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**IMPACT OF CIVIL SOCIETY ANTI-DISCRIMINATION INITIATIVES:
A RAPID REVIEW**

Rachel Marcus, Dhruva Mathur and Andrew Shepherd

Impact of Civil Society Anti-Discrimination Initiatives: A Rapid Review

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Rapport 2019:05

till

Expertgruppen för biståndsanalys (EBA)

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Please refer to the present report as:

Marcus, Rachel, Dhruva Mathur and Andrew Shepherd (2019) *Impact of Civil Society Anti-Discrimination Initiatives: A Rapid Review*, EBA Report 2019:05, the Expert Group for Aid Studies (EBA), Sweden

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ISBN 978-91-88143-49-5

Printed by Elanders Sverige AB
Stockholm 2019

Cover design by Julia Demchenko

Table of Contents

Foreword by the EBA.....	1
Sammanfattning.....	3
Summary.....	9
1 Introduction.....	17
1.1 Research Questions.....	20
1.2 Conceptual Framework for This Review.....	21
1.3 Methodology and Overview of Literature.....	25
1.4 Limitations of the Study.....	30
2 Changing Discriminatory Norms, Attitudes and Behaviour	32
2.1 Using the Mass Media to Challenge Discrimination	32
2.2 Using Theatre to Challenge Discrimination	40
2.3 Organised Contact.....	46
2.4 Informal Education Programmes	48
3 Work with Power-holders.....	52
3.1 Religious Leaders.....	52
3.2 Local Politicians, Community Leaders and Employers.....	54
3.3 Sensitisation of Public Officials.....	57
4 Strengthening Marginalised Groups’ Capacity to Challenge Discrimination.....	68
4.1 Multidimensional Empowerment Initiatives.....	68
4.2 Influencing Public Policy Through Dialogue and Campaigning.....	71
5 Legal and Policy Change.....	75
5.1 Advocacy for Legal Change	75

6	Conclusions	88
6.1	Effective Strategies	89
6.2	Impacts on Multi-Dimensional Poverty	91
6.3	Significant Challenges	93
6.4	Major Practice Gaps	94
6.5	Key Knowledge Gaps	95
6.6	Recommendations	98
	References	100
	Appendix 1.....	113
	Searches Conducted on Google and Google Scholar	113
	Appendix 2: Methodological Overview of Impact Studies	125
	Previous EBA Reports.....	154

Foreword by the EBA

The ambition in development cooperation to change attitudes and norms is difficult and sensitive. To counter discrimination and practices and to foster equal treatment of each and every one is linked to norms and attitudes. In promoting norm change, there are delicate balances to consider and it is important not to resort to hegemonic Western discourses, ideas and principles. Discriminatory practices are, however, global and universal human challenges and need to be taken seriously wherever they occur. Discrimination is also related to poverty, why fighting discrimination is of direct importance for development cooperation.

People who experience extreme poverty are often also the victims of some sort of discrimination. This is especially troublesome in relation to the global call for “leaving no one behind”. People plagued by double burdens of poverty and discrimination will have excessive difficulties of improving their lives and livelihoods. Despite this fact, while anti-discrimination interventions are often undertaken in their own right, they are seldom seen as part of poverty reduction strategies. Furthermore, little is known about the effects of various anti-discrimination measures.

To counter this, the EBA asked a team linked to the Chronic Poverty Analysis Network (CPAN) to investigate what is known about the effectiveness of anti-discrimination measures. A first report (EBA 2017:02) showed that government-led affirmative action may well be effective in combating poverty, however mainly so in supportive economic and political contexts, if sustained, and when simultaneous campaigns to change attitudes accompany them.

However, much of anti-discrimination interventions are not done by governments, or governments alone. And there was still a dearth of knowledge about the effectiveness of activities conducted by civil society organizations in this area. What value is there in CSO campaigning and where do we need more knowledge to improve impact?

It turned out to be more difficult than initially thought to gather such information. The “rapid review” of existing evidence which is conducted and presented in this report is an attempt at finding out what we know – and what we don’t know – in this field. The importance of further analyses on the effectiveness of such activities as well as the relationship between fighting poverty and fighting discrimination remain a valid focal point.

The primary audience for this study is actors within civil society organizations engaged in poverty reduction and in anti-discrimination work. Decision makers in development cooperation more widely would also benefit from reading the report.

The study has been written with the support of a reference group led by the EBA member Ms. Julia Schalk. Responsibility for the content and recommendations rests fully with the authors.



Helena Lindholm,

EBA chair

Sammanfattning

Studiens syfte

Diskriminering baserad på identitet, sysselsättning eller sociala särdrag, är en kränkning av de mänskliga rättigheterna. Samtidigt bidrar det kraftigt till att fattigdom är vanligt förekommande bland diskriminerade grupper. Direkt såväl som indirekt diskriminering begränsar människors utveckling, deras ekonomiska möjligheter och möjligheter att uttrycka sig. Det kan även leda till att berörda grupper utsätts för våld och andra former av socialt exkluderande. Många regeringar i låg- och medelinkomstländer har infört lagstiftning som förbjuder diskriminering. Några har infört kvotering för diskriminerade grupper när det gäller utbildning, arbetsmarknad, arbete i statlig verksamhet och deltagande i politiska partier. Andra ger särskilda finansiella bidrag till diskriminerade grupper. Civilsamhället spelar en viktig roll genom att mobilisera till stöd för sådana initiativ, men också för att hålla regeringar ansvariga för, och leva upp till sina åtaganden, samt genom att arbeta för att förändra diskriminerande normer, attityder och beteende.

För att komplettera till EBAs tidigare översyn av statliga insatser för att bekämpa diskriminering i låg- och medel-inkomstländer (Marcus et al., 2017a), syftar denna studie till att bedöma hur effektiva olika anti-diskrimineringsinsatser från civilsamhällesorganisationer är. Studien tar sin utgångspunkt i ett rättighetsperspektiv med fokus på i vilken mån diskriminerade grupper får sina rättigheter uppfyllda. Det kan handla om insatser för att förändra diskriminerande sociala normer lagar eller verksamheter. Det kan också handla om insatser för att stärka grupper att hävda sina egna rättigheter, såväl som påverkansarbete i syfte att driva fram ändrade policies och lagar eller att hålla myndigheter ansvariga för att uppfylla dem. Givet Sidas prioriteringar så fokuserar studien strategier som syftar till att bekämpa diskriminering baserat på genus, sexuell orientering och identitet, HIV-status och handikapp. Vidare bygger studien på information om initiativ för att bekämpa rasism, kast-baserad och andra former av diskriminering.

Metod och typ av studerad litteratur

Denna studie är en "rapid review" – en typ av studie som är särskilt lämplig för att kartlägga omfattning och kvalitet på den kunskap som finns om en fråga. Rapid reviews är tillräckligt detaljerade och omfattande för att fungera som underlag för beslut om program. En rapid review bygger på systematiska principer, men använder en förenklad granskningsprocess. I detta fall har de två viktigaste justeringarna varit att perioden för documentsökning har förkortats (även om flera efterföljande sökningar gjorts för att kompensera för bristen på dokument) samt att en enda forskare tagit merparten av besluten om vilka dokument som ska inkluderas och exkluderas.

Denna rapid review granskar 103 akademiska samt "grå" studier, vilka publicerats från 2005 och framåt. Studierna har identifierats genom en kombination av sökningar på akademiska databaser, på Google och sökningar för hand. För att komma med i översynen måste de granskade studierna beskriva initiativ där aktörer i civilsamhället spelat en ledande eller betydelsefull roll, samt också analysera resultaten (impact) av insatserna. Vi har dock inte ställt krav på att studierna måste följa någon specifik metod för att utvärdera impact. Studierna måste även beskriva direkta insatser för att utmana diskriminerande normer eller praxis, snarare än att enbart tillhandahålla en tjänst eller resurser till särskilda grupper. Merparten av de undersökta initiativen är inte Sverige-finansierade, eftersom väldigt få utvärderingar av sådana projekt uppfyllde kriterierna.

Flertalet av studierna behandlar initiativ i Afrika och Asien. De flesta initiativen är mycket småskaliga (enskilda kampanjer eller projekt på ett litet antal platser), och beläggen för impact presenteras ofta utan diskussion om bredare konsekvenser eller hur sammanhanget kan ha format resultaten. Där det varit möjligt har vi utnyttjat och byggt på systematiska eller andra rigorösa översyner för att sätta de enskilda studierna i ett bredare sammanhang. Detta har dock inte varit möjligt för alla typer av insatser eller alla sociala grupper.

Resultat

Initiativ för att förändra attityder, normer och beteenden var vanligast i denna översyn - nästan två tredjedelar av studierna undersökte sådana initiativ. Dessa initiativ riktar sig till två huvudgrupper: allmänheten och utförare av samhällstjänster. Många program riktade till allmänheten sker på kommun- eller by-nivå, är småskaliga och utnyttjar gatuteater och andra konstformer för att skapa dialog och medvetandegörande. Initiativ som använder massmedia är vanligtvis färre, men har större räckvidd. De flesta studier finner att dessa initiativ leder till en viss minskning av diskriminerande normer, även om det oftare handlar om förändringar i attityder än förändringar i beteende. Till de faktorer som ökar sannolikheten för förändring hör att lyckas engagera moraliska ledare, att organisera systematiska kontakter mellan olika sociala grupper för att bryta ner stereotyper samt att skapa möjligheter för diskussion och reflektion.

De flesta aktiviteter som syftar till att förändra normer bland utförare av samhällstjänster är småskaliga, även om några exempel handlade om att civilsamhälles-organisationer samarbetade med lokala myndigheter. Sådana insatser har visat sig framgångsrika i att förändra attityder, öka kunskaper och empati och att även förändra beteenden. Det kan handla om att sjukhuspatienter med HIV får samma omsorg och respekt som andra patienter. Möjligheten till framgång är störst när insatserna institutionaliseras, och omfattar både personal i ledande ställning och direkt i verksamheter. Insatserna bör också upprepas så att effekterna inte försvinner när anställda byts ut. Framgång beror också på ifall det finns bredare och stödjande policies samt att insatserna inte kräver ytterligare resurser, vilket kan skapa ökad konkurrens.

Stärka diskriminerade gruppers förmåga att hävda sina rättigheter. CSOer som arbetar med marginaliserade grupper för att hjälpa dessa att känna igen diskriminering, förstå sina rättigheter och bekämpa diskriminering kombinerar ofta flera åtgärder. Det kan handla om utbildning och stöd för att de lättare ska kunna göra sina röster hörda, åtgärder för att öka medvetenheten och för att förändra attityder, normer och beteende. Sådana kombinerade strategier har lett till att sociala rättigheter uppfylls i högre grad och att myndighetspersoners attityder och beteende förändrats.

På en mer övergripande nivå kan politisk dialog och kampanjer också ge kraftfulla resultat. Bland de relativt få resultat som denna översyn fann, fanns de starkaste inom arbetet mot könsdiskriminering respektive diskriminering av funktionshindrade.

Påverkansarbete för förändring av lagar och policies

Aktörer i civilsamhället fokuserar ofta på någon specifik lagstiftning – att få genom ny lagstiftning, avskaffa diskriminerande lagar, uppnå korrekt tillämpning av befintliga lagar eller genomföra strategiska tvister. I det senare fallet utnyttjas domstolar för att få ett rättsligt utfall som har räckvidd bortom det enskilda fallet. Framgångsrika kampanjer involverar vanligen mobilisering av allmänheten samt dialog med ledande tjänstemän, företrädare för rättsväsendet och lagstiftande församlingar. I demokratier där civil-samhället och dess arbete respekteras finns goda chanser att sådant arbete blir framgångsrikt, men det kan kräva långvariga ansträngningar av ett stort antal välorganiserade aktörer och ta flera år i anspråk. En särskild utmaning är att säkerställa att myndighetspersoner som inte nödvändigtvis håller med om domen ändå respekterar den i praktiken. I sådana situationer kan domen ändå vara viktig för att stärka den diskriminerade gruppen i att utkräva ansvar.

Effekter på multidimensionell fattigdom

Civilsamhällsorganisationer ser sällan sitt antidiskrimineringsarbete som en del i kampen mot fattigdom. De flesta initiativ motiveras istället av jämlikhets- eller rättvise-skäl, för att minskad diskriminering leder till bättre mänskliga utveckling eller för att minskade spänningar mellan olika sociala grupper fungerar konfliktförebyggande och fredsfrämjande. När man tillämpar Sidas mångdimensionella fattigdomsanalys, där resursbrist, möjligheter och val, makt och röst samt mänsklig säkerhet ingår, finner man dock att anti-diskrimineringsåtgärder påverkar på alla dessa dimensioner. De starkaste effekterna av CSO-åtgärder har nåtts i termer av förbättrad makt och röst för marginaliserade grupper. Ibland har resultatet varit direkta, ibland har de kommit genom ökat offentligt erkännande av specifika marginaliserade grupper och den diskriminering de utsätts för. När diskrimineringen blir öppet

diskuterad ökar förtroende för de diskriminerade grupperna, vilket i sin tur kan leda till åtgärder.

En del kampanjer har resulterat i förbättrad tillgång till resurser, exempelvis kampanjer för att säkerställa markrättigheter eller kampanjer som lett till ökad tillgång på läkemedel. När det gäller mänsklig säkerhet finns det betydande belägg för att CSO-åtgärder lett till minskat könsbaserat våld och våld utövat av polis. Det finns även belägg för att det lett till att sociala normer ändrats, med mindre av vardagliga trakasserier och misshandel mot marginaliserade grupper.

Utmaningar

Politisk kontext. Ett begränsat eller krympande utrymme för civilsamhället hindrar CSOer att utföra sitt antidiskrimineringsarbete. Hindren kan bestå i svårigheter att registreras, att ta emot finansiella medel utifrån, att delta i en politisk dialog, eller bestå i orimliga krav, trakasserier och förnekande av mänskliga rättigheter, såsom föreningsfrihet. I fall där CSOer utsätts för sådana begränsningar blir de mer benägna att arbeta med normförändring på bynivå än att utkräva ansvar av regeringar. Aktivister som arbetar för jämställdhet, HBTQI-frågor, mänskliga rättigheter, företags ansvar eller etniska minoriteter löper större risk än andra att utsättas för trakasserier.

Bakslag. Denna översyn fann olika exempel på bakslag i antidiskrimineringsarbete och för diskriminerade grupper. Det kan röra allt från muntliga trakasserier, att nya policies ignoreras, till att det bildas nya politiska partier i syfte att upprätthålla privilegierade gruppers makt. Flera studier lyfter också fram den personliga risken att stigmatiseras och diskrimineras för den som avslöjar att man tillhör en viss grupp (t.ex. sexuell läggning eller hiv-status). Detta understryker vikten av att CSOer är medvetna om och hanterar de personliga risker som personer från diskriminerade grupper kan möta.

Att starkare fokusera diskriminering på ett generellt plan kan vara ett fungerande väg framåt. Men detta kan även vara utmanande eftersom det nödvändigtvis skulle kräva att CSOer arbetar i bredare

koalitioner av aktörer. Givare kan behöva hitta lämpliga former för att försäkra långsiktigt stöd till fleråriga initiativ för förändring av policy, lagar och sociala normer i kontroversiella frågor som ifrågasätter dominerande intressen.

Kunskapsluckor

Denna översikt har hittat både övergripande och specifika kunskapsluckor:

1. *Långsiktiga effekter.* Nästan genomgående så utvärderades långsiktiga effekter strax efter, eller vid tidpunkten för, åtgärden – om de ens utvärderades systematiskt (i alltför många fall var utvärderingen anekdotisk eller osystematisk). Det saknas kunskap om effekter på attityder, beteende och sociala normer på medellång till lång sikt.
2. *Analys av hur effektivt ett mer generellt antidiskrimineringsarbete kan vara, till skillnad mot ensidigt fokus på specifika grupper.* Det är troligt att en kombination av generellt återopande av mänskliga rättigheter och jämställdhetsprinciper samt åtgärder som fokuserar på att hantera specifika former av diskriminering (t.ex. rasism, homofobi) sannolikt kan vara de mest effektiva.
3. *Analys av hur socioekonomisk och politisk kontext påverkar programs effektivitet.* Detta gäller speciellt projektbaserade arbetssätt. Analyser av påverkanskampanjer och strategiska rättsprocesser tar i allmänhet större hänsyn till det politiska sammanhanget
4. *Specifika kunskapsluckor.* Utvärderingar saknas av interventioner som syftar till att minska stigma kring psykisk hälsa; liksom av civilsamhällets antidiskrimineringsarbete på arbetsmarknaden. Detta speglar både en brist på agerande och en brist på dokumentation. Det saknas också utvärderingar av satsningar på utbildning av poliser kring frågor om våld och trakasserier, av trosbaserade organisationers antidiskrimineringsarbete samt av CSO-stöd till marginaliserade gruppers ökade politiska representation på alla (lokal, regional och nationell) nivåer.

Summary

Objectives of This Study

Discrimination, on grounds of identity, occupation or other social characteristics, is both a violation of human rights and contributes significantly to the high rates of poverty among many discriminated-against groups. Direct and indirect discrimination limits human development, economic opportunities, voice, and can expose affected groups to violence and other forms of social exclusion. Many governments in low and middle-income countries have passed anti-discrimination legislation and some have established quotas for discriminated-against groups in education, labour markets, governance institutions and political parties. Others have provided targeted financial support to members of discriminated-against groups. Civil society has played an important role, in mobilising to advocate for such initiatives, in attempting to hold governments to account for progress against commitments, and in attempting to change discriminatory norms, attitudes and behaviour.

Complementing EBA's earlier review of government approaches to ending discrimination in low and middle-income countries (Marcus et al., 2017a), this review aims to understand the effectiveness of differing civil society initiatives to combat discrimination and the factors that underpin effectiveness. Conceptually, the study is framed within a human rights-based approach that focuses on the effectiveness of actions in realising the rights of discriminated-against groups: through changing discriminatory social norms that underpin inequitable laws and discriminatory practices, through empowerment approaches that enable discriminated-against groups to claim their rights, and through advocacy strategies centred on law and policy change that establish non-discriminatory laws and hold duty-bearers to account to implement them. Given Sida's priorities, the review focuses on strategies to combat discrimination based on gender, sexual orientation, gender identity, HIV status and disability, and draws on

evidence of initiatives to combat racism, caste-based discrimination and other forms of discrimination.

Methodology and Nature of Literature Examined

This study is a rapid review – a form of study that is particularly useful for understanding the density and quality of evidence on an issue. Rapid reviews are sufficiently detailed and comprehensive to be a resource for informing programming decisions. A rapid review makes use of systematic principles but simplifies the review process. In this case, the two main adjustments were a reduced search period (though several subsequent gap-filling searches were undertaken) and having one researcher make most decisions about which studies should be included or excluded.

This rapid review draws on 103 studies from the academic and grey literature, published since 2005 and identified through a combination of academic database searching, Google searching, and handsearching. To be considered for review, studies had to report on initiatives where civil society actors played a leading or significant role, and include some analysis of the impact of an initiative. Beyond this, and reflecting the narrative approach of many studies of advocacy campaigns and strategic litigation, we did not require that studies followed a specified impact assessment methodology. Initiatives considered in this review also had to involve direct efforts to challenge discriminatory beliefs or practices, rather than simply providing a service or resources to particular groups. The initiatives examined are mostly not funded, directly or indirectly, by Swedish development cooperation, as we found few evaluations of projects that met inclusion criteria.

The majority of studies examined initiatives in Africa and Asia. Most initiatives were very small scale (single campaigns, or project activities in small number of sites), and the evidence of impact was often presented, without much reference to wider implications or the ways in which the context may have shaped outcomes. Where possible we drew on systematic or other rigorous literature reviews to provide some broader context to the individual studies found, but these were not available for all approaches or social groups.

Findings

Attitude, norm and behaviour change initiatives were the most common initiatives found in this review - almost two-thirds of studies examined initiatives that aimed to change discriminatory behaviour, norms and attitudes. These initiatives target two main groups: the general public and service providers. Many programmes aimed at the public take place at community level and are small-scale, involving dialogue and sensitisation through street theatre and other arts-based approaches; initiatives making use of the mass media are typically fewer in number but have larger reach. Most studies find some degree of reduction in discriminatory norms as a result of these initiatives, though evaluations more report on changes in attitudes than changes in behaviour. Factors that increase the likelihood of change include: engaging 'norm influencers' (e.g. people in positions of moral leadership), providing organised contact between social groups to break down stereotypes, and providing opportunities for discussion and reflection.

Most norm change activities with service providers are small scale, though the review found some examples of civil society organizations (CSO) scaling up work with local government. These initiatives have proved successful in changing attitudes, increasing knowledge and empathy, and changing service providers' behaviour – such as treating hospital patients with and without HIV with the same levels of care and respect. They are most likely to be effective when they are institutionalised and involve people in positions of authority as well as front-line staff, and when they are repeated frequently to account for staff change. Success also depends on supportive wider policies such as sufficient funding for additional provisions and to reduce the sense of competition between groups for scarce resources.

Strengthening discriminated-against groups' capacity to claim their rights. CSOs working directly with marginalised groups to increase their capacities to recognise discrimination, understand rights, and challenge discrimination often combine multiple actions: training and support to empower marginalised groups, increasing spaces for the expression of their voices, and actions to raise awareness and

change attitudes, norms and behaviour. These multi-strategy approaches have resulted in increased uptake of social entitlements, and change in service providers' attitudes and behaviour.

At a more macro-level, policy dialogue and campaigning in 'invited spaces' can also have powerful results. While this review found relatively few examples, they were strongest in relation to ending gender discrimination and discrimination against people with disabilities.

Advocacy for Legal and Policy Change

Civil society advocacy frequently focuses on specific legislation – adopting new laws, repealing discriminatory laws, or on proper implementation of existing laws, and on strategic litigation: making use of the courts to achieve a legal judgement with implications beyond the specific case. Typically, successful campaigns involve public mobilisation, engagement with senior public officials, and members of the judiciary and legislatures, all of which are most likely to be successful in democracies with space for civil society action. Campaigns for legal change can take years and require sustained efforts from many stakeholders often organised in coalitions. A particular challenge with law-focused strategies is to secure implementation from duty bearers who disagree with the judgement. In such circumstances there can still be substantial empowerment benefits for the discriminated against group and a vital role for civil society in holding duty-bearers to account. This may be especially challenging when additional financial or other resources have to be found to implement a court ruling.

Impacts on Multi-dimensional Poverty

CSOs rarely frame anti-discrimination work in terms of its impact on poverty – most initiatives are motivated by intrinsic values of equality or righting an injustice, by reducing discrimination as a means to achieving better human development outcomes, or by reducing inter-group tension as part of conflict prevention and peacebuilding. That said, using Sida's multi-dimensional poverty

analytical framework of resources, opportunities and choice, power and voice and human security, there is evidence of impact on all dimensions. The strongest impacts of CSO actions have been in enhancing power and voice of marginalised groups, with most well-designed actions leading to some kind of empowerment outcome. Sometimes this has been direct, sometimes the result of increased public recognition of specific marginalised groups and the discrimination they face, which contributes to increased confidence that their claims are valid and may lead to action.

Some campaigns have had material outcomes, enhancing access to resources: especially via campaigns to secure land rights, although implementation lags legal judgements; and on human development opportunities, such as through enhanced access to medicines. As far as human security is concerned, there is considerable evidence of effective action to reduce gender-based and police violence, and some evidence of social norm change as a result of CSO actions leading to less everyday harassment and ill-treatment of marginalised groups.

Challenges

Political context. Limited or shrinking civil society space constrains CSO anti-discrimination activity, by limiting their registration, their ability to receive funds, to engage in policy dialogue, and by inflated compliance demands, harassment and denial of human rights such as the freedom of assembly. Where CSOs face such restriction, they are more likely to engage in community-level norm change activity than activities that directly involve holding governments to account. Activists focused on gender justice, LGBTQI issues, human rights, corporate accountability, ethnic minority and indigenous interests are more likely to face harassment than others. In addition, the weak rule of law and limited accountability of duty-bearers present significant challenges for civil society anti-discrimination activity.

Backlash. This review found various examples of backlash against groups whose interests anti-discrimination activism aimed to advance, ranging from verbal harassment, through ignoring new policies, to the formation of new political parties to maintain

privileged groups' power. Several studies also highlighted the personal risk of stigma and discrimination associated with disclosing membership of a specific group (eg based on sexual orientation or HIV status), highlighting the need for CSOs to be sensitive to personal risks in face-to-face work.

A stronger focus on general discrimination may be a helpful framing going forwards but would be challenging for CSOs as it would necessarily involve coalitions of actors. Donors may need to accept and find suitable modalities for longer term support for the multi-year initiatives to catalyse policy, legal and social norm change on issues which are controversial and upset dominant interests.

Evidence Gaps

This review has found both generic and specific evidence gaps:

1. *Long-term impact.* Almost universally effects and impacts were assessed soon after (or at the time of) the action, if they were systematically assessed at all. (In too many cases the assessment was anecdotal or unsystematic.) There is no knowledge about the medium to longer term effects on attitudes and behaviour, let alone effects on social norms.
2. *Analysis of the potential of more generic anti-discrimination work,* as opposed to focusing only on specific groups. It is likely that a combination of general appeal (to human rights and principles of equality) and action focusing on addressing specific forms of discrimination (eg racism, homophobia) are likely to be most effective.
3. *Analysis of the ways that the socio-economic and political context affect programme effectiveness.* This is particular the case for project-based approaches. Analyses of advocacy campaigns and strategic litigation generally incorporate the political context more strongly.

4. *Specific gaps* include: evaluations of interventions to reduce mental health stigma; evidence on civil society action in labour markets, reflecting lack of action/lack of documentation; evidence on the impact of initiatives training police officers against violence and harassment; on action by faith-based groups; and on CSO support for enhanced political representation of marginalised groups in decision-making at all levels – local, regional and national government.

