



Assessment and Targeting Unit (APP-FA)



World Food
Programme





SAVING
LIVES
CHANGING
LIVES

Inclusive targeting and prioritization processes

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BACKGROUND AND OBJECTIVES

Considering inclusion aspects in targeting and prioritization (T&P) processes is crucial to ensure that **marginalized and vulnerable groups at risk of food insecurity and malnutrition are fairly considered and not unintentionally excluded, thereby promoting equitable access to assistance and preventing further harm or discrimination**. Several groups are systematically disadvantaged by gender and social norms, disability related barriers, language and ethnic differences, stigma, and lack of access to information, which can significantly hamper access to education and employment and further exacerbate vulnerability conditions if not carefully considered during T&P processes.¹ Examples include:

	WOMEN	<ul style="list-style-type: none"> • Low access to resources such as land, credit, and education, limiting their ability to produce or purchase food. • Gender norms and roles restrict women's control over household income and decision-making, making it harder to secure food.
	PERSONS WITH DISABILITIES	<ul style="list-style-type: none"> • Barriers to employment, reducing income and ability to purchase food. • Barriers to programme participation and inclusion, due to limited physical access to markets, food distribution points and financial services. • Costs of healthcare and assistive devices leave less money for food.
	Households at risk of adopting harmful coping mechanisms including transactional sex and SEA and individuals living with HIV/AIDS	<ul style="list-style-type: none"> • Barriers to accessing resources and services, such as social stigma, discrimination, and limited access to healthcare and support networks. • Social norms and fear of disclosure restrict their ability to participate in community-based programs, making it difficult to secure food and support.
	Child-headed households, specifically headed by girls	<ul style="list-style-type: none"> • Barriers to income opportunities, healthcare and reproductive services and social stigma, leaving them without adequate support or resources. • Risk of school dropout due to caregiving responsibilities.

Accordingly, the ***leave no one behind*** (LNOB) principle is the central, transformative objective of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs). It represents the unequivocal commitment of all UN Member States to eradicate poverty in all its forms, end discrimination and exclusion, and reduce the inequalities and vulnerabilities that leave people behind and undermine the potential of individuals and of humanity. This is at the core of WFP's work and should always be reflected in T&P processes. [WFP's Gender Policy \(2022\)](#) further reinforces this commitment by prioritizing gender equality and the empowerment of women and girls, ensuring that interventions address the specific needs of marginalized groups and promote equitable access to resources and opportunities. In line with the [Disability Inclusion Road map \(2020-2021\)](#), inclusive targeting and prioritization should apply both mainstreaming and targeted approaches to ensure persons with disabilities are systematically considered in all phases of programming, while also addressing specific barriers through tailored interventions. The strong commitment to gender equality, protection, and inclusion is further elaborated in [WFP's People-centered Programming Toolkit \(2025\)](#), which entails some recommendations on how to target and prioritize inclusively, with awareness of people's diversity, and with an inclusion, protection, and

¹ The recent WFP study "[Unequal access: Gendered barriers to humanitarian assistance](#)" provides a good entry point to the kind of evidence needed to ensure that T&P is informed by gender considerations. It also outlines that barriers can manifest differently at various stages of the programme. Consultations revealed sociocultural and economic impediments influencing targeting, selection, registration, collection, and use of assistance. Similarly, evidence from Indigenous Peoples' assessments also contribute to evidence-based targeting and barriers and enablers assessments are sometimes carried out by WFP and their partners to identify how to improve access to our services for people with disabilities.

accountability to affected population lens. In line with WFP's commitments and recognizing the crucial **role of cooperating partners** in our work², especially crucial in T&P, all WFP and partner employees engaging at various stages of T&P shall be **trained in [how to manage disclosures of gender based-violence \(GBV\), child protection, and how to provide safe referrals and comply with measures on protection from sexual exploitation and abuse \(PSEA\)](#)** to ensure communities' safety and dignity, avoid doing harm and help facilitate the eligibility of the most vulnerable to food insecurity and malnutrition in line with, and respectful of, their choices and needs.

