

ReportOUT Annual Review



ReportOUT



Report. Inform. Defend.

Our Annual Review of 2021-2022



Registered with
**FUNDRAISING
REGULATOR**

ReportOUT is a global human rights organisation for sexual and gender minorities

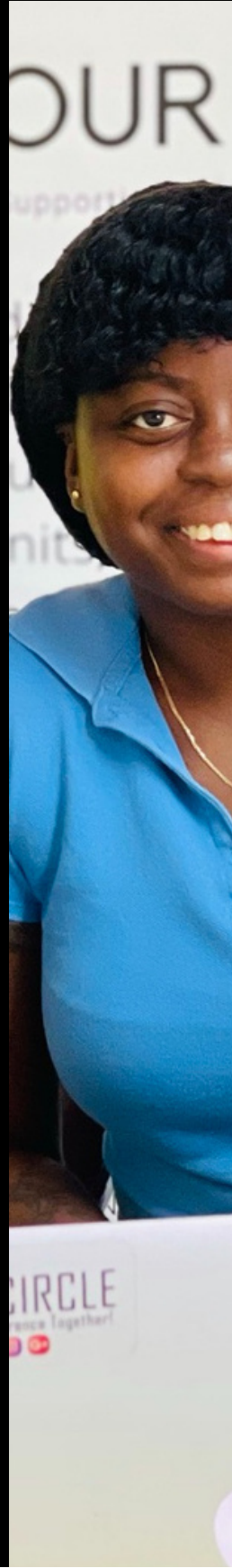
For more information, please visit our website: www.reportout.org

Registered Charity Number (England and Wales): 1185887

Report Editor

Drew Dalton

ReportOUT Founder and Chair of Trustees



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"Since its birth in 2019, ReportOUT have been at the forefront of protecting the human rights of sexual and gender minorities in the United Kingdom, and beyond. In our remit, we are a global organisation, with a global reach toward every single nation state, principality and region.

As a registered charity in England and Wales (registered charity number 1185887) we are fearless, determined, and relentless in our belief that human rights are fundamental to advancing and developing the lives of sexual and gender minorities, and their communities"

ReportOUT Three-Year Strategy: 2022-2025

About ReportOUT

Since its birth in 2019, ReportOUT have been at the forefront of protecting the human rights of sexual and gender minorities in the United Kingdom, and beyond. In our remit, we are a global organisation, with a global reach toward every single nation state, principality and region.

Our Theory of Change

ReportOUT believe that globally all sexual and gender minorities deserve to live with safety, dignity and should have equal rights. We believe that no one should be left behind. To do this we empower people to elevate their voices, ensure that their human rights are met and make certain that sexual and gender minorities are not left behind in their nation states development. We ensure that lasting and positive change is felt across the globe.

We achieve this through collaborating with others in all nation states (including the U.K.), through documenting human rights infringements, and through bringing together collective voices to educate others and expand support for human rights activism. Through doing this we shift power by ensuring that the human rights of sexual and gender minorities are not left behind or ignored, through influencing governments and policy makers to make positive social change.

To make these changes happen we mobilise our expertise in research, campaigning, events, and education, and we bring our partnership model to work inclusively with people in, and outside, of their nation state.

How do we do this?

- **Report** – We work with partner organisations, and activists, in different nations states to engage in research projects which document the human rights infringements and the development needs of sexual and gender minorities.
- **Inform** – We educate and train the next generation of campaigners and we offer human rights and development training to the wider public. We elevate, through events and other means, the voices of sexual and gender minorities in different nation states, to gain wider public support and to highlight the lived experiences of sexual and gender minorities.
- **Defend** – We campaign to make social change happen and we use our research to inform this change at a national and global level. We work to show how human rights, climate change, and development issues faced by sexual and gender minorities are important and interlinked, through our ongoing campaigns.

ReportOUT are predominantly a volunteer-led organisation. We are strategically managed by a team of international Trustees, and by a team of operational Trustees, who support the work of our large team of volunteers.

Through our various projects, whether it is training up new campaigners, engaging with research projects with partners, engaging with SDGs, or members of the public submitting to our Flag in the Map Project (more information about this later in this report), ReportOUT have touched key areas of the globe in 2021-2022.

A Statement from ReportOUT's Chair

Drew Dalton: Founder and Chair of Trustees

What a year! Despite the myriad of challenges facing the world right now; from changing economic conditions, altering our work habits in a supposedly 'Post-COVID' world, the damage wrought by the Climate Emergency, and some regressive movements by some nation states, we have held firm at ReportOUT in supporting some of the most vulnerable people across the globe.

