH POLICY PLUS

INTRODUCTION TO POLICIES,
NON-DISCRIMINATION,
AND GENDER NORMS

1

1

Today's Agenda

MORNING

Policies and strategies, gender norms and health

Break

LATE MORNING

Concepts and terminologies

Lunch

AFTERNOON

Advocates panel

LATE AFTERNOON

Meaningful engagement

Overview

Six Facts

Policies and Strategies

Gender Norms and Health

Please don't forget...

- We will never ask you to change your religious or personal beliefs.
- We will also never ask you to tell us your sexual orientation.

Overview

Six Facts

Policies and
Strategies

Gender Norms
and Health

Sex and gender

Sex: the chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female, male, or intersex.

Gender: the roles, responsibilities, rights, behaviors, feelings, and obligations that a particular culture associates with being a girl, boy, woman, man, or other gender; and the power relationships between people of different genders.

Overview

Six Facts

Policies and
Strategies

Gender Norms
and Health

Who are gender and sexual minorities (GSMs)?

People whose gender, sexual orientation, or biological sex characteristics differ from what is typically expected by a particular culture or society.

Overview

Six Facts

Policies and
Strategies

Gender Norms
and Health

Who are gender and sexual minorities (GSMs)?



* lesbian, gay, bisexual, transgender, intersex

Overview

Six Facts

Policies and
Strategies

Gender Norms
and Health

What Will You Learn Today?

- Key gender and sexual diversity concepts and terminology
- Why understanding gender and sexual diversity is important for HIV and health programming
- What gender and sexual diversity means for your professional role

Overview

Six Facts

Policies and
Strategies

Gender Norms
and Health

Why Is This Training Important?

- Reaching gender and sexual minorities with HIV services that are sensitive to their unique needs is crucial to the global HIV response.
- Gender and sexual orientation are important concepts to understand. Having a shared language to discuss them is essential.
- Engaging with gender and sexual minority communities matters, but how you engage matters even more.

Overview

Six Facts

Policies and
Strategies

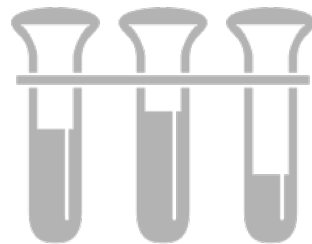
Gender Norms
and Health

Stigma and discrimination impacts HIV and healthcare



Only 21.5% of sexual minorities in Kenya visit a healthcare provider when they have sexual and reproductive health problems (NASCO, 2016).

Gender and sexual minority women avoid seeking health services rather than risk having their privacy violated by service providers (GALCK, 2016).



HIV-related stigma has been found to be a barrier to HIV testing among men who have sex with men (MSM) and transgender women (Golub and Garamel, 2013).

