



USAID Colombia Indigenous Peoples and Afro-Colombian Empowerment Activity (IPACE)

Rapid Intersectional Gender and Social Inclusion (IGSI) Analysis

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ACRONYM LIST

CLA	Collaboration, learning and adaptation
CSO	Civil Society Organization
DNH	Do no harm
FGD	Focus group discussion
FMC	Fabiola Morera Communications LTDA
GBV	Gender violence
GoC	Government of Colombia
IGSI	Intersectionality, gender and social inclusion
KII	Interview with key informants
LGBTQI+	Lesbian, Gay, Bisexual, Transgender, Queer & Intersex
MEL	Monitoring, evaluation and learning
PET	Territorial ethnic plans
AFRODES	National Association of Displaced Afro-Colombians
CNOA	National Assembly of Afro-Colombian Organizations
COCOMACIA	Community Council of the Association of Integrated Farmers of Atrato
CONPA	Afro-Colombian National Peace Council
CRIC	Regional Council of the Indigenous Peoples of Cauca
CTC	Territorial Council of Indigenous Councils
ICOE	Capacity index of ethnic organizations
ONIC	National Indigenous Organization of Colombia
ANT	National Land Agency
AMELP	Monitoring, evaluation and learning activities plan
ANDI	National Businessmen's Association of Colombia
AOR	Agreements Officer Representative
RNA	Reincorporation and Normalization Agency
ART	Territorial Renewal Agency
AUNAP	National Aquaculture and Fisheries Authority
COMBI	Behavioral impact communications

I. INTRODUCTION

In December 2021, USAID/Colombia awarded a five-year cooperative agreement to ACDI/VOCA for the implementation of Juntanza Étnica (IPACE). This US\$xxx investment by the U.S. government supports Indigenous and Afro populations in 29 municipalities in Colombia to reach their full potential by engaging Juntanza Étnica organizations as equal and meaningful partners in advancing their self-determined development while safeguarding their rights, co-creating free, prior and informed consent guidelines with ethnic organizations and developing a methodology and toolkit for conducting, informing and monitoring effective consultation processes, in close alignment with USAID's Advancing the Rights of Indigenous Peoples Policy. Juntanza will implement activities through a locally owned and led approach that will integrate prior consultation, gender and social inclusion (GSI), strategic communications, collaboration, learning and adaptation (CLA), and environmental sustainability. The locally owned and led Ethnic Juntanza (IPACE) approach focuses on working with and through 10 second-tier ethnic organizations (Organizaciones Asociadas [OPs]), which are: four indigenous (OPIAC, ONIC, CTC and CRIC) and six Afro-Colombian (Afrodes, PCN, CNOA, COCOMACIA, CONPA and Cimarrón). Through a tiered capacity building strategy, Juntanza Étnica will strengthen the 10 organizations, which will then provide organizational capacity building (OCB) support to approximately 230 other local ethnic organizations (LEOs). Juntanza Étnica will also refine the initial regional assessment conducted to design the program and develop six Regional Ethnic Plans that will characterize each target region, provide key insights for the implementation phase and contribute to a common agenda among partners and key stakeholders at the regional level. Finally, IPACE will also have a strong environmental focus that will include the transfer of guidance and tools to POs to improve their environmental governance and natural resource management skills and support the structuring of economic opportunities around payment for environmental services. The activity will also train POs on USAID's biodiversity policy. To develop this plan, four objectives were established, which are:

- Objective 1 – Government ownership and institutionalization
- Objective 2 – Self-determined and sustainable economic development
- Objective 3 – Recognition of cultural diversity
- Objective 4 – Emergency Response
- Cross cutting objective – communications and intersectionality

Juntanza Étnica integrates IGSI considerations throughout its evidence-based programming and data collected during its Inception Phase. Juntanza Étnica integrated IGSI questions throughout the Initial Phase research and conducted an IGSI analysis to better understand the dynamics unique to Indigenous Populations and Afro Populations, including men, women, LGBTQI+, youth, girls, etc., as well as intersecting identities. Findings from this analysis and other research will inform the development of the Ethnic Caucus IGSI Strategy to help guide programmatic interventions and ensure that intersectional gender and inclusion considerations are incorporated throughout the Ethnic Caucus in a proprietary and evidence-based manner.

I.2 PURPOSE OF THE RESEARCH

As part of the Inception Phase for Colombia IPACE, ACDI/VOCA will lead a rapid intersectional gender and social inclusion analysis (IGSI). The specific objectives of the rapid gender and social inclusion analysis are:

- Compile a standard set of information on local, municipal and national level civil society organizations and Colombian government institutions that have focused on addressing intersectional, gender and social inclusion issues in the context of IPACE communities.
- Understand the various ways in which intersectionality, gender and social inclusion can affect IPACE's ability to achieve its objectives.
- Provide viable and feasible recommendations on how to implement these approaches, so that they respond to the diverse needs of IPACE communities in an equitable manner that seeks to eliminate structural sources of inequality without causing harm.

The results and findings of the IGSI analysis will help IPACE to:

1. Develop specific approaches that address priority intersectional, gender and social inclusion issues identified during the inception period.
2. Report on the adaptation and refinement of the proposed institutional capacity assessment tools, the Organizational Performance Index and the Ethnic Organizations Capacity Index.
3. To inform the design of gender violence prevention strategies and care pathways.
4. Provide recommendations for the design and implementation of additional specific intersectional, gender and social inclusion analyses that will guide the development of inclusive and environmentally sustainable economic initiatives.
5. Provide tools to incorporate an intersectional, gender and social inclusion approach in the context of different problems and conflicts, recognizing the risks associated with not doing so, with the firm purpose of doing no harm.

In addition, the findings of the analysis will feed directly into the development of the IPACE IGSI Strategy to help guide programmatic interventions and ensure that intersectional considerations of gender and inclusion are incorporated throughout IPACE in a systematic and evidence-based manner. While the rapid IGSI analysis will inform the development of the IPACE IGSI Strategy, the intention is that the IGSI Strategy will remain a living document and will be updated throughout the life of the project based on real time evidence gathered through ongoing monitoring data, "pause and reflect" sessions, and the use of other complexity-aware methods that help the team understand progress, define new objectives or activities, and course-correct as needed. To the extent possible, the IPACE IGSI Strategy will include localized and highly tailored IGSI approaches based on intersectional, gender and inclusion gaps prevalent in specific municipalities and regions and among specific target groups.

I.3 SCOPE

The IGSI rapid analysis will include a series of secondary data review activities, as well as a series of primary data collection activities focused on documenting the dynamics at the community and organizational level in the IPACE prioritized territories. The scope of work for the IGSI rapid analysis consists of: 1) conducting a desk review, 2) developing data collection tools for targeted semi-structured interviews with leaders of the eleven (11) partner organizations (POs) and key stakeholders from organizations involved in advancing intersectional, gender and social inclusion within IPACE communities. The list of key informants will be generated based on the findings of the IPACE stakeholder analysis and YRA and PAR records, 3) any training requested by the IPACE team to guide the implementation of the primary data collection activities of analysis, 4) provide technical oversight of data collection, 5) lead data analysis, 6) produce a concise final written report to share internally with the IPACE team, and 7) produce a PowerPoint to summarize and share findings and recommendations to USAID/Colombia. The IGSI rapid analysis is intended to be managed collaboratively, with support from CIDA/VOCA HO technical staff, IPACE IGSI staff and PO representatives.