1 Introduction

Discrimination, on grounds of identity, occupation or other social characteristics, is both a violation of human rights and an important factor contributing to the high rates of poverty among many discriminated-against groups (CPAN, 2015). Discrimination can be direct and overt or indirect, whereby a policy or initiative ostensibly is open to, or treats everyone equally but in practice, disadvantages specific social groups. In either case it can result in reduced work opportunities, poor treatment by service providers, lack of voice and representation, and social exclusion or violence from other members of society. All of these are key dimensions of poverty, identified in Sida's multi-dimensional approach.¹

The report is based on a rapid literature search carried out between July and September 2018, with an additional gap filling search phase undertaken in January 2019. Searches were carried out in Web of Science, Google and Google Scholar, alongside hand searches of the websites of organisations known to be working to end discrimination. These searches included materials published in or since 2005. We additionally drew on our existing knowledge of relevant initiatives, particularly those related to reducing gender discrimination, some of which were published before 2005 but were considered relevant to this review. To be eligible for inclusion, a study had to discuss an initiative that directly aimed to counter discrimination, and to involve some discussion of factors that contributed to success or failure. In a few cases, we relaxed this criterion to be able to include an example of an initiative with a group or showcasing an approach that would otherwise not be discussed in this review.

¹ Sida's multi-dimensional poverty framework focuses on resources; opportunities and choice; power and voice; and human security: <https://www.Sida.se/English/press/current-topics-archive/2017/new-framework-for-understanding-poverty/>

Discrimination is an expression of the unequal distribution of power in society. 'Lack of power – like lack of opportunities, resources and security – is one of the multiple dimensions of poverty, as recognised in Swedish Policy for Global Development. Unequal power relations may also foster acute social conflict, political violence and insecurity. Power is dynamic, so individuals and groups may experience it differently from one moment or place to another. In order to identify opportunities, obstacles and risks for effective poverty reduction, human rights, conflict-prevention, peacebuilding and sustainable development it is important to understand how power works, who it benefits and how it can be

Box 1: Definitions

Discrimination – unfavourable treatment of an individual or group on grounds of their identity

Duty-bearer - actors who have a particular obligation or responsibility to respect, promote and realize human rights and to abstain from human rights violations. These are most commonly representatives of states but can also include non-state actors, such as the private sector.

Marginalisation – treatment of a particular group as insignificant

Prejudice – a positive or negative evaluation of another person based on that person's perceived group membership

Rights-holder - individuals or social groups that have particular entitlements in relation to specific duty-bearers. All human beings are rights-holders under the Universal Declaration of Human Rights. In particular contexts, there are often specific social groups whose human rights are not fully realized, respected or protected.

Stigma – a set of negative beliefs about a group or individual, often based on deviation from societal norms.

Stereotype - an over-generalized belief about a particular category of people.

Sources: Wikipedia, OED online; UNICEF (nd)

changed.’ (Pettit, 2013). People discriminate as an active expression of the power they have, and discrimination can be a powerful method of excluding certain groups in a process of inter-group competition for resources and opportunities to develop. Tackling discrimination is an attempt to upset those power relations and to equalise the terms of inter-group competition.

Sweden is committed to a human rights-based approach to development, meaning that its activities are intended to support rights-holders to claim their rights, and duty-bearers to respect, promote, protect and fulfil their rights. The right to non-discrimination is one of four key human rights principles around which Sida’s human rights approach is based.² In 2017 EBA published a report examining the impacts of legislation and large-scale government initiatives to combat identity-based discrimination in low and middle income countries (Marcus et al., 2017a). These initiatives included legislation, inclusive policies (e.g. in education) and political and employment quotas to increase the representation of marginalised groups. They thus primarily focused on public provision – or actions by duty bearers – to realise the rights of groups commonly facing discrimination.

The 2017 study found that quotas and reservations, followed by targeted financial support (mostly for education) are the most common large-scale approach used to operationalise principles of equality and non-discrimination. These measures are largely used to reduce gender, caste and ethnic or racial inequalities, and are quite effective in increasing representation of marginalised groups. However, whether they contribute to improved wellbeing of these groups depends on the scale of these quotas, and the extent of resistance by wider society. This, itself, reflects how these measures were adopted – if they came out of political struggle, or, were perceived to be responding to an external agenda. In the case of political reservations, it also depends how far holders of ‘quota positions’ are seen as having a legitimate voice to influence decision-making, whether they put forward policies that would benefit their

² The others are: participation, transparency and accountability. See: <https://www.Sida.se/English/partners/resources-for-all-partners/methodological-materials/human-rights-based-approach-at-Sida/>

own or other group, or whether they are primarily influenced by party positioning or local power relations. The review also found much more limited public policy attention to combating age-based discrimination, discrimination against people with disabilities or sexual and gender minorities. This may reflect the relative newness of social movements focused on achieving equality for these groups, compared with longer-established movements around gender, race, ethnicity and caste that have effectively advocated for affirmative action measures.

This report complements the earlier report by examining the impacts of civil society anti-discrimination initiatives, led by a diverse set of actors, including: NGOs, membership organisations, faith-based organisations, and advocacy campaigns made up of varied members. In comparison with the earlier study, this review thus has a stronger emphasis on actions that increase discriminated-against groups capacity to claim their rights, and thus increasing the accountability of governments to the whole of society, as well as increasing public service providers' capacity to deliver in a way that safeguards the rights of all. The focus is primarily on governments as duty-bearers; some examples of actions aimed at private sector actors to reduce discrimination and protect the rights of discriminated-against groups are included in this review, although there is much less literature discussing such actions.

1.1 Research Questions

The study set out to answer the following questions:

- 1) What types of civil society programme and advocacy activities have been effective in improving the situation of discriminated-against social groups on the following dimensions:
 - Reducing stigma/ prejudice/ discriminatory social attitudes and norms
 - Enhancing their economic situation (eg access to employment, earnings, asset ownership)
 - Enhancing their access to/ and use of education/ improving educational outcomes

- Increasing use of health services/ improving health outcomes
- Accessing entitlements eg social protection provisions
- Enhancing voice and agency

2) What factors have contributed to or undermined effectiveness?

Reflecting issues of particular concern to Swedish development cooperation, the review focuses on action to combat discrimination on grounds of gender, sexual orientation, HIV status and disability, drawing on a wider literature that includes discrimination on grounds of ethnicity, caste, religion, and stigmatised occupations, such as sex work. Other dimensions of inequality and discrimination were not included to keep the study manageable.

1.2 Conceptual Framework for This Review

The conceptual framework for this review draws on three main strands of thought: a human rights-based approach to development and social justice, a multi-dimensional understanding of poverty and wellbeing, and a growing body of literature on social norms, as they underpin discriminatory practices and social exclusion.

Sida's multi-dimensional conceptualisation of poverty draws attention to the underlying issues that determine poverty and wellbeing: the distribution in society of resources, opportunities and choice, human security and power and voice, all of which are affected by discrimination (the first column of Figure 1). It argues that patterns and dynamics of poverty are strongly influenced by context: the economic and social context; the political and institutional context; the conflict/peaceful context; and the environmental context (Sida, 2017). (These contexts are reflected as Enabling Factors in Figure 1.)

Discriminatory social norms - collectively shared beliefs about appropriate and typical behaviour³ within, or by a particular social group - are increasingly recognised as underlying entrenched patterns of social exclusion (UN DESA, 2016). In some circumstances discriminatory norms condone outright discrimination or violence, but more commonly, they underpin beliefs that it is normal or acceptable to treat certain social groups less favourably than one's own (Cislaghi et al., 2018). Discriminatory norms are thus part of the fabric of power relations, sometimes so naturalised that relatively few people recognise or challenge them (Marcus and Harper, 2014).

Many civil society norm change strategies thus start by making norms and associated stereotypes visible, and then encourage reflection on discriminatory beliefs and practices, as steps towards changing behaviour. Common strategies include community dialogue, awareness-raising through theatre and the media and structured training courses for service providers. However, because norms are embedded in social institutions (Sen and Ostlin, 2007), and because both structural factors and policies across a variety of sectors can affect social norms, 'bottom-up' norm change efforts need to be accompanied by legislation, policies and programmes that outlaw discrimination and mandate or encourage non-discriminatory practices. For this reason, another strong focus of civil society action is advocacy for the establishment or implementation of anti-discriminatory laws, and/ or policies and programmes that follow from those laws.

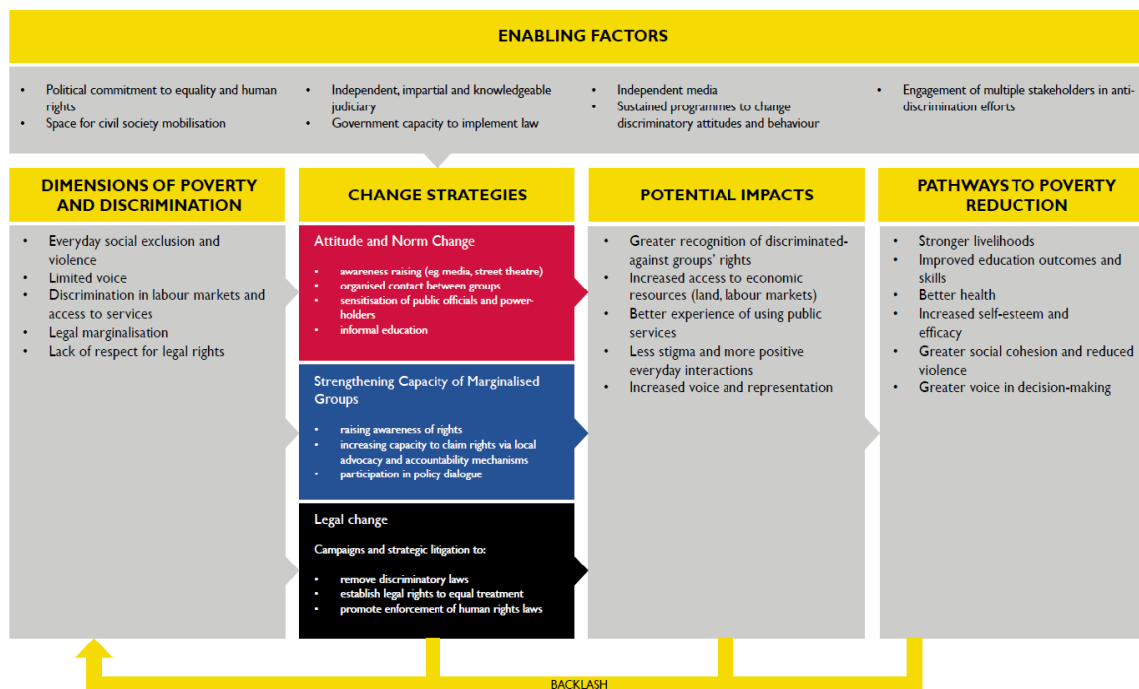
As outlined above, a human rights-based approach to development and social justice leads to a focus on supporting rights-holders to claim their rights, and duty-bearers to respect, promote, protect and fulfil their rights. This points to the importance of empowerment processes that increase marginalised groups' self-confidence, knowledge of their rights and ability to navigate institutions that have the responsibility to uphold those rights.

³ These two types of beliefs are sometimes described as injunctive and descriptive norms. Injunctive norms state how people within a given group or society believe they and others should behave, while descriptive norms describe how people are perceived actually to behave (Cialdini, 1990). These perceptions may be accurate or inaccurate.

Studies of social norm change (and long-standing civil society practice) likewise highlight the importance of empowerment processes to enable people to challenge discriminatory and harmful norms – without these, discriminated-against individuals and groups are much less likely to be able to take the social, economic and personal risks involved in challenging the status quo.

The review is structured around these three core change strategies, shown in the second column on Figure 1. The strategies examined all aim to address direct discrimination. Initiatives to promote the social inclusion of marginalised groups without directly challenging discrimination (e.g. by improving service quality and accessibility for everyone) fall outside the scope of this review. They are, however, a key element of inclusive development strategies, which anti-discrimination measures complement.

Figure 1: Theory of change: Relationship between CSO anti-discrimination initiatives and poverty reduction
 Theory of Change: Civil Society Anti-discrimination Activities and Pathways to Poverty Reduction



1.3 Methodology and Overview of Literature

The report is based on a rapid literature search carried out between July and September 2018, with an additional gap filling search phase undertaken in January 2019. Searches were carried out in Web of Science, Google and Google Scholar, alongside hand searches of the websites of organisations known to be working to end discrimination. These searches included materials published in or since 2005. We additionally drew on our existing knowledge of relevant initiatives, particularly those related to reducing gender discrimination, some of which were published before 2005 but were considered relevant to this review. To be eligible for inclusion, a study had to discuss an initiative that directly aimed to counter discrimination, and to involve some discussion of factors that contributed to success or failure. In a few cases, we relaxed this criterion to be able to include an example of an initiative with a group or showcasing an approach that would otherwise not be discussed in this review.

Studies in English and Spanish were assessed for inclusion, as these international languages were spoken by team members. We attempted to include studies of initiatives supported by Swedish development cooperation, but despite searching the websites of a number of organisations receiving Swedish funding (see Annex 1), we found very few relevant evaluations. This review therefore discusses initiatives supported by a wide range of funders, with the aiming of drawing out lessons that may be relevant to Swedish development cooperation.

Where available, this study draws on overview reports and systematic reviews, complemented with particularly relevant individual studies. This report does not discuss every initiative examined, but aims for geographical diversity, a variety of approaches, and foci on different groups. We also prioritised studies from which clear lessons could be derived. (Please see Appendix 1 for details of the methodology used).

These searches led to a total of 103 studies, half of which were published academic literature and half of which were grey literature; 95 of these studies were (or in the case of reviews, contained) evaluations or studies of the impact of different initiatives. Table 1 provides an overview of the main dimensions of this impact assessment literature. Figure 2 and Table 2 show the geographical distribution of studies. Overall, the largest number of studies were of initiatives in Sub-Saharan Africa, though the country with the largest number of studies was India.

Table 1: Overview of impact assessment literature

Dimensions	Number of Studies
Strategies examined	
Attitude, norm and behaviour change	67
Training for public officials	20
Strengthening marginalised groups' capacities	13
Advocacy for legal and policy change	14
Strategic litigation	14
Dimensions of discrimination	
Gender	38
Sexual orientation or gender identity	13
HIV status	16
Disability	14
Ethnicity, race and caste	19
Stigmatised occupation	4
Type of data/ methodology	
Quantitative	21
Qualitative	40
Mixed methods	13
Systematic review/ literature review	19
Other ⁴	3
Percentage of grey literature	52%

⁴ Includes protocols, toolkits and podcasts

Figure 2: Geographical distribution of studies



Table 2: Distribution of studies

Region/ Country	# of Studies per country
Sub-Saharan Africa	
Kenya	16
Uganda	11
Nigeria	8
South Africa	7
Malawi, Tanzania	4
Ethiopia, Niger, Rwanda, Zambia	3
Ghana, DRC, Sudan, Botswana, Lesotho, eSwatini	2
Gambia, Senegal, Cote D'Ivoire, Mali, Sierra Leone, Burundi, Mozambique, Zimbabwe, Namibia	1
South Asia	
India	22
Nepal	4
Bangladesh	3
Pakistan	2
Afghanistan, Sri Lanka	1
Middle East and North Africa	
Lebanon	3
Egypt, Israel, Palestine	2
Morocco, Tunisia, Algeria, Jordan, Turkey	1
East and South-East Asia and the Pacific	
China (including Taiwan)	4
Indonesia, Malaysia, Fiji	1
Latin America and the Caribbean	
Mexico, Brazil, Colombia	4
Nicaragua, Dominican Republic	2
Paraguay, Venezuela, Uruguay, Argentina, Guatemala, Costa Rica, Jamaica	1
East/ South-East Europe	
Hungary, Serbia, Macedonia, Bosnia & Herzegovina	1

1.4 Limitations of the Study

This report outlines findings from a rapid evidence review. Despite our best efforts to source rigorous studies of the impact of activities undertaken by a wide range of actors to combat discrimination, and to explore the impacts of varied approaches across a variety of sectors on different social groups, there are a number of limitations to the study. Most significant of these is that relatively few initiatives of this kind are formally evaluated. This reflects the fact that advocacy and strategic litigation initiatives are not necessarily conceived as projects or funded by donors who require evaluations – the majority of such initiatives discussed in this report were relatively autonomous campaigns by social movements, which attracted analysis and comment by national or international commentators. As a result, many of these studies are narrative accounts that cite variable amounts of evidence in support of their arguments. In part this reflects approaches within different disciplines, with legal studies taking a markedly more narrative approach. By contrast, we found both more evaluations, and more rigorous evaluations of community level norm change strategies, which have attracted more donor funding, including funding for such evaluations.

We found situation analyses detailing the situation of marginalised groups to be notably more common than studies examining the effectiveness of approaches to combat the discrimination they face. Toolkits on addressing stigma and discrimination were also much more common than evaluations of programmes using such toolkits. Where possible, we draw on overviews or systematic reviews to contextualise individual empirical studies, but these were not available for every approach included in this review.

Evaluations of approaches to reducing prejudice, stigma and discrimination found in psychological and public health studies typically present more quantitative evidence of change in attitudes and behaviour, and where available, we present this data. However, most of these evaluations were carried out shortly after the end of an experimental initiative, and do not examine whether the changes observed have been sustained over time. Annex 2 outlines the

methodology used by the evaluation studies examined for this review.

Very few studies provided significant analysis of the context of the initiatives they examined. This is not to imply that initiatives were insensitive to context, but that they rarely reported its influence on programme impacts. This was particularly the case with community-level norm change initiatives. Analysis of the political context was more common in analyses of advocacy campaigns and strategic litigation.

The initial intention of this review was to focus on issues related to labour markets and social security systems. However, two rounds of searching found almost no material on civil society initiatives to combat discrimination in social security or social protection systems, and relatively fewer examples within labour markets than access to services, assets or reducing stigmatising attitudes and behaviour. This may reflect framing of literature on social security and protection that focuses more on inclusion than combating discrimination. Finally, none of these studies make explicit links to the impact of these strategies on severe or chronic income poverty, though all report on dimensions of poverty that affect people's likelihood of escaping such poverty.

We now turn to discussing the evidence of the impact of the three main approaches shown in Figure 1: norm change, strengthening marginalised groups' capacity to claim their rights, and legal change. We focus on drawing out lessons from these experiences, rather than summarising evidence on all studies reviewed.

2 Changing Discriminatory Norms, Attitudes and Behaviour

The strategies examined in this section and the next aim to help change the attitudes and behaviour that hold discriminatory norms in place. First, we discuss approaches focusing on community-level norm change, such as using the mass media, interactive theatre and organised contact between social groups to promote greater empathy, understanding, and reflection on discriminatory behaviour and attitudes. The following section focuses on efforts to change norms among specific groups of duty-bearers such as public officials and service providers, and norm influencers, such as religious leaders.

There are very large literatures on stigma reduction related to HIV/AIDS, and on approaches to reducing gender discrimination – we draw selectively on these, using overview and cross-country studies wherever possible. For other forms of discrimination, where much less literature is available, such as on strategies to counter discrimination against people with disabilities or gender and sexual minorities, we draw on single-country studies and evaluations of specific projects.

2.1 Using the Mass Media to Challenge Discrimination

Mass media approaches are widely considered to have great potential to reach large numbers of people at relatively low cost and to catalyse significant change in knowledge, attitudes and behaviour (Marcus et al., 2014; Arias, 2018). Most higher quality studies focus on the impact of edutainment (radio and TV dramas intended to convey specific messages) and interactive programmes, such as phone-ins. The public health sector, in particular, has long made use of both edutainment and public service radio programmes to promote healthier behaviour. In recent years, a growing body of initiatives also seek to use mass media to challenge discriminatory

attitudes and behaviour and promote new non-discriminatory norms, the focus of this section.

A less-well examined, but potentially also promising approach, is to sensitise media professionals. The aim is to raise their awareness of their own embedded discriminatory attitudes and those of wider society. This would encourage them to report more positively on marginalised groups, and bring public attention to discriminatory practices as a step towards ending such attitudes (See Box 2).

Box 2: Sensitising media professionals: some examples

Search for Common Ground in Lebanon ran workshops with film and TV students, recent graduates, and professional script-writers to develop more gender-sensitive TV content, with a particular emphasis on promoting women's political participation. An evaluation found that over half the workshop participants reported having gained knowledge on gender related topics. All who took survey respondents stated that the workshop had increased their knowledge on producing gender sensitive programmes "a lot." The scriptwriters also expressed their intention to incorporate new characters and storylines promoting women's participation in politics in their future work (Karlidag and Soukkarieh, 2018). The evaluation took place shortly after project activities ended so it does not comment on whether the scriptwriters were able to enact this intention.

Nari Unnayan Shakti worked with 130 journalists in six cities in Bangladesh to challenge stigma towards people living with HIV. The initiative involved journalists meeting people living with HIV, to help them overcome their own fears and misconceptions and understand the stigma and discrimination that people with HIV face. The project also ran a competition to encourage journalists to write articles challenging stigma and discrimination against people with HIV. By the end of the project period, 57 percent of the journalists trained had published articles related to HIV discrimination in their local papers (Stangl et al., 2010). Stangl et al. suggest that an important factor in the project's success was the support of senior-level government officials; this helped draw journalists from high-circulation newspapers to the training and attracted more press coverage, including on national TV channels. Because stakeholders from local government and police also attended the training sessions, the project is likely to have had a multiplier effect among public officials (see also Section 4).

A Horizons project in Senegal held a workshop for media representatives in Dakar that included the participation of men who have sex with men. This helped journalists better understand the realities of the men's lives, and the stigma, discrimination, and violence they face. Over the following 18 months, the project team reviewed local newspapers and found that no offensive or stigmatizing articles had been written about men who have sex with men (Pulervitz et al., 2010). Also challenging stigma against sexual and gender minorities, two Malawian human rights organisations, the Centre for Human Rights and Rehabilitation and the Centre for the Development of People, formed a media working group to promote dialogue around and commitment to of minorities' rights. Mwakasungula (2013) observes a shift in the tone of some newspapers' commentary on homosexuality as a result, an increase in discussion of LGBT issues on radio panel discussions and the introduction of gay characters into travelling theatre shows.

None of these studies examined whether more sensitive media portrayal has contributed to changes in social attitudes or behaviour towards marginalised groups.

There is considerable evidence that – done well, with exploration of social issues and psychologically complex and nuanced characters, rather than unidimensional characters obviously placed in a drama to convey a message (Singhal and Lacayo, 2008) – edutainment has contributed to a reduction in discriminatory attitudes around gender, HIV, disability and homophobia. Some of these studies also record changes in behaviour or in intended future behaviour. Much of this is synthesised in rigorous reviews and overviews. Table 3 below summarises key insights from this evidence. Because there are many more examples of evaluated campaigns to reduce gender discrimination than other forms of discrimination (summarised in reviews such as Marcus and Page, 2014; Singhal and Lacayo, 2009; Sugg, 2014; Haider, 2017), this table presents selected examples that focus on reducing gender discrimination in different domains of life.

Table 3: Examples of civil society media initiatives to reduce discrimination

Issue	Type of Initiative	Key Evidence of Impact
Disability	Radio drama	Listeners to Jigi ma Tignè, a 73-episode radio serial drama aired in Mali 2009, were 1.7 times more likely than non-listeners to say that ‘people with disabilities have a right to prosthetics’ (https://www.populationmedia.org/projects/jigi-ma-tigne/) ⁵
	TV drama	Viewers in Mexico of Último Año (a 70-part TV drama) were more likely to declare willingness to help disabled people who are discriminated against than non-viewers (96 percent vs 86 percent) (https://www.populationmedia.org/projects/ultimo-ano/)
	Short films	Viewers of short films in Nigeria and Kenya designed to change perceptions of people with intellectual disabilities had more positive attitudes to people with intellectual disabilities and were more likely to interact with them positively than non-viewers (Odukoya and Chenge, 2017).
Ethnic stereotypes	Radio soap opera and talk show	A comparison between listeners to Kumbuka Kesho, a radio soap opera in DRC who also listened to a related talk show and those who did not, found that talk show listeners had less tolerant behaviour and attitudes to other ethnic and political groups than non-listeners, possibly because the talk show drew attention to inter-group grievances (Paluck, 2010).
	Online game	Players of an online perspective-taking game intended to reduce prejudice against Hungary’s Roma community, displayed markedly reduced

⁵ It is not clear whether the changes reported in any of the Population Media Center projects in this table are statistically significant.