From our previous annual review in April 2021, we have continued to grow substantially as an organisation, boasting what we think are some impressive impact statistics and case studies, threaded throughout this report. As ever, without our strong, dedicated, and committed team of volunteers, we could not do the work that we do. They are our global family and so please read what they have accomplished.

The launch of our new **Three-Year Strategy for 2022-2025** will continue to guide us toward success, and we hope that you will join us on our journey in doing so. So, we invite you to please read about our proud progress, and to reach out to us, and work with us to deliver the goals as part of the United Nations Agenda 2030, and to stop the human rights abuses against sexual and gender minorities.

Finally, to everyone who has attended our events, donated toward our organisation, or supported us in what we do, thank you.



64

Volunteers who make up our ReportOUT teams! (Not including our global trustees)

13

Global trustees who make up ReportOUT's global board, from 11 different nation states

1

Brand new Three-Year Strategic Plan charting our future progress as an organisation from 2022-2205


National **Diversity** Awards
Celebrating **Unity** in Society

Congratulations

ReportOUT

You have been nominated for the 2022
Community Organisation Award for Multi-Strand

[#NDA22](http://www.nationaldiversityawards.co.uk)

Our Patron's Statement

Aderonke Apata: Patron of ReportOUT

I am so excited as a Patron, for the global works of ReportOUT in ensuring that the fundamental human rights of SOGIESC people and their communities are advanced! These tireless and fearless works have earned ReportOUT the recognition to be nominated for the Community Organisation Award for Multi-Strand in the prestigious National Diversity Awards, 2022.

As a passionate award winning campaigner myself for LGBTIQ+ people, especially those seeking asylum in the UK, I cannot commend enough the EducateOUT Project of ReportOUT in educating the wider public about the everyday experiences of sexual and gender minorities in different nation states.

To the successful 24 people who were chosen out of the 106 applicants, to learn the art of campaigning for the rights of SOGIESC people at the OUTAcademy last year, go out and make the most out of the opportunity. The EducateOUT Project is an excellent initiative.

The need for global campaigning and the advancement of the human rights of SOGIESC people that have often been taken for granted, is now. ReportOUT, through its various research works as seen in Uganda, Zimbabwe, Belize, and other countries across the world, highlight the dangers that SOGIESC people face daily.

Suggestions for reforms from ReportOUT are welcome, and should be taken seriously.



1

New re-accreditation of the Charity Excellence Framework Quality Mark, marking ReportOUT as above the sector average in categories of leadership, purpose, strategy, sustainability, communications, operations, people, risk, and impact

10/10

Was the average score given to us by the public when asked how much they enjoyed our events

1

New ReportOUT Rapid Response (RORR) Team to respond quickly to global events as they unfold

CallOUT: Human Rights Research

ReportOUT research, monitor, and document the human rights abuses and development needs, of sexual and gender minorities in every nation state.

Our Human Rights Researchers are involved in a number of research projects exploring nation states or thematic issues. We do this in partnership with organisations who approach us, and we work together to deliver high quality research.

OUT in Mongolia

Our OUT in Mongolia research project is working in partnership with the Mongolian LGBT Centre, and their networks, to document the current situation in Mongolia for sexual and gender minorities. Through a survey approach, we will not only document the human rights abuses of Mongolians, but also their development needs, such as health, poverty, and other factors. This is the first research project of its kind, which will help to give our Mongolian partners the data they need to seek social change.

We hope to have this research project launched and completed later in 2022.

OUT in Ethiopia

The OUT in Ethiopia research project is working with the House of Guramayle to document the human rights abuses of Ethiopians, and people who identify as Ethiopian who live elsewhere. Our partnership research project with the House of Guramayle is to design a survey to explore the human rights abuses, and development needs of Ethiopians.

We hope to have this research project launched and completed later in 2022.

"REPORTOUT IS AWESOME! THE PEOPLE THAT VOLUNTEER FOR THIS ORGANISATION ARE A TREASURE! VOLUNTEERING HERE IS A UNIQUE EXPERIENCE THAT EVERYONE SHOULD JOIN!"

Annual Volunteer Survey (2021)



1

Countrywide research project completed. We completed our 'OUT in Zimbabwe' research examining the human rights abuses, and development needs, of sexual and gender minorities

4

New countrywide research projects started with partner organisations in Belize, Ethiopia, Morocco, and Mongolia

10

Global partners in different nation states working with us to complete our four new research projects

Completed Research: OUT in Zimbabwe



ReportOUT

“In Zimbabwe there is no law that protects us. There are no police that protects us. Our own law discriminates against us.”