I.4 RESEARCH QUESTIONS

The IGSI analysis used USAID's ADS 205 Gender Analysis Framework combined with World Learning's Transformative Agency, Access and Power IGSI Analysis Framework to create an analysis framework based on six domains (Table 1). The following research questions and associated sub-questions guided the rapid IGSI analysis.

Domain	Research Question
Laws, policies, regulations and institutional practices	<ol style="list-style-type: none"> 1. How are IPACE communities engaged or consulted on the development of policies or strategies to address the specific inclusion, gender and intersectional needs of IPAC communities? 2. What factors are currently limiting inclusive governance in IPACE POs and LEOs (and what are the reasons for the gaps)?
Access and control over assets and resources	<ol style="list-style-type: none"> 3. How do intersectionality, gender, age and other social factors shape how IPACE communities' access to and control over natural and economic resources? 4. How can women and youth, LGTBQ+ people, people with disabilities, etc., access land within this regime? 5. Are men, women and diverse identities aware of their legal rights to land? 6. What approaches and programs are government institutions and civil society organizations implementing to promote women's land rights? 7. What are the prevailing land tenure regimes (including legal frameworks and customary laws and norms) in IPACE priority regions? 8. How do gender, age, and other factors affect How can the capacity to participate in and benefit from the timber and non-timber value chains be reduced?
Gender roles, responsibilities and use of time	<ol style="list-style-type: none"> 9. How do social and gender norms influence the way women, men, youth, LGTBQ+ people, etc., divide their time between productive, supportive and caring activities? 10. How do social and gender norms influence the productive roles of women, men, and youth in natural resource management, farming, and/or off-farm work?

<p>Cultural norms and beliefs of and about marginalized and excluded groups</p>	<p>11. How do social norms, perceptions, beliefs and prejudices influence the various people who are part of the IPACE communities in the prioritized territories?</p>
<p>Patterns of power and decision making</p>	<p>12. To what extent can young people, LGTBQ+ people, people with disabilities, women, etc., hold positions of power in informal and formal community groups?</p> <p>13. What are the current barriers and opportunities for improving the participation of women, youth, LGTBQ+ people, people with disabilities, etc., in decision-making and leadership groups in IPACE communities?</p> <p>14. What approaches or best practices are being used to promote inclusion and participation within IPACE POs and LEOs?</p> <p>15. How do gender, age and other social factors affect participation in community groups or networks?</p> <p>16. What are the current barriers and opportunities for improving the participation of women and youth in community decision-making groups?</p> <p>17. What are the characteristics of the most gender and youth inclusive organizations?</p>
<p>Human dignity, safety and well-being among different identity groups</p>	<p>18. What are the specific protection considerations that IPACE should analyze and contemplate for different target groups (women, youth, LGTBQ+ persons, persons with disabilities, etc.), who will you work with to do no harm and mitigate risks?</p> <p>19. What policies and procedures need to be in place for different people to feel safe and participate in IPACE supported activities?</p> <p>20. What are the specific protection considerations IPACE should consider for the different target groups (women, youth, LGTBQ+ people), with whom it will work to do no harm and mitigate risks?</p> <p>21. How does geographic location (rural vs. urban) or previous experience with violence shape the protection risks?</p>

2. RESEARCH METHODS

2.1 RESEARCH DESIGN

Research Leader Daniel Sumner and the ACDI/VOCA Colombia Intersectionality, Gender and Social Inclusion team designed the IGIS research analysis to answer the research questions, which is why it utilized primary and secondary data collected in the initial Juntanza Étnica (JE) Phase. The IGIS analysis was intentionally designed to leverage other JE data collection efforts as a way to efficiently capture IGIS data and not overburden stakeholders with JE research efforts. Information from other ACDI/VOCA research incorporated into the analysis includes research products developed for the various programs, instruments, and documents. Additionally, the analysis included a literature review of secondary information and limited

primary data collection with partner organizations and the various private sector entities and organizations in the form of FGDs and KIIs to fill information gaps. As data collection occurred at multiple levels for the analysis, the primary data collection of the IGIS analysis focused on the unique needs of the target-specific groups as well as broader stakeholders such as partner organizations and their allied organizations.

2.2 SAMPLING

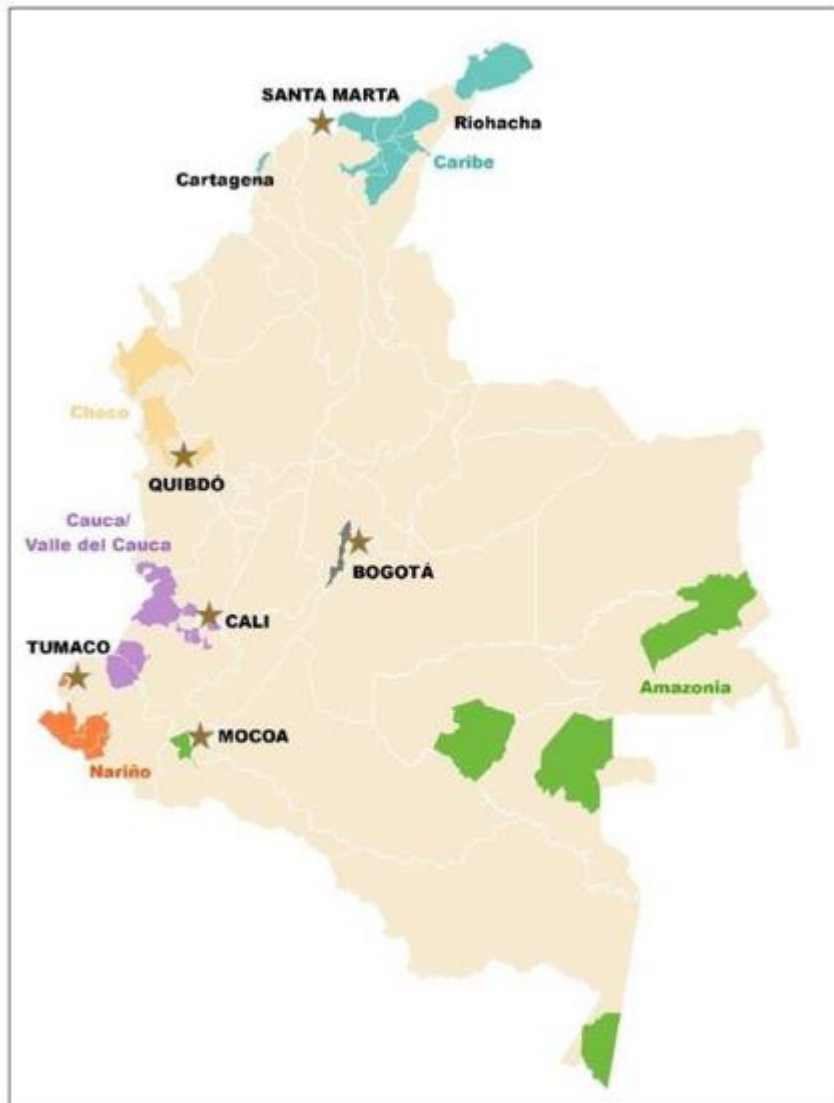
The primary data collection and other data, arising from the research efforts and information gathering conducted in the Juntanza Étnica readiness phase, are incorporated into the analysis. These efforts were designed and led by external consultants. In total, there are 3949 complete records from the instruments implemented for each of the program outcomes. In total, the research included 10 partner organizations and a variety of local stakeholders per target/outcome, depending on the need for the instrument and availability of the respondent.