This technical note aims to **provide comprehensive guidance to accurately integrate gender, protection, inclusion aspects across all steps of T&P processes**. It provides practical recommendations to ensure that **all stages of T&P processes are inclusive and non-discriminatory to certain individuals or groups**. An inclusion-sensitive lens in T&P across different programmatic areas will contribute to equitable outcomes by intentionally focusing on the specific needs, vulnerabilities, and barriers faced by women, men, boys, girls, and marginalized groups in all their diversity throughout the programme cycle.

GENDER, PROTECTION AND INCLUSION-SENSITIVE CONSIDERATIONS FOR THE TARGETING AND PRIORITIZATION PROCESS

1. NEEDS AND CONTEXT ANALYSIS

Context analyses can play a crucial role in examining and capturing the various factors that shape the environment in which targeting/prioritization will be conducted, including social and cultural norms, protection risks, and gender dynamics. For the success of these exercises, it is essential that WFP gains a deep understanding of the context within which food and nutrition insecurity persists, including the key drivers and barriers to inclusion. The needs assessment and analysis stage is especially critical, as it provides an opportunity to ensure that marginalized and vulnerable groups are meaningfully represented, whether through quantitative methods such as regular food security assessments or through suitable qualitative approaches.

Key Considerations	Critical Actions
Leverage context analyses and risk assessments to inform inclusive and safe targeting	<ul style="list-style-type: none"> • Use the Integrated Cross-Cutting Context Analysis and Risk Assessment (I-CARA) to collect information on the context in which a certain targeting or prioritization exercise is carried out from a protection (including disability inclusion and Indigenous Peoples), gender, and conflict sensitivity lens. This approach ensures a thorough understanding of the environment and highlights potential risks related to the promotion of inclusion and prevention of exclusion and marginalization. • Facilitate a transparent mapping of the community layout and boundaries, confirming key details with local informants and representatives of vulnerable groups since, in certain contexts, hard-to-reach areas might be missed by enumerators as well as the location of socially excluded groups.

² When enrolling in the UNPP, all cooperating partners are required to complete the IP PSEA capacity assessment and WFP is in charge to work with partners to strengthen their capacity: [UN IP PSEA Common Assessment - Final](#)

2. TARGETING AND/OR PRIORITIZATION DESIGN

The design phase focuses on selecting appropriate methodologies and validated eligibility criteria to effectively identify beneficiaries, informed by the needs and context analysis. A balance between technical accuracy and inclusive practices is fundamental to achieve fair and effective outcomes. The following considerations complement the targeting principles, apply to all the corporately endorsed targeting and prioritization approaches and should be incorporated throughout this phase of the process.