#2

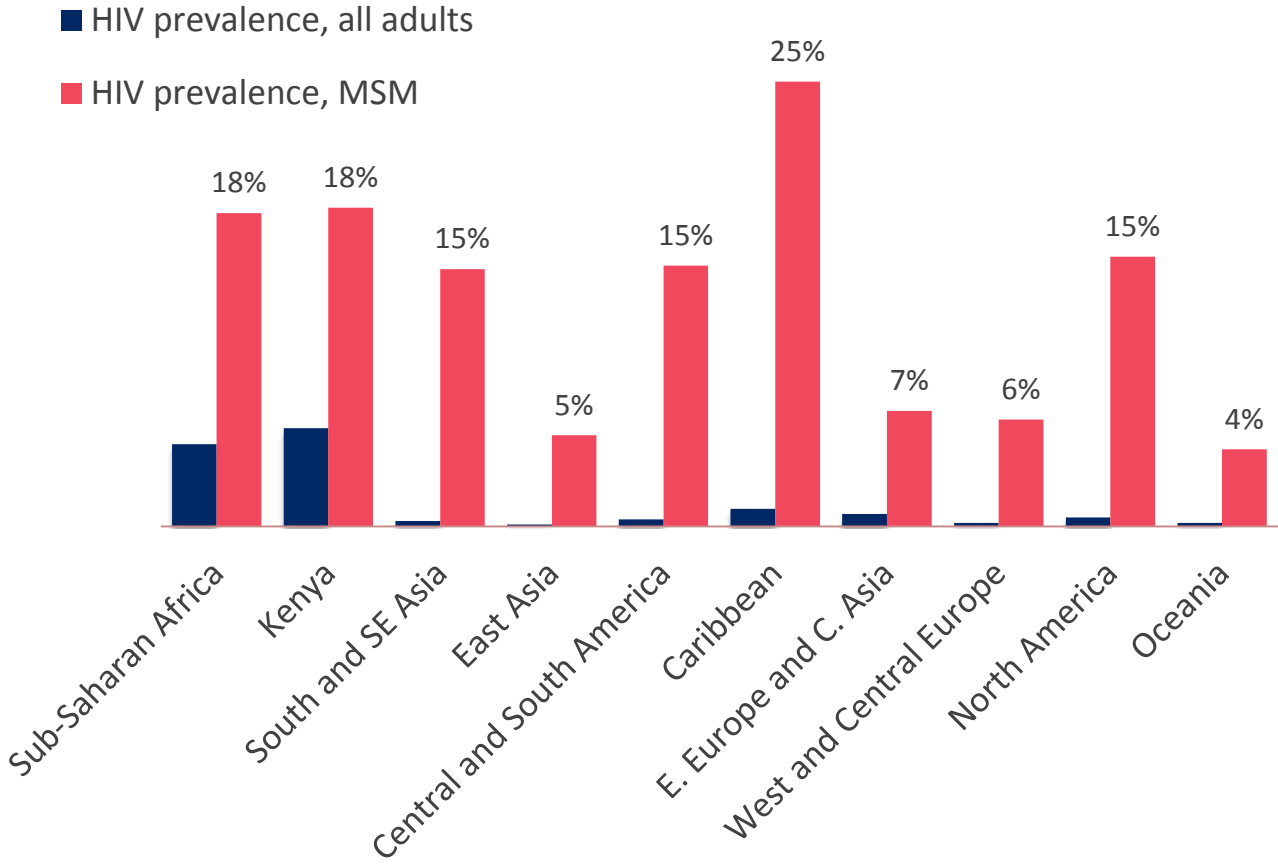
Overall, MSM are **19 times** as likely to be living with HIV