As the IGIS analysis integrated information from other sources, primary data collection was limited and focused on information gaps and the needs of ethnic groups (Afro and indigenous populations) with an intersectional approach. The sampling was intentional and was implemented in the partner organizations as the head of the processes expected to be developed in the prioritized territories. The criteria for the participants were to lead intersectional processes in the partner organizations. In total, the primary data collection of the IGIS analysis included ten (10) KLLs and nine (9) public and private partner organizations. Participant demographic information is included in Table 2 and Map 1.

Table 2. by geography of IGIS analysis participants

Region/Department	Cities/Municipalities (*Regional Office)
Amazon	Puerto Inírida, Leticia, Miraflores, Mitú, Mocoa*.
Cauca/Valle del Cauca	Buenaventura, Buenos Aires, Cali*, Corinto, Guapi, Jambaló, Santander de Quilichao, Timbiquí
Chocó	Bojayá, El Carmen de Atrato, Quibdó*.
Caribbean	Cartagena, Dibulla, Fundación, Pueblo Bello, Riohacha, San Juan del Cesar, Santa Marta*, Uribia, Valledupar
Nariño	Barbacoas, Ricaurte, Tumaco*.
Bogotá D.C.	Bogota

Map 1. By geography of participants in the IGIS analysis



2.3 METHODOLOGY

Document Review: For the desk review, the EB GIS team conducted a quick scan of relevant IGIS documents including reports and information gathered during the program readiness phase and reduced it to a substantial number of documents. The information was used to communicate the research questions and guide the interviews, and as secondary data in this report. An annotated bibliography is included in Annex X.

Interviews with Key Informants: The main primary data collection was through the KIIs conducted with the 10 partner organizations and several public entities and private sector organizations working with ethnic groups and differential issues. Although FGDS were planned, due to time constraints and unavailability issues, the team was unable to carry them out. The IGIS analysis team developed guiding questions and an instrument that served as a guide for the KIIs, which were implemented in the virtual meetings through Teams and calls. The implemented instrument and methodology is attached as an annex to this document.

Data Analysis: At the end of each of the first days of primary data collection. Discussions were held with the JE IGIS specialist to share what was learned with him and to discuss whether any adjustments needed to be made to the program. The IGIS specialist and the IGIS consultant adapted the KIIs and used them to establish and provide input into the different instruments developed for the program objectives, as well as for the planning and generation of the IGIS instrument, the implementation of which resulted in detailed and specific IGIS topics with the participants. After the KIIs, the consultant and the specialist created documents with the transcripts of the sessions and sent them to the research leader from HO, with the objective of generating a preliminary IGIS analysis outline and drafting the final report.

2.4 ETHICAL CONSIDERATIONS

Because the IGIS research included the involvement of vulnerable populations and sensitive topics, JE took steps to ensure that the primary data collection for IGIS analysis followed best practices for sensitive research.

2.5 LIMITATIONS

Recognizing the high volume of research conducted during the JE Enlistment Phase, the research team tried to keep primary data collection for the IGIS analysis to a minimum so as not to overburden partners. This partly explains the lack of FGDs (if planned, they were not accomplished) and KIIs, as well as the fact that JE had an abundance of research from other efforts. Finally, while the team was able to coordinate the integration of IGIS into these other research efforts, the results were mixed. Many reports presented overall research findings, but without disaggregating the information by approach, making it difficult to understand the impact of intersectionality.

3. FINDINGS

The findings below are presented by domain according to the IGIS analysis framework. The findings are based on primary research from this analysis and other JE research efforts during the readiness phase, as well as secondary research from the desk review and JE research products. The list of organizations and entities that respond to the research questions about IGIS organizations is included in Appendix X.

3.1 LAWS, POLICIES, AND INSTITUTIONAL PRACTICES & CULTURAL NORMS AND BELIEFS

Colombia has ratified several international treaties related to ethnic issues, including the International Convention on the Elimination of All Forms of Racial Discrimination, adopted by the United Nations General Assembly in Resolution 2106 of December 21, 1965, and opened for signature on March 7, 1966, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and others. Articles 1, 2, 7, 8, 10, 10, 13, 17, 18, 19, 38, 40, 53, 53, 63, 64, 65, 67, 70, 72, 93, 94, 176, 310, 310, 329, 330, AT.55, of the 1991 Political Constitution of Colombia, which establish, among others, measures aimed at recognizing and protecting ethnic diversity, as well as the State's obligation to protect cultural and natural wealth, etc. The country also has an internal framework for ethnic populations and persons with ethnic affiliation, as well as for other social identity groups, which includes laws, policies, plans and institutions that define and protect the rights of these populations (see Table 3).

Table 3. Laws and policies aimed at differential social groups and/or with an ethnic focus

Law, policy, regulation	Target group	Summary
National Political Constitution of 1991: articles 1, 2, 7, 8, 10, 13, 17, 18, 19, 38, 40, 53, 63, 64, 65, 67, 70, 72, 93, 94, 176, 310, 3	Ethnic	among others, to establish measures aimed at recognizing and protecting ethnic diversity, as well as the State's obligation to protect cultural and natural wealth, etc.
Law 70 of 1993:	Ethnic	Recognize the black communities that have been occupying uncultivated lands in the rural areas along the rivers of the Pacific basin. Establish mechanisms for the protection of the cultural identity and rights of Colombia's black communities as an ethnic group, and the promotion of their economic and social development.
Law 1482 of 2011:	Ethnic	which amends the penal code and establishes a new penal code. establish other modifications. This law criminalizes discrimination based on race.
Law 22 of 1981:	Ethnic	approving "The International Convention on the Elimination of All Forms of Racial Discrimination", adopted by the United Nations General Assembly in Resolution 2106 of December 21, 1965, and opened for signature on March 7, 1965. 1966.
Convention 169 of 1989. Convention on Indigenous and Tribal Peoples:	Ethnic	recalling the terms of the universal declaration of human rights, the international covenant on economic, social and cultural rights, the international covenant on civil and political rights and the international covenant on civil and political rights with the instruments international agreements on the prevention of discrimination.
Law 51 of 1981:	Women	ratifies the Convention on the Elimination of All Forms of Discrimination against Women -CEDAW-.
Law 82 of 1993:	Women	issues regulations aimed at providing state support for Women Head of Household.
Law 248 of 1995:	VBG	ratifies the Inter-American Convention of Belem do Para to Prevent, Punish and Eradicate Violence against Women.
Law 294 of 1996:	All	which develops Article 42 of the Political Constitution and establishes norms to prevent, remedy and punish domestic violence.
Law 581 of 2000:	Woman	which regulates the adequate and effective participation of women in the decision-making levels of public companies. different branches and organs of the Public Power
Law 823 of 2003:	Woman	which establishes rules on equal opportunities for women.