**2020-
2021**

**OUT in Zimbabwe:
The Lived Experiences of Sexual and
Gender Minorities in Zimbabwe**

CallOUT: Human Rights Research

OUT in Belize

Our OUT in Belize research project is working in partnership with Our Circle and four other partner organisations in Belize. In this research, we are documenting the human rights abuses and development needs, of sexual and gender minorities. We are at the stages of finalising our survey at the time of writing, to send to our partners to go via their networks.

We hope to have this research project launched and completed later in 2022.

OUT in Morocco

We are working in partnership with Alwan (a regional MENA based organisation), The Moroccan LGBT Community, and Nassawiyat (an organisation based in Morocco), to document the human rights abuses and development needs, of sexual and gender minorities.

We hope to have this research project launched and completed later in 2022.

Queer Guide to Human Rights

An ongoing project at ReportOUT has been to develop an A-Z of short country chapters, which we will use to pull together a book about the social, political, cultural, and other challenges faced by sexual and gender minorities, in every nation state.

So far, we have 78 chapters written, and we are making good progress! Expect to hear more about this book, and its launch, coming soon!

"HAVING BEEN PART OF REPORTOUT SINCE THE SUMMER OF 2019, I HAVE ENJOYED EVER SINGLE MOMENT OF MY EXPERIENCE SO FAR. WE ARE MUCH MORE THAN A TEAM, BUT A FAMILY OF PIONEERS DEDICATED TO BRINGING ABOUT CHANGE WHICH HAS POWERFUL IMPACT, IN A WORKING ENVIRONMENT WHICH IS INCREDIBLY SUPPORTIVE"

Annual Volunteer Survey (2021)



17

United Nations Sustainable Development Goals mapped to our human rights research projects

78

Book chapters completed for our upcoming 'Queer Guide to Human Rights' - an A-Z of the social, political, and cultural environment facing sexual and gender minorities

6

Reports to support court cases of sexual and gender minorities seeking asylum from Trinidad and Tobago, Angola, Ghana, Namibia, the Ivory Coast, and Albania

WorldPride: Copenhagen and Malmö 2021



Thank you for joining us in Copenhagen and Malmö to raise the rainbow flag and stand up for equality and around the world.

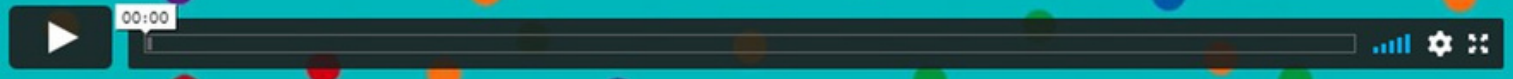


A life half lived? What is happening to the human rights of sexual and gender minorities in Uganda?

DAY 9

event holder: ReportOUT

20 August 2021



Did you see us at WorldPride? ReportOUT spoke at the Human Rights Forum about our OUT in Uganda research project - completed in 2020, this documented the lived experiences, human rights abuses, and development needs, of sexual and gender minorities in Uganda. We were joined by Sophie, a queer feminist, who discussed her own lived experiences of being a queer female leader in Uganda, alongside our own research findings.

Case Study: House of Guramayle



"House of Guramayle is a collaborative intersectional platform led by socially and politically marginalised activists based around the world to foster safe spaces, and inclusive cultures, for the LGBTIQ+ Horn of Africans and other marginalised communities.

To implement our mission and vision, we must have the capacity and technology to conduct research so that our ask for the sanctity of Queer Ethiopian's lives get respected. At the moment we are in the middle of launching a survey to investigate the human rights abuses that are faced by sexual and gender minorities in and out of Ethiopia. House of Guramayle is very grateful for such a partnership that will give us critical data that we will use to hold the Ethiopian government accountable" (House of Guramayle. Faris - They/Them)

Case Study: LGBT Centre Mongolia



"On behalf of the LGBTQI+ community here in Mongolia, the LGBT Centre extends its deepest gratitude to ReportOUT and its valuable partnership to us developing this survey. We believe that this survey will further our mission to build the capacity of all relevant actors and institutions, both public and private, and to facilitate substantive enjoyment of human rights by all members of the LGBTQI+ community in Mongolia.