Overview

Six Facts

Policies and Strategies

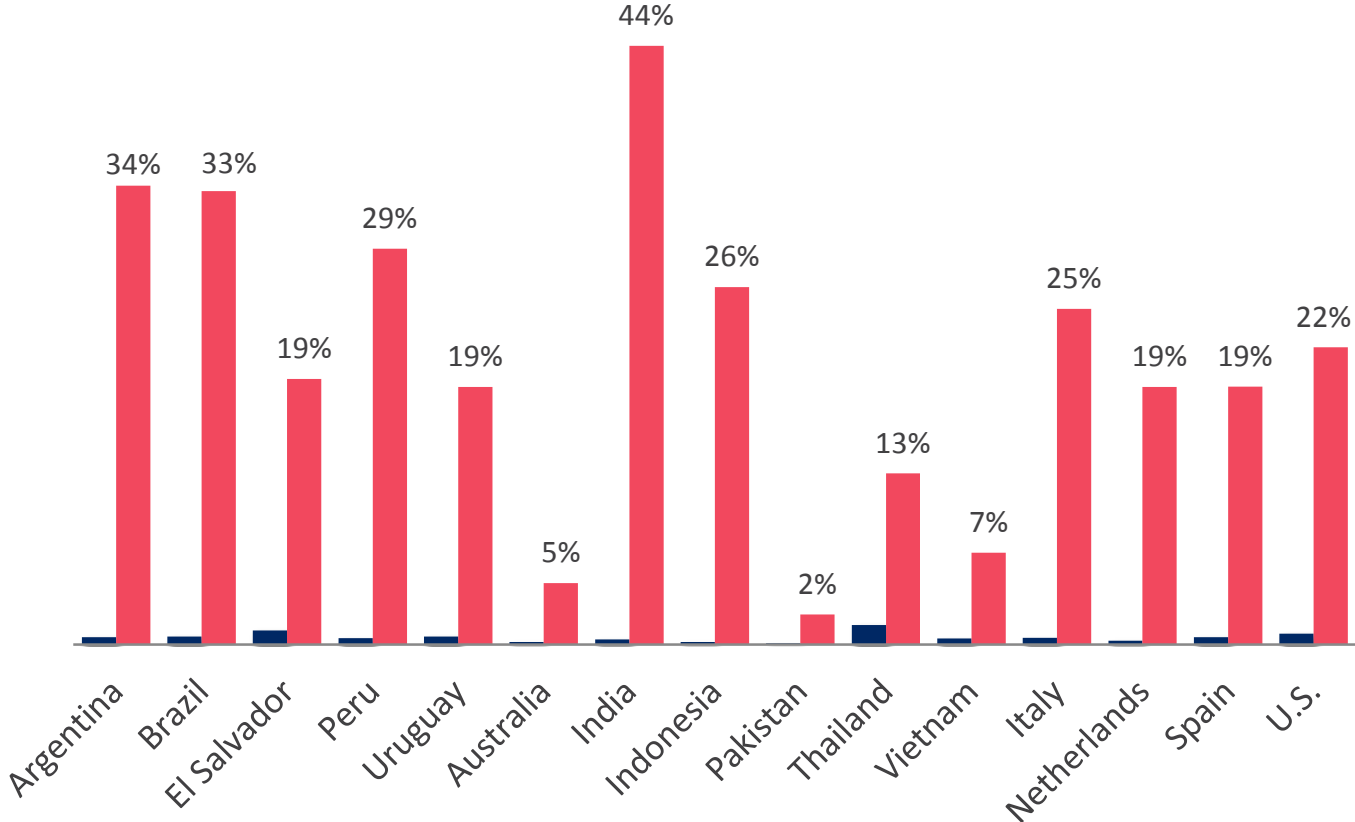
Gender Norms and Health



Sources: Beyrer, 2011 and KASF, 2015

#3 Overall, transgender women are 49 times as likely to be living with HIV

■ HIV prevalence, all adults
■ HIV prevalence, transgender women



Source: Baral, et al., 2013

Overview

Six Facts

Policies and Strategies

Gender Norms and Health

#4 HIV programming fails to adequately reach MSM

Less than half of MSM in Kenya are reached with HIV programming (NAS COP, 2015).

Limited existing data show **only 6% antiretroviral therapy (ART) coverage** among MSM (PEPFAR, 2016).

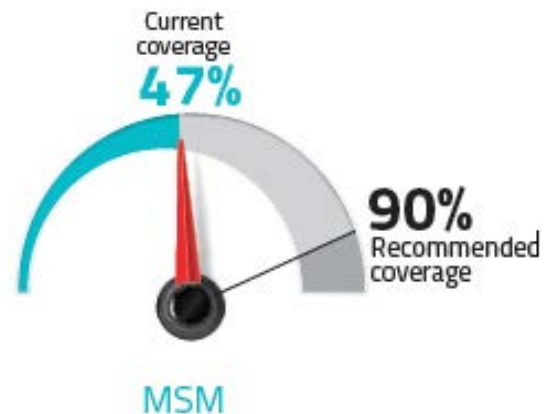


Image Source: NAS COP, N.D.

Overview

Six Facts

Policies and
Strategies

Gender Norms
and Health

1

#5

International and Kenyan laws and policies support the rights of gender and sexual minorities

Overview

Six Facts

Policies and Strategies

Gender Norms and Health



Kenya is a diverse country



- Kenyans come from many different tribes, cultures, religions, and counties.
- The Preamble of the Kenya Constitution notes that Kenyans are “PROUD of [their] ethnic, cultural and religious diversity, and determined to live in peace and unity as one indivisible sovereign nation.”
- Kenyans respect and value each other.

So What?