Law 679 of 2001:	Children, adolescents, young people	which establishes a statute to prevent and counteract exploitation, pornography and sexual tourism with minors, in development of article 44 of the Constitution of the Republic of Colombia, and which establishes a statute to prevent and counteract exploitation, pornography and sexual tourism with minors, in development of article 44 of the Constitution of the Republic of Colombia. Constitution.
Law 1448 of 2011:	Victims, women, ethnic groups	which establishes measures for attention, assistance and comprehensive reparation to the victims of the internal armed conflict and other provisions. It establishes specific rules for women in Articles 114 to 118. This Law establishes Decree 4635 of 2011 on black, Afro- Colombian, Raizal and Palanquero communities, Decree 4634 of 2011 on the black, Afro-Colombian, Raizal and Palanquero people, and Decree 4634 of 2011 on the Afro- Colombian, Raizal and Palanquero people. gypsy (Rom) and Decree 4633 of 2011 on indigenous peoples and communities.
Decree 4463 of 2011	Women	define the actions necessary to promote the social and economic recognition of women's work, implement mechanisms to enforce the right to equal pay, and develop campaigns to eradicate all acts of discrimination and violence. against women in the workplace.
Law 731 of 2002:	Woman	which establishes norms to favor rural women.
Law 1014 of 2006	Youth	Establishes an entrepreneurial culture among youth.
Statutory Law 1622 of 2013	Youth	Establishes an institutional framework to guarantee the full exercise of youth citizenship.
Law 21 of 1991	Ethnic	Ratifies ILO Covenant No. 169 on the rights of indigenous and tribal groups to maintain and strengthen their ways of life, their culture, their own institutions, and the right to self-determination. right to participate in decisions that affect them.
Law 70 of 1993	Ethnic	Seeks to recognize Afro communities and establish mechanisms to protect their identity and rights. and promote their economic and social development.
Law 1381 of 2010	Ethnic	Recognition, promotion, protection, use, preservation and strengthening of the language of ethnic groups.
Law 1482 of 2011	Ethnic	Guarantees the protection of the rights of vulnerable individuals, groups, communities or peoples against acts of racism or discrimination.
Law 581 of 2000	Women	Quota Law regulating the participation of women in the the decision-making levels of the different branches of government.
Law 731 of 2002	Women	Establishes norms to support the improvement of the quality of life of rural women.

Law 1257 of 2008	Women	The law seeks to prevent and punish harm against women.
Law 1761 of 2015	Women	It classifies femicide as an autonomous crime for the following reasons ensure the investigation and punishment of gender-based violence against women and discrimination.
Decree 762 of 2018	LGTIQ+	Public policies that guarantee the effective exercise of the rights of people who identify as LGBTI.
Law 361 of 97	Pwd	Establishes mechanisms for the social integration of PWD.
Statutory Law 1618 of 2013	Pwd	Establishes provisions to guarantee and ensure the effective exercise of the rights of persons with disabilities. Disability.

In addition, there are various national, municipal and local policies, plans and projects that address issues related to ethnic and differential groups, with an intersectional approach and inclusion guidelines. Of the 29 municipalities included in the EB, most of them have differential policies, some of which have been approved and need to be updated, others are in the process of being approved, others are under development, and several are planned but not yet developed.

While many laws and policies exist, most people do not feel that their specific rights are guaranteed by them at the national, regional, or local level, additionally they are aware of international laws that protect them, but do not feel that the State really takes them seriously and applies them to their benefit, indigenous and Afro populations understand that they have rights, but respect for those rights by others remains a challenge and some LGBTQI+ people, women, men, youth, etc., feel that what is written is not put into practice and rights are difficult to access and easily violated, feel that what is written is not put into practice and rights are difficult to access and easily violated.

USAID's Generating Equity Program shows that widespread legal, economic and socio-cultural barriers to women's economic empowerment still persist in Colombia, that the high incidence and impunity rates of gender-based violence (GBV) is one of the main obstacles to Colombia's journey towards self-sufficiency, that the implementation of the gender framework is uneven and often superficial especially in the areas of the Rural Development Plan with Territorial Approach (PDET). For women with disabilities, women from Colombian ethnic groups and indigenous, LGTBI women, the challenges they face exacerbate their situation. Additionally, the inclusion of men and boys as agents of change continues to be very limited and if we observe the consequences of the health and economic emergency generated by COVID-19, in our regions, this has caused an alarming increase in gender violence, unemployment and family care responsibilities of women and the widening of gaps between women and men, this worsens when we talk about Indigenous and Afro populations.

Furthermore, although the voices of Indigenous and Afro-descendant populations are increasingly recognized in different spaces within the community, for some people and territories this is not enough, as they also need to have decision-making power and influence in decision-making spaces.

Ethnic leadership with an intersectional focus

Ethnic people of different genders and identity groups serve as leaders in formal and informal spaces

within the community. Some of the formal spaces that were identified by the people were the councils and internal groups in each of their territories, as well as some working groups in their communities, at local, regional—and national levels that are aimed at ethnic, differential and territorial issues. Informal spaces include local community groups, women's groups, youth groups, LGBTIQ+ groups, etc., which carried out their own activities and meetings.

In general, people reported that they lead activities related to sports, education, culture and social change, economics, production, environmental issues and ancestral knowledge such as midwifery and traditional medicine. People from the organizations reported that women already have visible spaces and participate more in the organization and management of different activities in favor of the communities and territories, while in some cases the participation of young people is a little less visible and often not evident in favor of the community. Nevertheless, in some communities there are still gender gaps between women and young people of both sexes in terms of guaranteeing their leadership, since there is still gender segregation in most of the activities in which people of both sexes of our ethnic populations participate.

Some people face various challenges in assuming leadership positions in their communities. In general, people such as youth, women, children, lgbtqi+ people perceive that others in the community, particularly some men and older adults, do not recognize their potential as leaders. People, including women, face challenges around social norms that associate men as leaders; this causes discrimination externally from the community that may not recognize women, youth, LGBTIQ++ people, etc., as leaders, as well as the internalization of norms that prevent these people from assuming leadership positions.

LGBTQI+ people exist in the communities and in many of them they are leaders, but they still continue to face many problems of discrimination and violence when participating in different activities, including leadership.

3.2 ACCESS TO AND CONTROL OVER ASSETS AND RESOURCES

Entrepreneurship

People who recognize themselves as ethnic people of different genders and identity groups continue to have few opportunities and many challenges when it comes to developing and generating entrepreneurship. The results of various reports on the situation and gaps of the ethnic population in rural and urban areas show that ethnic people (youth, women, LBGTIQ+, etc.) recognize that they are interested in developing and carrying out entrepreneurship issues. In rural areas, ethnic people in general generate entrepreneurship, in the urban context it is observed that these populations are looking for different alternatives, therefore, they bet on entrepreneurship, due to the same context in which they find themselves.

In rural areas, the most common sector for entrepreneurship among ethnic people is culture, gastronomy, agriculture, trade/sales, services and environment. In urban areas, the most common sectors are trade, food and beverage, services, textile, arts and entertainment.

The main assets that ethnic people reported possessing to start their businesses were the ancestral knowledge of their territories, reinforced by the knowledge already acquired through their studies, the constant desire to learn, passion and confidence. The main obstacle was the lack of capital, the difficult

access to credit and the lack of alternatives and differential attention routes for ethnic groups. Other challenges arise from the lack of tools and knowledge of how to plan, maintain and grow their enterprises, as well as gaps in connectivity, access to ICT tools and dialects. In addition, women continue to be the most disadvantaged in economic issues, as other variables, such as lack of time due to care obligations, are added.