		<p>ethnic prejudice than non-players. The effects persisted for at least a month, and also reduced antipathy toward refugees, another stigmatized group. It further 'decreased vote intentions for Hungary's overtly racist, far-right party by 10 percent' (Simonwits et al., 2018:186).</p>
Gender discrimination	TV series and short films aired on TV	<p>Political participation: Search for Common Ground and Abaad in Lebanon ran two TV mini series and four short films aiming to encourage women's participation in politics. 94 percent of male viewers surveyed agreed that women's representation in parliament should increase, compared with 79 percent of male non-viewers. 51 percent of female viewers expressed interest in running for political office if given the opportunity, compared with 33 percent of female non-viewers (Karlidag and Soukarieh, 2018).</p>
	Radio	<p>Population Media Center's Yeken Kignit (Ethiopia) led to a 34.7 percentage point increase among men listeners and 13.1 percentage point increase among women listeners in the belief that women are fit to hold public office. Among listeners to Cesiri Tono in Mali, 53 percent more respondents reported that it is acceptable for women to work outside of the home than it was before broadcast. (https://www.populationmedia.org/issue/human-rights/)</p>
	Radio	<p>Education: Population Media Center (PMC)'s two radio dramas in Ethiopia, Dhimbiba and Yeken Kignit, resulted in a 51.7 percentage point increase among men and 20.8 percentage point increase among women who reported that they recognized the importance of girls' education.</p> <p>Listeners to PMC dramas in Cote d'Ivoire and Mali, were half as likely as non-listeners to prioritize educating boys over girls.</p>

	Radio	<p>(https://www.populationmedia.org/issue/human-rights/)</p> <p>Son preference</p> <p>Listeners to Taru radio soap opera in India were less likely to support female foeticide after listening than at baseline; and were less likely than non-listeners to believe a woman should continue bearing children until she has a son (Singhal et al., 2004)</p>
	Radio	
	TV	<p>Violence Against Women and Girls</p> <p>Listeners to Equal Access's Samajdhari programme in Nepal were more likely than non-listeners to agree that women should seek help if suffering intimate partner violence (IPV), that women should take collective action to stop IPV and to speak out if they witnessed violence. Women listeners were also more likely to disagree that women should tolerate violence to keep the family together than non-listeners, but there was no change among men (Equal Access, 2010).</p>
		<p>General gender equality</p> <p>Adha Full, a transmedia (TV, radio and social media) initiative targeting adolescents in India, led to positive shifts in attitudes to gender equality among young people exposed to it. Shifts were larger among boys than girls, possibly reflecting their greater room for manoeuvre (Pasricha et al., 2018).</p>
HIV stigma	TV game show	<p>A TV game show in Manipur, India, aimed to increase knowledge and challenge misconceptions and stigma related to HIV, with financial rewards for correct answers. The host, by hugging and shaking hands with contestants, reinforced the message that HIV is not transmitted through casual contact. A total of 68 episodes aired across four districts to an estimated half million viewers. The end-line survey suggests 70 percent of viewers discussed</p>

		the programme with friends and family members, and 94 percent of viewers indicating that they thought the show and reduced HIV stigma and discrimination (Stangl et al., 2010).
Homophobia	TV	A study of TV campaigns to reduce homophobia and promote condom use in Brazil found qualitative evidence of reduced homophobia as reported by LGBT organisations (PAHO, 2008)
Multiple forms of discrimination	TV and radio	The evaluation of Somos Diferentes Somos Iguales (SDSI) in Nicaragua found reduced stigma towards people with HIV, reduced prejudice against LGBT people and more gender equitable attitudes among people with increased exposure to SDSI (Solorzano et al., 2008)

Reviews of media initiatives have often concluded that impacts on social and behaviour change tend to be greater when they are interactive, or where listener or viewer groups are organised alongside broadcasts (Marcus and Page, 2014; Watson et al., 2016; Sugg, 2014). For example, Singhal et al's (2004) study of the impact of the 'Taru soap opera in India, found that attitudes to gender equality became more egalitarian among listeners who took part in listener groups. Qualitative studies also show much people without much access to other information (among whom women and young people are often disproportionately over-represented) often particularly appreciate opportunities to write or phone in to programmes – and discussion of listeners' specific queries (eg Kyomuhendo Bantebya et al., 2015; Sugg, 2014).

However, one study suggests that interactive elements can reinforce prejudices. Paluck's (2010) study of a radio series aimed at reducing inter-ethnic tension in the Democratic Republic of Congo found that people who additionally listened to talk show discussing the programme were more likely to report intolerant attitudes and behaviour towards other ethnic groups they disliked, compared to people who listened only to the radio series. She speculates that this may be because talking about different ethnic groups reinforced rather than reduced prejudices, possibly because discussion raised the salience of ethnicity in listeners' minds more so than the radio series, where the focus was more on storylines. We found no other

studies that explored this issue and so it is hard to draw conclusions about whether effects like this are common.

With growing recognition that impact is often greater when audiences encounter shows or characters in a variety of media (eg TV shows, radio spots, through websites, social media, through billboards and other advertising media), successful initiatives are increasingly offering content on a variety of platforms (such initiatives are referred to as ‘transmedia’). This trend is reinforced by growing access to mobile phones and the internet and increasing use of phones to access media content, and a move towards increased transmedia programming in social and behaviour change campaigns. As the experience of AdhaFull, an Indian transmedia initiative targeting adolescents, shows, such initiatives can be successful in changing ingrained discriminatory norms, attitudes and behaviour. In this case, AdhaFull was more successful in changing norms among boys than among girls. This may reflect the greater levels of societal discrimination experienced by girls and their more limited room for manoeuvre (Pasricha et al., 2018).

Overall, little is known about whether exposure to specific programmes is associated with long-term reductions in discriminatory norms, attitudes and behaviour, as few studies follow up participants several years after exposure (Marcus and Page, 2014). However, most studies find mass media exposure overall to be associated with a reduction in discriminatory attitudes and behaviour (Bekalu et al., 2014; Fakolade et al., 2010; La Ferrera et al., 2008). This said, not all mass media programming is non-discriminatory – prevailing biases are often replicated and amplified by the media (hence the need for initiatives such as those described in Box 2). Organisations and individuals with explicitly inegalitarian agendas also make use of mass media, often to promote patriarchal visions around gender and sexuality (Horn, n.d.).

Despite the massive growth of social media use,⁶ none of the studies examined for this review discussed the use of social media either to promote anti-discriminatory attitudes and behaviour, or to

⁶ A recent study suggests there are 3.48 billion social media users worldwide, around 45% of world population (We are Social, 2019).

reinforce the status quo or to challenge progressive change. There remains a significant gap in knowledge about the potential of social media – in both the global North and South – as a space for countering discrimination.

2.2 Using Theatre to Challenge Discrimination

Arts-based approaches, such as theatre are an increasingly common approach to promoting greater understanding between social groups, and of the discrimination that marginalised social groups face (Thomas, 2016). Our review found two main approaches: actors who perform plays with an anti-discrimination message, and interactive theatre, where facilitators work with community volunteers and audience members to develop plays that challenge discrimination, usually as part of a broader norm change initiative. Table 4 summarises the examples discussed in this section – these studies were almost all entirely or primarily qualitative. Overall, they show promising change, though they also raise some important caveats.

Table 4: Overview of theatre initiatives to challenge discrimination

Form of Discrimination	Examples	Outcomes
Racism	Minority Rights Group plays – Botswana, Dominican Republic, Kenya, Rwanda (Hanley, 2013)	Less discriminatory attitudes among audiences and actors in MRG projects; sense of
	Drama, Development and Diversity theatre projects in Middle East & North Africa (Jouini, 2014)	empowerment among minorities that wider society was being made aware of their oppression.
	Search for Common Ground youth theatre for peace in Balkans (Stine, 2013).	Limited change as urban young people already were exposed to many ethnic groups
HIV-related	PACED, Ghana Jaganath et al., 2014); Lotus Integrated AIDS Care Sangam, India (Stangl, 2010); We Care Social Service Society, India (Stangl, 2010)	Positive examples of reduced discrimination among audiences; positive psychological boost among PWLHA.
Sexual orientation and gender identity	Participatory theatre projects in Lesotho and Swaziland (Logie, 2018) High-school theatre project in South Africa (Francis, 2013)	More supportive attitudes to sexual and gender minorities, though some homophobia persisted

Gender	GREAT, Uganda (Kyomuhendo Bantebya et al., 2015) Interactive theatre for justice – Bangladesh, Nepal, Rwanda, Malawi, Swaziland (Borcherding, 2018)	Reductions in discriminatory attitudes and behaviour reported through GREAT and interactive theatre projects.
	Street plays challenging femicide in India (Nagar, 2000)	Constraining impact of power relations on extent theatre could catalyse change

The studies examined for this review suggest that theatre for change initiatives led to change through the following processes:

Making discrimination visible, and promoting greater empathy and understanding among dominant groups around the experience of discrimination. Audiences of the MRG plays in Botswana, Kenya, the Dominican Republic and Rwanda commented on the power of seeing discrimination and conflict demonstrated rather than only being talked about, as in other development initiatives they had experienced (Hanley, 2014). Similarly, male participants in Theatre for a Change interactive dramas reflected that acting the role of a woman had allowed them to experience the discrimination women face for the first time (Borcherding, 2018). Theatre also increased discriminated-against groups' confidence to challenge discrimination. For example:

After the play, some boys gathered around me to tell me a play had occurred and it was about MSM [men having sex with men], and the boys said they now understood and apologized for what they had done. Now I felt I could speak back and also told the boys that now you see I belong to a big group and so if something happens to me, I have a group to support me and my rights. Now there is no more teasing in my village from the youth (Stangl, 2010:18 reporting an initiative in south India).

Critical self-examination of individuals' own attitudes and behaviour. Evidence of personal change among members of

dominant groups was common. For example, as a young man in India exposed to street theatre about HIV said:

“definitely behaviour toward people living with HIV will change because we no longer are afraid of them. My own behaviour will definitely change as I am no longer afraid.” (Stangl et al., 2010:21).

Similarly, a participant in MRG’s Drama, Development and Diversity project in Tunisia reported:

“I was racist before, very racist. Together with my friends we used to play at kicking the asses of sub-Saharan students in the bus (...). In our neighbourhood, there was a black woman who had a restaurant, I never bought a sandwich from her even when I had no choice, because in my head she was dirty because she is black and all black people are dirty (...). After the workshops I went to her restaurant and I ordered two sandwiches.” (Participant in DDD project, Tunisia, cited in Jouini, 2014:23)

Catalysing community-level action. Where theatre performances are part of a process of community-level dialogue, this can lead to public commitments to change. For example, interactive theatre processes facilitated by Theatre for a Change have led to participants in Bangladesh forming a village level committee to prevent child marriage and of a mayor in Nepal creating a scholarship fund to enable married girls to return to school (Borcherding, 2018). By contrast, where travelling initiatives provide one performance per community, without linking it strongly to a developmental process, the greatest impact is often on the attitudes of actors, who engage with the content over a longer period than the audiences (Hanley, 2014; Jouini, 2014).

An additional route to change may be raising awareness among discriminated-against groups of relevant support services. For example, the Lotus Integrated AIDS Awareness Sangam in India, has made use of street theatre performances to reach men who have sex with men and who may feel reluctant to seek health care services (Stangl, 2010). However, we were unable to find data on use of such services before and after exposure to street theatre.

Challenges

Civil society theatre initiatives face challenges common to other types of initiative aiming to change discriminatory norms. Those most commonly reported in the studies reviewed include:

Personal challenges in reconciling anti-discrimination messages with religious beliefs. These were particularly common where initiatives challenged moral values and deeply-held beliefs in relation to gender and sexuality. For example, Logie et al. (2018)'s qualitative study of a participatory theatre intervention in Swaziland and Lesotho found a general shift in attitudes to greater acceptance of sexual and gender minorities following the skits, but that some respondents expressed their conflicting feelings, reflecting on the one hand a religiously-informed view that homosexuality is sinful, and on the other, empathy with and wish to uphold the rights of LGBT people. For example:

I am now confused, after watching this play. Yes, humanity plays a role, everyone should feel free. However, the Bible says it is wrong; yes the person is to be free to be themselves, but then the Bible says it's wrong. So I have a problem; because of what the Word of God says. At the same time, when they're happy, I'm happy for everyone to do what they like.' (Participant, Lesotho, cited in Logie et al., 2018:7)

As with other initiatives discussed in this Section and Section 2.1 above, this study also highlighted the value of small group discussions to enable audiences to reflect on what they had learnt and to cement changes in a supportive peer group.

Risk of perpetuating stereotypes. Both professional plays, and participatory theatre can face a challenge in ensuring performances communicate clear messages, while not perpetuating stereotypes. For example, Francis's (2013) study of a participatory theatre initiative aiming to challenge heterosexism in a South African high school, found that although the young participants disagreed with discrimination against LGBT people, their skits reinforced some stereotypes (e.g. a flamboyant gay man). This was partly intentional, to make the skits intelligible to audiences, and in part, because the participants did not recognise or challenge their own discriminatory

attitudes and behaviour. Even after a process of sensitisation and reflection, actors may reinforce inequalities and discrimination on one dimension, even while challenging it on another (Snyder-Young, 2011).

Impact of power relations and political context on change processes. Social norm change theory sometimes assumes away differences of interest, and implies that communities are sufficiently homogeneous that once they are sufficiently aware of harmful and discriminatory norms and practices, they will collectively agree to change them.⁷ Several studies in this review raise questions about the limits of awareness raising approaches in contexts of stark power inequalities. For example, Nagar (2000) studied the different reactions to street plays challenging domestic violence and the murder of women in North India in fake accidents. In strongly stratified villages, people with lower social status (either economic or caste) than families involved in these crimes felt unable to publicly endorse the messages of the street plays, even where they told the performers privately that they were horrified by the murders and the impunity of the probable perpetrators. In more socially homogeneous villages, people were more receptive to the play's message and were both more likely to support and take action, such as talking to the chief of police about these cases.

Overall, these theatre initiatives show potential to catalyse processes to reduce discrimination. No initiative is likely to change discriminatory attitudes and behaviour on its own, but theatre can be a useful tool, particularly as part of a broader change process. In particular, social or participatory theatre can help catalyse a process of community-level discussion, questioning of accepted values and practices, and result in action. As with other initiatives aiming to raise awareness of discrimination and change norms, over-use of this approach can reduce its impact, if audiences can feel that they

⁷ Cislighi (2018) and Marcus and Harper (2014) highlight this lack of attention to power relations in early materials on social norm change approaches. In recent years, theorists and practitioners have become more sensitive to this challenge in designing norm change initiatives.

are repeatedly being ‘preached to’ with the same message (Stine, 2013).

2.3 Organised Contact

Organised contact approaches introduce members of discriminated-against and dominant groups, with the aim of promoting people-to-people understanding, dispelling prejudices and promoting more inclusive societies. This approach has most commonly been used to start breaking down prejudices against people with HIV (as in the example of PACED in the previous section), intellectual disabilities, people with mental health challenges, refugees and host societies and different ethnic groups in conflict-affected regions.

Four systematic reviews (Seewooruttun and Scior, 2014; Xu et al., 2017; Mehta et al., 2015 and Cross et al., 2010) report on the impact of organised contact strategies for reducing discrimination against people with intellectual disabilities and people with mental health conditions. These studies primarily draw on experiences in the global North and China. For example, Xu et al.’s (2017) systematic review concerns initiatives to reduce mental health-related stigma in mainland China, Hong Kong, Macau and Taiwan. They found interventions with contact components to be more effective in reducing stereotypes than those without, though contact components seemed to have no additional impact on behaviour. Seewooruttun and Scior’s (2014) review cites Li and Wang’s (2013) study of the impact of volunteering at China’s Paralympics. This led to more positive attitudes to people with intellectual disabilities that persisted a month after the end of the Paralympics (the study did not follow up beyond this time frame).

The positive impact of contact on stigmatising stereotypes is consistent with the wider literature, such as Mehta et al.’s (2015) systematic review of mental health interventions, which included eleven studies from middle income countries. Cross et al.’s review of stigma reduction interventions cites a study from China, which found that contact approaches are generally more effective if they follow efforts to dispel myths, than if they precede them.

Organised contact approaches are not always labelled as such – for example, a project aiming to promote improved relationships between young Syrian refugees in Lebanon and the wider Lebanese society provided English classes and sports opportunities to young people from both groups and was framed as an opportunity to learn valued skills and have fun rather than overtly promoting inter-group acceptance (Ortmans, 2015). The evaluation suggests that this framing and the provision of desirable opportunities was an important ingredient in the project's success. Similarly, Scacco and Warren's (2018) study of the Urban Youth Vocational Training programme in Kaduna, Nigeria, found that overt anti-discrimination and peace-oriented messaging was not necessary to promote attitude and behaviour change. This project provided computer skills training to Christian and Muslim youth in a conflict-prone area. Scacco and Warren found that young people in mixed-religion classes discriminated against adherents of the other religion much less than students in single-religion classes. They suggest that this reflects the fact that people in mixed classes spend less time with their co-religionist so have less opportunity to develop prejudicial in-group attitudes and behaviour.

Hearing people from a stigmatised group speaking about their experiences can help change others' perceptions. The Leonard Cheshire Disability Young Voices programme reported that young campaigners with disabilities from Zimbabwe who went on a speaking tour of six secondary schools, reaching over 12,000 school children, were able to change the way the school children and their teachers saw disability (UN DESA, 2016b, p. 8 in Rohwerder, 2018). DeJong and Mortagy (2013) found similar impacts of public meetings organised by the Sudanese People Living with HIV/AIDS Care Association:

"We always ask doctors to give a summary about HIV and then we ask what if we had a person living with HIV with us here, what would you do to them? Some people respond, "Put them in prison, segregate them, and burn them. Why bring them here?" After that, when a person living with HIV tells his experience the audience changes, and they apologize. They

find out that the person is a father responsible for a family or a mother taking care of her children.” (2013:787).

However, as Mostert (2016) points out, disclosing one’s membership of a marginalised group carries personal risks as it can expose people to gossip, social exclusion and violence.

Contact with organisations representing discriminated-against groups, can also reduce stigma and discrimination. For example, a study conducted by the African Child Policy Forum in Ethiopia found that the presence of active DPOs or disability -inclusive NGOs at community level resulted in major positive differences in attitudes towards children with disabilities (UN DESA, 2016b, p. 9 in Rohwerder, 2018). Although the study does not explicitly make these linkages, this may have resulted from these organisations acting as positive role models and challenging stereotypes about the capacities of people with disabilities and their contribution to society.

2.4 Informal Education Programmes

Over the past two decades, informal education aimed at changing norms, attitudes and behaviour among young people on gender equality issues has become increasingly common. Such programmes are often run by NGOs, sometimes in partnership with universities and sometimes with local government. They are very often funded by donors, often building on work initiated by a local NGO without significant funding. These initiatives are primarily oriented towards promoting gender equality, or to promoting sexual and reproductive health with a gender equality component. A small minority of curricula explicitly tackle homophobia and transphobia. Marcus et al. (2017b and 2019) have conducted rigorous reviews of the impacts of programmes aimed respectively at girls’ empowerment and promoting gender-egalitarian masculinities among adolescent boys. We summarise insights from these two reviews, and a few studies published since these reviews were completed. (We have not found evidence of similar informal education initiatives focusing on challenging other forms of discrimination).

Marcus et al.'s (2017b) review examined evaluations of 44 programmes in low and middle income countries aimed at promoting adolescent girls' development, and/ or that targeted both boys and girls with a strong focus on gender equality. It examined changes in attitudes and behaviour, both among girls and among other stakeholders, such as parents, and, where these were reported, community leaders. The review found that almost three-quarters of programmes led to changes in attitudes to gender equality, while more than half helped reduce gender-discriminatory practices such as child marriage or limits on girls' mobility outside the home. Twelve programmes (just over a quarter) also contributed to reduced acceptance of gender-based violence. Only eight studies examined the long-term effects of these programmes and were generally inconclusive, with changes in attitudes persisting in some programmes but not others. The presence of well-trained and motivated facilitators emerged as an important factor contributing to programme success. Programmes that offered participants tangible benefits, such as vocational training, were often more successful at increasing the length and regularity of girls' attendance, another important factor associated with a greater degree of change in discriminatory attitudes and behaviour.

Marcus et al. (2019)'s subsequent review focused on 34 programmes with a full or partial focus on promoting gender egalitarian masculinities among adolescent boys. Around half these programmes worked with adolescent boys and young men only, while the others were either broader gender equality programmes working with both boys and girls, or targeted components for boys within girls' empowerment programmes. Many of its findings were similar: overall, these programmes were successful in promoting more gender-equitable attitudes and behaviour (though not all programmes led to positive change on every indicator), and many of the factors that underpinned positive impact, such as regular attendance and good quality facilitation were also similar. Over half the studies made use of the Gender Equitable Men Scale⁸ to

⁸ The GEM Scale was developed to measure attitudes to norms of masculinity and has been adapted and refined in various settings. See

examine changes in overall attitudes towards gender equality, as well as specific indicators related to gender roles and divisions of labour, the acceptability of gender-based violence, and whether families should prioritise boys over girls for certain resources (e.g. access to education should be prioritised by gender).

These programmes were successful in promoting more gender-equitable general attitudes (two-thirds of programmes showed a positive change) as well as increasing boys' and young men's participation in domestic chores (fifteen programmes, around 45 percent of those examined), and reducing acceptance of gender-based violence, though this provided harder to shift. Six programmes also aimed to challenge homophobic attitudes and behaviour. While half were successful in reducing negative attitudes to sexual and gender minorities, the others actually recorded an increase in reported homophobic attitudes. The evaluators suggested that this may have been an effect of raising challenging issues with insufficient time to discuss them properly.

Civil society organisations are also increasingly partnering with schools to provide training to teachers and/or deliver short courses or after-school programmes to adolescents with a focus on gender equality. Initiatives such as Taaron ki Toli in India, supported by Breakthrough, and Gender Equity Movement in Schools (GEMS), which started in India, but has been replicated in Viet Nam, the Philippines, Bangladesh and other countries, have been evaluated. These evaluations suggest that such initiatives have strong positive potential to reduce gender discrimination among adolescents. However, shifting attitudes and behaviour in rural areas with strongly patriarchal norms is more challenging (Achyut et al., 2011; Achyut et al., 2016). Makleff's (2019) study of the impact of Mexfam's (a Mexican NGO) comprehensive sexuality programme in a Mexico City technical school also found greater recognition of, and reduced acceptance of controlling behaviour within romantic relationships between adolescents, and increased acceptance of sexual and gender minorities.

<https://promundoglobal.org/resources/measuring-gender-attitude-using-gender-equitable-men-scale-gems-in-various-socio-cultural-settings/> for further information.

Dhar et al.'s (2018) randomized controlled trial (RCT) study of Taaron Ki Toli after-school gender equality clubs in Haryana, India, found that boys' and girls' participation in these clubs was associated with a seven-percentage point increase in positive attitudes towards women's paid employment outside the home, and a four percentage point increase in positive attitudes towards girls' education. It was also associated with an increase in reported gender-equitable behaviour. For example, there was a statistically significant increase in the proportion of boys who reported taking on more domestic chores, though there was no reported decrease in girls' involvement in household chores. Dhar et al. (2018) observe that this may reflect boys' relatively greater freedom to make decisions about their time use, including helping out with housework, compared to girls. This example highlights the importance of working with power-holders, who both influence norms, and in some cases, are in a position to change discriminatory practices within their households, communities or institutions, the topic of the next section.

3 Work with Power-holders

Social norm theory and practice highlights the importance of ‘reference groups’ – the set of people whose adherence or non-adherence to a norm influences whether individuals comply with a particular norm. Civil society efforts to challenge discriminatory norms increasingly work with people in positions of moral authority (such as religious leaders) or duty-bearers (such as public officials, service providers, and community leaders) to raise awareness, change attitudes and influence behaviour. In this section we discuss experience of working with religious and community leaders, and initiatives aiming to change attitudes and behaviour of service providers. As leaders change, such activities may need to be repeated with a new set of incumbents.

3.1 Religious Leaders

Faith leaders have the potential to reduce discrimination through their moral leadership and influence on norm and values. Because many religious traditions view non-marital sex and homosexuality as sinful, and are understood as condoning forms of gender relations where women are subservient to men, and because of widespread beliefs that HIV is a divine punishment for promiscuity, engaging with religious leaders’ own views is usually seen as an important first step. Many initiatives subsequently support religious leaders to promote more gender egalitarian and anti-discriminatory messages to their congregations and followers. In this section we outline learning from three such initiatives.

The majority of evaluated initiatives we found in this review engaged religious leaders as allies in reducing discrimination focused on HIV-related stigma and the importance of care and compassion. For example, the Afghan Family Guidance Association (AFGA) worked with religious leaders to develop guidance based on Koranic *suras* (verses) that call for compassion; and used this both in training of other religious leaders and in training of stakeholders such as prison and police officers, health workers and media representatives. The project also worked with three senior leaders in

the Ministry of Haj and Religious Affairs who cascaded training to 75 mullahs throughout Kabul. AFGA also provided specific materials for religious leaders, such as specific passages from the Koran that could be referenced to support anti-discrimination messages and incorporate lessons about HIV and stigma and discrimination into Friday prayer speeches (*khutba*). The project then went on to record and broadcast *khutbas* containing HIV stigma reduction messages on television. Focus groups and surveys with training participants indicated an increase in factual knowledge, and examples of health workers providing care to people with HIV/AIDS without stigma or discrimination (Stangl et al., 2010). This is one of the few examples of initiatives in this review that aimed to scale up the reach of anti-discrimination ideas – in this case through broadcasting the sermons.

Reflecting that the most appropriate way to engage with religious and traditional leaders in their role as influencers is context-specific, Voices for Change (V4C) in Nigeria deliberately chose not to work with people high up the religious hierarchy, but instead to work with religious practitioners involved in local level community activism. V4C activities involved an initial workshop bringing Christian and Muslim religious practitioners together, where they explored their own values on gender issues, how prevailing gender norms affect women's and men's life experiences, and space within their different religious traditions for leadership promoting more egalitarian gender relations. V4C followed up the initial workshop with V4C quarterly review sessions where religious and traditional leaders could 'continue to share and learn from each other, broker meetings to help secure high-level endorsement and challenge and inspire other key influencers to take action' (V4C, 2017:07). V4C monitoring found that over two-thirds of the 403 religious and traditional leaders who took part in the workshops had taken actions against discriminatory beliefs that prevent young women from realising their potential. Specifically, they had shared their gender justice messages directly with more than 400,000 people through a combination of sermons, conferences and workshops. Many more people have been reached indirectly through the participation of religious and traditional leaders in radio, TV and social media (V4C, 2017). Evaluation data also suggested that young people found

religious leaders endorsing gender equality particularly encouraging and inspiring, as it helped them reconcile contradictions between their new-found commitment to gender justice and the traditional religious beliefs they had been taught growing up.