Key Considerations	Critical Actions
Design eligibility criteria that are inclusive, context-appropriate, and technically feasible	<ul style="list-style-type: none"> • Incorporate gender, protection, and inclusion considerations when developing eligibility criteria to help ensure that marginalized groups are not unintentionally excluded from the T&P process, including households at risk of adopting harmful and negative coping mechanisms, including transactional sex and sexual exploitation and abuse (SEA). • Ground consensus on eligibility criteria in earlier context analyses, ensuring that criteria reflect a broad and inclusive understanding of vulnerability relevant to the local context, as definitions of vulnerability and associated eligibility criteria may unintentionally exclude certain groups if based on generalized assumptions. • While inclusive practices are essential to uncover and consider the specific vulnerabilities of individuals or groups who might otherwise be overlooked, T&P must remain grounded in the principle of vulnerability. Eligibility criteria should not be based solely on social identity or status; they must also reflect the broader objectives and constraints of the T&P exercise, ensuring a technically sound and context-appropriate approach. • Strive for a balanced approach that integrates inclusion, technical feasibility, and context-specific insights to design more relevant and impactful interventions. • While eligibility criteria often rely on visible socio-demographic characteristics (e.g., gender or age of household head), some factors – such as chronic illness, non-visible disabilities, or minority language – may be harder to identify. In such cases, collaboration with communities and partners is essential to surface and adequately address these considerations.
Assess the specific needs of marginalized groups	<ul style="list-style-type: none"> • Consider the diverse configurations and circumstances within communities that may lead to exclusion or underrepresentation. This includes households or individuals who may not be easily visible or formally registered, for example, people living with disabilities, elderly persons without caregivers, indigenous groups, or informal caretakers of orphaned children. These groups may fall through the cracks of standard assessment methods, so flexible and context-specific approaches are needed to ensure their needs are identified and addressed appropriately. • When consulting the community about validation of proposed eligibility criteria, ensure tailored protection-sensitive approaches to specific groups. E.g., people suffering from HIV/AIDS or victims/survivors of SEA might prefer being consulted away from the rest of the community due to stigma.
Adopt a risk-informed approach and enable mitigation	<ul style="list-style-type: none"> • Leverage all available information sources to map risks, identify relevant population sub-groups within the community, and understand the political or socio-cultural dynamics that may contribute to exclusion, ideally before designing the targeting approach. • Undue influence (i.e., pressure exerted by elites and community leaders) can at times hinder the effectiveness of T&P, which requires a cohesive social structure and trust among community members. • Risk of undue influence has the potential to exclude groups at greater risk of vulnerability/marginalization and/or unfairly benefit some groups over others during beneficiary selection. • Enable a structure to cross-check and monitor beneficiary selection to prevent exclusion of vulnerable groups (e.g., women, people with disabilities, Indigenous Peoples, ethnic or religious minorities, victims of GBV) due to undue influence, especially in community-based targeting approaches.



Becoming visible: Gender Based Violence (GBV) considerations in targeting and prioritization processes

Targeting without sufficient consideration of gender roles and community dynamics can increase the risk of exposure to GBV, including intimate partner violence, child, early, and forced marriage (CEFM) and survival sex. GBV is not often visible and lack of dedicated consultations and engagement with women, men, boys, girls, and community members in all their diversities – both targeted and not targeted – can also increase the risk of exposure to GBV, survival sex, and sexual exploitation and abuse. During T&P processes, community engagement, including with women and girls, is crucial to understand these risks and establish mitigation measures tailored to community needs and preferences.

Due to the stigma-prone and sensitive nature of these cases, engaging with gender, protection, disability and other representative groups and specialised agencies is highly recommended to ensure that people experiencing or at risk of protection issues are adequately identified and carefully considered throughout the process.

However, in line with T&P design considerations, caseloads such as GBV survivors should not be singularly targeted or prioritized for food assistance on the basis of their protection status; rather, targeting for protection-sensitive caseloads should be integrated within a broader targeting framework and done in collaboration with relevant protection actors including GBV actors, ensuring that survivors are not further exposed to harm due to the public disclosure of their protection status and according of the severity of each context.

3. IMPLEMENTATION

Gender, protection, and inclusion-oriented considerations are particularly crucial during the implementation phase of targeting and prioritization, as this is when interactions with communities are most direct and impactful. To ensure that targeting processes are safe, fair, and inclusive, all WFP and partner personnel – especially those working on the frontlines – must be equipped with the necessary skills and awareness.³

Implementation of targeting must be approached with careful attention to the **risks of perpetuating exclusion**, especially for marginalized and at-risk groups. At each step of the process, specific actions should be taken to mitigate these risks and uphold the principles of fairness, transparency, and inclusion. The table below provides broader considerations on the principles and processes to strengthen inclusion during targeting implementation.