This research project will impact our work through sensitisation, information sharing, curriculum development, training provision, building networks and communities of practice, and through the promotion of corporate social responsibility to end discrimination on the basis of sexual orientation and/or gender identity and expression, and sexual characteristics" (LGBT Centre Mongolia. Enkhmaa - She/They)

Case Study: Our Circle Belize



"Working with the ReportOUT team provides the Belizean community an opportunity to collectively amplify our testimonies about the turmoil we face daily, because of our sexual orientation and gender identities. The results of this collaboration promises to provide much needed evidence and data to be able to meaningfully engage stakeholders, government officials, and service providers, to truly make Belize the "Land of the Free" for all persons" (Our Circle. Derricia - She/Her)

CampaignOUT: Engagement with Agenda 2030

The Sustainable Development Goal (SDG) Officers are committed to helping raise the voices of sexual and gender minorities to ensure that 'no one is left behind.' We are a new team at ReportOUT, who have just started to engage with both human rights and international development via the SDGs.

From 2021-2022, the SDG team began to map everything that we do, both internally and externally at ReportOUT, onto the SDGs and Agenda 2030. We have supported our internal teams, such as the Human Rights Researchers, to ensure their projects are mapped not only the United Nations Declaration of Human Rights, but to the SDGs.

In 2022, the team have started their campaign to help raise the voices of sexual and gender minorities in Uganda by sending a call for action to the Ugandan Embassy and the Ugandan SDG Secretariat on their commitment to Agenda 2030 and the SDGs. This campaign is based from the research and findings from ReportOUT's OUT in Uganda research.

We aim to make an impact on a global scale with nation states, by inputting our research into their own national reviews showing their commitment to the SDGs at the United Nations.

As a team we hope make an impact in terms of increasing the knowledge and levels of understanding of Agenda 2030, and the SDGs, to the wider public through collaboration with the Education Team to create upcoming training courses and events tailored to the SDGs.



12

Dedicated SDG Officers who form a team at ReportOUT to engage with United Nations development mechanisms, and to campaign for social change using our research

1

Call for action to the Ugandan Embassy and Ugandan SDG Secretariat on Uganda's commitment to Agenda 2030, and the SDGs

1

Global development agenda to map all of our internal and external work. We should leave no one behind in our collective push for Agenda 2030



THE GLOBAL GOALS
For Sustainable Development

10 REDUCED INEQUALITIES



Our Green in the Rainbow Project

In January we began a timely new research project exploring the effects of the climate emergency on sexual and gender minorities. The Green in the Rainbow project is a year-long research project which will run throughout 2022, and is focussed mainly on the LGBTQ community in the UK, though will draw on global research and case studies.

In recent years evidence has begun to emerge which demonstrates that, although a universal problem, the risks from climate change are multiplied for those who are already marginalised. This has been increasingly recognised in the context of developing nations, island states, and the economically disadvantaged, but other groups are often overlooked.

However, we know that LGBTQ people are some of the most marginalised in our society, so they are likely to be more vulnerable to the effects of climate change. Yet, this link has not been given sufficient research attention. This project seeks to plug this gap and further the conversation on the specific vulnerabilities and needs of the LGBTQ community in the context of a worsening climate.

Our initial research has analysed existing climate literature and highlighted some of the ways that LGBTQ people are likely to be more vulnerable to the impacts of climate change. To deepen this research, we'll engage in outreach with both global civil society to understand their perceptions of the existing and anticipated effects of the emergency on LGBTQ people, and UK civil society to ascertain organisational preparedness to deal with these impacts.

At the end of the project we will release a detailed report which we hope will contribute to the understanding of the climate crisis on this often overlooked group, and help to equip the community with knowledge that can guide their advocacy as the crisis takes hold in the UK.

We signed the pledge with Queers X Climate (QXC), who are an international organisation dedicated to unite, and support, climate and LGBTQ+ activism to develop and implement solutions for our common global climate crisis (<https://www.queersxclimate.org/>)



1st

Ever paid role at ReportOUT, as we recruited a self-employed Development Officer to complete the Green in the Rainbow Project

2030

Signed the Queers X Climate pledge to reduce our climate change impact and enhance our collective efforts towards 2030 Agenda

50%

Is our pledge to reduce our carbon emissions to this, or less, by 2030

EducateOUT: Education and Training Project

Motivated by what we see across the globe, the mission of our EducateOUT Project is to educate the wider public about what is happening to sexual and gender minorities in different nation states. We also work directly with sexual and gender minorities.

From designing training courses for professionals to improve their practice, recording podcasts and YouTube videos for the public with activists across the globe, or developing educational workshops, our Education and Training Officers elevate the voices of those who we work with.