- GSM-related stigma and discrimination impacts health and worsens the elevated HIV risk faced by MSM and transgender women.
- Despite being significantly affected by the HIV epidemic, gender and sexual minorities receive inadequate HIV services.
- Understanding and valuing diversity helps us support the health and well-being of all people.
- Policies exist that support the health and human rights of gender and sexual minorities, but **much remains to be done.**

Overview

Six Facts

Policies and
Strategies

Gender Norms
and Health

Policies and Strategies

- Many people assume that there are no laws that protect gender and sexual minorities in Kenya, but this is not true.
- This section focuses on Kenyan laws and policies that support equal treatment, non-discrimination, and provision of public services including health services.

Overview

Six Facts

Policies and
Strategies

Gender Norms
and Health

Constitution of Kenya

Article 10: National Values and Principles of Governance

(1) The national values and principles of governance in this Article bind all State organs, State officers, public officers and all persons

(2) The national values and principles of governance include— (a) *patriotism, national unity, sharing and devolution of power, the rule of law, democracy and participation of the people*; (b) **human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalized**; (c) *good governance, integrity, transparency and accountability*

Overview

Six Facts

Policies and Strategies

Gender Norms and Health

Kenya AIDS Strategic Framework (KASF)

- A human rights-based approach to facilitate access to HIV services

Expected results include:

- Reduced levels of sexual and gender-based violence for people living with HIV (PLHIV), key populations, women, men, boys, and girls by 50% by 2019
- Reduced social exclusion for PLHIV, key populations, women, men, boys, and girls by 50% by 2019

Understanding gender and sexual diversity will help us achieve the goals in the KASF.

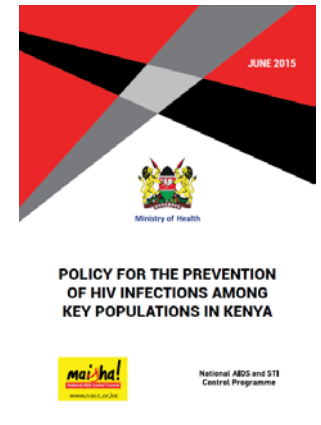
Overview

Six Facts

Policies and Strategies

Gender Norms and Health

Key Populations Policy



- Human rights-based and in line with the Constitution of Kenya
- Provides a framework for scaling up HIV programming for key populations
- Emphasizes that key populations are essential partners in an effective HIV response
- Goal: “a facilitating environment where all key populations in Kenya can access HIV prevention and treatment programmes and services”

Overview

Six Facts

Policies and Strategies

Gender Norms and Health

Looking Ahead

- In 2015, as part of a Universal Periodic Review, Kenya agreed to adopt a comprehensive anti-discrimination law by 2018 that protects against individuals against discrimination on any grounds, including sexual orientation or gender identity.
- **Kenyan laws and policies are more supportive of GSD than we often realize!**

Overview

Six Facts

Policies and
Strategies

Gender Norms
and Health

1

Overview

Five Facts

Policies and
Strategies

Gender Norms
and Health

Gender Norms and Health

1

It bothers me when I see a man act like a woman.

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

Overview

Five Facts

Policies and
Strategies

Gender Norms
and Health

1

Under some circumstances, it's okay for a man to discipline his wife.

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

Overview

Five Facts

Policies and
Strategies

Gender Norms
and Health

Under some circumstances, it's okay for a woman to discipline her husband.

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

Overview

Five Facts

Policies and
Strategies

Gender Norms
and Health

1

I prefer my supervisor to be a man.

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

Overview

Five Facts

Policies and
Strategies

Gender Norms
and Health

Key Takeaways

- Kenyan policies provide a legal and policy framework for the provision of health services and basic human rights for all people, including gender and sexual minorities.
- A Kenya free of HIV infections, stigma, and AIDS-related deaths is impossible without reaching gender and sexual minorities.
- Gender norms are a powerful influence on all of our lives and livelihoods.