Kruger et al.'s (2018) study of a small-scale initiative in north-west South Africa challenging HIV stigma with spiritual leaders (both church leaders and traditional healers), found that it was personally transformative, in that it increased empathy, helped dispel ignorance and misconceptions about people living with HIV and AIDS, and led to reframed understanding of religious teaching: specifically, rather than seeing HIV as a consequence of immoral behaviour, their focus shifted on the one hand towards care and compassion, and the other to a more empowering message for people with HIV – that God would not give them a test that they could not overcome. Participants commented that, as a result of the intervention:

“I use religion by quoting that God doesn’t want you to shun a person and in so I bring the shunning of people in stigma”

and

*“It gave me knowledge to be a different pastor and to change people. It means a lot to the people who have got no powers”.
(Kruger et al., 2018:8)*

3.2 Local Politicians, Community Leaders and Employers

Politicians and local government representatives, whether elected or appointed, and employers, particularly in large businesses are commonly considered ‘duty-bearers’ with respect to implementing rights: they have responsibilities to uphold anti-discrimination laws and policies and ensure fair treatment of all community members. They also have the power to enact change, and are often ‘norm leaders and influencers’ in their communities (Rohwerder, 2018). They may, however, be unaware of these responsibilities or of discriminatory practices in their constituencies. Because of these

positions of responsibility and influence, work with these groups needs to ensure that they have accurate information, are not perpetuating stigma, and are aware of the specific challenges faced by discriminated-against groups in their communities.

The examples found in this review highlight the importance of civil society catalysing a sustained process of change and engaging with local politicians, government representatives and community leaders, in multiple ways. For example, Lotus, an NGO in south India, engaged with panchayat (village council) leaders, through dialogue, involving them in baseline data collection, and through inviting them to participate in street plays. They found that in a number of instances, panchayat leaders intervened to stop incidents of harassment or to ensure that men who have sex with men, or transgender village members could get access to government work schemes (Stangl et al., 2010).

Lotus also found that it was important to schedule public awareness initiatives such as street plays away from election season, to avoid the risk that local elected officials would use them as fora to promote party political agendas (Stangl et al., 2010). Also in India, another NGO, Swasti, focused on mobilising panchayat members to lead stigma reduction efforts. ICRW et al. (2013) found it was successful in doing so in five communities in its pilot project and in creating a platform for ongoing dialogue between the panchayat and PLHIV.

BRAC's Gender Quality Learning Programme in Bangladesh engaged with two groups: students and community stakeholders (leaders, village council chairpersons, teachers, journalists and imams) providing sensitisation sessions of two and a half to four hours on the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and sexual harassment. The evaluation found that levels of knowledge increased more among community stakeholders, possibly reflecting their lower level of knowledge at the outset. It also found little decrease in the proportion of respondents who suggested that maintaining purdah was a key approach to reducing sexual harassment – the authors conclude that this suggests the necessity of running projects of this

kind over the long-term to change gender norms (Alim and Ali, 2012).

The Teenage Mothers Project in Uganda also engaged a wide range of stakeholders: teenage mothers, parents, community and religious leaders, district officials and school administrators. A qualitative study of its impacts suggests that it led to more supportive norms towards teenage mothers returning to education and not necessarily marrying immediately, although disapproval of pre-marital sex and pregnancy continued, and school students continued to stigmatise returning adolescent mothers.

Leerlooijer et al. (2013) attribute this change in attitudes towards teenager mothers' futures to the project's strategy of working with community leaders to find solutions for a range of problems in the community, of which stigmatised adolescent pregnancies were only one. This was an 'intensive, laborious process of participation and persuasion of influential community leaders' (Ibid:12), through activities such as community awareness meetings, dramas, testimonies of successful parents and teenage mothers. Once influential community leaders were supportive of the project and its approach, they were increasingly involved in community sensitisation activities.

Employers

We found very limited evidence about civil society efforts to promote anti-discriminatory practices among employers. Box 2 summarises an example from India.

Box 3: Working with employers to counter discrimination against people living with HIV

Recognising that its members often face considerable discrimination when searching for work, and in the workplace, the Gujarat State Network of People Living With HIV/AIDS (GSNP+) undertook a programme of dialogue and sensitisation with employers. They initially approached 84

businesses, requesting a face-to-face meeting but few agreed to meet a GSNP+ representative, and most denied that there was any problem related to HIV-based stigma and discrimination. GSNP+ then changed its strategy to meet with representatives of the five largest industry associations in Surat. At these meetings, GSNP+ dispelled myths about HIV, convinced association leadership of the value of People Living with HIV /AIDS (PLWHA) in the workforce and offered support to sensitize bigger industrial houses towards HIV.

As a result of this approach, GSNP+ supported seven companies and business houses to update their human resource (policies to protect the rights of PLHIV, based on the ILO's workplace policy. Meetings were held with individual companies to sensitize them on subjects such as the needs of PLWHA and the value of including them within the workforce. Engaging with the business houses in this way helped in mobilize participation in sensitization training, with the result that 400 staff members from these eleven companies, including HR departments, were sensitized on HIV-related stigma and discrimination as well as PLHIV issues. GSNP+ also worked with the corporate social responsibility teams to identify ways in which the companies could support PLHIV in the workplace (ICRW et al., 2013).

The relative lack of evidence concerning engagement with the stakeholders discussed in this section contrasts with a relatively larger body of evidence about the impacts of engaging with public officials, to which we now turn.

3.3 Sensitisation of Public Officials

As public officials, public sectors service providers, such as teachers, health workers and the police, are prime duty-bearers who share responsibility for upholding citizens' rights, and are mandated to treat all groups equally. However, public officials are exposed to the same sources of influence as other citizens, and may be equally likely to behave in discriminatory ways towards certain groups. Furthermore, the public sector and parts of the private sector, tend to operate under stressful circumstances related to under-resourcing, and often poor morale. In such circumstances, even where government policies mandate equal access to services, service

providers may prioritise individuals from certain groups over others or may make decisions about the level of service they are prepared to provide, based on prevailing social norms and individual prejudices.

Recognising this, both government and civil society organisations implement training and sensitisation programmes to challenge discrimination and promote individual attitudes and behaviour, organisational protocols and workplace norms that ensure quality service provision for all. In low- and middle-income country contexts, civil society organisations have often partnered with public services, in particular education, health care and the police, to provide anti-discrimination training. In some cases, they work with local or national government to provide training on a large scale; in most cases, projects are pilots or experimental. Initiatives vary in length but generally involved on-the-job training.

As with the awareness-raising initiatives discussed in previous sections, service provider training aims to provide accurate factual information, change attitudes and generate greater empathy with discriminated-against groups. In some cases (particularly among teachers of children with disabilities) it also aims to impart new skills. The examples discussed in this section reflect a mixture of primary evaluations and overview/ synthesis studies.

The studies reviewed all find increased knowledge, less discriminatory attitudes and where measured, increased empathy with marginalised groups. Some studies additionally report on changes in the behaviour of service providers, though often this is outside the scope of studies undertaken within a short period after the end of a training course. Key insights from the civil society initiatives to reduce discrimination among service providers highlighted in Table 5 are discussed below.

Table 5: Summary – training programmes to reduce discrimination

Form of discrimination	Teachers	Health workers	Police
Gender	Gender-responsive pedagogy training (Wamjana & Njuguna, 2015; Nabbuye, 2018) Training on reducing gender-related school-based violence (mostly provided in-service) (Parkes and Heslop, 2013)	No studies found	Police training provided by Rozan, Pakistan and other initiatives outlined in Nair et al. (2017)
Sexual orientation and gender identity	Various initiatives summarised in UNESCO (2012)	CAMNAFAW training for staff and volunteers (Dorey, 2016; DFID, 2013). Training for AIDS coordinators in Kenya on supporting MSM (val Elst, 2013); training for health care workers in South Africa on including MSM (Scheibe et al., 2017)	We Change training programme for Jamaican police (Dorey, 2016)

Disability	Inclusive education/ special education training (provided pre-service and in-service). Studies include: Carew et al. (2018); Kurniawati et al. (2017)	No studies found	No studies found
HIV/AIDS (often plus gender equality)	No studies found	Placement of HIV+ champions in hospitals - Ashodaya Samiti, India (Stangl et al., 2010) DriSti programme, Karnataka (Nyblade et al., 2018) Horizons training initiatives in ten countries (Pulerwitz et al., 2010)	Sensitisation of police on HIV Issues (Ashodaya Samiti, India, Stangl et al., 2010)
Other	No studies found	Programmes to reduce discrimination related to mental health (Armstrong et al., 2011; Kohrt et al., 2018)	Sensitisation of police to female sex workers (Ashodaya Samiti, KHPT) (Gurnani et al., 2011; Stangl et al., 2010)

Reducing gender discrimination

Sensitisation of teachers. Over the past fifteen years increasing attention has been paid to sensitising teachers to gender inequality and helping them develop more gender egalitarian teaching and school management. NGOs such as the Forum of African Women Educationalists (FAWE) have pioneered pre- and in-service training courses and manuals. Studies of the impact of these initiatives find positive shifts towards more gender-sensitive teaching and improved school outcomes for both girls and boys.

FAWE's Gender Responsive Pedagogy (GRP) programme in six African countries.⁹ has trained teachers in new pedagogical approaches that promote gender-sensitive teaching and learning practices. These comprise learner-centred educational approaches with a strong gender lens. The GRP programme has also supported school managers to enable them to create a gender-sensitive learning environment (eg not assigning chores by gender, and creating leadership opportunities for boys and girls). Wanjama and Njuguna's (2015) qualitative study found that the sessions led teachers to change their practices. Teachers participating in GRP training also introduced more interactive learning and more group and pair work. They made an effort to call on girls as well as boys to answer questions, to have boys and girls present group work and be class monitors or leaders, and gave students more encouragement. Some schools also undertook gender sensitisation sessions with the students that directly challenged gender stereotypes, lower academic expectations of girls, and beliefs that girls should carry out gender-stereotypical chores such as cleaning. Overall the study found increased learning and enjoyment of education among both girls and boys, though it did not directly measure changes in teachers' or students' gender attitudes.

Promoting gender-responsive teaching can challenge both prevailing gender norms, and norms of professional practice, and thus evoke resistance. In addition, as Nabbuye's (2018) study of efforts to promote gender responsive pedagogy in Uganda found, even where teachers are supportive, in principle, constraints such as

⁹ These were: Ethiopia, Gambia, Malawi, Tanzania, Uganda and Zambia.

large classes, lack of support from senior teachers can push them towards use of less interactive methods. Furthermore, where teachers only experience a short period of training with little follow up support, this is often insufficient for them to fully understand the approach. As a result, some misperceived it as discriminatory against boys or focusing only on girls.

There is growing attention to preventing school-related gender-based violence, much of which has been spearheaded by civil society campaigning around the issue. Evaluations of initiatives sensitising teachers to school-related gender-based violence have generally found reductions in girls' reported experience of violence and in teachers' awareness and understanding of gender-based violence and their role in preventing it occurring in a school setting (Gordon et al., 2018; Parkes and Heslop, 2013). So far, despite growing policy attention to both gender-responsive pedagogy and school-related gender-based violence, training and sensitisation initiatives have mostly taken place on a relatively small scale.

Gender-sensitive policing. We found fewer studies on training initiatives with police than with other service providers. However, we have drawn on the literature on gender-responsive policing, which provides some relevant insights. It should also be noted that some of the multi-component initiatives discussed in Section 5 combine police sensitisation with community capacity building among marginalized groups.

Nair et al.'s (2017) systematic review of interventions to increase the gender-responsiveness of policing in low and middle income countries included five studies of training initiatives. They conclude that providing training to young recruits, involving senior police personnel in the process, leadership of the implementing organization (ie police department), political support and proper co-ordination were key factors that determine the success of training. Impact varied from substantial change in a context where police were relatively open to change and the training programme was implemented through the national police academy, to a much smaller degree of change in a short NGO-run programme in a particularly patriarchal context. No studies examined the long-term impact of these initiatives.

In Pakistan, through its Raabta programme the NGO Rozan has run police training for over ten years. An evaluation conducted in 2010 found the programme had helped raise awareness of gender issues, and trainees had sometimes carried through this learning to their personal lives. However, it had been less effective in changing their attitudes to issues they encountered in policing, such as whether victims should report violence against women and girls to the police or whether it was an internal family matter. Participants also recommended refresher courses to reinforce learning (Khalique et al., 2010). Darak et al. (2017) highlight the importance of commitment by senior staff to gender-sensitive behaviour, a finding common to other training programmes.

Sexual orientation and gender identity issues. Growing recognition of LGBT rights and identities in many countries has led to increased efforts to train service providers in non-discriminatory practice. These are most common in the health sector, where HIV reduction efforts have increasingly attempted to provide non-judgemental services to men who have sex with men.

Two studies of anti-discrimination initiatives undertaken with healthcare workers – one in Kenya, one in South Africa indicate a reduction in homophobic attitudes, and higher levels of knowledge about sexual health issues affecting MSM (van der Elst et al., 2013, Scheibe et al., 2017). Interestingly in both cases, very short interventions (two-day workshops) led to significant change. Scheibe et al.'s study stresses that a key ingredient of success was in helping participants distinguish between their personal, often religiously informed views, and their professional obligations to provide services without discrimination.

We did not find evaluated examples of civil society-led action in low or middle income countries to sensitise teachers to sexual orientation and gender identity issues. However, UNESCO's (2016) *Out in the Open* report points to examples of Ministry of Education-led action in South Africa, Taiwan and the Philippines (as well as in high-income countries), introducing positive legal frameworks for preventing homophobic and transphobic violence in schools. The UNESCO report also highlights an initiative in Nepal, led by the NGO Blue Diamond, to familiarise teachers with issues related to

sexual orientation and gender identity, which reached 600 teachers. However, it does not report the impact of this initiative.

We only found one example of a police training initiative aimed at reducing homophobia and transphobia. Women's Empowerment for Change (WE-Change) organized seven training sessions for the 214 members of the Jamaican Constabulary Force on the police force's duty "to treat the LGBT population as equal citizens before the law" (Dorey, 2016, p. 8). While long-term impact assessments have not been undertaken, some of the participants interviewed stated that lessons learnt from the training would be employed in service.

Disability-related discrimination. We only found studies of initiatives working with teachers to reduce disability-related discrimination, and none of initiatives with other service providers. Since the Salamanca Declaration of 1994, there has been a considerable effort to increase teachers' capacity to include children with disabilities in mainstream classes, some spearheaded by governments, some by civil society, usually in partnership with education authorities. As recent studies (eg Grimes et al., 2013; Marcus et al., 2016) point out, teacher attitudes are often seen as a major barrier to inclusive education of children with disabilities. However, under-resourcing and lack of post-training support are often more enduring challenges. Carew et al.'s (2018) study of teacher training conducted by the NGO Leonard Cheshire Disability in the Lake Region of Kenya, and Kurniawati et al.'s (2017) study of a similar training initiative in Indonesia drew a similar conclusion. To be effective, inclusive education training often needs to be nuanced and specific to help teachers meet the specific and varied needs of children with different disabilities, whereas training often focuses on the most common disabilities.

HIV- and mental-health related discrimination. Our review found one overview study (Pulerwitz et al., 2010) of multiple initiatives to reduce HIV-related stigma among health care workers, and several other examples of initiatives integrated with community empowerment activities. These are discussed in subsequent sections. One of the most compelling studies in Pulerwitz's review reports on an experimental intervention in Viet Nam where in two

hospitals staff received training to combat HIV-related stigma. In two other hospitals, staff were trained in HIV management without an additional component aiming to change attitudes. In the hospitals with the extra half-day staff workshop on social stigma, behaviour change was greater. For example, workers in these hospitals were 4.7 times less likely to report marking the files of HIV-positive patients and 2.3 times less likely to report placing signs on beds indicating HIV status (a statistically significant change in both cases), compared with workers at the other two hospitals (Pulerwitz et al., 2010).

Rather than providing training courses to health care workers, Ashodaya Samiti in Mysore negotiated for sex workers to be placed as 'guides' in hospitals. Their role was to sensitise health care staff and to ensure sex workers can access the care they are entitled to, without discrimination. The organisation observed an increase in the numbers of sex workers with HIV receiving medical care, and a high success rate in resolving cases where sex workers experienced discriminatory treatment. In parallel, they also trained a group of sex workers to conduct awareness-raising activities in the wider community, and organised a support group of HIV positive sex workers who met to discuss the challenges they faced and to resolve how to take action on these challenges (Stangl, et al., 2010). Stangl's report does not discuss whether the hospital-based guides were also members of this support group or whether they received other support with the challenges they faced in performing their roles.

Compared with other aspects of discrimination, there has been considerably less attention to sensitizing health care professionals in low or middle income countries to reduce stigma related to mental health issues (Kohrt et al., 2018). This is an important gap, since mental ill health underpins material poverty in many situations. We found one evaluated example: an initiative in rural Bangalore district, India, which sensitized health care workers on mental health care needs and treatments. Three months after the training, the researchers found that the training had improved knowledge regarding mental health issues, treatments and reduced endorsements of harmful treatments, but there was little change in stigmatising attitudes (Armstrong et al. (2011). This limited change

may reflect design of the training course, which involved no contact with mental health patients; as discussed in Section 2.3 above, strategies involving both education and contact are generally considered most effective.

Challenges

Both aspects of programme design and more structural challenges can limit the impact of service provider training and sensitisation initiatives. Key insights from the studies in this review highlight:

- *The importance of working with managers or institutional decision-makers as well as front-line staff*, otherwise senior staff may continue to replicate prejudices and can obstruct non-discriminatory service provision (Nyblade et al., 2018; Pulerwitz, 2010). Our review found no examples of institutional cultures and arrangements that reward non-discriminatory provision but incorporating it as part of performance management may help ensure learning from training courses continues to be implemented.
- *The importance of refresher training*. Studies from high-income countries of training to reduce discrimination against young people with mental health challenges, have found mixed evidence on how far training continues to have an impact (Ignacio et al., 1989; Mansouri et al., 2009; Campbell et al., 2011; Pinfold et al., 2003). A general consensus is that lasting change is more likely if new learning is regularly reinforced, hence the importance of refresher training and providing trainees materials to which they can refer. Refresher training is also important given high levels of churn among service provider personnel.
- *The importance of legal frameworks that reduce discriminatory barriers to service access*. For example, the requirement in some countries, such as India, to show an identity card to access public services, effectively marginalises poor and stigmatised social groups who are less likely to be able to acquire such documents.

- *The importance of adequate resourcing*, particularly where a non-discriminatory approach requires additional costs to adapt provision to a marginalised group. This is a common finding of studies of inclusive education training for teachers, such as Amepetee and Anastasiou (2014) Carew et al. (2013), Das et al. (2013) and many others.

Mechanisms to enhance the accountability of service providers to users, and to strengthen marginalised groups' capacity to claim their rights are important complements to service provider training. The next section discusses insights from some initiatives that have helped increase non-discriminatory service provision through combining training and empowerment activities.

4 Strengthening Marginalised Groups' Capacity to Challenge Discrimination

We now turn to the second of the three main change strategies outlined in Figure 1: initiatives strengthening marginalised groups' capacity to challenge discrimination. Empowerment of marginalised groups is a critical element of their being able to challenge stigma and discrimination (UN DESA, 2016b), and a building block of social norm change (Harper et al., 2018). The examples in this section focus on supporting marginalised groups to understand their rights; through confidence-building, public-speaking and leadership training; to develop self-advocacy capacity, and to increase political representation.¹⁰ As the examples discussed below show, many initiatives made use of multiple strategies simultaneously, combining activities aimed at empowering marginalised groups, and increasing space for their voices to be heard, with those intended to raise awareness and change norms, attitudes and behaviour. These empowerment initiatives are also often more clearly intersectional than many of the others in this report, most often working with women who are also discriminated against on grounds of disability, caste, occupation or HIV status.

4.1 Multidimensional Empowerment Initiatives

Our review includes seven studies that examined multi-dimensional empowerment initiatives. The following elements appear to have been particularly important in underpinning change, and we report examples of initiatives that have made use of each of these approaches:

¹⁰ Synthesising the huge literature on civil society development interventions with marginalised groups, for example to enhance livelihoods, or increase access to services is beyond the scope of this review.

Work at multiple levels and with multiple stakeholders. The Karnataka Health Promotion Trust (KHPT) programme to reduce discrimination against female sex workers involved work with sex workers themselves, with police officers, with NGOs and lawyers and government officials. The programme conducted legal empowerment workshops with female sex workers (to help them understand their rights, and how to claim them), trained police officials to sensitise them towards the challenges faced by female sex workers, and created Crisis Management Teams composed of NGO staff, lawyers and sex workers to provide 24/7 response, particularly in the event of violence. Engagement with the Karnataka government led to it issuing orders prohibiting discrimination against female sex workers by government officials. Further, it instructed police officials to be sympathetic in dealings with female sex workers, as well as promptly act upon any allegations of police harassment. This intervention increased female sex workers' referrals to government schemes, resulted in a reduction in reports of violence and harassment, and led to an increase in positive media reports on HIV/AIDS and female sex workers. This was a broader range of outcomes than would have been achieved through a single approach (Gurnani et al., 2011).

Strong emphasis on helping discriminated-against groups claim their rights. A related initiative in Andhra Pradesh, working with female sex workers, involved training in communication skills, advocacy, and legal rights. The women who had received training formed community advocacy groups focused on sensitising the police, local *goondas* (strongmen/ thugs), auto rickshaw/taxi drivers and others to reduce violence towards female sex workers. Punyam et al.'s (2011) evaluation of the programme's impact found that around three quarters of the female sex workers interviewed reported that police behaviour towards them had improved over the past year, though the proportions varied across the five districts where the evaluation was undertaken. In areas with an active community advocacy group, there had been a significant increase in the uptake of social entitlements, such as ration cards, bank accounts and health insurance in the year preceding the survey. The community action groups also developed an innovative strategy for dealing with frequent police transfers: they started to hold 'thanksgiving parties'

for sensitised staff, to which community members and newly posted police incumbents were invited, at which outgoing and long-standing police sensitised their own colleagues.

Nazdeek, an NGO working with Dalit women in low-income urban settlements in Delhi focuses on supporting these women to claim their legally mandated entitlements. It builds community members' capacity to conduct surveys, understand their legal entitlements, identify where rights are not being met, pass information to Nazdeek via SMS and to advocate with local representatives, and where rights violations cannot be resolved by other means, to engage in litigation. While Sachdev & Bansal's study (2017) of Nazdeek is not a formal evaluation, it highlights a number of successes in enhancing marginalised women's access to services, through a combination of community-level empowerment work, advocacy and strategic litigation.

Development of groups for peer support as well as being a platform for collective action. Examples include the initiatives with female sex workers in India discussed above, and *Collectivo Chucuan* in Mexico, which works with people with psychosocial disabilities to support their skills and capacities as self-advocates. Realising that women were under-represented, Disability Rights International (DRI) supported the development of a gender officer. The officer was trained in leadership, advocacy, gender and disability issues and human rights law, and was then supported to work with other women with psychosocial disabilities. This led to the development of a peer support group, helped reduce its members' likelihood of mental health crises and hospitalisation, and led to its members visiting hospitals and institutions to research the situation of their peers.

Supporting members of discriminated-against groups to provide services. This approach has proved effective both in increasing the confidence of members of marginalised groups, and in changing wider perceptions of group members. Analysis of Horizon's programmes in Burkina Faso, Ecuador, India, and Zambia has found that involvement of people with HIV in health can both improve the quality and relevance of services, and can provide inspiration as role models to both service users and the wider community (Pulerwitz et al., 2010).

Similarly Ashodaya Samiti's work in Mysore, India, to reduce discrimination against sex workers and women with HIV, involved setting up a restaurant staffed by sex workers, which contributed both to enhancing their livelihood security and to challenging stigma, as powerful community members demonstrated that they were happy to eat food cooked by sex workers with HIV (Stangl et al., 2010).

All of these examples show the positive impacts of initiatives that help discriminated-against groups claim their rights; these studies focus more on the changes reported by participants than on the attitudes of dominant groups. However, some attitude change appears to have taken place in all of these initiatives as service providers and others were exposed to more positive contact with stigmatised groups. Having discussed action primarily at the local level, we now move the focus upstream to initiatives supporting discriminated-against groups' participation in policy dialogues (Section 4.2) and then advocacy and strategic litigation initiatives to change discriminatory laws (Section 5).

4.2 Influencing Public Policy Through Dialogue and Campaigning

Participation in policy dialogues – in 'invited spaces' or in spaces that civil society has created is another important route by which civil society organisations have aimed to influence policy and reduce discrimination. A detailed review of such initiatives is beyond the scope of this review. Here we draw on this literature to reflect on examples found through our search process. As Cornwall and Coelho (2006) point out, invited spaces are spaces of power, in which invitees must conform, to a certain extent, to the agendas and forms of dialogue of the institutions that set them up. At the same time, they are also spaces of possibility, in which citizens are able to assert their rights, and in some cases change agendas, and which can lead on to more political forms of action. In this section we discuss three examples: related to ethnicity and race, disability and gender equality. The first suggests limited impact from participation in an institutionalised mechanism for monitoring the implementation of

a law; the second and third indicate some influence on national policies and laws, and empowerment of the participants, but again give little indication of lasting change in marginalised groups' lives. This may, however, reflect the lack of studies probing impact, rather than a lack of impact per se.