2021 saw our first ever training from our OUTAcademy start, which is the beginnings of a much bigger online academy with a focus on educating the wider global public about the lived experiences of sexual and gender minorities. Part of this was through a series of podcasts and our 'ReportingIN' project on YouTube, interviewing activists worldwide.

We also started our first ever annual 'Global Human Rights Campaigner Training' - offering a week-long intensive course for sexual and gender minorities, who are new and inexperienced campaigners. In this, we explored how to put together a campaign to create social change, examining campaign tactics, principles, and theories. With 24 people completing this course, they have created 24 individual and organisational acts of social change across the globe, with some of the case studies you can read in this review. From this, we have developed a ReportOUT Alumni, where we offer ongoing capacity training for these activists, to support these new campaigners, and their organisations.



106

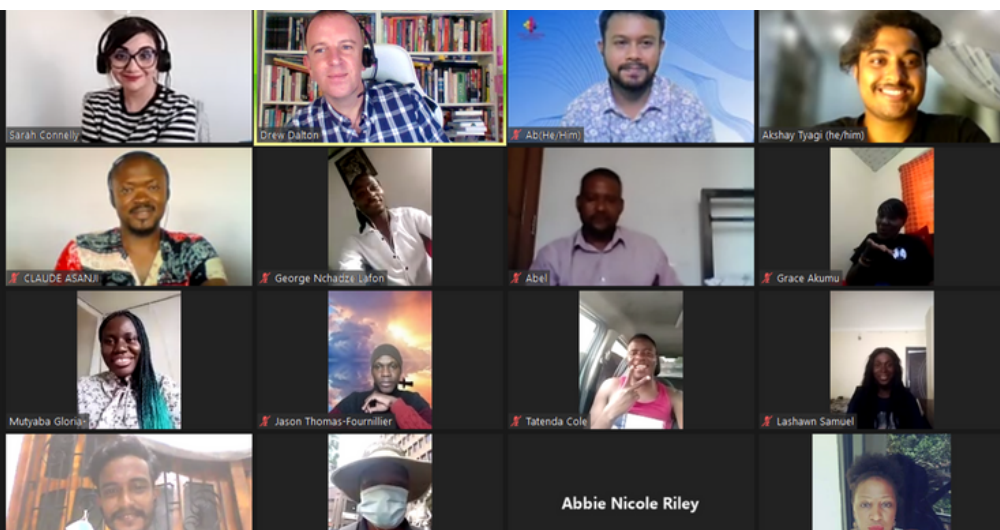
Applicants who applied for our OUTAcademy Global Campaigner Intensive Training Week

24

Successful candidates chosen for the OUTAcademy campaigner training, who have since enacted 24 separate acts of social change in nation states as a result

16

Countries represented as part of our OUTAcademy training - from Kenya, Sri Lanka, India, Ethiopia, Zimbabwe, Cameroon, Colombia, and more



The Impact of OUTAcademy

100%

Of respondents rated our OUTAcademy campaigner course as **'excellent' overall**

100%

Of respondents rated the teaching and facilitators on this course as **'excellent' overall**

100%

Of respondents rated the resources supplied and used on this course as **'excellent' overall**

95%

Of respondents said topics covered in this course were **highly relevant** to develop them as a campaigner

90%

Of respondents said their **skills** as a campaigner **improved significantly** as a result of completing this course.

90%

Of respondents said their **confidence** as a campaigner **improved significantly** as a result of completing this course.



"Mind blowing, impactful, strategic, comprehensive and helpful" (Attendee)

"This course is very important for LGBTIQA + communities to go forward and get their rights" (Attendee)

"Every topic covered is a big step toward making me a good campaigner. In other words, it relates, or gives answers to every question a campaigner could ever ask" (Attendee)

"I tend to forget my words whenever I am nervous but I realised that everyday while attending the sessions, my confidence grew. I was able to openly talk and participate in conversations without feeling judged or ridiculed" (Attendee)

"The participatory approach and methodology used by the facilitators which allowed us participants to fully engage, share and expand our views... that was great" (Attendee)