Overview

Five Facts

Policies and Strategies

Gender Norms and Health

CONCEPTS and TERMINOLOGY
on GSD

2



BASE AND BROTH	EARLY ADDITIONS	OPTIONAL	SECRET INGREDIENTS
Ethnicity	Socioeconomic Status	Hobbies and Passions	Personal Experiences
Gender	Geographic Location	Religion and Faith	Hidden Experiences
Sexual Orientation	Education	Career	
Disability Status	Family Structure	Political Beliefs	

Source: Killermann, 2013

You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions

Diversity in Kenya

- Diversity...
 - is not only about your tribe.
 - is any unique difference between human beings.
 - includes not only physical appearance, religious beliefs, tribe, ethnicity, culture, age, gender, physical and mental ability, socioeconomic class, and race, but also opinions, personalities, personal preferences, perspectives, thoughts, and the impact that each of these facets have on society.
- Just like the different ingredients in a soup, diversity makes our interactions richer and more fulfilling. If everybody were the same, our “soup” would be very bland!

You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions

Diversity in Kenya

- Kenya is characterized by ethnic, racial, religious, geographic, and cultural diversities, among others.
- At times these differences have become a source of social strife and economic and health exclusion.
- These differences can also affect one's ability to access and utilize economic and health services.

You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional
Terminology

Myths and
Misconceptions

Key Takeaways

- The Kenyan community is very diverse.
- There are many diversities in Kenya that we need to appreciate and be aware of, including gender and sexual diversity, our focus for this training.
- Awareness of diversity creates opportunities to provide services that are responsive to the needs of different groups.