Employment

Unemployment continues to be a challenge for the country and for people who are part of ethnic populations; women of this ethnic group have a higher unemployment rate than men; the activity in which the population is most active is agriculture, livestock, hunting, forestry and fishing, followed by those who work in commerce and vehicle repair and those in public administration and defense, In areas where professional, scientific and technical activities and administrative services are developed, the representation of this population is still low, since there is not much differential information available. It is worth noting that the lowest percentage is in the area of employers, but although this is not the occupation with the lowest volume, it is not significantly higher. Additionally, informal employment continues to be a great challenge in Colombia, since a large number of people belonging to this population are informal workers. Finally, the wage gap continues to be an obstacle for these people, as they continue to receive lower incomes, in jobs equal to those held by people who do not recognize themselves as ethnic, but recognition is not the main factor; the lack of equality and equity, as well as racism, means that people with ethnic backgrounds have fewer opportunities to obtain formal, well-paid employment under equal conditions.

The greatest barrier for people belonging to ethnic groups to obtain employment reported by the different identity groups and participants in KII was the lack of experience, although the population increasingly has studies, certifications, references, they mentioned that they could not find a job due to the requirements and demands, There is no employability route with a differential approach that takes into account the characteristics of the target population, the lack of connections within companies is another barrier to accessing jobs, since people who have a contact are more likely to be hired. Another gap is experienced by LGBTIQ+ people, as in addition to facing social and legal challenges, they must overcome the disconnect between personnel, contractual and legal levels. Finally, education is another barrier that these populations experience, in urban areas and more deeply in rural areas, where access is more limited.

People of ethnic origin understand that a relevant factor in the employability process and necessary for employment is the knowledge of soft skills, since these are focused on being responsible, working in a team, knowing how to communicate, solving problems, having a positive attitude and adaptability. Preparing well for an interview is important and participating in more formal job preparation courses is important, but in these spaces it is also evident that women are the ones who participate the most, but in the end they are the ones who apply the least to offers, which may be due to the pressure of their traditional gender role.

Education

The Colombian Constitution mandates that children and youth between the ages of 5 and 15 attend school, but 1.2 million children (11% of school-age children) do not attend. According to the UNESCO Institute for Statistics (2021), male and female children have similar enrollment rates in elementary school, but a gap is beginning to appear in secondary and tertiary education with more females enrolled than males. In addition, young people's access to education across the country varies by geographic location. In general, there is a large educational gap between rural and urban areas, with those in rural areas receiving 5.5 years of

education, 9.2 years for those in towns and cities (Chillaren Change Colombia, 2019). Distance plays a factor in young people's access to education, there are long distances with limited transportation and in other indigenous and Afro populations there is not even transportation.

In addition, the JE research revealed that access to secondary and tertiary education and vocational training varied from one municipality to another and from one community to another, since it is expected to be differential, but its application is not evident in the territories and communities. Some specific obstacles arose due to lack of teachers for educational centers, lack of endowments in schools, lack of schools or the location of these and differential planning for these communities and territories, additionally indigenous populations and some Afro populations may face difficulties in accessing education due to language barriers, which was reported as a challenge in a secondary educational institution in Bojayá.

Only a few tertiary or vocational institutions mentioned having specific programs for vulnerable populations, although all people can access the offer, there are few quotas for Ethnic populations, which makes access even more difficult, such as the Universidad de la Amazonia in Florencia and SENA. The Universidad de la Amazonia has a policy of permanent access and graduation of students that includes a diagnosis and periodic monitoring to ensure that students from vulnerable groups remain in school, including ethnic minority groups and pregnant mothers. SENA also has similar programs for vulnerable groups.

3.3 GENDER ROLES, RESPONSIBILITIES, AND USE OF TIME

Traditional gender norms and machismo dictate that women and youth are primarily responsible for household care work, such as cooking, cleaning and childcare, however, this is changing in some spheres. Women are leaders in their homes and communities and have begun to pass on responsibilities to their children in addition to household chores, since these are a shared responsibility, although it has not been easy, since they continue to be machista communities with roles defined according to their own worldviews and traditions, which cross other realities.

In the conversations that took place in different spaces, it became evident that care work is still an obstacle for women to participate in economic activities, but also the norms, customs and traditions are a determining factor in terms of participation. Currently, the gap does not lie in women's ability to lead these issues, nor in the organization of their time and schedules, but in their daily work, which is based on being full-time caregivers.

Regarding segregation and gender role issues, women and young people continue to be pigeonholed in traditional gender roles, as they tend to be hired and employed in sectors such as construction, ICT, garbage collection, gastronomy, care, beauty and aesthetics, while LGBTQI+ people have access to jobs in gastronomy, beauty, aesthetics, dance, among others, men in some cases have access to places of leadership and leadership, in general continue to show marked discrimination against ethnic populations in Colombia and in the United States.

In general, people belonging to ethnic populations carry out cultural and artistic activities in their different territories, in their free time, and many of them work and study in parallel to improve their economic level.

3.4 CULTURAL NORMS AND BELIEFS OF AND ABOUT MARGINALIZED AND EXCLUDED GROUPS

The IGIS analysis of the KIIs revealed that there are many norms, perceptions and stereotypes about people from ethnic populations in general, as these people and their communities feel that there are generally negative ideas and thoughts about them and their communities. Ethnic populations still have many patriarchal and macho references to men as the head of the household and obliged to be the breadwinner, stereotypes about men include that they are dangerous and criminal, and young men are believed to be at constant risk of joining criminal groups and being forcibly recruited. On the other hand, women are described as the "weaker sex" and seen as vulnerable, manipulable, eroticized and oppressed in patriarchal environments. However, in some communities, women are also recognized and seen as symbols of struggle, work, togetherness and resilience. Problems of racism and discrimination due to skin color still persist; these populations face negative stereotypes and microaggressions in the community and in the public and private sectors that affect their employment, social and life opportunities.

LGBTIQ+ people were described as a resilient, vulnerable population that suffers discrimination, stigmatization, violence and rejection, even in indigenous and some Afro populations, LGTBIQ+ people are not accepted and are rejected and stigmatized around sex, prostitution, pigeonholed in beauty and cultural jobs.

3.5 PATTERNS OF POWER AND DECISION MAKING

In a greater proportion, within the Indigenous and Afro populations, it is increasingly common for household decision making to be led by the adults in the household (mothers, fathers, aunts, uncles, fathers), and it is also known that, due to traditional norms, men are usually the ones who make decisions in the community, However, this is beginning to change, as women are making more decisions and taking on more challenges, roles and spaces within their communities and in their homes, and it is becoming increasingly common for young people to share and participate in family discussions, decisions and responsibilities.

However, although the participation of women and young people in the communities is becoming more visible, even the places to which they have access are not where decisions are made. The ethnic communities understood that it was vital and essential to include the voices and participation of women and young people in their organizations and in each of their hierarchical levels; however, this participation is limited, often to a matter of compliance or a visual issue, but not of substance and decision making, since in most of the leadership and organizational leaderships, they are still in the hands of men.

The panorama is even more critical for LGTBIQ+ people, as they still fail to be included as referents, leaders and vital people for their communities and territories, due to stereotypes and unconscious biases.