Key Considerations	Critical Actions
Promote inclusive participation in targeting committees	<ul style="list-style-type: none"> To mitigate risks that marginalized groups are not adequately represented in community-based committees guiding targeting decisions, use insights from the needs and context analysis to proactively ensure that committees reflect the diversity of the population, including gender, age, disability, social status, and other relevant dimensions (when committees are in use). Structure targeting committees to accommodate the diverse needs of participants, ensuring inclusive participation, gender balance, and effective decision-making. Establish clear roles, codes of conduct, information sessions on PSEA, misconduct reporting protocols and necessary resources, fostering an environment where all members can contribute meaningfully. Facilitate the participation of targeting committee members by making alternative arrangements, in case they are unable to attend key meetings due to, for example, physical limitations.
Ensure comprehensive household listing processes	<ul style="list-style-type: none"> Household listing processes may omit marginalized groups, either deliberately or due to oversight, leading to systematic exclusion later in the targeting process. Cross-check community lists with input from diverse leaders (e.g., traditional, religious, and women leaders) and specialized partners who understand the social landscape and hidden populations.
Conduct eligibility verification and spot-checks tailored to affected communities	<ul style="list-style-type: none"> Since at-risk households could be misclassified as ineligible (due to data gaps, bias, or misunderstanding), ensure spot checks during eligibility verification cover both eligible and ineligible households, and incorporate a process to flag and review special vulnerabilities through consultation with relevant partners (e.g., protection actors or social services). Adapt verification modalities to reduce barriers to access by offering flexible locations and timings, mobile or home-based options, and ensuring safe spaces are available for women, persons with disabilities, and other at-risk groups. Train all staff and partners involved in verification on inclusive and sensitive communication, confidentiality, and respectful engagement with diverse community members. Establish clear referral pathways for GBV actors to identify and flag victims/survivors of SEA and other households at risk.

³ This includes mandatory training on GBV basics, PSEA, Child Protection, and how to provide safe and appropriate referrals, in line with broader programme cycle requirements.

Plan appeals and Community feedback mechanisms (CFMs) carefully and through an inclusive lens	<ul style="list-style-type: none"> • Provide multiple channels for submitting appeals (e.g., phone, in-person, online) and ensure that appeal responses are timely, transparent, and consider the specific needs of vulnerable populations. • Establish diverse CFMs (such as hotlines, in-person contacts, feedback desks, online resources) tailored to diverse audience needs to best allow them to express their views, including reports of misconduct. • Document questions, feedback, and complaints safely, ensuring confidentiality, avoiding personal identifiers unless necessary, and storing information securely in line with data protection and safeguarding standards. • Timely monitor and address questions, feedback, and complaints taking into account people's conditions and needs to convey messages in an effective manner and ensuring transparency and accountability to all. • When planning CFM, follow the Community Feedback Mechanism (CFM) corporate guidance.
Promote transparent and inclusive communication with communities (CwC) on targeting and prioritization	<ul style="list-style-type: none"> • Tailor communication, sensitization campaigns and key messages on T&P to communities, local governments, cooperating partners, and WFP staff working on T&P implementation. • Disseminate key messages in culturally appropriate ways and in line with communities' preferred channels. • Notify affected communities of the outcome of T&P clearly and transparently and inform them about how the inclusion-into-assistance process was carried out and how all diverse perspectives were reflected (e.g., within targeting committees). • Utilize a context-appropriate communication strategy, ideally informed by protection assessments, that minimizes harm while maintaining transparency. Public display of eligibility lists can inadvertently expose households to stigma, especially in communities where certain vulnerabilities (e.g., HIV status, SEA survivors) are socially sensitive. • Communicate changes transparently and offer information about alternative assistance options if needed. • Ensure that cooperating partners fluently speak all local languages, are familiar with community structures and dynamics, and understand the T&P process to adequately convey key messages. Invest in capacity strengthening as needed. • Ensure information sessions tailored to specific groups, such as women and girls, and provide information on PSEA and how to report it.
Adapt registration processes to specific needs	<ul style="list-style-type: none"> • Work with cooperating partners to establish complementary follow-up mechanisms that confirm whether identified eligible households have indeed been registered and address any issues of coercion or absenteeism, as eligible individuals with lower social standing may face pressure to relinquish registration credentials (e.g., tokens, QR codes) or may avoid registration. • Ensure individuals can be accompanied by a trusted person during registration and provide support for those facing literacy, language, digital access challenges or cultural distrust (especially when registering through fingerprints and iris).
Identify and mitigate gender, protection, and inclusion barriers at assistance distribution	<ul style="list-style-type: none"> • Identify and address barriers that may prevent individuals – especially women, girls, persons with disabilities, and marginalized groups – from safely participating in T&P activities or accessing assistance. • Ensure safe and accessible locations and times for targeting implementation and distributions, taking into account mobility constraints, disabilities, caregiving responsibilities, distance and safety concerns. • Coordinate with protection, gender and PSEA focal points in the COs/FOs to establish referral pathways and mitigate potential protection risks during assistance distribution.
Ensure diverse and representative targeting teams	<ul style="list-style-type: none"> • Ensure diverse and representative targeting teams: Include both women and men, as well as staff who reflect the ethnic, age, and cultural diversity of the community, such as Indigenous Peoples. • Ensure a representative team to create a safer and more inclusive environment, encouraging individuals, including women with disabilities, to express their views freely.