Zimbabwe: OUTAcademy Campaigner



Campaign: HearThemToo Campaign

"The Hear Them Too campaign is focused on raising awareness about the existence, and healthcare needs of GBQ men in Zimbabwe. We reach out to the wider community, and healthcare providers to thrive for equality and bring equal access to health care services for GBQ men. The campaign has so far used social media to reach out, developed in-person focus group discussions for peer to peer health support, and also it will soon have theatre sets to aid our outreach. So far, we have completed our in-person focus group discussions, where we are inviting health care providers, and the friends and family of GBQ men, to build up to our vision of developing public acceptance for GBQ men, and to help them to get access to clinical services as stigma free spaces #HearThemToo #Thriving for equality" (Health Fonds Trust. Tatenda: He/Him)

Kenya: OUTAcademy Campaigner



Campaign: #EndViolenceStigmaAndDiscriminationAgainstLBQWomen

"The ReportOUT 'Campaigner Training' was a life changing platform for me, as it has grown and shaped me to who I am today. I was privileged to learn, share knowledge, and skills with amazing upcoming HRDs from different parts of the world. Through the intense Campaigner Training, I have been able to stand boldly in spaces within and outside of the LGBTIQ+ community to advocate for equality and inclusion. I have built confidence in myself, and have managed to successfully run two social media campaigns, with the third one currently ongoing. This focuses on the alarming and very worrying safety and security threats targeting LBQ women, and the LGBTIQ community as a whole, during this election period in Kenya. The recent very painful loss of one of our own Sheila Lumumba has made us as an organisation amplify our voices further to advocate for an end to LGQ women. Thank you ReportOUT for making me believe in myself" #JusticeForSheila (Chadala. Grace: She/Her)

India: OUTAcademy Campaigner



Campaign: Creating Sensitive Educational Spaces for Queer Folx

"I was fortunate to have received an opportunity to attend the Campaigners Training by ReportOUT. It was a great experience sharing and learning with fellow activists and friends from different countries. Their rich experience and involvement with communities at various intersections allowed me to understand the role of education even better, to begin to remove the disparities in India, especially with regards to gender.

As part of my project, I opted to work on creative, safe, and inclusive educational spaces for queer folx in India. To begin with, I am focusing on various colleges, and doing both offline and online sensitisation programs to help students recognise and understand the concept of sex, gender, and sexual orientation better. Through this exercise, we are also discussing do's and don't's at educational institutes in order to foster diversity, equity and inclusion" (Keshav Suri Foundation. Akshay: He/Him)

Caribbean: OUTAcademy Campaigner



Campaign: Aspiration Campaign - 'Becoming'

"The campaigner training course gave me a greater focus of me being of use as an individual and an asylum seeker. I learnt that I am not completely alienated, I've remained sensitive and able to feel that I am not losing my sense of dignity. Am not for sale and I still suffer over the suffering of others. I remain a person, and I am not feeling lonely, powerless, and isolated, in present day society.

I, as well others through my aspiration campaign project, can experience moments of joy and clarity that were absent in our lives. I am committed to supporting the lives of queer people seeking asylum and queer refugees, and this campaigner training has supported me to do this by setting up my own organisation" (Spectrum Rainbow Community. Jason: He/Him)

Our Flag in the Map Project

In 2021 we partnered with the Gilbert Baker Foundation to create the 'Flag in the Map Project.' This project asked the global public to submit their photographs of the Pride flag.

Without doubt, the Pride flag and all of its evolving manifestations, is one of the most recognisable global symbols. It is a sign of love, equality, peace, solidarity, activism, and protest to many different people, and it is has become an important symbol of our the global LGBTQI+ human rights movement. The Pride flag belongs to no one person or nation to own it as theirs, it is for all of us, just like our own human rights.

At ReportOUT and at the Gilbert Baker Foundation, we see people flying the Pride flag in many different ways across many different parts of the globe. The Pride flag is flown at Pride marches, displayed on windows or balconies, or flown from a flagpole in an embassy or private business. However, some people find their nation states much more restrictive, so the Pride flag may be quickly revealed as a form of protest, or it is graffitied, painted or stickered on a wall or simply put up within a bedroom, or a private space. People find different and unique ways to share the Pride flag, and we wanted to celebrate this fact.

The aim of this project was educational, to bring together these photographs into a single book, and to launch this book at key events in 2022. We were overjoyed to receive over 100+ photographs from 28 different nation states, from Cuba to China.



106

Photographs of Pride flags submitted to our Flag in the Map Project - and partnership with the Gilbert Baker Foundation

28

Different nation states represented with Pride flags submitted to our Flag in the Map Project

4

Planned public launch events of our book in New York USA, San Francisco USA, Leeds U.K., and London U.K.



