

Program of Alliances for Reconciliation

Gender Equity & Social Inclusion

The six-year, \$74.9-million Program of Alliances for Reconciliation (PAR)—a joint initiative of the United States Agency for International Development (USAID) and ACIDI/VOCA—prioritized Gender Equity & Social Inclusion (GESI) as an essential dimension of promoting reconciliation and conflict transformation in Colombia. Through psychosocial processes that challenge stereotypes and **increase empathy and respect for others**, PAR's GESI strategy promoted changes in attitudes, perceptions and behaviors at the individual level in order to have ripple effects in the family and community. GESI initiatives raised widespread awareness and increased dialogue on important issues, such as gender-based violence and addressing barriers to political, social and economic inclusion for marginalized groups, particularly women, ethnic groups, LGBTQI+, persons with disabilities, youth, and migrants.

39,195

total participants in
28 municipalities

54% youth

58% women

18% Afro-Colombian

4% indigenous

2.3% LGBTQI+

1.5% persons with disabilities

12% Migrants

Greater acceptance of others and respect for differences



23,041

PAR participants changed their perspective toward people of other identities and social groups different from their own.

88% of participants reported feeling less judged and affected by prejudices

“ Before, I didn't speak up or participate in activities. Gay people were the target of discrimination, so I hid to avoid being bullied. ”

– PAR participant, Quibdó.

87% of participants have reported greater acceptance of others (Social Acceptance)

“ I never had the opportunity to interact with a trans woman before. I didn't accept them and watching from afar, they made me angry... but now, not at all. Now we hang out. ”

– PAR participant, Quibdó.

Preventing and Addressing Gender-Based Violence (GBV)



1,500

participants received training in:

- Different types of gender-based violence that target women and LGBTQI+ persons
- Services and Programs available for victims of GBV
- Sexual and Reproductive Health

Overcoming barriers to socio-economic inclusion

InclusiónEs is a training program that strengthens organizational capacity to increase diversity and inclusion in the workplace, public institutions, civil society and media. The program centers on raising awareness around discriminatory practices, as well as tailored action plans to address the organization's most pressing barriers to inclusion for marginalized groups.

Inclusiones

387

or **58%** of PAR partners with more inclusive policies, practices or models through PAR Program support

36%

of **women** participants increased their income

37%

of **youth** participants increased their income

32%

of **ethnic** participants increased their income

“ I'm happy because we are seeing increased participation of women in the organization. We are more visible. ”

– PAR participant, Meta.

Greater acceptance and respect for Venezuelan migrants

PAR has addressed tensions, resulting from the large influx of Venezuelan migration to Colombia in recent years, through large-scale positive messaging campaigns in traditional and social media, as well as digital platforms. These initiatives have countered stigmatizing news stories associating Venezuelans with crime and have increased dialogue around empathy and solidarity.



58%

participants experienced positive changes in their perceptions of Venezuelan migrants.

“ Working with Venezuelans, we realized that we are both stigmatized in different ways. We didn't always agree on everything but through dialogue, we were able to find common ground. ”

– PAR participant, Arauca.

Information from this document was taken from two data sources: 1) PAR Monitoring & Evaluation records; 2) Final Evaluation of Program results carried out by Ecoanalítica in September 2021.