4. MONITORING AND EVALUATION

This phase evaluates whether the established targeting and prioritization approaches effectively reached all intended beneficiaries, including marginalized and vulnerable groups, and introduces necessary adjustments, even from an inclusion lens. While planning and preparing for monitoring exercises, it is crucial to refer to the recent [ED Circular on Minimum Monitoring Requirements \(MMRs\) and Community Feedback \(CFM\) Mechanisms Standards in WFP Country Offices](#). Additionally, evaluating targeting approaches is essential to ensuring the effectiveness, equity, and sustainability of WFP's interventions. This phase should follow principles from the [WFP's Technical Note Integrating Gender in WFP Evaluations](#) and [UNEG's Guidance on Integrating Human Rights and Gender Equality in Evaluations](#), to assess T&P inclusivity and overall impact on diverse groups.

Key Considerations	Critical Actions
Ensure gender, protection, and inclusion aspects are reflected in monitoring exercises	<ul style="list-style-type: none">• Integrate gender, protection and inclusion perspectives in monitoring exercises, inclusive of T&P aspects. Assess whether interviews will be conducted in accessible and appropriate locations for persons with disabilities, whether participants will have the option of same-gender interviewers, and whether Indigenous Peoples will be consulted in culturally sensitive and safe ways.• Ensure monitoring includes a diverse range of respondents (by sex, age, disability, etc.) and collects disaggregated data to identify gaps in access or participation across groups.• Integrate questions that explore perceived fairness, accessibility, and any barriers different groups may face in the T&P process.• Verify that community feedback and complaints mechanisms are inclusive, accessible, and used by all segments of the population, especially marginalized groups. If this is not the case, collect information on the reasons and inform adjustments.• As relevant to the context, produce specific gender-, protection-, and inclusion-sensitive monitoring reports, to inform on potential challenges and barriers linked to the T&P process and inform decision-making on next steps.
Adopt a gender, protection and inclusion lens during evaluation	<ul style="list-style-type: none">• In line with corporate guidance, engage diverse stakeholders, including women, men, girls, boys, and marginalized groups, in the evaluation process to ensure a gender-sensitive participatory approach.• Seek input from community representatives, local leaders, and organizations working with vulnerable populations, ensuring gender balance and equal opportunities for participation.• Assess the impact of T&P also on diverse groups, including women, men, girls, boys, and marginalized groups such as Indigenous Peoples and highlight important findings.
Leverage participatory approaches to collect information on the inclusivity of the T&P approach	<ul style="list-style-type: none">• During monitoring or evaluation exercises, leverage consultations with diverse stakeholders (women, men, girls, boys, and marginalized groups as Indigenous Peoples), community representatives, local leaders, and relevant organizations to gather insights and perspectives on the inclusivity and effectiveness of targeting/prioritization.• Through consultations, also investigate equity and accessibility aspects, by assessing the extent to which T&P approaches were designed to address access barriers and promote equitable distribution of assistance among diverse population groups.