3.6 HUMAN DIGNITY, SAFETY AND WELL-BEING AMONG DIFFERENT IDENTITY GROUPS

People belonging to ethnic populations in Colombia face various risks in different spaces, including the home, school, workplace and the community at large. In the KIIs, the lack of economic opportunities was mentioned as the main cause for Afro and indigenous ethnic populations to fall into risky activities, which has only increased due to the pandemic and high unemployment rates. In general, violence (GBV and IPV), drugs, use of illegal substances, and forced recruitment into gangs or as part of armed conflicts were the most common risks mentioned by people belonging to these communities.

Afro and indigenous male youth continue to be more likely to face risks related to forced recruitment into gangs and armed conflict, as well as violence at school and in the community. Youth, women and LGTBIQ+ persons, among others, are greatly affected by invisible borders and are vulnerable to common crime or gangs, as educational and employment opportunities remain low, and these become one of the ways to earn money and fulfill their gender roles.

In the KIIs, it is clear that young people, women, LGTBIQ+ persons, persons with disabilities and children were at risk of sexual harassment, exploitation and violence in practically all spaces. Both men and women suffer domestic violence, currently men also report and denounce being victims, but it is clear that women are more likely to be victims; according to figures presented by Medicinal Legal so far in 2022 (as of March 2022) there were 2,144 cases of women assaulted by their partner, 6 cases of femicides and five more women murdered in events classified by the institute as partner violence in the country.

Young women and Afro-descendant women are more likely to suffer sexual harassment or aggression in the workplace by male bosses or colleagues, due to the issue of promotion opportunities. Other women mentioned sexual harassment at the university or even in the street, other issues that generate violence for these people in the territories is the issue of teenage pregnancy, since it generates a high risk and prostitution. Gender violence, statistics and primary information show that women are more likely to be victims of gender violence compared to men, in some territories, it is likely that young and adult males are perpetrators of gender violence against women, both physically and psychologically.

Primary and secondary information shows that LGBTI+ persons are at high risk of multiple types of discrimination and violence, as LGBTI+ persons often leave home and school at an early age due to non-acceptance by their families and environments, which makes them both physically and psychologically vulnerable to aggression, violence and different types of exclusion (Ombudsman's Office). Trans women are especially vulnerable to sexual exploitation or drug trafficking by organized crime groups or non-state armed actors that are part of the armed conflict (Ibid.). Additionally, LGTBIQ+ persons also reported facing discrimination based on their sexual orientation or gender identity, as well as microaggressions that stem from the non-acceptance of their identity in their intimate circles and communities.

Afro and indigenous youth mentioned domestic violence and GBV as risks, as their immediate environments, fathers, uncles, grandfathers, etc., are often perpetrators of such violence and rely on patriarchal norms and machismo. Indigenous youth feel that their risks lie in forced recruitment, drug use and feel vulnerable to recruitment, as well as labor exploitation in the home and community. Additionally, women are vulnerable to sexual violence and are at risk if they fall in love with a "white/mestizo" person, as this is not very acceptable to the community.

Security

People belonging to ethnic populations in Colombia, although they feel overwhelmed in their homes and territories, as they do not feel that they are spaces where they can fully develop, but understand that communities and their homes as places that offer them some security, the same is not true for other physical places such as school/college, church, jobs, etc. However, with the COVID-19 pandemic, many Afro and Indigenous people had not been able to access school, which ironically further deepened the risks, as they were more likely to be targeted by armed groups, drugs, prostitution and pregnancy.

LGBTIQ+ people perceive that in some situations they could feel safe, such as in certain geographies of their community, for example, where the economic level was higher, as there they were able to feel free to

express themselves as an LGBTIQ+ person but it did not mean that they were 100 percent accepted, while in places with lower incomes, they received homophobic comments and discrimination. In order for people belonging to ethnic populations and people with diverse ethnic identities in Colombia to feel safe in their territory, they must find trust, freedom, security, respect and calm.

4. CONCLUSIONS

Below The following are conclusions supported by the above findings. Considerations are included for JE to take into account according to its different objectives.

1. People belonging to Afro-Colombian and indigenous ethnic populations in Colombia know, recognize and demand their rights, but feel that these are still not respected.

Although Colombia has many international, national and local frameworks to protect and promote the exercise of the rights of different ethnic groups, the analysis revealed that only some of the people belonging to ethnic populations in Colombia are aware of their basic and collective rights, and are aware that their basic and collective rights are neither fulfilled nor respected.

- Considerations for JE: continuing to raise awareness among the different indigenous and afro- ethnic populations about their rights helps communities, territories and individuals to further strengthen, focus and strengthen the struggle for their rights and continue to assert them in different community spaces or social environments. Municipal frameworks, such as differential, intersectional, ethnic, gender, etc. public policies, are especially important and relevant for young people and helping to manage, implement and, above all, make them known among all community members and organizations is important to build inclusive, favorable, sustainable, equitable and fair environments.

2. People belonging to Afro and indigenous ethnic populations in Colombia are assuming leadership roles in their territories, but more actions and efforts are needed to increase their leadership, acceptance and visibility.

People belonging to Afro-Colombian and Indigenous ethnic populations in Colombia are increasingly involved in leadership activities in their territories, communities and advocacy groups, as well as in informal and helping activities. However, according to the patriarchal and macho norms and stereotypes of Afro-Colombian and indigenous communities, men continue to be encouraged and seen as leaders, while women play a more supportive and organizational role and LGTBIQ+ people, people with disabilities, etc., are often not included in these spaces of participation.

- Considerations for JE: Under Outcome 1, as JE seeks to develop the participation and leadership of Afro and Indigenous people in Colombia, JE should identify opportunities and spaces to engage women, youth, LGTBIQ+ people, etc., in leadership. This includes leadership in non-traditional areas such as advocacy. JE should seek to involve community and territorial groups and men to open spaces for participation, management and advocacy for the female leadership of Afro- Colombian and indigenous women by strengthening the structures of ethnic self-government with a gender

focus, while at the same time the capacity and confidence of people belonging to Afro and indigenous ethnic populations in Colombia to lead their own local, regional and national spaces, based on their knowledge, is being built.

3. Social and gender norms and negative perceptions towards people belonging to Afro and indigenous ethnic populations in Colombia create discrimination in homes, communities, territories, the workplace and diverse spaces.

Traditional social and gender norms affect everyone towards people belonging to Afro and indigenous ethnic populations in Colombia, whether they are men, women, youth, LGBTIQ+, etc. Negative perceptions and embedded stereotypes of the different identities of people belonging to Afro and indigenous ethnic populations in Colombia create discrimination and non-acceptance of this population in the territories, communities, social groups, etc., deepening the gaps in labor issues, as the hiring of people belonging to these populations becomes more difficult and limited and unequal. Furthermore, for people belonging to Afro and indigenous LGBTIQ+ ethnic populations in Colombia, as well as for women, discrimination can be even stronger.

- Considerations for JE: Social and gender norms, negative perceptions, stereotypes and discrimination against Afro and indigenous people in Colombia cross all JE objectives, which is why the program must take into account cultural norms and perceptions when working with Afro and indigenous populations. Additionally, partner, community, public and private organizations, employers, suppliers and potential buyers must be continuously sensitized, as they will be the people with whom we will be working, and it will be essential to provide them with tools to raise awareness, respect and guarantee non-discrimination. Special attention is needed to combat discrimination against women, youth, LGTBIQ+ people, people with disabilities, among others; as well as racism and colorism from the communities, territories, companies, organizations and entities.