You Soup

Diversity in Kenya

The Gender Person

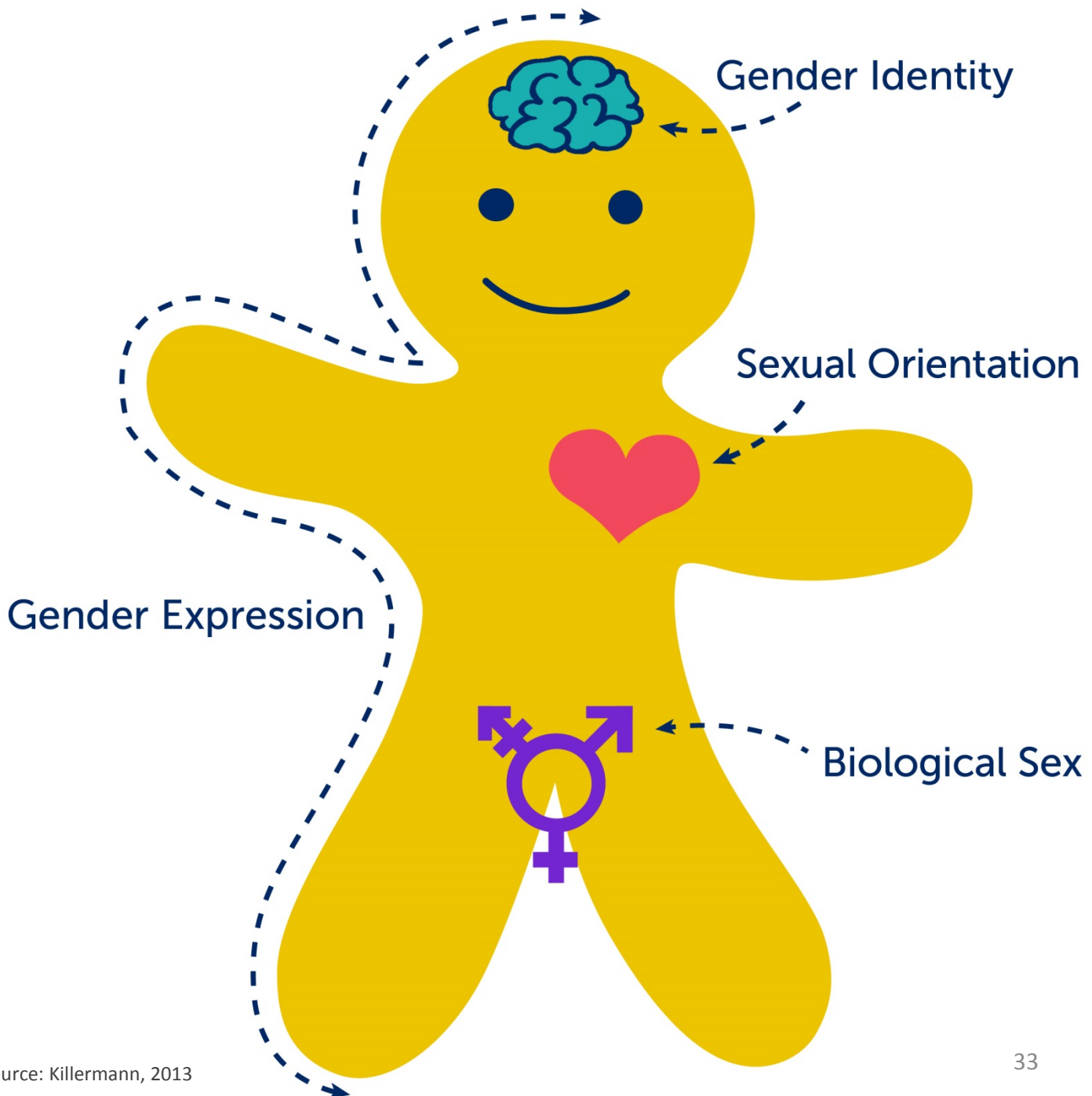
Local Terminology

Additional
Terminology

Myths and
Misconceptions

2

- You Soup
- Diversity in Kenya
- The Gender Person
- Local Terminology
- Additional Terminology
- Myths and Misconceptions



Which of the following is the meaning of biological sex?

- a. The chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female or male or intersex.
- b. An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a particular gender.
- c. A person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth.
- d. The external display of one's gender, through a combination of appearance, disposition, social behavior, and other factors, generally measured on a scale of masculinity and femininity.

You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions

Biological Sex

The chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female, male, or intersex.



Intersex: An umbrella term that refers to a variety of chromosomal, hormonal, and anatomical conditions in which a person does not seem to fit the typical definitions of female or male.



You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions

Which of the following is the meaning of gender expression?

- a. The chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female or male or intersex.
- b. An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a particular gender.
- c. A person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth.
- d. The external display of one's gender, through a combination of appearance, disposition, social behavior, and other factors, generally measured on a scale of masculinity and femininity.

You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions

Gender Expression

The external display of one's gender, through a combination of appearance, disposition, social behavior, and other factors, generally measured on a scale of masculinity and femininity.



Gender norms: A culturally-defined set of social, economic, and political roles, attitudes, behaviors, responsibilities, rights, and obligations associated with an individual's gender.



You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions

Which of the following is the meaning of gender identity?

- a. The chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female or male or intersex.
- b. An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a particular gender.
- c. A person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth.
- d. The external display of one's gender, through a combination of appearance, disposition, social behavior, and other factors, generally measured on a scale of masculinity and femininity.

You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions

Gender Identity

A person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth.



Transgender: An umbrella term referring to an individual whose gender identity is different from their sex assigned at birth.



Gender Identity



You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions

Which of the following is the meaning of sexual orientation?

- a. The chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female or male or intersex.
- b. An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a particular gender.
- c. A person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth.
- d. The external display of one's gender, through a combination of appearance, disposition, social behavior, and other factors, generally measured on a scale of masculinity and femininity.

You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions

Sexual Orientation

An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a particular gender.



Heterosexuality: An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a different gender. People who are heterosexual often identify as “straight.”

Homosexuality: An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of the same gender. People who are homosexual often identify as “gay” or “lesbian.”



Sexual Orientation

An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a particular gender.



Bisexuality: An enduring emotional, romantic, or sexual attraction to people of more than one gender. People who are bisexual often identify as “bisexual.”

Asexuality: An enduring absence of sexual attraction. People who are asexual often identify as “asexual.”