Brazil's Federal Law 10.639 of 2003 requires primary and secondary schools to teach Afro-Brazilian history and culture. Civil society groups approached the Ministério Público (public prosecutor's office) to investigate how municipalities have been implementing the law. Inspired by this action, a lawyer replicated this request in the city of São Carlos. Brazilian law provides a mechanism for government to partner with civil society to monitor the implementation of reforms through agreements called Termo de Ajustamento de Conduta (TAC). As a result of civil society pressure, in May 2011, the Centre for Afro-Brazilian Studies of the São Carlos Federal University and the Ministério Público reached a TAC with eleven municipalities in the state of São Paulo. Through this, TAC clarified guidelines for Afro-Brazilian studies in schools and established a monitoring unit within each of those municipalities to assess the implementation of the guidelines (OSJI & OSFESP, 2017). OSJI's report does not discuss what the effects of setting up these monitoring units have been, or their findings with respect to teaching of Afro-Brazilian history and culture. However, an internal report of this experience suggests that the impacts have been somewhat limited (OSJI, 2016).

Moments of political change also present opportunities for discriminated-against groups to secure commitments to change. In the run up to the 2013 referendum on the new constitution in Zimbabwe, Womankind supported the women's movement to increase women's participation and ensure women's rights were clearly defined within the new constitution. Four organisations funded by Womankind – Musasa, the Women's Coalition of Zimbabwe (WCoZ), the Women in Politics Support Unit (WiPSU) and the Zimbabwe Women Lawyers Association (ZWLA) – undertook a series of activities to mobilise women across the country to influence decision makers. These organisations used a range of tactics: community dialogues and public awareness campaigns, research and documentation, training, and advocacy

and lobbying of key political actors. Using these tactics, the women's movement was able to secure between 75-95 percent of the demands previously made by women in dialogues and consultations, including a clear gender equality clause and language in the constitution that ensured customary law could no longer discriminate against women. Womankind (2017) argues that in addition to their successes in influencing the Constitution, for the Zimbabwe women's movement, reaching a shared set of goals through consensus building and the forging of alliances strengthened their capacity to undertake future collective action.

Handicap International's overview syntheses (2015; 2018) also present some examples of women's disabled people's organisations (DPOs) representing issues facing them in local, national and international fora. At relatively local level, Disabled Women in Africa (DIWA) in Malawi has set up groups of women with disabilities at 'traditional authority' level. These groups raised awareness of their experiences through song and drama. They worked with communities and traditional authorities to develop new by-laws to protect women and girls with disabilities from gender-based violence; traditional authorities have become fora in which women can successfully bring cases to claim their rights. In addition, DIWA has sensitised the police on gender and disability issues.

For example, Umuryango Nyarwanda w'Abagore Bafite Ubumuga (UNABU, the Rwandan organisation of people with disabilities) voices the concerns of women with disabilities at national level, in relevant forums including the National Women's Council. In 2016, UNABU collaborated with two organizations, Human Rights First Rwanda and Uwezo Youth Empowerment, to submit a joint submission to the CEDAW Committee addressing the discrimination faced by women with disabilities in Rwanda (Handicap International, 2018). While this representation can itself be seen as a positive outcome, and an essential building block for realising rights and wellbeing, Handicap International does not report whether it has led to further changes in the lives of women with disabilities in Rwanda. UNABU also works at the grassroots through groups made up of women with disabilities and the mothers of girls with disabilities. It has supported women with disabilities to

take legal action against the perpetrators of gender-based violence, through helping them access legal assistance.

We now turn to advocacy for legal and policy change, and then discuss strategic litigation, an approach that is frequently undertaken alongside civil society campaigning.

5 Legal and Policy Change

This section focuses on the third of the change strategies outlined in Figure 1: advocacy for legal and policy change. We focus on two main types of civil society activity: advocacy campaigns to change the law – to repeal discriminatory laws, for the adoption of new laws, or for the proper implementation of existing laws; and strategic litigation – making use of the courts to achieve a legal judgement with implications beyond that specific case.

Non-discrimination is a key principle of international human rights laws, and has been incorporated to a greater or lesser extent in different national laws. At the same time, many countries' laws include some discriminatory provisions – for example the World Bank's 2016 *Women, Business and the Law* review found that 155 of 173 countries surveyed have at least one law that discriminates against women's economic activity (World Bank, 2016). In 2015 at least 75 countries had laws criminalising same-sex activity (UN DESA, 2016). Furthermore, some laws are indirectly discriminatory – as for example, where land ownership laws do not recognise customary ownership patterns common among tribal groups.

5.1 Advocacy for Legal Change

Civil society campaigns, led in some places by broad human rights coalitions, and in some cases by organisations of, or supporting, particular marginalised groups, have played a key role in challenging discriminatory laws. Typically, successful campaigns involve public mobilisation, and engagement with senior public officials and members of the judiciary and legislature. These examples are drawn primarily from democracies with space for civil society mobilisation and free mass media. In parts of the world, particularly in authoritarian states or states suspicious of the roles and motivations of civil society engaged in human rights promotion, and in countries in conflict, space for civil society activism is shrinking (Charhon Consultants and ILGA Europe, 2015; Miller-Dawkins, 2017). This typically includes restrictions on CSOs' freedom to register, the sources of funding they are eligible to receive, heavy-handed

oversight of their compliance with various laws, exclusion from participation in policy dialogue, accusation that they are representing foreign interests, denial of key human rights, such as freedom of assembly and intimidation or harassment of CSO leaders (ibid).

Miller-Dawkins's (2017) study, which drew on responses from over 1000 activists in ten countries found that activism on gender justice, LGBTQI issues, human rights and corporate accountability were slightly more likely to face such harassment than activists on other issues.¹¹ A trend to reduced space for civil society activism may limit the possibility of advocacy campaigns to secure the rights of discriminated-against groups. Harassment of civil society organisations and restrictions on their activity can also reduce their ability to provide essential services to vulnerable groups, as NGOs working on HIV prevention and care with LGBT populations have testified (Mbote, 2016). Miller-Dawkins also found a difference in opportunity, support and harassment by identity group, with ethnic minority and indigenous activists most likely to report harassment on grounds of their alleged relationships with foreign interests.

This said, civil society activism has played, and continues to play a fundamental role in advocating for legal reforms to prevent and redress both generalised and specific forms of discrimination. There is a huge literature on civil society activism, and the role of social movements in advocating for change, though we did not find syntheses bringing together lessons across movements combating different forms of discrimination. In this section we outline learning from examples of civil society activism around gender equality, disability rights and LGBTQI rights.

Young et al.'s (2016) review of the activities of Disabled People's Organisations (DPOs) finds that they have strengthened members' capacity to realise their rights in a number of areas, including increased political representation and reduced discrimination in everyday social interaction. They do so through enabling people with disabilities to meet each other thus challenging social isolation,

¹¹ Womankind Worldwide (2017) reminds us of the scale of such harassment and violence: in 2015 at least 31 female human rights defenders were murdered as a direct consequence of their activism.

and through collective action to address specific challenges. For example, in Malaysia, policy engagement and advocacy by Disabled People's Organisations is credited with the development of a Code of Practice for access to public buildings, re-classification of motorised mobility aids to reduce registration costs for people with disabilities, and adoption of a policy of reduced public transport fares for people with disabilities. In addition to achieving changes in the physical environment, the advocacy activities of DPOs also resulted in the introduction of a 1 percent quota of public sector jobs for people with disabilities (Armstrong, et al., 1993, cited in Young et al., 2016).

Weldon and Htun's (2013) analysis of the motivations for states introducing anti-domestic violence legislation, found that campaigning by women's organisations was the single most important factor. Similarly, in India, for example, homosexuality was ultimately decriminalised in 2018 through such a societal campaign in parallel with judicial action sought by human rights groups led by Naz Foundation. While the group did see initial success with the Delhi High Court finding the criminalisation illegal, it also had to contend with societal attitudes against decriminalisation resulting in the order being challenged in the Supreme Court of India (Patel, 2010) with the Supreme Court then dismissing the High Court's order and reinforcing criminalisation of homosexuality (Boyce, 2015). Yet, the group continued advocacy for decriminalisation and initiated a societal reaction through primetime news television debates, gay pride parades and mobilisation of public opinion in favour of decriminalisation.

Simultaneously, review petitions were filed in the Supreme Court. The mobilisation of public opinion was so strong that a conservative government which had traditionally been opposed to decriminalisation chose to not contest the review petitions and opted for the Supreme Court to take the final call (Mahapatra, 2018). Ultimately, the Supreme Court in 2018 found the criminalisation of homosexuality unconstitutional and highlighted the importance of constitutional morality over the majority's morality in its judgement (Rousse, 2018).

Advocacy campaigns challenging laws that support (or mandate) discrimination on grounds of gender or sexuality in the Global South are often dismissed as reflecting Western agendas or as insensitive to local cultural values. For example, when the National Domestic Violence Coalition in Ghana engaged with civil society and law-makers to develop legislation tackling domestic violence, the Minister for Women and Children's Affairs herself argued that the idea of domestic violence within marriage was a western notion not in keeping with Ghanaian cultural identity (Ampofo, 2008). Despite the campaign being rebuffed by a senior politician who might have been expected to support it, and the deployment of 'cultural' arguments of this kind, campaigners were ultimately successful in getting a legal provision that allowed partners to use force in a marriage repealed (Ampofo, 2008:416), through a combination of sustained engagement and making use of a legal reform process that created space for legal change. The National Domestic Violence Coalition had undertaken sensitisation work with parliamentarians, in which campaigners had engaged with key decision-makers. This included the Commissioner of the Statute Law Revision project, which was tasked to ensure that all laws conformed with the 1992 Constitution. This Commissioner was convinced by campaigners arguments that the law allowing force within marriage was at odds with the provisions of the 1992 Constitution, and thus used his authority to mandate the repeal of this law.

In low- and middle-income countries, donor pressure may help prevent or limit the enactment of existing or proposed discriminatory laws. For example, a combination of sustained lobbying by Malawian human rights organisations and donor pressure led the Malawian President to pardon two men given a ten year prison sentence for homosexuality (Mwakasungula, 2013). However, allying with donors is tricky terrain for civil society organisations to negotiate – their arguments can easily be dismissed as western imports, and their space to operate circumscribed. For donors, as Shepherd (2014) points out, promoting LGBT rights can lead to accusations of neo-colonialism and can provoke an anti-LGBT backlash. At the same time, failing to do so, means they 'lose credibility as principled actors' and face severe criticism from

activists. In some contexts, promotion of gender equality can lead to similar dynamics.

5.1.1 Strategic Litigation

Where parts of the legal framework are favourable to securing discriminated-against groups' rights, strategic litigation is an increasingly used tool, often in combination with more politically focused campaigns. In this section we outline insights from a review of examples of strategic litigation cases on behalf of discriminated-against groups and individuals.

Strategic litigation is a “court-driven...[approach to]...producing significant social reform” (Schuck, 1993) involving a legal challenge initiated by an individual or a group with the intended aim being to “produce an outcome that goes beyond the individual claimant and case to enhance human rights protection for other people affected by similar human rights violations” (Talbot, 2013). The role of civil society may be to bring a case itself, to connect people experiencing human rights violations with lawyers or with others in a similar situation, or to act as an *amicus curiae* (an expert providing information relevant to a particular case).

The effectiveness of litigation as a tool for policy transformation depends significantly on “the nature of, and access to the court system; presence of support structures for legal mobilization; the ideology of the courts and judges; and the roles and the willingness of litigants to pursue redress” (Rosser & Joshi, 2018:24). In addition, the studies examined for this review highlighted the role of complementary civil society activism, raising the profile of the issue, building public support and in some cases, educating the judiciary about the situation of specific marginalised groups.

In this section we discuss the impacts of a number of cases aimed to securing the rights of discriminated-against individuals and groups, and examine both the challenges and factors that contributed to success, where this occurred.

Table 6 summarises examples of the impacts of strategic litigation leading to judgements in national or supranational courts in favour of discriminated-against groups.

Table 6: Examples of the impacts of strategic litigation

Case	Judgement and Impacts
Women's right to contraceptive and abortion information, Colombia	After a failed first case, a second case established women's right to accurate contraception and abortion information and a high-ranking public official who had published false information was forced to publicly retract it (Roa and Klugman, 2016).
Recognition of ancestral land rights in Kenya and Tanzania	Judgments in the African Commission on Human and People's Rights upheld claims by the Ogiek, Endorois of Kenya and Masai of Tanzania about rights to ancestral land (not yet implemented but they have led to reduced harassment by police and security guards (Couillard et al., 2017; Gilbert and Sena, 2018, OSJ, 2017)
Protection of tribal lands from mining claims in Odisha, India	Judicial appeals, public protests and media mobilisation ultimately led to the cancellation of two mining projects (Macdonald et al., 2017)
Rights to anti-retroviral drugs for people with HIV in South Africa	Cases established rights to ARVs for pregnant mothers and secured widespread provision of ARVs as part of implementation of the National Treatment Plan (Pieterse, 2008; Heywood, 2010; Gloppen, 2010)
Recognition of transgender identity, Kenya	The founder of Transgender Education and Advocacy (TEA) in Kenya won a case to compel the Kenya National Examinations Council to change her name and gender marker on her school examination certificate. The case helped increase understanding of gender identity issues and their difference from sexual orientation and also established TEA as a source of support and advice for transgender people in Kenya (OSJI, 2016)

Increased access to education and improvements in educational infrastructure in Brazil, India and South Africa	<ul style="list-style-type: none"> - recognition of early childhood education as an immediately realizable right in Brazil - redefinition of school 'drop out' from 60 consecutive days out of school to seven days in the state of Karnataka, India - publication of norms and standards for school infrastructure in South Africa; judgement supporting pregnant learners' right to education; judgement requiring implementation of inclusive education policy (OSJI, & OSFESP, 2017)
Sexual violence laws in Kenya	Strategic litigation and a mobilisation campaign around the gang rape of a teenage girl led to justice for the survivor, and to the closing of some loopholes in Kenya's Sexual Offences Act (Womankind Worldwide, 2017)

As Table 6 shows, the changes achieved by strategic litigation processes have largely clarified legal frameworks, established rights (to information, to land), or led to changes to the law that benefit discriminated-against groups. In some cases, there have also been material impacts on the lives of complainants and the groups they represent. For example, access to medicines cases, such as the cases related to anti-retroviral medicines have reduced their cost and increased their availability in South Africa (Pieterse, 2008) and Kenya (OSJI, 2016). Analysis of strategic litigation on behalf of indigenous/ tribal groups' land rights in Kenya and Tanzania indicates some reduction in harassment by police and security guards (though also an increase in one site), and improvements in living conditions, such as more Enderois children attending school, although the African Commission on People's and Human Rights judgement recognising the Ogiek and Enderois claims to ancestral land have not yet been implemented (Couillard et al., 2017).

Legal empowerment. Additional positive outcomes include legal empowerment among complainants. Well-planned and implemented strategic litigation processes often involve working alongside groups whose rights are not being upheld to gather detailed information and build a case, and in the process help

complainants develop skills and knowledge about the law, their rights, and legal processes. For example, the process of Minority Rights Group bringing a case to the African Court of Human and Peoples' Rights to secure the land rights of the Ogiek people of Kenya involved a substantial commitment to capacity building. It involved Ogiek representatives learning about legal rights and processes, and public speaking training to enable them to act as witnesses in the court case (Couillard et al., 2017). MRG (2017) argues that the court's recognition of the Ogiek as an indigenous group and their rights over their land empowered the community with a "sense of justice" (MRG, 2017) and unity accompanied by a "positive change in attitudes and behaviours of other parts of society" (Claridge, 2018).

Indeed, the knowledge that legal redress exists can be sufficient to give discriminated-against groups the confidence to confront people who discriminate against them (Sircar, 2012). For example, the introduction of the Prevention of Atrocities Act in India, which outlawed harassment and abuse of Dalits, had symbolic significance - it changed the prevailing narrative from one group oppressing another to a narrative of the rule of law. The have contributed to a greater sense of empowerment amongst the Dalits as there was a rise in activism towards securing other rights (Carswell and De Neve, 2015).

Distributive impacts. A body of literature addresses the question of whether strategic litigation primarily benefits better-off members of discriminated-against groups, who have more access to resources and social connections to obtain court judgements in their favour. Brinks and Gauri (2012) reviewed this literature and analysed the impact of litigation to secure social and economic rights in Brazil, India, Indonesia, Nigeria and South Africa. They found that such litigation was strongly pro-poor in India and South Africa, distribution-neutral in Indonesia and Brazil and only regressive in Nigeria. They argue that litigation in social policy areas with broad applicability tends to lead to more pro-poor results, while litigation that largely emphasises the rights of an individual is more likely to lead to capture of resources by better off groups. Brinks and Gauri find that cases focused on regulation tend to have the strongest pro-poor potential as judgements typically apply to a wide class of

people, and those focused on obligation (requiring the state to facilitate the provision of a good of service), tend to be the least pro-poor as they are often undertaken on behalf of better-off individuals and judgements are more individualised. They suggest that these individualised cases can become pro-poor when they are taken in sufficient numbers to create a precedent and have identified some movement in this direction in access to medicines cases in some Latin American countries.

Given that the judiciary in most countries are drawn from elites in which discriminated-against identity groups are usually under-represented, parallel work to sensitise the judiciary to the rights of marginalised groups and the key barriers to justice they face may be necessary (MRG, 2017). While not a strategic litigation case, the example of civil society sensitisation of the Commissioner of Statue Revision in Ghana discussed in Section 5.1 provides an example of such sensitisation leading to a legal decision-maker promoting the rights of a discriminated-against group. It is notable, however, that none of the analyses we examined highlighted composition of the judiciary, or their alignment with dominant groups, as a critical break on the effectiveness of litigation.

Synergies with civil society campaigning. In most of the cases discussed in this section, strategic litigation was supplemented by protests against discriminatory actions and laws, legal empowerment processes and media campaigns. These helped raise political awareness and mobilise political opinion on behalf of the marginalised group. For example, in India, court cases to prevent mining in tribal lands were accompanied by protests to deny surveyors access to land to carry out mining surveys and to generate media attention to the case (Macdonald et al., 2017). Ultimately this pressure led to the cancellation of these projects (Ghosh, 2010; Woodman, 2014). OSJI's (2017) analysis of strategic litigation to realise the right to education in Brazil, South Africa and Karnataka state, India found the strongest impacts in Brazil and South Africa, where litigation had been accompanied by vibrant social movements, with creative use of the media to build public support. Analysts of the Treatment Action Campaign's success in establishing the right to anti-retroviral medicine highlight the

importance of its building a social movement around access to HIV medication, generating policy commitments to expanding access to antiretrovirals and to the right to public health more broadly, engaging with the government but also confronting it in public demonstrations and going to court where necessary.

Challenges

Limited Implementation

A key challenge for many of the cases outlined above, and for strategic litigation more generally (Jabareen, 2018), is the lack of or limited implementation of judgements. Weak or non-existent implementation may reflect;

- *lack of political will.* Where governments are embarrassed by or disagree with a court judgement, particularly by a supra-national court, they may be reluctant to implement it, as in the case of the Ogiek claim that they constituted an indigenous group whose land rights should be protected (MRG, 2017). (The Kenyan government contests their designation as an indigenous group). Reviewing the lack of impact of strategic litigation cases to advance the collective rights of the Palestinian minority in Israel, Jabareen concludes that this reflects a structural bias within the political system and argues that the courts could do more to generate, if not political will, a greater sense of obligation to secure the rights of minorities:

“Courts must view their role more broadly and take a more expansive—and perhaps even activist—approach in rendering their rulings. Only such a change will ensure that the law will realize its potential for safeguarding the rights of minorities and promoting social justice. In a system in which majority groups are overrepresented among political functionaries, and the majority either overtly or covertly seeks to deprive minority groups of their individual and collective rights, it is the role of

the law, especially via the courts, to perform its counter-majoritarian function and protect the status and rights of minorities” (2018:25).

The Equal Rights Trust (2015), points out that even after a successful judgement, enforcement depends in part on involvement of affected parties in implementation and monitoring of that implementation. They give the example of involvement of students and parents in collecting information related to judgements on the Right to Education in South Africa. This formed one mechanism for promoting accountability of the education authorities and the government more broadly in relation to marginalised groups’ rights to an accessible and good quality service.

- *Weak rule of law and corruptibility.* The extent of corruption may also influence implementation capacity. For example, the Prevention of Atrocities Act (PoA) in Tamil Nadu resulted in a conviction rate of less than 5 percent, with only 4 percent of the accused being punished. In part, this was result of the fact that often parties to a dispute under the PoA would arrive at a monetary settlement as well as police corruption which would often see the accused being let go (Carswell and De Neve, 2015).
- *Lack of resources.* Where a judgement requires a government to find additional resources, this may not be enactable, given absolute resource constraints, or enactment may be delayed as resources are made available from other budgets. The issue of budget constraints begs a broader question as to whether litigation to force governments to provide certain services to specific groups is necessarily a cost-effective strategy: litigation is itself an expensive process for both litigant and defendant, and thus there is a perversity in bringing a case to force a cash-strapped government to improve financing of a service (OSI, 2016).

Protecting the Interests of Complainants and Their Identity Groups

As Reddy (2012) points out, processes of strategic litigation are often lengthy and may require continued input, testimony and gathering of new evidence. Depending on the issue, an individual litigant may not be in a position to benefit by the time the case has passed through the courts – for example, where a case relates to medical services for a particular condition, or access to education intended for a certain age cohort. In addition, cases are usually focused on deriving benefits for a group of people, rather than individual restitution (OSJI, 2016), and thus an individual's involvement in a case may be largely altruistic. There is thus a need to ensure that complainants are fully aware of the potential and limitations of the approach.

For people from poor and marginalised groups, engaging with formal, westernised justice systems can be alienating, particularly so where proceedings take place in a language they do not speak well, and all the more so if there are significant differences between community justice systems, and the formal system (OSJI, 2017; Couillard et al., 2017). These factors can increase the emotional costs to members of marginalised groups in undertaking legal action. In cases around indigenous land rights, the difference between community justice systems and the formal westernised legal system can be particularly alienating. These challenges need to be anticipated in strategic litigation and strategies to manage them developed as core elements of civil society legal action on behalf of marginalised groups.

Legal action to secure the rights of marginalised groups can result in backlash from more powerful groups, whether or not judgements are fully implemented. For example, a study of indigenous people's land rights by the Open Society Justice Initiative (2017), found that when the Paraguay government adopted an act to expropriate land from ranchers and then failed to act on it, ranchers were under constant fear of being violently evicted, and became more hostile to the indigenous community. In some cases, this hostility translates into violence; this appears particularly common where legal change affects access to a valued resource, such as land. In addition to the

Paraguay example, there is some evidence that violence and harassment against local people has intensified following a successful case establishing Masai rights to ancestral land in Tanzania that had been encroached upon by a safari company (Couillard et al., 2017).

Similarly in Tamil Nadu, India the adoption of the Prevention of Atrocities Act (PoA) criminalised harassment of Dalits and tribal groups (Carswell & De Neve, 2015). This led to individuals from the lower-caste groups (Dalits) using it against individuals from the highest caste groups on the slightest signs of discrimination and abuse; leading to the higher caste groups claiming that the law was being misused by the Dalits. A combination of this legal empowerment and economic change that expanded Dalits' job opportunities, making them less reliant on the village upper castes for work, led to the higher castes launching their own political party with the aim of securing their interests.

Several studies highlight the risks inherent for discriminated-against groups in becoming publicly associated with particular cases. For example, two studies indicate that people with HIV may not wish to 'out' themselves as living with HIV for fear of intensified discrimination (OSF, 2016; Mortagy and De Jong, 2014). In many context, anti-gay sentiment means this is a significant risk for LGBT activists. One strategy recommended by Mortagy and De Jong is the formation of alliances – in this case, of people concerned about HIV – and promoting this as a cause of relevance to both seropositive and seronegative people.

Despite these challenges, litigation can serve the role of shining a spotlight on discriminatory practices and can result in a more positive legal or policy framework through court judgements. Nearly all the studies highlighted the importance of litigation as a tool for increasing the visibility of particular human rights violations, and knowledge of rights among discriminated-against groups, which in turn proved to be a source of empowerment. In some cases, particularly concerning access to services, there were examples of positive change in the lives of complainants and their communities.

6 Conclusions

Discrimination underpins chronic poverty, through its impact on access to resources (both assets and services), economic opportunities, voice and representation, and security. This rapid review has examined 103 sources, including 95 evaluation and impact analysis of anti-discrimination initiatives led by civil society. It has focused on approaches to change norms, attitudes and behaviour both in the general population and among service providers, on initiatives intended to build marginalised groups' capacity to advocate on their own behalf; and campaigns and strategic litigation aimed at changing the law or securing implementation of existing laws. These strategies cut across, and impact on all the dimensions of poverty outlined above.

Evidence base. Compiling a review of this nature requires some creativity and persistence to identify relevant studies. Many are framed in terms of promoting equality or inclusion rather than combating discrimination. Social movements and advocacy campaigns are rarely examined using pre- and post-campaign surveys, as they typically emerge organically; analyses tend to be qualitative and retrospective. Many studies describe initiatives relatively uncritically; we have included some in this review, where they represent a promising practice or provide an example of work with a group or an approach that would otherwise be under-represented.

While there were very few rigorous quantitative evaluations (only four RCTs and quasi-experimental studies), some of the qualitative studies were reasonably rigorous in their triangulation of different stakeholders, and 13 combined qualitative and quantitative insights. In addition, we drew on 19 systematic and rigorous reviews that synthesised insights on particular issues. Although a number of the examples in this study are based on descriptive studies, together these studies point to the positive potential of much civil society action to reduce discriminatory attitudes and behaviour.

6.1 Effective Strategies

Each of the strategies discussed in this report has positive potential to contribute to reduced discrimination; the impact is typically greater when initiatives work with a number of stakeholders or at a number of levels. For example, combining service provider training with institutional or legal change, or community awareness raising combined with strategies focused on the empowerment of marginalised groups.

