



**Discussion on proposed WBG Gender Strategy 2024-2030 with organizations and individuals focusing on Sexual Orientation and Gender Identity (SOGI)
12 April 2023, Washington DC**

On April 12, 2023, the World Bank Group (WBG) held a discussion on the WBG Gender Strategy 2024-2030 with representatives from civil society, academia and others who focus sexual orientation and gender identity (SOGI). The aim of this discussion was to engage, learn and better understand opportunities and challenges for gender equality and empowerment. Key inputs shared by participants related to the WBG Gender Strategy are summarized below and will be considered in the development of the Strategy.

Key Takeaways and Questions Posed

- Participants expressed appreciation for the proposed direction of the Gender Strategy and requested more detail about how it would address the needs of LGBTQI+ people, and more information about how the WBG plans to engage LGBTQI+ people in the consultations while making sure the consultations are safe and sensitive.
- WBG representatives discussed how the 'gender tag' mechanism, implemented under the current gender strategy and which necessitates inclusion of a gender focus in project design, has helped to ensure that WBG projects promote gender equality. Implementing the new strategy will require the WBG to review how to apply this gender tag across new dimensions, including SOGI. To this end, the strategy team has begun engagements with SOGI focused groups, including an in-person dialogue with civil society organizations (CSOs) in Thailand in December 2022, to explore more ways to make the Strategy inclusive of SOGI experiences and needs. It was emphasized that the Strategy aims to accelerate gender equality for all, including gender and sexual minorities.
- Another participant inquired how the Gender Strategy's focus on empowerment will extend to people outside the gender binary. They further asked about accountability, requesting more information about how the Gender Strategy will be implemented, and outcomes measured.
- On the topic of measuring outcomes, participants also highlighted the fact that women are disempowered differently than LGBTQI+ people and suggested that empowerment measures be designed keeping these differences in mind.
- Discussants acknowledged the contributions of the WBG's [Equality of Opportunity for Sexual and Gender Minorities \(EQOSOGI\)](#) report and suggested that it could evolve to consider outcome data at a population level.
- One participant asked about the types of WBG activities that could address social norms to tackle LGBTQI+ stigma.

- One discussant suggested that the Strategy could more explicitly acknowledge LGBTQI+ inclusion.
- One participant inquired as to how backlash against LGBTQI+ people will be addressed in the Strategy, and shared that the database from the [International Lesbian, Gay, Bisexual, Trans and Intersex Association \(ILGA\) database](#) could be a useful resource.