4. The need to fulfill their gender role as family provider may affect the participation of men and boys in program activities.

The strong patriarchal and machismo norms regarding the role of men and young men as providers of the household make it necessary to look for tools and alternatives for them to fulfill this role and thus prevent the participation of young men and boys in the activities and strategies that the program implements in the territories and communities, specifically in the training programs, because they may prioritize spending their time on income-generating activities over training. This is something to pay attention to, especially under objectives 1 and 2, since JE seeks to strengthen the issue of participatory leadership and training for access to employability and entrepreneurship pathways.

- Considerations for JE: The close monitoring of the participation of people belonging to afro and indigenous ethnic populations in Colombia through the interventions, as well as the participation of male, female, youth, etc., in the activities of Outcome 1 and 2 should be constant in order to achieve an equitable gender participation in these results, in the activities of Result 1 and 2 should be constant with the objective of achieving an equitable gender participation in these results, remembering that if the participation in training and sensitization spaces is only of women, this

would reinforce the imaginaries and perceptions regarding the traditional gender roles of women as caregivers, which implies a greater burden for them. The participation of men, youth, boys, etc., is important for building new non-hegemonic and non-violent masculinities and gives greater strength to the theme of participation.

5. Women, LGBTIQ+ people, youth, etc., belonging to the Afro and indigenous ethnic populations in Colombia face discrimination in obtaining employment and, once employed, other discrimination and violence and other challenges in the workplace arise.

Traditional social and gender norms and discrimination create major obstacles for Afro and Indigenous ethnic people in Colombia to obtain employment or to find employment only in certain sectors or functions. Overt discrimination, prejudices based on traditional norms, and unconscious and conscious biases limit economic opportunities for women, LGBTIQ+ people, youth, etc. Prejudice, racism and sexism against people belonging to Afro and indigenous ethnic populations in Colombia are often strong and deep. Moreover, even when hired, Afro-ethnic and indigenous people in Colombia, especially women, LGTBIQ+ people, youth, etc., may face challenges or risks such as sexual harassment and various workplace violence. In addition, the results of the survey on entrepreneurship and employment show that people belonging to Afro and indigenous ethnic populations in Colombia are less likely to have formal contracts, with equitable wages or to be paid fairly for their employment.

- Considerations for JE: As JE works with service providers and employers under Objective 2 to establish a differential employability pathway designed to help Afro-ethnic and indigenous people in Colombia access economic opportunities, it is necessary to work hard with employers to raise awareness and mitigate discrimination, racism, prejudice and violence towards Afro-ethnic and indigenous people in hiring and employment. When working with Afro-ethnic and indigenous people in Colombia, JE must take into account the type of work to which Afro-ethnic and indigenous people in Colombia are being linked and ensure that the Afro-ethnic and indigenous people involved in this linkage receive fair and equitable pay, have access to some type of formal contract and comply with the requirements and conditions of employment. Complementary to this under Conclusion 1 is to ensure that persons belonging to Afro and indigenous ethnic populations in Colombia are aware of their rights and have resources to contact in case they experience discrimination, harassment, violence and other labor problems in the workplace.

6. Access to finance and training is essential for Afro- and indigenous entrepreneurs in Colombia.

As the analysis shows, Afro and indigenous people in Colombia are very interested in entrepreneurship activities, but will need strong support to start or grow businesses. Access to scholarships, financing, credit and incentives, as well as increased knowledge and tools, are common needs for all Afro and indigenous people in Colombia.

- Considerations for JE: Entrepreneurship is popular among all afro-ethnic and indigenous people in Colombia and may be one of the options for these populations in rural/urban areas or those with limited employment opportunities. As evidenced by some of the data collected in the analysis, a large part of the enterprises of Afro-ethnic and indigenous people in Colombia are quite young

and/or unstable, and therefore tend to be quite vulnerable. While capacity building is a major necessity for success, Afro-ethnic and indigenous people entrepreneurs in Colombia will need additional support including access to financial, technical, administrative, operational, equipment and capacity resources, assistance, and training, technical assistance to register their business, mentoring, market linkages, networks, commercial circuits, etc. For entrepreneurship to be a viable economic opportunity under Outcome 2 and 3, JE must explore multiple options and channels to help ethnic Afro and indigenous people in Colombia who are entrepreneurs to have sustainability, permanence and success, for which it is required to implement activities that are gender sensitive, differential and with an intersectional approach.

7. People belonging to Afro and indigenous ethnic populations in Colombia face multiple risks and violence based on their gender, identity and ethnicity.

As the analysis shows, people belonging to Afro and indigenous ethnic populations in Colombia face different risks, threats and violence. One example is the invisible barriers, which affect women, youth, children, men, people with disabilities and LGBTQ+, because when they overcome these barriers, they may face the threat of physical and sexual violence, etc. These risks are present in many other areas within the territories, in the family, school, community, organizational and work environments, among others. JE proposes and plans to work on these different environments from an intersectional, ethnic and differential approach.

- Considerations for JE: The JE program should be aware of the risks from a programmatic point of view, how JE addresses these risks in the community, but also operationally, as they profoundly affect the participation of people belonging to Afro and Indigenous ethnic populations in Colombia. From a programmatic point of view, many of the risks come from the lack of economic opportunities or cultural norms and customs around which interventions are planned together with partner organizations and entities and organizations working on these issues in the prioritized territories. Additionally, from the point of view of operations, these risks must be taken into account and mitigated in a practical way, through a very coherent planning, at the right time and looking for the location of the activities to be adjusted to the needs and requirements of the indigenous and Afro populations, so as not to put at risk the different people belonging to Afro and indigenous ethnic populations in Colombia, which also helps to generate safe spaces, where people belonging to these populations feel at ease, in community, safe, valued, respected and cared for. These themes of protection, defense and care can be worked with Result 1, Result 3 and Result 4.

5. RECOMMENDATIONS

The following is a set of specific actions to be developed by the JE program based on the findings and conclusions of the summary. These recommendations are organized outcomes. The JE team will prioritize some recommendations in the Year 1 Work Plan and others will become part of the longer term IGSI Action Plan based on time, available resources and previous project interventions.

Result/Objective 1 - GOVERNMENT OWNERSHIP AND INSTITUTIONALITY

As revealed by the findings and conclusions regarding cultural norms, roles and responsibilities, traditional social and gender norms create discrimination and biases that affect Afro and Indigenous ethnic people in Colombia. Nonetheless, people belonging to these ethnic populations are assuming leadership in their communities and participating in various ways. However, due to patriarchal and cultural norms, not all Afro and Indigenous people in Colombia have the same leadership opportunities. Additionally, negative perceptions and discrimination against women, LGBTQI+ people, youth, etc., gender-based violence, racism and lack of safe spaces make Afro and Indigenous people vulnerable within their own communities, as well as outside of them. The following are recommendations to strengthen these issues:

In order to generate better, more participatory, diverse and equitable spaces, the following actions and interventions are recommended.