Awareness raising, attitude and norm change is an important ‘foundational’ strategy for reducing discrimination. The evidence discussed in this review suggests that informal education that provides new information and helps participants challenge received ideas and contact between dominant and discriminated-against groups can be helpful in dispelling prejudice, encouraging empathy and motivating dominant groups, including duty-bearers, to behave in less discriminatory ways. Likewise, edutainment initiatives (for example, through the theatre and media) initiatives often help audiences empathise with members of discriminated against groups and reframe taken-for-granted attitudes and behaviour as discriminatory. Most evidence suggests that opportunities to discuss and internalise the messages conveyed by arts and media are important in translating new insights into behaviour change.

The effectiveness of awareness-raising approaches is often increased by *engaging community and religious leaders*, who have the power to influence others. Our review uncovered some promising approaches, particularly of working with religious leaders. This is especially important in contexts and on issues where discrimination can be justified with reference to religious doctrine. Initiatives with community and local political leaders appear less well documented, but are potentially very strategic, as such leaders have the power and responsibility as duty-bearers to enact changes in support of discriminated-against groups, as well as influencing others’ actions.

Evidence from *training and sensitisation initiatives* for service providers indicates both their potential to change attitudes and behaviour, but also a number of challenges. In particular, organisational policies and procedures, and sometimes overarching

policy frameworks, may need to change to prevent indirect as well as direct discrimination. In some cases, anti-discriminatory approaches require additional funding (e.g. to enable teachers to include children with specific disabilities) and are ineffective without additional resources.

Initiatives *strengthening marginalised groups' capacity to fight discrimination* are relatively poorly analysed, with most sources being primarily descriptive. There is some evidence that empowerment initiatives, that educate discriminated-against groups about their rights, provide training in communication and leadership skills and support political engagement have contributed to increasing marginalised people's capacity to negotiate to achieve their rights.

Law-focused advocacy has the potential to end institutionalised and legally-sanctioned discrimination, to achieve legislation outlawing specific discriminatory practices or supporting the rights of marginalised groups, and to promote the implementation of existing law. The evidence reviewed suggests that, given weaknesses in implementation, some of the more important impacts of this advocacy are to raise awareness of discrimination, increase public debate, and its positive psychological effects on marginalised groups.

Strategic litigation to counter discriminatory practices and to establish legal precedent appear to have had mixed effects. The reviews examined for this study suggest that the processes of empowerment of discriminated-against groups associated with preparing for legal cases have often been more significant than the judgements themselves, and could have longer-term effects in encouraging discriminated-against groups to seek justice and, in the process, change societal relations. While some strategic litigation processes have resulted in legal changes that have been enacted, this has been relatively rare. Even where judgements have been successful, they have often led to little substantive change, either because the institutions tasked with implementing them resist doing so, or because to do so would require additional resourcing which is not forthcoming.

Overall, the initiatives examined for this report suggest their potential for:

- a moderate increase in duty-bearers' capacity to protect and promote the rights of discriminated-against groups;
- a somewhat a greater increase in empowerment of discriminated-against groups and their capacity to claim their rights, though in contexts where space to claim those rights varies considerably;
- and variable but promising reduction in discriminatory norms and attitudes.

6.2 Impacts on Multi-Dimensional Poverty

How far have the initiatives discussed in this report contributed to reducing multi-dimensional poverty? We discuss this using Sida's multi-dimensional poverty framework of: resources, opportunities and choice, power and voice and human security.

Resources. The area of multi-dimensional poverty least affected by these initiatives was access to resources. This said, we found examples of campaigns and strategic litigation that secured positive judgements in favour of indigenous and tribal groups' rights to ancestral land. Implementation appears to lag significantly behind judgements in these cases, and so it is not clear how far these initiatives have actually protected essential livelihood resources.

Opportunities and choice. We found a significant number of initiatives aimed at reducing discriminatory treatment by service providers. These typically found shifts in attitudes, accompanied by some shifts in behaviour but highlighted institutional blockages to providing services that are less discriminatory overall. The studies examined focused on service provider attitudes and behaviour, thus indicating some increases in the quality of service provision, but did not report on whether these changes had led to increased use of services.

Despite trying many different search strings, and handsearching the websites of the ILO and trades unions, we found a dearth of studies examining civil society initiatives to reduce discrimination in

labour markets. We found one example of a successful initiative working with business houses and employers' federations in Gujarat, India, to reduce discrimination against people living with HIV. This lack of evidence probably reflects a combination of limited civil society action in this area (other than by trade unions) and a lack of documentation and analysis of initiatives that have been undertaken.

Power and voice. Much civil society action focuses on strengthening the capacity of discriminated-against groups to claim their rights, by supporting them to develop communication and negotiation skills, and increasing their knowledge of the law, governance structures and accountability mechanisms at local or national level. The initiatives studied in this review generally found community-based empowerment initiatives to be an effective approach to reducing discrimination. While ensuring marginalised groups have equal access to opportunities to represent themselves in decision-making bodies at various levels (local, district, state, national etc) is an important route to power and voice, it is less clear how far civil society initiatives to support such representation have led to change on behalf of discriminated-against groups. This reflects a lack of rigorous analysis of such processes – the literature on these processes was more descriptive and primarily composed of case studies than in other areas examined.

Human security. Very few of the studies reviewed explicitly discussed increases in security or reductions in violence. (Of course, some of the advocacy campaigns and policy dialogue processes examined were specifically focused on changing laws related to gender based violence). Exceptions include the initiatives in India that aimed to reduce discrimination and violence against female sex workers, and resulted in the communities concerned reporting a reduction in violence from both clients and the police. Police training and sensitisation initiatives may also contribute to reduced violence and increased security for discriminated-against groups, but we did not find evaluations of most such initiatives. Studies of community-level norm change initiatives also indicate reductions in the perpetration of and support for intimate partner violence (e.g. Abramsky et al., 2014). Beyond the experience of violence, reduced 'micro-aggressions', such as negative gossip, discriminatory

comments, social ostracism, and greater social inclusion, reported in some programmes, are also indicators of increased security.

6.3 Significant Challenges

Shrinking civil space over the past decade in many countries, which has particularly affected organisations engaged in human rights advocacy, is a significant constraint both on more political obviously political approaches (e.g. advocacy, strategic litigation) and on less overtly political approaches, such as community-level empowerment, norm change activities and service provision. Civil society organisations face harassment, politically-motivated challenges to their compliance with financial laws, and vilification if they pursue rights agendas that can be labelled as ‘foreign’ or ‘western’. Individual activists face threats to their own security. Despite these pressures, civil society organisations of and working with discriminated-against groups continue to put pressure on governments and the private sector (duty-bearers) to pass and implement laws, policies, and programmes that prevent discrimination. They are also continuing to implement initiatives to change discriminatory norms, and to increase discriminated-against groups’ capacity to defend their own rights. In this context, donors need to tread carefully – on the one hand to lend practical support to initiatives that aim to reduce discrimination, on the other to avoid provoking a backlash against discriminated-against groups themselves or organisations working to support them.

Resistance and backlash against legal change, policies or programmes that challenge discrimination is a notable risk. This report has highlighted a number of examples of organised backlash, such as the formation of political parties to protect dominant groups’ rights, and of concerted public campaigns aiming to counter progressive discourse, such as alliances of conservative politicians and churches against gay rights. Our review also found examples of the representatives of losing parties – for example, governments or private companies in court cases to protect indigenous people’s land rights – acting more aggressively towards members of marginalised groups. Our review did not find any documented examples of

initiatives that worked well to prevent or counter backlash, though initiatives to increase contact between different social groups, and initiatives that increase dominant groups' empathy for people experiencing discrimination are promising.

Risks to discriminated-against groups. Some of the studies reviewed highlighted the personal risks of increased discrimination and violence when members of discriminated-against groups are publicly identified. This appears to be particularly common for people coming out as LGBT, or revealing HIV status, but could potentially affect any activists who are publicly identified with advocacy on behalf of discriminated-against groups.

Negotiating different groups' agendas. Marginalised groups' own priorities and civil society organisations' analysis of the most strategic ways to help them may differ. This can lead to tension and only moderate commitment of either party to some actions. Where such discrepancies exist, dialogue is essential, to try to find workable compromises and to avoid either pursuing very specific agendas without a wider goal or conversely lofty goals that result in limited change for marginalised groups.

6.4 Major Practice Gaps

Although this was a rapid review and cannot definitively claim that all potentially relevant studies were included, the following gaps in practice are apparent in the documents we examined:

Scaling up. In general, it appears that most initiatives, (other than the mass media initiatives, and campaigns spearheaded by social movements), are small-scale, and operate during a period of project funding. Few initiatives appeared to have involved strategies for expanding the impact of their work, or these have been little documented. One exception is the Karnataka Health Service Trust's work to reduce discrimination against people with HIV and sex workers), which was handed over to the state government. This means that there is little documented practice from which to draw lessons about running anti-discrimination initiatives at scale.

Addressing intersecting forms of discrimination. Most of the initiatives we examined focused on one form of discrimination. We found notably fewer examples of initiatives that aimed to combat intersecting marginalisation. This may reflect organisational mandates or funding aimed at specific groups.¹² Where programmes did address intersecting marginalisation, this was usually on gender and another identity-based form of discrimination. However, the relatively narrow focus of many initiatives may limit their effectiveness in addressing multiple forms of discrimination. A stronger focus on general discrimination and achieving human rights for all might prove a helpful framing.

Work with the police. Compared to initiatives working to change discriminatory attitudes and practices among teachers and health workers, we found fewer evaluated examples of initiatives aiming to reduce discrimination among police. There is a history of work in many countries to increase the sensitivity of police to gender-based violence, but much less evidence concerning sensitisation to gender discrimination more broadly or to other forms of discrimination. At the same time, we know that police commonly perpetrate violence against suspects, particularly from marginalised identity groups. Work with the police would thus appear to be an important area for further practice and more rigorous study of impacts.

6.5 Key Knowledge Gaps

The practice gaps outlined above also constitute knowledge gaps – we found insufficient evaluative evidence in any of the above areas to draw strong conclusions. Here we outline a number of other knowledge gaps that emerge from our analysis.

Is discrimination against some identity groups harder to shift than others? The studies reviewed do not provide a clear answer. There is some evidence to suggest that where prejudice is bound up with religious views, as with homophobia, transphobia and gender discrimination,

¹² It may also reflect the kinds of documentation available, which may have focused on, and not reported activities not perceived as directly with projects' remits.

or disgust as with some homophobia and transphobia (Kumar, 2018), it is harder to shift. Some initiatives also found racism and ethnic discrimination hard to shift. At the same time, sustained and creative campaigning can lead to movement towards more egalitarian and less discriminatory norms.

Addressing gender identity issues and transphobia. Studies of initiatives to challenge discrimination against sexual and gender minorities concentrate more on sexual orientation than gender identity. Of the initiatives examined, only one reported reduced discrimination against transgender people. Civil society has been active in advocating for recognition of a ‘third gender’ in South Asia,¹³ and for transgender rights in Latin America.¹⁴ However, beyond media reports such as these, we found little deeper analysis of the role of civil activists in achieving change.

Work with religious leaders, particularly beyond Christianity and Islam. While we were able to identify a few studies of initiatives with Christian and Muslim religious leaders, these were still relatively sparse, and most focused on reducing HIV-related discrimination. More analysis of such initiatives, including work with leaders of other faiths, and covering a wider range of issues, could help civil society work more effectively with this influential group.¹⁵

Addressing discrimination within labour markets. We were surprised not to find a body of studies of civil society action to tackle discrimination in hiring and workplace experience, given the existence of a positive legal framework outlawing discrimination in many countries, and of trade unions, with a mandate to challenge unfair practices in workplaces. While we found plenty of evidence of such activism, we found no analyses discussing its impact. We would have expected more academic analysis of the role of trade

¹³ As discussed, for example, in: <https://www.theguardian.com/global-development-professionals-network/2016/feb/12/trans-rights-meet-the-face-of-nepals-progressive-third-gender-movement>, accessed 06/02/2019

¹⁴ <https://www.newyorker.com/news/news-desk/latin-americas-transgender-rights-leadership>, accessed 06/02/2019

¹⁵ Initiatives such as the Church of Sweden’s books and associated dialogues: *‘I am Divine, So are You’* and *‘Behold, I make all things new’*, exploring religious doctrine around sexuality, are very interesting examples of initiatives with representatives of a wide range of faiths.

unions in achieving change in legal frameworks, policies and experiences in particular sectors. We found only one example of civil society engaging with employers to reduce discrimination – in this case against people living with HIV.

Addressing discrimination within social security/ protection systems. This also emerged as a significant gap. Again, despite extensive searching, we found no studies of civil society engagement advocacy, campaigning or litigation to challenge discrimination in access to social security entitlements. We did find a few examples of civil society organisations making marginalised groups aware of their entitlements as part of community empowerment processes, which led to an increase in claiming these entitlements.

Social media. We found no analysis of the use of social media either to mobilise against discriminatory practices, or as a forum through which backlash and mobilisation against change take place. However, we know that the internet and social media are increasingly powerful spaces through which discriminatory norms are both reinforced (ICRW, 2018) and challenged. This is thus a significant knowledge gap.

Additionally, this review found limited assessment of initiatives in the following areas: the training of police against violence and harassment, CSO support for enhanced political representation of marginalised groups in decision-making (local, national government), and reducing mental health-related stigma. These are all issues of considerable significance in relation to poverty reduction.

As noted above, there are challenges related to the quality and rigour of the evidence, particularly in the following areas:

- There is almost no analysis of the *long-term impacts* of the initiatives discussed. Beyond immediate changes, such as a reduction in reported discriminatory attitudes or behaviour, a positive legal judgement or a successful advocacy campaign, very few studies trace the subsequent effects. This both impedes understanding of the type of initiative and the associated factors

that contribute to long-term change, and the potential impact on chronic poverty which, by definition, is likely to require sustained action.

- Quantitative evidence is lacking, other than of short-term experimental initiatives, and a few longer-term programmes on which RCTs have been conducted. While more campaign-oriented activities are not amenable to this type of analysis, more rigorous qualitative and quantitative evaluation of a wider range of norm change and community empowerment initiatives would be possible, and a deeper analysis of what enabled or hindered change in all initiatives would be desirable.

6.6 Recommendations

Discrimination is often deeply embedded in social norms. The poorest people often suffer multiple forms of discrimination. For these reasons, there are two overarching implications decision-makers can draw from this work: firstly, that anti-discrimination efforts must be long term, and are likely to suffer setbacks since the issues can be controversial and threaten powerful interests. This means both that setbacks (backlash or resistance) need to be anticipated and strategies developed to counter them, and that donor funding streams may need to be long – even if they are divided into phases in practice.

Secondly, as documented in this review, relatively few CSO initiatives focus on countering multiple discriminations simultaneously. This may be a fruitful future direction as a way of reaching the poorest people. It might be possible to design some experimental work to test this idea. This might require a number of CSOs with expertise and experience in countering specific discriminations to collaborate and coalesce around a combination of anti-discrimination activities.

Focusing on multiple forms of discrimination should also help with a third general issue highlighted in the review: that initiatives tend to be more successful and long lasting if they have multiple

components – events or training combined with longer term support or mentoring, work with different stakeholders simultaneously or in sequence, work at the community level combined with policy dialogue and influencing, work with front line officials combined with organizational or policy change.

There is also a recommendation for evaluations: these should find ways of testing out what works in the medium and longer term. This probably means supporting forward looking evaluations of multiple interventions which have taken place over a previous period in a particular context, with a view to understanding better what works to tackle the socially embedded discriminatory norms which impinge on the poorest people.

These four suggestions have implications both for CSO programme and project design, but also for donors funding anti-discrimination work.

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Appendix 1

Searches Conducted on Google and Google Scholar (in a random order):

media race community awareness discrimination
media race community awareness discrimination -uk
media race community awareness discrimination "africa"
media race community awareness discrimination
media race community awareness discrimination "africa"
media community awareness discrimination
media community awareness discrimination -US
media community awareness discrimination -US
media community awareness discrimination "UGANDA"
media campaign discrimination attitude OR behaviour change OR social norm change OR sensitisation OR awareness + "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR Algeria OR Angola OR Benin OR Botswana OR Burkina Faso
media campaign discrimination attitude OR behaviour change OR social OR norm change OR sensitisation OR awareness + "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR Burundi OR Cameroon OR "Cape Verde"
media campaign discrimination attitude OR behaviour change OR social norm change OR sensitisation OR awareness + "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR Algeria OR Angola OR Benin OR Botswana OR Burkina Faso OR Burundi OR Cameroon OR "Cape Verde" OR "Central African
media campaign discrimination attitude OR behaviour change OR social OR norm change OR sensitisation OR awareness "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR Chad OR "Democratic Republic of the Congo" OR "Congo"
media campaign discrimination attitude OR behaviour change OR social OR norm change OR sensitisation OR awareness "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR Chad OR "Democratic Republic of the Congo" OR "Congo"
media "tackling" "discrimination" attitude OR behaviour change OR social OR norm change OR sensitisation OR awareness "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR Chad OR "Democratic Republic of the Congo" OR "Congo"
media "tackling" discrimination attitude OR behaviour change OR social norm change OR sensitisation OR awareness + "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR Algeria OR

Angola OR Benin OR Botswana OR Burkina Faso OR Burundi OR Cameroon OR "Cape Verde" OR "Central African
media "tackling" "discrimination" attitude OR behaviour change OR social OR norm change OR sensitisation OR awareness "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR OR "Cote d'Ivoire" OR "Ivory Coast" OR Djibouti OR Egypt
systematic review AND media AND discrimination AND LMIC (google). Also done without LMIC and with OR prejudice OR stigma
systematic review AND discrimination AND LMIC (google) Also done without LMIC and with OR prejudice OR stigma
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"taare zameen par" "awareness"
"taare zameen par" "awareness creation"
"taare zameen par" "awareness" "impact"
"training" "awareness" "discrimination"
"training" "awareness" "discrimination" "police"
"awareness" "discrimination" "police training"
"awareness" "discrimination" "police training" "corruption"
"taare zameen par" "awareness creation"
"awareness" "discrimination" "training" "ASHA workers"
LGBTI Friendly clinic brazil
"brazil" "clinic" "friendly" "msm"
brazil clinic "lgbt friendly"
brazil certification lgbt friendly
CATHOLIC RELIEF SERVICES LESOTHO
india sexual harrasment corporate laws
faith based organizations "healthcare" "discrimination"
faith based organizations "healthcare"
faith based organizations "healthcare" "discrimination" -US -"United States"
faith based organizations "healthcare" "discrimination" "Africa" -US -"United States"
"healthcare" "training" "africa" -Google Scholar
"Healthcare workers" "training" "africa" -Google Scholar
"nurses" "training" "africa"
reproductive rights India "strategic litigation"
reproductive rights India "strategic litigation" "Africa"
reproductive rights India "strategic litigation" "India"
reproductive rights India "strategic litigation" "Latin America"
reproductive rights India "strategic litigation" -US -"United States"

street theatre HIV discrimination google scholar
theatre for development systematic review rigorous review
theatre of the oppressed LGBT/ gender equality/ disability/ HIV stigma google and google scholar
forum theatre AND LGBT/ gender equality/ disability/ HIV stigma google and google scholar
media + reduce + homophobia
media + reduce + gender inequality
media + reduce stigma
Media + reduce discrimination
Media + discrimination + disability
disability discrimination attitude OR behaviour change OR social norm change OR sensitisation OR awareness + "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR Algeria OR Angola OR Benin OR Botswana OR Burkina Faso
disability discrimination attitude OR behaviour change OR social norm change OR sensitisation OR awareness + "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR Burundi OR Cameroon OR "Cape Verde"
disability discrimination attitude OR behaviour change OR social norm change OR sensitisation OR awareness + "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR Chad OR "Democratic Republic of the Congo" OR "Congo"
disability discrimination attitude OR behaviour change OR social norm change OR sensitisation OR awareness + "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR "Cote d'Ivoire" OR "Ivory Coast" OR Djibouti OR Egypt
disability discrimination attitude OR behaviour change OR social norm change OR sensitisation OR awareness + "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR "Equatorial Guinea" OR Eritrea OR Ethiopia
disability discrimination attitude OR behaviour change OR social norm change OR sensitisation OR awareness + "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR Gabon OR Gambia OR Ghana
disability discrimination attitude OR behaviour change OR social norm change OR sensitisation OR awareness + "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR "Asia" OR "South Asia" or "Latin America"
anti-discrimination
anti-discrimination "India"
anti-discrimination Africa
anti-discrimination community measures

anti-discrimination community measures India
anti-discrimination community measures Africa
anti-discrimination "advocacy"
anti-discrimination "advocacy" "India"
anti-discrimination "advocacy" Africa
anti-discrimination social mobilisation
anti-discrimination social mobilisation "India"
anti-discrimination social mobilisation Africa
anti-discrimination movement
anti-discrimination movement "India"
anti-discrimination movement Africa
local "community campaign" "anti-discrimination"
local community campaigns
Vedanta campaign forest
"community mobilisation" anti-discrimination
"community mobilisation" anti-discrimination Africa
public campaign community anti-discrimination
dowry India "campaign" "community"
social movement "dowry"
social movement "dowry" "India"
dowry India "local"
girl child campaign abortion India
"Sex-selective" abortion "community services"
"Sex-selective" abortion "norm change"
"Sex-selective" abortion "social mobilization"
"Strategic litigation"
"Strategic litigation" human rights India
"Strategic litigation" human rights Africa
human rights India "Strategic litigation"
human rights Africa "Strategic litigation"
India "Strategic litigation"
Africa "Strategic litigation"
Endorois
Ogiek people mau mau
Ogiek people mau mau "strategic litigation"
"discrimination" labour rights "social mobilization" "India"
"discrimination" labour rights "social mobilization" "India" "community"
"discrimination" "education" "self help group" "India" "community"
"discrimination" "education" "social mobilization" "India" "community"
"education" "India" "community mobilization"
"education" "India" "community mobilization" -HIV
"female employment" "India" "community mobilization" -HIV

"female employment" "India" "community mobilization" "discrimination" -HIV
advocacy "anti discrimination"
anti-discrimination "COMMUNITY MOVEMENT"
anti-discrimination "COMMUNITY"
local "community campaign" "anti-discrimination"
anti-discrimination "advocacy" "disabled"
anti-discrimination "advocacy" "disabled" "India"
anti-discrimination "advocacy" "disabled" "Africa"
anti-discrimination social movement grassroots India
anti-discrimination social movement grassroots Africa
anti-discrimination Kenya
"community" measures "anti discrimination"
"community" measures "anti discrimination" "South Africa"
"community" measures "anti discrimination" "Tanzania"
"community" measures "anti discrimination" "ngo"
"community" measures "anti discrimination" "ngo" "Kenya"
Kenya indigenous peoples movement "grassroot" "community"
Kenya indigenous people "anti-discrimination" "grassroots" "community"
Unified Health System - Brazil

Searches Conducted on Web of Science:

TS=(initiative OR program* OR intervention OR training) AND TS=(impact OR evaluation) AND TS=(reduc* OR end* OR stop* OR tackl*) AND TS=(DISCRIMINATION OR PREJUDICE) AND TS=(rac* OR ethnic* OR caste OR gender OR LGBT OR transgender* OR relig* OR indigenous OR tribal OR disab* OR refugee OR xenophob*) AND TS=(Africa OR "sub Saharan Africa" OR "North Africa" OR "West Africa" OR "East Africa" OR Algeria OR Angola OR Benin OR Botswana OR Burkina Faso OR Burundi OR Cameroon OR "Cape Verde" OR "Central African Republic" OR Chad OR "Democratic Republic of the Congo" OR "Republic of the Congo" OR Congo OR "Cote d'Ivoire" OR "Ivory Coast" OR Djibouti OR Egypt OR "Equatorial Guinea" OR Eritrea OR Ethiopia OR Gabon OR Gambia OR Ghana OR Guinea OR Guinea-Bissau OR Kenya OR Lesotho OR Liberia OR Libya OR Madagascar OR Malawi OR Mali OR Mauritania OR Morocco OR Mozambique OR Namibia OR Niger OR Nigeria OR Rwanda OR "Sao Tome" OR Principe OR Senegal OR "Sierra Leone" OR Somalia OR "South Africa" OR "South Sudan" OR Sudan OR Swaziland OR Tanzania OR Togo OR Tunisia

OR Uganda OR Zambia OR Zimbabwe OR "South America" OR "Latin America" OR "Central America" OR Mexico OR Argentina OR Bolivia OR Brazil OR Chile OR Colombia OR Ecuador OR Guyana OR Paraguay OR Peru OR Suriname OR Uruguay OR Venezuela OR Belize OR "Costa Rica" OR "El Salvador" OR Guatemala OR Honduras OR Nicaragua OR Panama OR Caribbean OR "Antigua and Barbuda" OR Barbados OR Cuba OR Dominica OR "Dominican Republic" OR Grenada OR Haiti OR Jamaica OR "St. Kitts and Nevis" OR "Saint Kitts and Nevis" OR "St. Lucia" OR "Saint Lucia" OR "St. Vincent and the Grenadines" OR "Saint Vincent and the Grenadines" OR "St. Vincent" OR "Saint Vincent" OR "Trinidad and Tobago" OR "Eastern Europe" OR Albania OR Armenia OR Belarus OR Bosnia OR Herzegovina OR Bulgaria OR Croatia OR "Czech Republic" OR Estonia OR Hungary OR Kosovo OR Latvia OR Lithuania OR Macedonia OR Moldova OR Montenegro OR Poland OR Romania OR Serbia OR "Slovak Republic" OR Slovakia OR Ukraine OR Asia OR "Middle East" OR "Southeast Asia" OR "Indian Ocean Island*" OR "South Asia" OR "Central Asia" OR "East Asia" OR Caucasus OR Afghanistan OR Azerbaijan OR Bangladesh OR Bhutan OR Burma OR Cambodia OR China OR Georgia OR India OR Iran OR Iraq OR Jordan OR Kazakhstan OR Korea OR "Kyrgyz Republic" OR Kyrgyzstan OR Lao OR Laos OR Lebanon OR Mongolia OR Myanmar OR Nepal OR Oman OR Pakistan OR Russia OR "Russian Federation" OR Indonesia OR Malaysia OR Philippines OR Sri Lanka OR Syria OR "Syrian Arab Republic" OR Tajikistan OR Thailand OR Timor-Leste OR Timor OR Turkey OR Turkmenistan OR Uzbekistan OR Vietnam OR "West Bank" OR Gaza OR Yemen OR Comoros OR Maldives OR Mauritius OR Seychelles OR "Pacific Islands" OR "American Samoa" OR Fiji OR Guam OR Kiribati OR "Marshall Islands" OR Micronesia OR "Northern Mariana Islands" OR Palau OR "Papua New Guinea" OR Samoa OR "Solomon Islands" OR Tonga OR Tuvalu OR Vanuatu)

*Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI
Timespan=2008-2018*

TS=(initiative OR program* OR intervention OR training) AND TS=(TV OR radio OR television OR media OR "social media" OR facebook OR twitter OR instagram OR SMS) AND TS=(impact OR evaluation) AND TS=(DISCRIMINATION OR PREJUDICE) AND TS=(rac* OR ethnic* OR caste OR gender OR LGBT OR transgender* OR relig* OR indigenous OR tribal OR disab* OR refugee OR xenophob*) AND TS=("country search string shown above")

<p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(initiative OR program* OR intervention OR training) AND TS=(TV OR radio OR television OR media OR "social media" OR facebook OR twitter OR instagram OR SMS) AND TS=(impact OR evaluation) AND TS=(DISCRIMINATION OR PREJUDICE) AND TS=(rac* OR ethnic* OR caste OR gender OR LGBT OR transgender* OR relig* OR indigenous OR tribal OR disab*) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(initiative OR program* OR intervention OR training) AND TS=(official OR "public sector" OR teacher OR "health worker" OR nurse OR doctor OR police OR judiciary) AND TS=(impact OR evaluation) AND TS=(DISCRIMINATION OR PREJUDICE) AND TS=(rac* OR ethnic* OR caste OR gender OR LGBT OR transgender* OR relig* OR indigenous OR tribal OR disab*) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(reduc*) AND TS=(DISCRIMINATION OR PREJUDICE) AND TS=(rac* OR ethnic* OR caste OR gender OR LGBT OR transgender* OR relig* OR indigenous OR tribal OR disab*) AND TS=(initiative OR program* OR intervention OR training) AND TS=(official OR "public sector" OR teacher OR "health worker" OR nurse OR doctor OR police OR judiciary) AND TS=(impact OR evaluation) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(reduc*) AND TS=(DISCRIMINATION OR PREJUDICE OR stigma) AND TS=(rac* OR ethnic* OR caste OR gender OR LGBT OR transgender* OR relig* OR indigenous OR tribal OR disab*) AND TS=(initiative OR program* OR intervention OR training) AND TS=(official OR "public sector" OR teacher OR "health worker" OR nurse OR doctor OR police OR judiciary) AND TS=(impact OR evaluation) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>

<p>TS=(reduc*) AND TS=(DISCRIMINATION OR PREJUDICE OR stigma) AND TS=(rac* OR ethnic* OR caste OR gender OR LGBT OR transgender* OR relig* OR indigenous OR tribal OR disab*) AND TS=(initiative OR program* OR intervention) AND TS=(impact OR evaluation) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(reduc*) AND TS=(DISCRIMINATION OR PREJUDICE OR stigma) AND TS=(rac* OR ethnic* OR caste OR gender OR LGBT OR transgender* OR relig* OR indigenous OR tribal OR disab*) AND TS=(initiative OR program* OR intervention) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(reduc*) AND TS=(DISCRIMINATION OR PREJUDICE OR stigma) AND TS=(rac* OR ethnic* OR caste OR gender OR LGBT OR transgender* OR relig* OR indigenous OR tribal OR disab*) AND TS=(impact OR evaluation) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(reduc*) AND TS=(DISCRIMINATION OR PREJUDICE OR stigma) AND TS=(rac* OR ethnic* OR caste OR gender OR LGBT OR transgender* OR relig* OR "mental health" OR indigenous OR tribal OR disab*) AND TS=(impact OR evaluation) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(reduc*) AND TS=(DISCRIMINATION OR PREJUDICE OR stigma) AND TS=("mass media" OR "social media" OR media) AND TS=(impact OR evaluation) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(reduc*) AND TS=(DISCRIMINATION OR PREJUDICE OR stigma) AND TS=("systematic review" OR "rigorous review") AND TS=(project OR program* OR intervention OR media) AND</p>

<p>TS=(impact OR evaluation) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(DISCRIMINATION OR PREJUDICE OR stigma) AND TS=("systematic review" OR "rigorous review") AND TS=(project OR program* OR intervention OR media) AND TS=(impact OR evaluation) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(DISCRIMINATION OR PREJUDICE) AND TS=("systematic review" OR "rigorous review") AND TS=(project OR program* OR intervention OR media) AND TS=(impact OR evaluation) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(DISCRIMINATION OR PREJUDICE) AND TS=(PROJECT OR PROGRAM* OR INTERVENTION OR MEDIA) AND TS=(IMPACT OR EVALUATION) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(DISCRIMINATION OR PREJUDICE) AND TS=(PROJECT OR PROGRAM* OR INTERVENTION OR MEDIA) AND TS=(IMPACT OR EVALUATION) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(DISCRIMINATION OR PREJUDICE OR STIGMA) AND TS=(PROJECT OR PROGRAM* OR INTERVENTION OR MEDIA) AND TS=(IMPACT OR EVALUATION) AND TS=("country search string shown above")</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(DISCRIMINATION OR PREJUDICE OR STIGMA) AND TS=(PROJECT OR PROGRAM* OR INTERVENTION OR</p>

<p>MEDIA OR CONTACT OR TRAINING) AND TS=(IMPACT OR EVALUATION) AND TS= (“country search string shown above”)</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2008-2018</i></p>
<p>TS=(DISCRIMINATION OR PREJUDICE OR STIGMA) AND TS=(PROJECT OR PROGRAM* OR INTERVENTION OR MEDIA OR CONTACT OR TRAINING) AND TS=(IMPACT OR EVALUATION) AND TS= (“country search string shown above”)</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=All years</i></p>
<p>TS=(advoca* OR "strategic litigation" OR campaign* OR awareness) AND TS=(program* OR project OR intervention) AND TS=(discrim* OR anti-discrim OR unequal*) AND TS=(women OR gender OR "women's rights" OR "workers' rights" OR LGBT* OR lesbian OR gay OR transgender OR disab*) AND TS=(work OR "labour market" OR "labor market" OR "social protection" OR "social security" OR healthcare OR "health facility" OR clinic) AND TS= (“country search string shown above”)</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2005-2018</i></p>
<p>TS=(advoca* OR "strategic litigation" OR campaign* OR awareness) AND TS=(program* OR project OR intervention) AND TS= ("sexual harassment" OR "glass ceiling" OR "equal pay" OR discrim* OR "gender pay gap") AND TS=(work OR "labour market" OR "labor market" OR workplace) AND TS= (“country search string shown above”)</p> <p><i>Indexes=SCI-EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH, ESCI</i> <i>Timespan=2005-2018</i></p>

List of Websites Searched

Action Aid
Action on Disability and Development
Afrikagrupperna
Amnesty International
Arrow
BBC Media Action
BRAC- Had conducted a basic search earlier
Campbell International development systematic reviews database
Diakonia
Disabled People's International
EAFORD
ECLAC
Educational International
ESCR-net.org
EENet
EPPI Centre
Equal Rights Trust
Fair Labor Association
Forum Syd
Gladnet & Martin P Catherwood library Cornell
Handicap International/ called Humanity & Inclusion in some countries
http://csa-csi.org
http://thekvinnatillkvinnafoundation.org/
https://www.makingitwork-crpd.org/
ICAAD
IMADR
Individuell Människohjäl
International Disability Alliance
International Disability and Development Consortium
International HIV Alliance
ITUC Africa
ITUC-CSI
Johns Hopkins Centre for Communication Programmes
Kvinna till Kvinna
Leonard Cheshire Disability Research Centre

Minority Rights International
Naturskyddsföreningen
NCARD (Nepal)
Olof Palmes Internationella Center
Open Society Foundations
Oxfam
PLAN
Plan Sverige
Population Media Center
Rädda Barnen
RFSU
Save the Children
Search for Common Ground
Sightsavers International
Source (ask.source.info)
Svenska Kyrkan
Svenska missionsrådet
UNESCO
Union to Union
Världsnaturfonden
We Effect
World Vision

Appendix 2: Methodological Overview of Impact Studies

Reference	Type of Study	Methodology	Lead Organisation
Abramsky, T., et al. (2014). Findings from the SASA! Study: a cluster randomized controlled trial to assess the impact of a community mobilization intervention to prevent violence against women and reduce HIV risk in Kampala, Uganda. <i>BMC Medicine</i> , 12(122).	Evaluation	RCT in eight communities (four intervention and four control) in Kampala. 1,583 18-49 year olds were interviewed at baseline and 2,532 were interviewed 4 years post-implementation.	NGO with external funding
Achyut, P., et al. (2011). <i>Building support for gender equality among young adolescents in school: findings from Mumbai, India</i> . New Delhi: International Center for Research on Women (ICRW)	Evaluation	Quasi-experimental study of 45 schools in Mumbai; 2035 students were interviewed in the first year of the project and 754 in the second year.	International NGO and University
Achyut, P., et al. (2016). <i>Towards gender equality: the GEMS journey so far. An evaluation report of the Gender Equity Movement in Schools (GEMS) program in Jharkhand</i> . New Delhi: ICRW	Evaluation	RCT with 80 schools, 40 in the intervention group, 40 in the control group.	International NGOs and National Trust
Adjohoun, H. S. (2013). The ECOWAS Court as a Human Rights Promoter? Assessing Five Years' Impact of the Koraou Slavery Judgment. <i>Netherlands Quarterly of Human Rights</i> , 31(3), 342–371. https://doi.org/10.1177/016934411303100306	Impact Analysis	An assessment of the ECOWAS Community Court of Justice's ruling in the Hadijatou Mani Koraou v. Republic of Niger case and its implications using empirical based theories, case study and factual evidence.	Individual backed by National and International NGOs.

Alim, M.A. & Ali, R. (2012). Sensitizing Communities to Eliminate Discrimination and Violence Against Women: An Assessment of BRAC's Intervention. Working Paper No. 30. Dhaka: BRAC.	Evaluation	Primary quantitative analysis conducted at five sites in the Gazipur district, Bangladesh to assess attitudes of students and village leaders towards CEDAW and Sexual harassment. Baseline survey had 834 students with 390 in the post-test survey. 136 village leaders took part in the baseline survey against 44 in the post-test survey. Comparisons between pre and post-test data were made for 434 respondents.	International NGO
Ampofo, A. A. (2008). Collective Activism: The Domestic Violence Bill becoming Law in Ghana. <i>African and Asian Studies</i> , 7(4), 395-421. https://doi.org/10.1163/156921008X359597	Impact analysis	A qualitative assessment of NGO and civil society organisation efforts to influence the law-making discourse on anti-discriminatory laws in Ghana.	National NGOs, CSOs and coalitions
Armstrong, G., et al. (2011). A Mental Health Training Program for Community Health Workers in India: Impact on Knowledge and Attitudes. <i>International Journal of Mental Health Systems</i> , 5(1), 17. https://doi.org/10.1186/1752-4458-5-17	Evaluation	An experiment undertaken to impart mental health training to community health workers in Bangalore Rural District, India and then evaluate its impact on mental health literacy by conducting baseline, post-training and three-month follow-up interview-based quantitative evaluations.	Authors supported by Local NGO and external funding

Bantebya, G. K., et al. (2015). 'This is not the work of a day': Communications for social norm change around early marriage and education for adolescent girls in Uganda. London: ODI	Impact Analysis	A qualitative study of the impact of policies and programme interventions on social norms pertaining to early marriage, pregnancy and education of adolescent girls through semi-structured interviews, focus group discussions, community mapping and case studies.	n/a
Bekalu, M. A., et al. (2014). Effect of Media Use on Hiv-Related Stigma in Sub-Saharan Africa: A Cross-Sectional Study. <i>PLoS One</i> , 9(6), e100467. https://doi.org/10.1371/journal.pone.0100467	Impact analysis	A quantitative assessment based on qualitative data from the 2006–2011 Demographic and Health Surveys of 11 sub-Saharan African countries (Ethiopia, Uganda, Benin, Mali, Niger, Nigeria, Sierra Leone, DRC, Lesotho, Swaziland and Zambia) (N = 204,343) to study the effects of exposure to mass media on HIV-related stigma.	Media
Brinks, D. and Gauri, V. (2012). <i>The Law's Majestic Equality? The Distributive Impact of litigating social and economic rights</i> . World Bank Policy Research Working Paper 5999. Washington, D.C.: World Bank Group.	Impact Analysis	A study of the potential distributive impact of litigation by analysing the representation of the poor among the beneficiaries of litigation relative to their share of the population using social and economic rights cases in 5	n/a

		countries (Brazil, India, Indonesia, Nigeria and South Africa).	
Borcherding, R. (2018). Building support for women's and girls's rights through interactive theatre. Case study. ALIGN platform: https://www.alignplatform.org/resources/2018/12/building-support-womens-and-girls-rights-through-interactive-theatre	Impact Analysis	A study of the challenges and impact of Interactive Theatre for Justice (ITJ) as a tool for creating pathways to justice for the marginalised.	INGO
Boyce, B. (2015). Sexuality and gender identity under the constitution of India. <i>Journal of Gender, Race, and Justice</i> , 18(1), 1-64.	Review	Qualitative assessment of Indian legal discourse pertaining to the LGBT community.	National NGOs and social movement
Carew, M. T., et al. (2018). The Impact of an Inclusive Education Intervention on Teacher Preparedness to Educate Children with Disabilities within the Lakes Region of Kenya. <i>International Journal of Inclusive Education</i> , 1-16. https://doi.org/10.1080/13603116.2018.1430181	Evaluation	A quantitative assessment of a teacher training program to improve inclusive beliefs, attitudes and practices, and reduce concerns around the inclusion of children with disabilities through a two- wave quasi-experimental design involving collection of pre-intervention and post-intervention data of 130 in-service teachers from 50 schools in five districts (20 teachers each) of the Lakes region of Kenya of whom 30 were teachers with prior training meant to easily facilitate training to other teachers.	International NGO

Carswell, G. and Neve, G. (2015). Litigation against Political Organization? The Politics of Dalit Mobilization in Tamil Nadu, India. <i>Development and Change</i> 46, 1106-1132. https://doi.org/10.1111/dech.12190	Impact Analysis	Ethnographic qualitative assessment of impact of a legal change on caste dynamics in the Indian state of Tamil Nadu.	Local NGOs and individuals supported by international funding
Claridge, L. (2018). Litigation as tool for community empowerment: The case of Kenya's ogiek. <i>Erasmus Law Review</i> , 11(1), 57-66. https://doi.org/10.5553/ELR.000095	Impact Analysis	Qualitative assessment of Kenyan legal discourse pertaining to the indigenous community.	International NGO and Civil Society Organisation (CSO)
Couillard, V., et al. (2017). Indigenous peoples' land rights in Tanzania and Kenya: the impact of strategic litigation and legal empowerment. Kampala: Minority Rights Group International	Impact analysis	A qualitative assessment of the impact of strategic litigation and legal empowerment in East Africa.	INGOs and local CSOs
Cross, H., et al. (2011). Interventions for Stigma Reduction – Part 2: Practical Applications. <i>Disability, CBR & Inclusive Development</i> , 22(3), 71-80. https://doi.org/10.5463/dcid.v22i3.72	Review	A theoretical assessment of factors affecting the Stigma Reduction interventions through a qualitative analysis of existing literature.	n/a
Dhar, D et al. (2018). <i>Reshaping Adolescents' Gender Attitudes: Evidence from a School-Based Experiment in India</i> . J-PAL working paper.	Evaluation	RCT with 150 schools in the intervention group. 163 in the control group. Researchers interviewed 14,855 students in 314 villages	NGO with external funding

DeJong, J., & Mortagy, I. (2013). The struggle for recognition by people living with HIV/AIDS in Sudan. <i>Qualitative health research</i> , 23(6), 782-794. https://doi.org/10.1177/1049732313482397	Impact Analysis	Qualitative case-study backed by interviews and literature reviews to assess challenges faced by HIV support organisations and the promise of community mobilisation to reduce HIV stigma in Sudan.	NGOs, International Agencies and faith-based groups
Domingo, P., et al. (2015). <i>Women's Voice and Leadership in Decision-Making: Assessing the Evidence</i> . London: Overseas Development Institute.	Review	A study of the factors that enable women's voice and leadership to be realised and the impact of that on gender equality.	n/a
Dorey, K. (2016). <i>The Sustainable Development Goals and LGBT Inclusion</i> . London: Stonewall International.	Review	A documentation of ways in which the LGBT community have been included in achieving 7 of the 17 SDGs.	International and National NGOs, CSOs and International agencies
Equal Access (2010) 'Impact Assessment VOICES Project. Reducing the Twin Pandemics of HIV/AIDS and Violence against Women Media & Outreach Interventions'. Lalitpur: Equal Access.	Evaluation	An assessment of the impact of the Voices Project on HIV/AIDS and Violence against women in six districts of Nepal through baseline and endline surveys using survey-based interviews (female and male), focus group discussions, key informant interviews, and secondary information collection and analysis of 609 respondents.	International and Local NGOs with funding from International Governmental Organisations

Equal Rights Trust. (2015). <i>Economic and Social Rights in the Courtroom. A litigator's guide to using equality and non-discrimination strategies to advance social and economic rights</i> . London: ERT	Impact Analysis	A study of strategies that can be used by activists to further economic and social rights of communities.	n/a
Fakolade, R., et al. (2010). The Impact of Exposure to Mass Media Campaigns and Social Support on Levels and Trends of Hiv-Related Stigma and Discrimination in Nigeria: Tools for Enhancing Effective Hiv Prevention Programmes. <i>Journal of Biosocial Science</i> , 42(3), 395-407. https://doi.org/10.1017/S0021932009990538	Evaluation	A quantitative review of the impact of exposure to mass media and social support on the levels of accepting attitudes towards People living with HIV and AIDS (PLWHA) using three waves of data of the National HIV and AIDS and Reproductive Health Survey (NARHS) conducted in Nigeria between 2003 and 2007 with a total of 31,692 respondents: 10,090 from the 2003 wave, 10,081 from 2005 and 11,521 from 2007.	Media
Francis, D. (2013). "You Know the Homophobic Stuff Is Not in Me, Like Us, It's out There". Using Participatory Theatre to Challenge Heterosexism and Heteronormativity in a South African School. <i>South African Journal of Education</i> , 33(4), 1-14. https://doi.org/10.15700/201412171338	Evaluation	A qualitative experiment using a participatory improvised theatre form to understand how 15- to 18-year-old learners (16 Grade 11 students), in a co-educational school in the Free State, experience and respond to heterosexism and heteronormativity using data collected through videotapes	Author

		of the performances, discussions, and field notes.	
Jérémie Gilbert & Kanyinke Sena (2018) Litigating indigenous peoples' cultural rights: Comparative analysis of Kenya and Uganda, <i>African Studies</i> , 77(2), 204-222. https://doi.org/10.1080/00020184.2018.1452855	Impact Analysis	Qualitative assessment of litigation movements in Kenya and Uganda to secure the rights and recognition of the indigenous community	International NGO and CSO
Gloppen, S. (2005). Social Rights Litigation as Transformation: South African Perspectives. In Peris Jones & Kristian Stokke (Eds.), <i>Democratising Development: The Politics of Socio-Economic Rights in South Africa</i> . Leiden: Martinus Nijhoff Publishers.	Impact analysis	A study of the role of strategic litigation in securing social rights in South Africa through a study of social rights cases decided upon by the South African Constitutional Court.	n/a
Gurnani, V., et al. (2011). An Integrated Structural Intervention to Reduce Vulnerability to Hiv and Sexually Transmitted Infections among Female Sex Workers in Karnataka State, South India. <i>BMC Public Health</i> , 11, 755. https://doi.org/10.1186/1471-2458-11-755	Evaluation	A qualitative and quantitative experiment involving appraising FSW of their legal rights and providing sensitization and awareness training programme to over 175 government officials, 13,500 police and 950 journalists to reduce vulnerability to HIV and reduce stigma through an evaluation system involving standardised, routine programme monitoring indicators and daily	Local NGOs and CSOs

		tracking of news articles in the Indian state of Karnataka.	
Handicap International. (2015). <i>Making It Work Initiative on Gender and Disability Inclusion: Advancing Equity for Women and Girls with Disabilities</i> . Lyon: Handicap International.	Review	A documentation of good practices through 11 case studies across 11 Asian, African, North American and South American countries (Burundi, Canada, Colombia, Costa Rica, Fiji, Guatemala Israel, Kenya, Mexico, United States and Uruguay)	International NGO, DPOs, Women's Rights Organisations, International Human Rights Organisations and Civil Society Organisations
Hanley, T. (2013). <i>Street Theatre Programme: Final Evaluation</i> . London: Minority Rights Group International.	Evaluation	A qualitative review of Minority Rights Group (MRG) Street Theatre Programme in Botswana, Dominican Republic, Kenya, and Rwanda through documentation analysis, monitoring as well as interviews.	International, National and Local NGO, CSOs, Faith-based groups, Women's Rights Organisations and coalitions.
Heywood, M. (2005). <i>Shaping, Making and Breaking the Law in the Campaign for a National HIV/AIDS Treatment Plan</i> . In Peris Jones & Kristian Stokke (Eds.), <i>Democratising Development: The Politics of Socio-Economic Rights in South Africa</i> . Leiden: Martinus Nijhoff Publishers.	Impact analysis	A qualitative study of the campaign by the Treatment Action Campaign (TAC) to provide ARV treatment (ART) to people with AIDS.	Social movement

Humanity & Inclusion. (2018). <i>Gender and Disability Intersectionality in Practice: Women and Girls with Disabilities Addressing Discrimination and Violence in Africa</i> . Lyon: Humanity & Inclusion.	Review	A documentation of good practices through 9 case studies across 6 African countries (Cameroon, Kenya, Malawi, Nigeria, Rwanda and Uganda)	International and National (Women's) NGO, CSOs, DPOs, Faith-based group.
ICRW., et al. (2013). <i>Protecting the rights of people living with HIV in the workplace Gujarat State Network of Positive People (GSNP+)</i> . New Delhi: ICRW.	Evaluation summary	A project aimed at understanding the drivers and facilitators of stigma through a survey of 357 people, sensitisation training of 400 workers and the development of 7 workplace policies to support the rights and enable the employment of PLHIV.	CSO
Jabareen, Y. (2018). The Politics Of Equality: The Limits Of Collective Rights Litigation And The Case Of The Palestinian-Arab Minority In Israel. <i>Columbia Journal of Race and Law</i> , 4(1), 23-54.	Impact analysis	Narrative analysis of processes of strategic litigation in Palestine using 3 case studies.	Human Rights Organisations
Jaganath, D., et al. (2014). This Is My Story: Participatory Performance for Hiv and Aids Education at the University of Malawi. <i>Health Education Research</i> , 29(4), 554-565. https://doi.org/10.1093/her/cyt074	Evaluation	A qualitative evaluation of a Chancellor College-UCLA HIV and AIDS Performance Project drama - 'This is My Story' in Zomba, Malawi involving 14 University of Malawi and Chancellor	University and Local NGO

		College drama students and 6 PLWHA in a 5-week process followed by anonymous evaluation of 11 student participants, 6 PLWHA participants and 28 student audience members a year after the programme through interviews.	
Jouini, I. (2014). <i>Final Evaluation: Project "Drama, Diversity and Development"</i> . London: Minority Rights Group International.	Evaluation	A participatory qualitative method to investigate the outcomes of the three-year Drama, Diversity and Development (DDD) project and its impact in promoting diversity and challenging discrimination against minorities in Egypt, Morocco, Palestine, Israel, Jordan, Lebanon, Tunisia and Algeria through 52 Key Informant Interviews with key stakeholders, 6 focus group discussions with 35 young performers, on-site observations during field visits to 4 countries and participation in 2 regional events.	Funded by an International Governmental Organisation.
Karlidag, M. & Soukkarieh, B. P. (2018). <i>Final Evaluation: Gender Sensitive Public Communication Project</i> . Lebanon: Search for Common Ground.	Evaluation	An evaluation of the Gender Sensitive Public Communications Project in Lebanon using a mixed-method	n/a

		approach with 1068 randomly selected face-to-face surveys through a stratified sampling method, 1 women's focus group discussion, online survey for project's workshops participants and 15 informant interviews with TV professionals, scriptwriter students who had also participated in the workshops and civil society actors.	
Khalique, H., et al. (2011). Evaluation Report Rabta Programme, Rozan 1999-2010.	Evaluation	A qualitative and quantitative evaluation of the Rabta Programme through a literature review, assessment of project documents, interviews and surveys.	National NGO
Kruger, G., et al. (2018). Spiritual Leaders' Experiences of a Comprehensive HIV Stigma Reduction Intervention. <i>HTS Teologiese Studies / Theological Studies</i> , 74(4), 4875. https://doi.org/10.4102/hts.v74i4.4875	Evaluation	A qualitative description study of the experiences of urban (greater Potchefstroom district) and rural North-West Province of South Africa, among mostly African Setswana-speaking spiritual leaders (6 in urban and 10 in rural) after a comprehensive HIV stigma reduction and wellness enhancement intervention through in-depth interviews.	NGOs