Case Study: The Gilbert Baker Foundation



GILBERT BAKER
FOUNDATION

"In 2021, The Gilbert Baker Foundation and ReportOUT came together to explore a collaboration between organisations. Beginning with our Flag In The Map project, our organisations have developed a unique and productive combination of skills and resources that have allowed us to further our missions, reach more people and help communities in need.

Combining the symbolism and power of Gilbert Baker's ubiquitous Rainbow Flag with the global network of ReportOUT, has given both of our groups power and reach that did not exist previously.

The creative team at the foundation, combined with the energy and organisation provided by the ReportOUT volunteers, has created a unique and productive force that both compliments and amplifies the best of both organisations" (Charley Beal: President of the Gilbert Baker Foundation - He/Him)

Our Events and Communications

Over the last year, our Events and Communication team worked tirelessly to continue engaging with our global audience as well as expanding our reach to a more diverse range of demographics.

With over 5,400 followers across all of our social media platforms and over 1000+ people attending our virtual events, we are proud to have successfully improved the quality of our communications and the number of topics we cover. To expand the creative approach to our communications, we have created two professional videos with an external partner, Editors for Impact, to promote ReportOUT's mission as well as the Flag In The Map project. We have also grown more comfortable using video and animation while creating communications content ourselves, including interactive social media animations, reels, stories, and infographics.

This helps us display information in a more accessible way and we are looking forward to continue improving in our approach. We have also continued utilising our blog and newsletters to write about important issues relating to the community, and to share these with our subscriber network. This resulted in our general website traffic doubling and our email marketing bringing 761% more traffic to our website than the previous year. Finally, in our virtual events we covered seven important topics relating to human rights of sexual and gender minorities and the progress needed, including conversion therapy, the men with a pink triangle, the history of the rainbow flag, and more. With the social climate slowly opening up in the U.K., we are looking to expand into in-person events in 2022/23.

"WHEN IT COMES TO ROLES, RESPONSIBILITIES AND EXPECTATIONS AS A VOLUNTEER, THERE ARE REALLY STRONG LEVELS OF COMMUNICATION, AND WHILST EACH TEAM MAY HAVE ITS OWN TASKS, WHETHER IT BE MEDIA AND COMMUNICATION, THE EDUCATION TEAM, OUR DEDICATED HUMAN RIGHTS RESEARCHERS, AND OUR SDG TEAM, WE ARE ALL WORKING TOWARDS THE SAME UNITED VISION."

Annual Volunteer Survey (2021)



7

Free online events for the public in the past year, covering topics such as life in Russia, Cayman Islands, Chechnya, Mongolia, and Greece

4

ReportingIN videos on YouTube, interviewing activists and campaigners in Zimbabwe, Mexico, Serbia and Nigeria