Streamlining gender, protection, inclusion and PSEA aspects in targeting and prioritization

CASE STUDY:



Using Washington Group questions and analysis to capture relevant information on disability for targeting in Chad

The use of Washington Group Questions (WGQs) allows for the systematic identification of individuals with functional difficulties, enhancing the ability to capture disability-related vulnerabilities within targeting processes. By focusing on activity limitations rather than medical diagnoses, WGQs provide a more inclusive and standardized approach to understanding disability representation in the community, and how disability intersects with food insecurity. Integrating these questions into household needs assessments supports more equitable targeting and helps ensure that persons with disabilities are not overlooked. This approach also reinforces the broader integration of protection perspectives into targeting by addressing diverse needs linked to dignity, access, and risk.

In 2021 and 2022, WFP Chad conducted IDP vulnerability assessments incorporating WGQs. The analysis shows that households with members or heads experiencing difficulties in vision, hearing, mobility, cognition, self-care, or communication are more likely to face food insecurity. They tend to have poorer food consumption, rely more on negative coping strategies, have limited capacity to meet essential needs (reflected in a greater gap in the Minimum Expenditure Basket), and display overall higher levels of vulnerability. Such analysis can be leveraged to enhance programme design, including enriching targeting design and the community engagement process.

Practical considerations: Using WGQs effectively requires sufficient time, trained staff, and technical expertise to analyze and interpret the data, without which the information risks being underutilized or misapplied in programme design.

CASE STUDY:



Integrating protection-sensitive targeting criteria in Niger

In 2021, WFP Niger updated its targeting SOPs to better integrate protection-related vulnerabilities that contribute to food insecurity, expanding beyond socio-economic aspects. The development of protection-sensitive eligibility criteria occurred in close coordination with GBV and child protection actors at national and sub-national levels, building on efforts initiated in Diffa in 2017. As a result, specific People in Need (PIN) criteria were adopted to ensure that individuals facing protection risks – often overlooked in targeting – could be systematically identified and their inclusion in food assistance programmes justified from a food relevance standpoint. The SOP now provides clear, context-specific guidance for all sub-offices, including safe referral procedures for protection and GBV-related cases, and highlights how households at risk of SEA can be considered during targeting. As an example, the protection-sensitive criteria developed in Niger included aspects such as handicap, medical conditions, presence of children in the household, minors at risk/household heads, elderly person or couple (60+ years) living alone and/or without support, household hosting unaccompanied and/or separated children, female head of household at risk.

WFP Niger adapted its approach to identifying Persons with Specific Needs (PSNs) based on the context of each village. Where protection actors or established village protection committees already exist and maintain PSN lists, WFP prioritizes collaboration with these structures to update, verify, and cross-check the lists through community input and targeted household visits. In areas where such committees exist but no PSN list is available, WFP helps train them on eligibility criteria and jointly develops the list, following a similar validation process. In villages without protection actors or committees, WFP supports the creation of a local committee – including women leaders – to identify vulnerable households, while ensuring sensitive topics like GBV are discreetly addressed.

Practical considerations: The development of protection-sensitive criteria must remain closely tailored to each specific context, and it is essential to maintain a clear link with the type of assistance WFP plans to provide – recognizing that food assistance may not always be the most appropriate response for certain protection-related vulnerabilities.