Kurniawati, F. et al. (2017) Evaluating the effect of a teacher training programme on the primary teachers' attitudes, knowledge and teaching strategies regarding special educational needs, <i>Educational Psychology</i> , 37:3, 287-297	Evaluation	Quantitative study of the impact of a short training programme on inclusive education with an intervention group of 34 and control group of 33.	University
Leerlooijer, J. N., et al. (2013). Qualitative Evaluation of the Teenage Mothers Project in Uganda: A Community-Based Empowerment Intervention for Unmarried Teenage Mothers. <i>BMC Public Health</i> , 13, 816. https://doi.org/10.1186/1471-2458-13-816	Evaluation	A qualitative assessment supported by quantitative data to evaluate the outcome of the Teenage Mothers Project (TMP) in Eastern Uganda and to study the factors both responsible for and for inhibiting any changes due to the project.	CSO supported by other individuals.
Li, C. & Wang, C. K. (2013). Effect of Exposure to Special Olympic Games on Attitudes of Volunteers Towards Inclusion of People with Intellectual Disabilities. <i>Journal of Applied Research in Intellect Disabilities</i> , 26(6), 515-521. https://doi.org/10.1111/jar.12053	Evaluation	A controlled repeated measures design experiment conducted at three time points to test the attitude of inclusion of 100 college students in China towards people with intellectual disabilities using the Mental Retardation Attitude Inventory-Revised (MRAI-R).	Authors
Logie, C. H., et al. (2018). Exploring the Potential of Participatory Theatre to Reduce Stigma and Promote Health Equity for Lesbian, Gay, Bisexual, and Transgender (LGBT) People	Evaluation	A qualitative experiment involving the development of a participatory theatre intervention using in-depth interviews with LGBT people, to reduce LGBT	Authors and Local NGOs

in Swaziland and Lesotho. <i>Health Education & Behavior</i> . https://doi.org/10.1177/1090198118760682		stigma in Swaziland and Lesotho and an evaluation of 106 participants (nursing students, health care providers, educators, community members) using 12 focus groups.	
Macdonald, K., et al. (2017). Demanding Rights in Company-Community Resource Extraction Conflicts: Examining the Cases of Posco and Vedanta in Odisha, India. In Jewellord Nem Singh, Lorenza Fontana, Jean Grugel, & Anders Uhlin (Eds.), <i>Demanding Justice in the Global South: Claiming Rights</i> (pp. 43-67). London: Palgrave Macmillan.	Impact Analysis	Qualitative assessment of grassroots campaign strategies adopted in 2 different case-studies (Vedanta at Niyamgiri Hills and Posco in the Jagatpura district) based in the Indian state of Odisha	Local NGO and social movement
Makleff, S. (2019). <i>Preventing intimate partner violence among young people – The role of comprehensive sexuality education</i> . Briefing Note forthcoming. London: ALIGN.	Impact analysis	Focus groups and interviews with 47 students; additional interviews with 5 facilitators and 5 teachers; measurement conducted at baseline, endline and 2-3 months post-evaluation	INGO and local NGO
Mansouri, N., et al. (2009). The Change in Attitude and Knowledge of Health Care Personnel and General Population Following Trainings Provided During Integration of Mental Health in Primary Health Care in Iran: A Systematic Review. <i>International Journal of Mental Health Systems</i> , 3(1), 15. https://doi.org/10.1186/1752-4458-3-15	Systematic Review	A review of the impact of education on attitude and knowledge of mental healthcare providers and others in Iran through an analysis of 6 studies.	n/a

Marcus, R. & Page, E. (2014). <i>Changing Discriminatory Norms Affecting Adolescent Girls through Communication Activities: A Review of Evidence</i> . London: Overseas Development Institute.	Literature Review	A literature review of 66 (rigorous qualitative, quantitative and mixed methods study designs as well as evaluation) studies that examine the impact of communications programmes.	n/a
Marcus, R et al. (2017) <i>Rigorous review: girls' clubs, life skills programmes and girls' well-being outcomes</i> . London: ODI/GAGE	Rigorous review	An examination of 63 studies of 44 programmes selected on relevance and rigour.	n/a
Marcus, R., et al. (forthcoming). <i>Programming with adolescent boys to promote gender-equitable masculinities: a rigorous review</i> . London: GAGE.	Rigorous review	An examination of 36 studies of 34 programmes, selected on relevance and rigour.	n/a
Mehta, N., et al. (2015). Evidence for Effective Interventions to Reduce Mental Health-Related Stigma and Discrimination in the Medium and Long Term: Systematic Review. <i>British Journal of Psychiatry</i> , 207(5), 377-384. https://doi.org/10.1192/bip.bp.114.151944	Systematic Review	A qualitative assessment of effective interventions to reduce mental illness-based stigma and discrimination in the medium to long-term and in low and middle-income countries through a literature review of 80 quantitative studies involving 422, 653 participants.	n/a
Miller-Dawkins, M. (2017). <i>Understanding Activism. How international NGOs, Foundations and others can provide better support to social movements</i> . Washington DC: Atlantic Council	Impact analysis	A survey of 1107 activists in 10 countries (Colombia, Egypt, India, Kenya, Russia, Sudan, turkey, Uganda, Ukraine, and Venezuela)	n/a

Mostert, M. P. (2016). Stigma as Barrier to the Implementation of the Convention on the Rights of Persons with Disabilities in Africa. In Charles Ngweni, Ilze Grobbelaar-du Plessis, Hélène Combrinck & Serges Djoyou Kamga (Eds.), <i>African Disability Rights Yearbook</i> (Vol. 4, pp. 3-24). Pretoria: Pretoria University Law Press.	Review	A review of social stigma from the contextual perspective of Africans with disabilities and its impact on their lives with a documentation of stigma around the treatment of people with albinism in Tanzania, leprosy in Nigeria as well as perceptions of disability in Kenya.	n/a
Mwakasungula, U. (2013). The LGBT situation in Malawi: an activist perspective. In Corinne Lennox & Matthew Waites (eds.). <i>Human Rights, Sexual Orientation and Gender Identity in the Commonwealth: Struggles for Decriminalisation and Change</i> (pp. 359-379). London: University of London.	Review	Qualitative assessment of the civil society led initiative, social movement and international pressure's influence on the legal discourse on LGBT rights in Malawi.	Local, National and International NGOs as well as Local individuals, CSOs and international actors such as donors and national governments
Nabbuye, H. (2018) <i>Gender-sensitive pedagogy. The bridge to girls' quality education in Uganda</i> . Policy Brief November 2018. Center for Universal Education at Brookings.	Impact Analysis	An evaluation of the education policies in Uganda with reference to the use of Gender-Sensitive Pedagogy through a survey of 70 teachers and 109 students from eastern and central schools in Uganda.	n/a

Nagar, R. (2000) Mujhe Jawab Do! (Answer me!): Women's grass-roots activism and social spaces in Chitrakoot (India). <i>Gender, Place and Culture: A Journal of Feminist Geography</i> , 7(4), 341-362. https://doi.org/10.1080/713668879	Impact Analysis	Primary qualitative assessment of grassroots activism in the Indian district of Chitrakoot	Women's local NGOs
Nair, S. N et al. (2016). <i>Effectiveness of different 'gender-responsive policing' initiatives designed to enhance confidence, satisfaction in policing services and reduce risk of violence against women in low and middle income countries - A systematic review</i> . London: EPPI-Centre, Social Science Research Unit, UCL Institute of Education, University College London.	Systematic review	An examination of 36 studies to study the effectiveness of gender-responsive policing across countries..	n/a
Nyblade, L., et al. (2018). Hiv Stigma Reduction for Health Facility Staff: Development of a Blended- Learning Intervention. <i>Front Public Health</i> , 6, 165. https://doi.org/10.3389/fpubh.2018.00165	Evaluation	A review of a randomized controlled trial to test a blended-learning HIV stigma-reduction approach, through tablet computer-administered and in-person sessions with 3,600 nursing students and ward attendants in 26 private for-profit, 10 private not-for-profit institutions in Karnataka state, India with initial results gained through qualitative means such as monitoring and self-testimony.	Local NGOs

Odukoya, D. & Chege, W. (Jul. 21, 2017). The Era of Digital Interventions: Combating Intellectual Disability Stigma in Africa. Unit for Stigma Research. Retrieved from https://blogs.ucl.ac.uk/stigma-research/2017/07/21/the-era-of-digital-interventions-combating-intellectual-disability-stigma-in-africa-by-deborah-odukoya-and-winnie-chege-ucl/	Evaluation summary	A qualitative experiment to if a film based e-intervention could contribute to efforts to raise awareness and tackle intellectual disability stigma in Kenya and Nigeria by undertaking attitudinal surveys at three time points; baseline, immediately post-intervention and at one month follow-up to measure the impact of the film on attitudes of over a 1000 participants.	Local and National NGOs with support from an International NGO
Open Society Foundations. (2016). Advancing Public Health through Strategic Litigation: Lessons from Five Countries. New York: Open Society Foundations.	Review	A comparative qualitative assessment of the impact of strategic litigation for advancing public health provisions across Africa, Europe North & South America through six case studies in Canada, Kenya, Namibia, Uganda and Ukraine.	International, National and Local NGOs as well as CSOs and coalitions
Open Society Justice Initiative. (2017). Strategic Litigation Impacts: Indigenous Peoples' Land Rights. New York: Open Society Foundations.	Review	A comparative qualitative assessment of the impact of strategic litigation on securing the property rights of indigenous communities across Asia, Africa and South America through 3 case studies (Kenya, Malaysia and Paraguay).	International, National and Local NGOs as well as CSOs
Open Society Justice Initiative & Open Society Foundations Education Support Program.	Review	A comparative qualitative assessment of the impact of strategic litigation on	National and Local NGOs as

(2017). Strategic Litigation Impacts: Equal Access to Quality Education. New York: Open Society Foundations.		securing the right to education for children in pre-primary, primary and secondary schools across Asia, Africa and South America through 3 case studies (Brazil, India and South Africa).	well as CSOs and coalitions
Ortmans, M. (2015). <i>Mid-Term Evaluation Report: "Better Together: A Youth-Led Approach to Peaceful Coexistence"</i> . Lebanon: Search for Common Ground.	Evaluation	A quantitative and qualitative mixed method assessment of the project's impact on increasing trust, collaboration and non-adversarial relationships between Syrian and Lebanese youth in order to contribute towards peacebuilding through focus group discussions, interviews and surveys.	International, National and Local NGO
Paluck, E. L. (2010). Is It Better Not to Talk? Group Polarization, Extended Contact, and Perspective Taking in Eastern Democratic Republic of Congo. <i>Personality and Social Psychology Bulletin</i> , 36(9), 1170-1185. https://doi.org/10.1177/0146167210379868	Evaluation	A quantitative experiment to test the impact of media in reducing conflict by airing a radio talk-show across a stratified random half of all nonoverlapping broadcast regions in Eastern DRC and a soap opera in the other half for a year followed by the collection of interview and behavioural data of a randomly selected 842 individuals living in the two regions.	Media

Pan American Health Organization (PAHO). (2008). <i>Campaigns against Homophobia in Argentina, Brazil, Colombia, and Mexico</i> . Washington, DC: Pan American Health Organization.	Review	A review of four mass media campaigns against Homophobia in Argentina, Brazil, Colombia, and Mexico	n/a
Parkes, J., & Heslop, J. (2013) Stop Violence Against Girls in School: A Cross Country Analysis of Change in Ghana, Kenya and Mozambique. Johannesburg: ActionAid International.	Evaluation	A mixed-method multi-wave longitudinal study of the impact of ActionAid's Stop Violence against Girls in School project on the schooling experience of girls, attitudes towards violence, changes in violence patterns and impact on the legal and policy framework with a total participation of 2739 respondents.	n/a
Pasricha, R., et al. (2018). Challenging Gendered Realities with Transmedia for Indian Adolescents. <i>The Journal of Development Communication</i> , 29(1), 81-100.	Impact analysis	A documentation of the steps that were taken to combine academic research with experiential learning and technical expertise to develop the content strategy and design outputs to create a transmedia initiative targeting adolescent girls and boys to address gender discrimination and stereotyping.	INGO and media

Patel, A. R. (2010). India's hijras: The case for transgender rights. <i>George Washington International Law Review</i> , 42(4), 835-864.	Review	Qualitative assessment of Indian legal discourse pertaining to the Transgender community	National NGOs and social movement.
Pieterse, M. (2008). Health, Social Movements, and Rights-Based Litigation in South Africa. <i>Journal of Law and Society</i> , 35(3), 364-388. https://doi.org/10.1111/j.1467-6478.2008.00443.x	Impact Analysis	A qualitative review of the impact of rights-based litigation on social struggles in the South African health sector.	Social Movement/CS O
Population Media Center. Jigi Ma Tignè. Retrieved from https://www.populationmedia.org/projects/jigi-ma-tigne/	Evaluation summary	Quantitative assessment of the impact of a Malian radio program, Jigi Ma Tignè, produced by the Population Media Center.	International and National NGOs with external funding.
Population Media Center. Projects about. Retrieved from: https://www.populationmedia.org/issue/human-rights/	n/a	An introduction to the various projects pertaining to Right to Education and Gender Equality that are supported by PMC.	n/a
Population Media Center. Último Año. Retrieved from https://www.populationmedia.org/projects/ultimo-ano/	Evaluation summary	Quantitative assessment of the impact of a Mexican TV serial drama, Último Año, co-produced by the Population Media Center.	International NGO with external funding.
Pulerwitz, J., et al. (2010). Reducing Hiv-Related Stigma: Lessons Learned from Horizons Research and Programs. <i>Public Health Reports</i> ,	Systematic Review	A review of 10 studies from Asia, Africa, and Latin America (Brazil, India, Kenya, Nicaragua, Tanzania, Senegal, Vietnam, and Zambia) to	n/a

125(2), 272-281. https://doi.org/10.1177/003335491012500218		assess the relationship between stigma and HIV, best methods to measure stigma across a varied populace and to design and evaluate the impact of stigma reduction-focused program strategies.	
Punyam, S., Pullikal, R. S., Mishra, R. M., Sandri, P., Mutupuru, B. P., Kokku, S. B., & Parimi, P. (2012). Community advocacy groups as a means to address the social environment of female sex workers: a case study in Andhra Pradesh, India. <i>Journal of epidemiology and community health</i> , 66(Suppl 2), ii87-94. https://doi.org/10.1136/jech-2011-200478	Evaluation	A quantitative assessment of the association between the presence of community advocacy groups (CAGs) and female sex workers' (FSWs) access to social entitlements and outcomes of police advocacy through a cross-sectional survey of 1986 FSWs and 104 NGO outreach workers from five districts of Andhra Pradesh.	CSOs and NGOs
Reddy, J. H. (June 20, 2012). Law Talks: Julia Harrington Reddy on Discrimination (Jonathan Birchall, host) [Audio podcast]. Retrieved from: https://www.opensocietyfoundations.org/voices/law-talks-julia-harrington-reddy-discrimination	Review	Talk based on Open Society Justice Initiative's experience	N/A
Roa, M & Klugman, B. (2014). Considering strategic litigation as an advocacy tool: a case study of the defence of reproductive rights in Colombia. <i>Reproductive Health Matters</i> , 22(44), 31-41.	Impact analysis	A qualitative assessment of litigation as a tool to change reproductive policies and actions of government agencies in Colombia.	International NGO and CSO

https://doi.org/10.1016/S0968-8080(14)44804-3			
Rohwerder, B. (2018). <i>Disability Stigma in Developing Countries</i> . K4D Helpdesk Report. Brighton, UK: Institute of Development Studies.	Literature Review	A Literature Review of the drivers of Disability Stigma and the Intervention Tools to tackle it.	National and Local Disability Organisations / Disabled People's Organisations (DPOs), NGOs, Human Rights Organisations
Rousse, H. (2018). Légalisation de l'homosexualité en Inde, illustration de l'activisme de la Cour Suprême indienne. <i>La Revue des droits de l'homme. Revue du Centre de recherches et d'études sur les droits fondamentaux</i> . https://doi.org/10.4000/revdh.4791	Review	Qualitative assessment of Indian legal discourse pertaining to the LGB community	National NGOs and social movement
Sachdev, S. & Bansal, A. (2017). SMS for Justice: Women Demand Access to Vital Services in Delhi. New Delhi: ICAAD	Project documentation	A documentation of rights violations in two communities in New Delhi: Rajiv Ratan Awas Yojana (RRAY) in Baprola and Bhim Nagar in Nangloi, as part of the SMS for Justice project by locals trained by the NGO to become paralegals.	International and Local NGO

Scacco, A. & Warren, S. S. (2018). Can Social Contact Reduce Prejudice and Discrimination? Evidence from a Field Experiment in Nigeria. <i>American Political Science Review</i> , 112(3), 654-677. https://doi.org/10.1017/s0003055418000151	Evaluation	An education-based, randomized quantitative field experiment—the Urban Youth Vocational Training program (UYVT)—with 849 randomly sampled Christian and Muslim young men in riot-prone 16 poorest neighbourhoods of Kaduna, Nigeria (of whom 300 served as control) to assess whether social contact can reduce prejudice and discrimination by offering sixteen weeks of computer training and evaluating through baseline and endline surveys.	National NGO and authors
Scheibe, A. P., et al. (2017). Attitude Shifts and Knowledge Gains: Evaluating Men Who Have Sex with Men Sensitisation Training for Healthcare Workers in the Western Cape, South Africa. <i>South African Journal of HIV Medicine</i> , 18(1), 673-680. https://doi.org/10.4102/sajhivmed.v18i1.673	Evaluation	A quantitative and qualitative experiment to evaluate the outcomes of an MSM sensitisation training programme for 592 healthcare workers in the Western Cape province, South Africa using pre and post-training questionnaires and four focus group discussions (with 28 participants) conducted six-months after the training.	International and National NGO and Authors
Seewooruttun, L. & Scior, K. (2014). Interventions Aimed at Increasing Knowledge and Improving Attitudes Towards People with	Systematic Review	A systematic review of empirical interventions (22 studies) to increase knowledge and target negative attitudes	NGO

Intellectual Disabilities among Lay People. <i>Research in Developmental Disabilities</i> , 35(12), 3482-3495. https://doi.org/10.1016/j.ridd.2014.07.028		towards people with intellectual disabilities among lay people.	
Simonovits, G., et al. (2017). Seeing the World through the Other's Eye: An Online Intervention Reducing Ethnic Prejudice. <i>American Political Science Review</i> , 112(1), 186-193. https://doi.org/10.1017/s0003055417000478	Evaluation	A treatment-placebo encouragement design experiment using two ways of survey data on 579 individuals (of whom outcomes were observed for only 453 in the first wave, and 385 in the follow-up) to assess the impact of an intervention that targeted anti-Roma sentiment in Hungary using an online perspective-taking game using quantitative analysis.	University
Singhal, A., et al. (2004). Effects Of Taru, A Radio Soap Opera, On Audiences In India A Quantitative and Qualitative Analysis. New York: Population Communications International.	Evaluation	A quantitative and qualitative assessment of Taru, an entertainment-education radio soap opera, across the Indian state of Bihar using tracking surveys, pre-post surveys, four-group quasi-experiment, and sales data of various contraceptive methods.	n/a
Solórzano, I., et al. (2008). <i>Catalyzing Personal and Social Change around Gender, Sexuality, and HIV: Impact Evaluation of Puntos De Encuentro's Communication Strategy in Nicaragua</i> . Horizons	Evaluation	A quantitative and qualitative survey based evaluation of the “Somos Diferentes, Somos Iguales” a communication for social change	International NGO and Research Organisation,

Final Report. Washington, DC: Population Council.		strategy to prevent HIV infections in Nicaragua conducted on 4,800 participants in Bilwi, Estelí, Juigalpa and León using household surveys, in-depth interviews and focus group discussions with a participation of 3,099 people in all the surveys.	National NGO, University and independent consultants
Stangl, A., et al. (2010). <i>Tackling Hiv-Related Stigma and Discrimination in South Asia</i> . Directions in Development: Human Development. Washington D.C.: The World Bank.	Review	A review of the Tackling HIV and AIDS Stigma and Discrimination project based on project monitoring and evaluation data as well as 6 case studies, from Bangladesh and India, as well as Project Summaries of the 26 Stigma Reduction Projects in Afghanistan, Bangladesh, India, Nepal, Pakistan, and Sri Lanka, to HIV stigma and discrimination.	n/a
Stine, K. (2013). Sharing Common Culture: Balkan Theatre Networks for EU Integration: Final Project Evaluation. Macedonia: Centre for Common Ground	Evaluation	A qualitative assessment of the project's impact on improving peacebuilding at in the Balkans (Macedonia, Serbia, and Bosnia and Herzegovina) using semi-structured interviews and surveys.	CSO backed by external funding from an International Governmental Organisations
Sugg, C. (2014). <i>Making Waves: Media's Potential for Girls in the Global South</i> . BBC Media Action Policy Briefing #13. London: BBC.	Review and Think-piece	An analysis of the role that media plays in girls' lives in the Global South using	Media

		expert interviews as well as development and media literatures.	
Thomas, C. & Rahman, F. (2016). Delivering Minority and Indigenous Rights in Practice: The Underrated Potential of Culture and Why We Ignore It at Our Peril. In Peter Grant (Ed.), <i>State of the World's Minorities and Indigenous Peoples 2016: Events of 2015</i> . London: Minority Rights Group International.	Review	A documentation of the experiences of Minority Rights Group International's experiences of using various art forms to further the cause of emancipation, respect, equality of various minority rights groups and their cultural rights.	International NGO running projects which are often funded by International Governmental Organisation.
UNESCO (2016) <i>Out in the Open. Education Sector Responses to Violence Based on Sexual Orientation and Gender Identity/ Expression</i> , Paris: UNESCO.	Review	An assessment of the violence in the education sector due to discrimination on the basis of sexual orientation and gender identity/expression accompanied an analysis of the education sector's response to it and recommendations.	n/a
van der Elst, E. M., et al. (2013). Men Who Have Sex with Men Sensitivity Training Reduces Homophobia and Increases Knowledge among Kenyan Healthcare Providers in Coastal Kenya. <i>Journal of International AIDS Society</i> , 16(Suppl 3), 18748. https://doi.org/10.7448/IAS.16.4.18748	Evaluation	A quantitative experiment undertaken to impart knowledge and sensitivity training on MSM issues to 74 healthcare workers at antiretroviral therapy-providing facilities in coastal Kenya and then evaluate its impact on knowledge and homophobic attitudes by conducting baseline, post-training and three-month follow-up evaluations.	Authors supported by Local NGO and external funding

Voices for Change (V4C). (2017). <i>Engaging Religious and Traditional Leaders for Gender Equality</i> . V4C Stories of Learning. Abuja: Voices for Change (V4C).	Evaluation	An evaluation of the campaign organised by V4C to engage religious and traditional leaders of Nigeria on gender equality by organising training workshops, providing support and offering a platform to share journeys of change and develop individual and collective action to promote gender equality.	Programmed funded by a foreign government aid agency
Wanjama, L. N. & Njuguna, F. W. (2015) ‘ <i>Case Study: Documentation of Gender Responsive Pedagogy as a Best Practice by the Forum for African Women Educationalists (FAWE)</i> ’ UNGEI Case Studies, New York: UNGEI.	Impact Analysis	A qualitative assessment of the impact of the Gender Responsive Pedagogy across schools in Africa.	n/a
Weldon, S.L. and Htun, M. (2013). Feminist mobilisation and progressive policy change: why governments take action to combat violence against women. <i>Gender & Development</i> , 21(20), 231-247. https://doi.org/10.1080/13552074.2013.802158	Impact Analysis	A study of policies on violence against women in 70 countries from 1975 to 2005 to understand why policies differ across countries.	n/a
Womankind Worldwide. (2017). <i>Standing with the Changemakers: Lessons from Supporting Women's Movements</i> . London: Womankind Worldwide.	Review	A qualitative review of Womankind Worldwide’s work around the world accompanied by a set of recommendations.	International and National NGO, Women’s Rights Organisations,

			CSOs and coalitions
Young, R., et al. (2016). The Functions of Disabled People's Organisations (DPOS) in Low and Middle-Income Countries: A Literature Review. <i>Disability, CBR & Inclusive Development</i> , 27(3), 45-71. https://doi.org/10.5463/dcid.v27i3.539	Review	A qualitative assessment through a literature review (of 11 studies) of the roles and functions of DPOs in low and middle-income countries as well as their outputs and outcomes for people with disabilities.	International, National and Local DPOs, NGOs, Self-Help Organisations, CSOs and coalitions
Xu, Z., et al. (2017). Challenging Mental Health Related Stigma in China: Systematic Review and Meta-Analysis. I. Interventions among the General Public. <i>Psychiatry Res</i> , 255, 449-456. https://doi.org/10.1016/j.psychres.2017.01.008	Evaluation	A quantitative assessment of the efficacy of anti-stigma interventions among people with mental illness in Mainland China, Hong Kong, Taiwan and Macau through a quantitative review of 17 randomized and non-randomized controlled trial studies.	n/a

Previous EBA Reports

2019:August *Migration and Development: the Role for Development Aid*, Robert E.B. Lucas (joint with the Migration Studies Delegation, Delmi, published as Delmi Research overview 2019:5)

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2019:03 *Supporting State Building for Democratisation? A Study of 20 years of Swedish Democracy Aid to Cambodia*, Henny Andersen, Karl-Anders Larsson och Joakim Öjendal

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