



# *Along the Continuum to transformation: Sexual and Gender Minorities in WASH*

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Australia



**WATER**  
**& WASH** 2023  
**FUTURES**

Achieving SDG6 in a Changing Climate



#WaWF23

# Indigenous Acknowledgement

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I am standing here, in a place known as Brisbane, which long before this colonial name was actually known as Meeanjin - the place of the blue water lilies. I acknowledge the first and continuing custodians of this land, the people of the Turrbal tribe, of which there are less than 50 people. I pay my deepest respects to Elders past, present and emerging.



# Gender Binarism

# Cisnormativity

# Heteronormativity

# Patriarchy



## Sex, gender and inclusion

The guide uses the language of 'gender' because of its value in providing a focus on gendered social relations and power dynamics. We recognize that dam projects have adverse impacts on both men and women (and boys and girls). Our focus in this guide is primarily on women because negative impacts are disproportionately experienced by women, and women's lives and perspectives are too often ignored in the context of dams and decision making over water resources.

However, in focusing on women, we also recognize that discrimination and inequality are experienced by other population groups within communities. This commonly is the experience of ethnic and religious minorities, and indigenous peoples for example. But related issues of marginalization and disempowerment are also the reality for many people who identify with different genders and sex determinations. Socio-cultural norms inform gender, and we

recognise that there can be many genders within communities – not just those restricted to male or female identities. In some contexts these are commonly recognized within the diversity of LGBTQIA identifies – lesbian, gay, bisexual, transsexual, queer, intersex and asexual. But in other contexts, multiple genders or fluidity in genders can be a more accurate understanding rather than fixed genders. A useful reference can be made to identifying **sex and gender minorities** who, as with intersectionality, experience different and multi-layered forms of marginalization, discrimination and limitations of their power and agency.

The tools in this guide have capacity to be adapted to be inclusive of recognizing different forms of gender. Some consideration of potential stigmatization within the process of interviews and group discussions should be recognized, and care taken to facilitate self-identification is paramount.



# Example of a current Gender Analysis

1. Understand the different values women and men attribute to rivers
2. Understand the gender division of labour (that is, the work done by women and by men)
3. Understand who has access to and control of resources within the household and the community
4. Understand the barriers to women's participation in decision-making processes and how these can be overcome
5. Understand women's practical gender needs and strategic gender interests
6. Identify how a proposed dam project might impact on women and on men

# DIVERSE SOGIE CONTINUUM

## HOSTILE

Discriminatory Ideologies & social norms are pro-actively reinforced by people and organisations (institutions) within WASH programmes and projects

## UNAWARE

Discriminatory ideologies and social norms may be reinforced due to unconscious agreement or lack of understanding of power and the root causes of discrimination

## INACTIVE

Discriminatory ideologies and social norms may be reinforced due to lack of will &/or competencies to act on awareness or allocate resources

## INCLUSIVE

Discriminatory ideologies and social norms are disrupted through a targeted approach, but mainstream programs, and organisational ways of working are not re-designed

## TRANSFORMATIVE

Discriminatory ideology, social norms and institutional exclusion is both ameliorated and challenged in all WASH. Appropriate resources are given

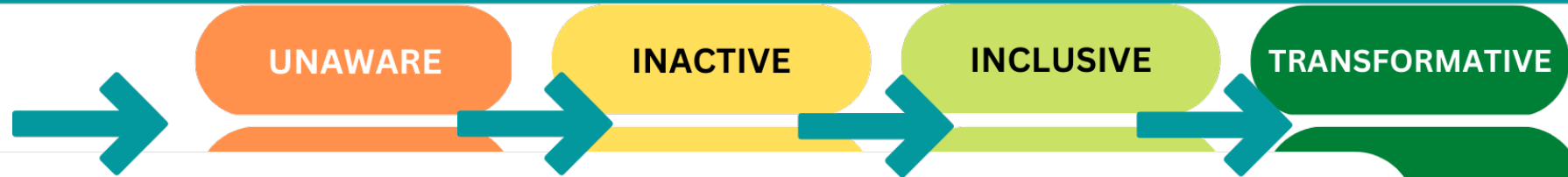
# DIVERSE SOGIE CONTINUUM

## Organisational Culture



- CFAR India includes staff with diverse SOGIE in organisational policy development teams
- Water Aid Australia Statement of Intent
- Plan Global SOGIESC policy position

# DIVERSE SOGIE CONTINUUM PROJECT DESIGN



- WaterAid Timor Leste engaged in training with Edge Effect and Co-Diva & have developed a partnership
- World Vision Bangladesh engaged in training with Edge Effect and Bhandu Welfare Society
- CFAR India has staff with diverse SOGIE and have undertaken consultations with the local Hjira / Transgender community
- IFRC Pakistan has staff with gender diverse staff and have undertaken consultations with the local Hjira / Transgender community
- Plan Australia, Edge Effect & Arus Pelangi work together on a Participatory Action Research project with a Waria community - All partners are active in the co-design. The Waria community had the final say on the WASH issues addressed.



Societies, institutions, and WASH programmes, projects and practitioners are all on journeys, and currently sit at various places on the continuum. Societies, institutions, and WASH programmes, projects and practitioners have a composite location on the continuum, with different parts, projects or aspects at different places.

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