CASE STUDY:



Mainstreaming accessible communication on targeting in Mozambique

WFP Mozambique, in collaboration with Trinity College Dublin, implemented inclusive communication in the context of vulnerability-based targeting, prioritizing inclusion as a starting point rather than as an add-on aspect. Given the high levels of displacement and food insecurity in Cabo Delgado, and limited resources, WFP adopted a targeting approach and recognized the need for transparent, accessible communication to prevent tensions. The developed tools used simplified language and visuals to better reach people with communication disabilities, as well as those with low literacy or from minority language groups. These tools were tested with communities and adapted based on feedback, improving clarity and community engagement. Lessons emphasized the importance of co-design, training, environmental adaptation of materials, and budgeting for accessibility from the outset. Initial outcomes suggest such communication tools can enhance trust, reduce exclusion errors, and better support vulnerable households in accessing assistance. For further details, see the [full paper](#).

Practical considerations: Developing an effective communication strategy is a critical component of targeting that requires dedicated time, human and financial resources; translation and printing costs, coordination across functions to agree on key messages, and oversight by communication experts – along with the identification of multiple translators in linguistically diverse settings – must all be planned in advance to ensure impact and inclusivity.

CASE STUDY:



Effective referral of SEA cases during targeting in DRC

In 2022, WFP DRC initiated collaboration with the PSEA Network and the GBV sub-cluster to enable the safe and confidential referral of GBV and SEA victims/survivors into its programmes. At the same time, WFP sub-offices were already working with GBV actors to support the inclusion of survivors in unconditional food assistance, highlighting the inability of food consumption score (FCS) to often identify these cases as well as the need to standardize and document referral procedures to ensure survivor safety. A process was established whereby GBV actors could liaise with WFP protection and AAP focal points, who would then coordinate with RAM/VAM teams to include eligible individuals in data collection exercises with targeting purposes. In 2024, WFP DRC revised its targeting SOPs to formalize coordination with protection and GBV actors during the planning of targeting exercises and to clarify referral mechanisms. A standalone SOP was also developed, in consultation with the PSEA Network and GBV sub-cluster, to ensure referrals of GBV and SEA survivors are handled with confidentiality and in alignment with protection principles.

Practical considerations: In each context, it is key to review household profiles carefully, as negative coping mechanisms like transactional sex may not necessarily result in poor food consumption, risking exclusion of vulnerable individuals at increased risk of GBV if vulnerability is assessed too narrowly or focusing solely on food security. To ensure a comprehensive approach, GBV risk profiles (developed in coordination with relevant actors) can help identify special vulnerabilities that warrant attention, while still operating within a broader vulnerability-based framework. Clear protocols must also be in place to safely handle disclosures of SEA during assessments and enable appropriate referrals by WFP staff, and dedicated human and financial resources must be allocated.

ANNEXES

SOURCES

Tools for inclusive targeting approaches

- **Recognizing disabilities:**

- [Washington Group Methodology and TCD note](#) (WFP and Trinity College Dublin): Guidance on when to use the Washington Group Questions to disaggregate data at all stages of programming and what to do if this is not possible.
- [Tipsheet: Identifying people with disabilities](#): developed by the [WFP Disability Inclusion Helpdesk](#) and the CBM Global's Inclusion Advisory Group.
- [Disability Inclusion Road map \(2020-2021\)](#).

- **Integrating gender perspectives:**

- [Gender Analysis Frameworks](#): These tools help understanding the impact of gender roles on the needs and capacities of individuals.
- [Gender-Sensitive Indicators](#): Indicators used to measure and compare the conditions of individuals of different genders. For instance, the Corporate Results Framework (CRF) has three gender equality indicators.
- [Gender Mainstreaming](#): This strategy ensures gender perspectives are considered in all aspects of humanitarian work.
- [Gender and Age Marker \(GaM\)](#): This tool tracks how well gender equality considerations are integrated into humanitarian programs.
- [Gender Handbook for Humanitarian Action](#): This handbook provides practical guidance for integrating gender equality into the planning and implementation of humanitarian action.