You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions



Gender Identity



Gender Expression



Biological Sex



Sexual Orientation



You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional
Terminology

Myths and
Misconceptions

2

You Soup

Diversity in Kenya

The Gender Person

Local Terminology

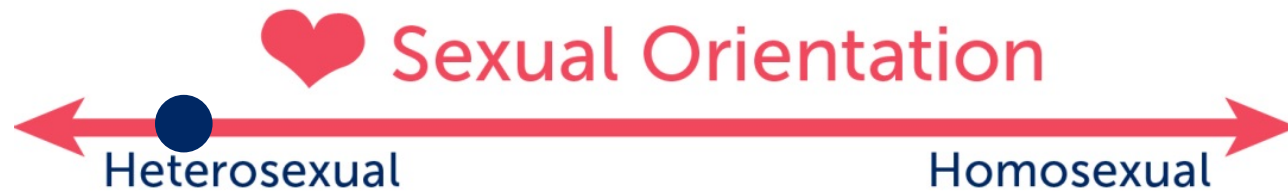
Additional Terminology

Myths and Misconceptions



Source: Killermann, 2013

2



You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions



Gender Identity



Gender Expression



Biological Sex



Sexual Orientation



You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional
Terminology

Myths and
Misconceptions

Local Terminology

What are some terms used to describe gender and sexual minorities in your country or culture?

You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional
Terminology

Myths and
Misconceptions

Additional Terminology

MSM

Men who have sex with men. Men may be considered MSM if they engage in sex with other men, regardless of whether or not they identify as gay or bisexual.

LGBTI

Lesbian, gay, bisexual, transgender, intersex. This acronym is commonly used to refer to gender and sexual minority communities. Variations exist that add, omit or reorder letters (e.g., LGBT, LGB, GLBT).

GSM

People whose gender, sexual orientation, or sex characteristics differ from what is typically expected by a particular culture or society.

You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional
Terminology

Myths and
Misconceptions

Additional Terminology

Homophobia/ biphobia/ transphobia

Fear, rejection, or aversion, often in the form of stigmatizing attitudes or discriminatory behavior, towards homosexual, bisexual, or transgender people.

Heteronormativity

The presumption that everyone is heterosexual or the belief that heterosexual people are naturally superior to gender and sexual minorities.

Sexism

Prejudice or discrimination based on a person's sex or gender. Sexist attitudes may stem from traditional stereotypes of gender roles and may include the belief that a person of one sex is naturally superior to a person of another.

You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional
Terminology

Myths and
Misconceptions

Additional Terminology

Closeted

The state of secrecy or cautious privacy regarding one's sexual orientation or gender identity (also referred to as being "in the closet").

Coming out

The personal process of accepting and disclosing to others that one is LGBT or a gender or sexual minority.

Outing

Telling people (e.g., through gossip) that someone else is LGBT or a gender or sexual minority without that person's permission, no matter the intention.

Champion

A person who openly supports the equal treatment and human rights of gender and sexual minorities.

You Soup

Diversity in Kenya

The Gender Person

Local Terminology

Additional
Terminology

Myths and
Misconceptions

Myths and Misconceptions

1. In your small groups, pick someone to read the character study aloud.
2. Discuss the appropriate course of action and the best way you could offer support to the character.

You Soup

The Gender Person

Local Terminology

Additional
Terminology

Myths and
Misconceptions

Key Takeaways

1. Everyone has a biological sex, gender expression, gender identity, and sexual orientation. Each of these exists on a continuum and varies from person to person.
2. It is important to understand key terms and concepts related to GSD and use respectful language.
3. Be cognizant of common myths regarding GSM and be ready to support others.

You Soup

The Gender Person

Local Terminology

Additional
Terminology

Myths and
Misconceptions

LOCAL ADVOCATES PANEL

3

Panelists

Panelist A, Organization
Email address

Panelist B, Organization
Email address

Panelist C, Organization
Email address

MEANINGFUL ENGAGEMENT

4

4

“Nothing about us without us.”

1. What are the key benefits of meaningful engagement with GSM? Why is it important?
2. What are the key challenges of meaningful engagement with GSM? Why is it not always easy?