- Increase the level of participation, management and incidence of Afro-Colombian and indigenous women by strengthening their own ethnic government structures with a gender perspective (committees, councils, secretariats, women's coordinating bodies, etc.).
- Strengthen organizational or associative initiatives of women, youth, LGBTQI+, indigenous and Afro-Colombian people, through technical support, formalization, administrative and accounting training, as well as the formulation of projects and support in the search for funding sources.
- Strengthen the technical and administrative capacity of the national and local bodies that lead and politically position the agendas of indigenous women and Afro-Colombian women (National Commission of Indigenous Women).
- Provide technical support to the National and Local Governments in the strengthening of the agencies that represent and lead the mainstreaming of the gender approach, the differential approaches and the attention route to gender-based violence (Presidential Council for Gender Equity, Gender or Women Secretaries and Undersecretaries of the Mayor's and Governor's Offices, as well as the women and gender offices of the municipalities).
- Advise on the incorporation of the gender approach, differential approaches and intersectionality in the formulation, evaluation and reformulation of public policies that impact indigenous and Afro-Colombian black communities in rural and urban contexts.
- Involve organizations of ethnic people with diverse sexual orientations and gender identities in sensitization and training processes for the recognition of LGBTQI+ rights within indigenous and Afro-Colombian organizations and institutions.

GENDER-BASED VIOLENCE AND OTHER TYPES OF VIOLENCE

It is proposed to carry out actions for the prevention and community attention to gender violence and racial discrimination against women, girls and LGBT people, through measures such as:

- Creation or adaptation of community routes at the local level for the prevention of violence with an intersectional perspective.
- Training on the right to a life free of violence, including all those that particularly affect ethnic women, traditional organizations or indigenous and Afro-Colombian forms of government.

- Identification of socio-political and economic risk factors in relation to psychosocial aspects for indigenous and Afro-Colombian women survivors of different types of violence.
- Generate public-private alliances to guarantee due accompaniment, follow-up and reparation for women who were victims of gender-based violence.
- Promote spaces for dialogue and coordination between the ordinary justice system and traditional indigenous and Afro-Colombian justice systems to affirm and strengthen the points of articulation in the prevention of and attention to gender-based violence.
- Generate an official and updated report on violence affecting ethnic women.
- Conduct research and documentation processes on the effects on indigenous and Afro-Colombian women, as well as the mechanisms they have generated to cope with these situations.

Outcome/Objective 2- SELF-DETERMINED AND SUSTAINABLE ECONOMIC DEVELOPMENT

High unemployment rates continue to generate and produce deep gaps for Afro-ethnic and indigenous people in Colombia, for this reason increasing economic opportunities through employment and/or differential entrepreneurship is something that Afro-ethnic and indigenous people are interested in. Discrimination and prejudice by private and public sector companies hinder some groups' access to employment and needs to be addressed. Additionally, entrepreneurs need support beyond training to grow their businesses. The following are recommendations for increasing the economic, self-determined and sustainable development of Afro and indigenous ethnic populations:

- Support the implementation or formalization of economic initiatives of indigenous and Afro-Colombian women by strengthening production chains and marketing alliances.
- Prioritize the lines of strengthening economic enterprises in territories where no intervention has been carried out.
- Generate strategic alliances with a gender focus with the public-private sectors to increase formal labor inclusion opportunities for Afro-Colombian and indigenous women.
- Incorporate gender equity training processes in projects to strengthen food sovereignty and productive projects.
- Apply the principles of gender equity, parity and alternation in food sovereignty projects and productive projects, which implies promoting the participation of the same number of women and men or the estimation of a minimum % of women's participation.

Outcome/Objective 3 - RECOGNITION OF CULTURAL DIVERSITY

As revealed by the findings and conclusions regarding cultural norms, roles and responsibilities, traditional social and gender norms create discrimination and biases that affect people belonging to Afro and indigenous ethnic populations in Colombia, extinguishing little by little and thus generating a loss of recognition of the traditions, customs and ways of Afro and indigenous ethnic populations. The following are recommendations to strengthen these issues:

- Generate national, departmental and municipal communication campaigns aimed at transforming segregationist and discriminatory imaginaries towards ethnic diversity, and towards ethnic people with diverse sexual orientations and gender identities, or other forms of diversity that intersect with ethnicity (life cycle, disability, among others).

- Support initiatives for the installation and adaptation of ICT centers in the resguardos, partiality or ethnic communities, with access to telecommunication networks, equipment and advice for families and communities, especially for women.
- Enhance ethnic women's means of communication such as web pages, newsletters, virtual magazines.
- Support the visibility and strengthening of cultural initiatives of indigenous Afro-Colombian and indigenous women, including midwifery, handicrafts, traditional medicine, oral tradition, singers, weavers.

Result/Objective 4 - EMERGENCY RESPONSE

As revealed by the findings and conclusions regarding the different topics discussed in the analysis and the topic of emergency response, it is clear that people belonging to these ethnic populations are assuming leadership in their communities and participating in various ways and in response to different emergencies that occur in ethnic territories, these leaderships are vital to generate routes and lines of care and prevention, hence the importance of including everyone in the community in this result, in a cross-cutting manner and with a differential and intersectional approach. The following are recommendations to strengthen these issues:

- Strengthen the prevention and response capacities of organizations and guards, and exchange experiences, recognizing successful cases within the communities, in these areas.

The participation of all people from the communities should be sought from an intersectional, ethnic and differential approach, women, youth and LGTBQ+ people can be in charge of leading these spaces.

- Strengthen the capacity to respond to the risks of tourism activities operated by ethnic communities from an intersectional and ethnic approach.
- Strengthen issues related to kits to ensure the provision of vital and basic elements required for the care of women, youth, children and LGTBQ+ persons, among others, which should be designed from an intersectional and ethnic approach.
- Strengthening on issues of containment, psycho-spiritual/psychosocial care, psychological first aid in emergency situations.

Transversal - COMMUNICATIONS

As the analysis shows, there are many traditional gender and cultural norms and negative perceptions that negatively affect people belonging to Afro and indigenous ethnic populations in Colombia. JE should explore different options and tools to raise awareness, seeking to change behaviors and imaginaries around new masculinities, discrimination, racism, sexism and stigmatization of LGTBQ+ people, women, youth, etc., and other issues such as teenage pregnancy, sex trafficking, etc., that affect youth, LGTBQ+ people, children and women. The following are recommendations for JE communications:

- Establish safeguards when publicizing and marketing the success of youth, girls, women, LGTBQ+ leaders and other ethnic people. To promote people's successes in a responsible way that does no harm, JE should consider the following actions:

- Create security measures for sharing information (including personal data and photos) for external JE communications and share with partners and media.
- Work with media outlets and companies to develop their own safeguards for sharing sensitive information if they do not already have one.
- Work with women, youth, LGBTIQ+ people, partners and media companies on media campaigns around specific changes in behaviors or norms. It is still evident that there are many harmful perceptions, biases, behaviors and actions towards different afro and indigenous populations and people that could be addressed through media campaigns and networks. This could include:
 - Work with media companies, collectives and partners to develop specific messages and images around racism, sexism, among others.
 - Work with media companies and partners to develop specific messages and images around new non-hegemonic and non-violent masculinities.
 - Work with the media, collectives and partners on gender-based violence, including campaigns to prevent gender-based violence, violence and other issues such as teenage pregnancy, sex trafficking, violence care routes, etc.
 - Work with municipalities and the media to promote visibility, recognition and respect for people belonging to Afro and indigenous ethnic populations in Colombia, to learn about inclusion policies, resources, plans and projects in order to raise awareness and generate knowledge and appropriation of the rights of these populations in Colombia.

ANNEXES

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