- **Additional resources on inclusion and PSEA:**

- [People-centred Programming in WFP Operations](#)
- [Accessible information provision to affected people - Tip-sheet \(wfp.org\)](#)
- [Key Messages related to WFP programming](#) (to be adapted to context)
- [WFP Community Engagement for AAP Action Plan Guidance](#)
- [ICARA - Integrated cross cutting context analysis and risk assessment \(wfp.org\)](#)
- [Protection from Sexual Exploitation and Abuse \(PSEA\) | WFPgo](#)
- [Global PSEA Focal Points](#)
- [Key gender equality considerations for accessing and working in Indigenous Peoples' communities: Guidance note and checklist](#)

KEY DEFINITIONS

For a full list of definitions related to inclusion please refer to the [WFP Inclusion Stocktaking](#).

Diversity	How various values, attitudes, cultural perspectives, and beliefs intersect with sociodemographic characteristics such as sex, age, disability, race, ethnicity, religion, gender, sexual orientation, health, social and economic status and skills, among others. Some aspects of diversity are visible, while others are not. This term acknowledges that people may experience diverse priorities, needs and opportunities which affect their capacity to actively participate in or benefit from WFP interventions.
Inclusion	As an outcome, inclusion is about Leaving No One Behind as well as Reaching the Furthest Behind First, especially those affected by crises, and doing this without discrimination. As such, it is a way to operationalize the core humanitarian principle of impartiality. As a process, and to achieve this outcome for WFP, inclusion is linked to, firstly, ensuring that all individuals we work with can achieve equitable access to WFP services and assistance, for example by addressing barriers and facilitating enablers. Secondly, inclusion means ensuring that WFP responses address the specific and diverse needs of different individuals, including through tailored programs. Finally, inclusion means ensuring meaningful participation of the most marginalized in decision-making so that it has a real and direct impact on their lives as well as WFP's work. ⁴
Intersectionality	<p>The interconnected nature of social categorizations such as sex, race, ethnicity, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage/exclusion.⁵</p> <p>Intersectionality recognises that people's lives are shaped by their identities, relationships, and social factors. These combine to create intersecting forms of privilege and oppression depending on a person's context and existing power structures such as patriarchy, ableism, colonialism, imperialism, homophobia, and racism. It is important to remember the transformative potential of intersectionality, which extends beyond merely a focus on the impact of intersecting identities.⁶</p>
Participation	<p>Participation means explicitly involving people in decisions that affect their lives. Through participation people can identify opportunities and strategies for action and build solidarity to effect change. Meaningful participation is dependent on people being willing and able to participate and express their voice.⁷</p> <p>Participatory processes create opportunities for the diverse women, men, girls, and boys to be meaningfully and equitably involved in WFP's work.</p> <p>A people-centred approach which has the highest probability of success because it offers the potential to strengthen the voice of people in vulnerable situations. Participation involves and allows people, in all their diversity, to influence their food security through processes of empowerment. These processes increase knowledge and skills, and thus self-reliance. At a minimum, this implies consultation, knowledge exchange and equitable arrangements for the sharing of benefits.⁸</p>
Accessibility	Accessibility is a precondition for an inclusive society for all and may be defined as the provision of flexibility to accommodate each user's needs and preferences. ⁹ Equitable access: ensuring that all individuals affected by crises can have equal access to services and assistance. ¹⁰ To ensure equitable access, WFP programming may have to integrate specific actions to address access barriers thereby facilitating inclusion.
Sexual exploitation and abuse (SEA)	<p>Sexual exploitation and abuse (SEA) refers to acts committed by WFP employees or partners against the communities WFP serves.</p> <p>Sexual exploitation refers to any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes.</p> <p>Sexual abuse is the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.</p>

⁴ [WFP People Policy](#)

⁵ <https://www.aaup.org/article/what-intersectionality-and-why-it-important>

⁶ WFP gender policy 2022

⁷ <https://www.eldis.org/keyissues/what-participation>

⁸ [Participatory Techniques and Tools: A WFP Guide](#)

⁹ [Accessibility and Development Mainstreaming disability in the post-2015 Development Agenda](#)

¹⁰ [Inclusion and exclusion in humanitarian action: findings from a three-year study | ODI: Think change](#)