Meaningful
Engagement:
What Is It?

Small Group
Activity

What kinds of activities are opportunities for meaningful engagement?

Examples include:

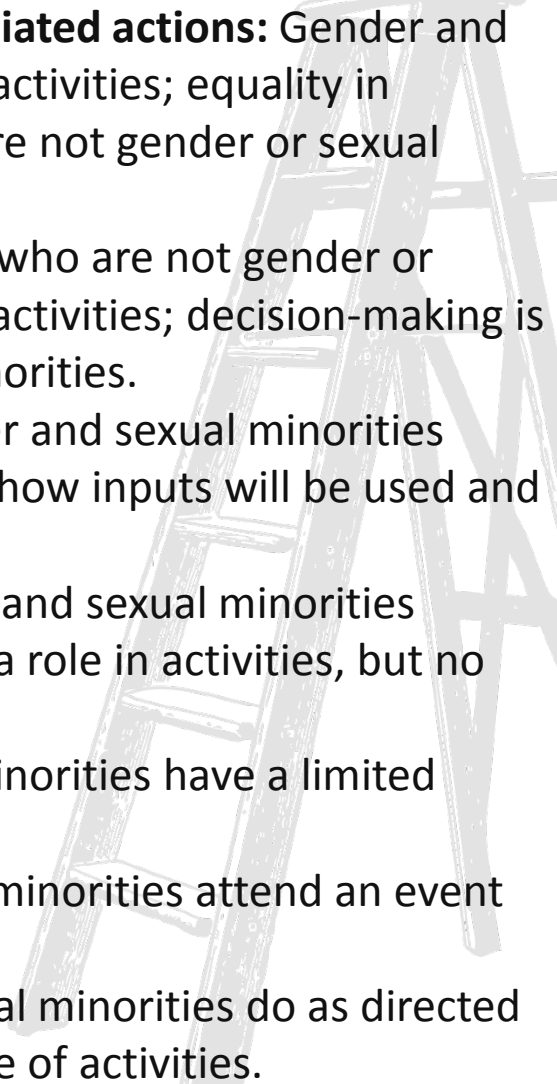
- Involvement in **situational assessments**
- Consultation on **operational plans and priorities**
- Involvement throughout **all phases of programming, including research**
- Engagement in **advocacy and policy dialogues with national, regional, and global stakeholders**
- Involvement in **response to hostile events**

Meaningful
Engagement:
What Is It?

Small Group
Activity

4

Ladder of Engagement

- 
- 7. Gender and sexual minority-initiated actions:** Gender and sexual minorities initiate and lead activities; equality in decision-making with those who are not gender or sexual minorities.
 - 6. Shared decision-making:** Those who are not gender or sexual minorities initiate and lead activities; decision-making is shared with gender and sexual minorities.
 - 5. Consulted and informed:** Gender and sexual minorities provide input and are informed of how inputs will be used and of outcomes.
 - 4. Assigned but informed:** Gender and sexual minorities understand the purpose and have a role in activities, but no role in decision-making.
 - 3. Tokenism:** Gender and sexual minorities have a limited voice in events or processes.
 - 2. Decoration:** Gender and sexual minorities attend an event in a very limited capacity.
 - 1. Manipulation:** Gender and sexual minorities do as directed without understanding the purpose of activities.

Meaningful
Engagement:
What Is It?

Small Group
Activity

4

Meaningful Engagement in the Program Cycle

1. Draw a program cycle
2. Show THREE opportunities in that cycle for meaningful engagement
3. Where do you appear on it?
4. Note AT LEAST ONE next step

Meaningful
Engagement:
What Is It?

Small Group
Activity

4

Planning for Meaningful Engagement

The Need: Something that gender and sexual minorities need to access HIV services and/or exercise their human rights.

The Action: This action that you and/or your organization will take.

Results: The outcome(s) of the action.

Responsibility: Who at your organization will assure that action is being taken.

Timeline: When the action is achieved, or a milestone is reached.

Meaningful
Engagement:
What Is It?

Small Group
Activity

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