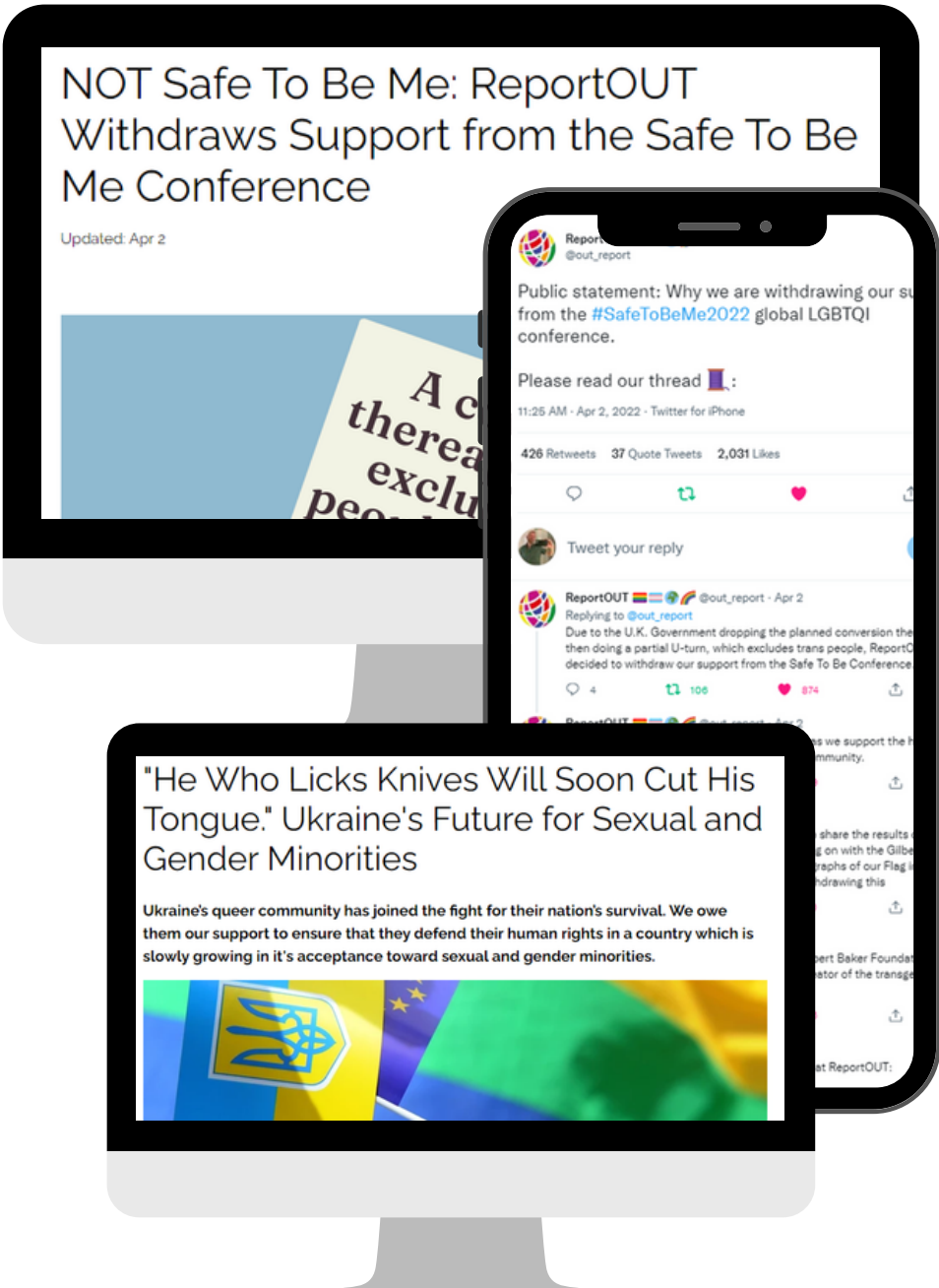
1000+

People have now attended our public events either face-to-face, or online, since ReportOUT came into being!

ReportOUT Rapid Response Team (RORR)

During 2022, we shifted our media and campaign focus to become more responsive to global events. In doing so, we set up our first ReportOUT Rapid Response (RORR) Team.

Key world events saw ReportOUT respond to the effects of the Taliban takeover of Afghanistan and Russia's invasion of Ukraine, and what these meant for sexual and gender minorities. We also responded, and campaigned, against the U.K. government's partial-ban on conversion practices, which has excluded people who are transgender and non-binary. As a result, we were one of the first organisations to withdraw from from the U.K. government's 'Safe To Be Me Conference' in protest at this decision.



5400+

Social media followers across all of our social media platforms

36%

Unique visitors to our website in 2021-2022

761%

Email communication brought 761% more traffic than the year before

Our Partnerships

Partnerships are key to our ongoing life as an organisation, and at ReportOUT, we have a philosophy of partnership building. With this in mind, we entered into and developed, a number of partnerships with organisations across the globe. We all work better, when we work together.

From working with the Gilbert Baker Foundation on our Flag in the Map Project, to working with over 20+ activists in different nation states to increase their campaigning skills and knowledge, we ensure that everything we do has a strong Theory of Change behind it to increase our impact as an organisation.

Our CallOUT human rights research team continued to work with partnerships across the globe, such as the following organisations and individuals:

- Moroccan LGBT Community
- Nassawiyat (Morocco)
- Alwan (regional organisation covering Middle East and North Africa)
- Our Circle Belize
- Trans In Action Belize
- GOBelize
- Human Rights Commission of Belize
- Kevin Mendez: Independent LGBT activist (Belize)
- Ariene Castillo: Human Rights Defender (Belize)
- Mongolian LGBT Centre
- House of Guramayle (Ethiopia) and their partner network
- Time To Be Out (U.K. asylum and refugee organisation)
- Gilbert Baker Foundation

"IT'S REALLY RARE TO FIND A VOLUNTEERING OPPORTUNITY LIKE THIS, WHERE THERE IS SO MUCH TRAINING AND OPPORTUNITY FOR GROWTH PROVIDED. WHERE YOU ARE GIVEN REAL RESPONSIBILITY AND FEEL LIKE YOU'RE DOING WORK THAT WILL MAKE A REAL WORLD DIFFERENCE"

Annual Volunteer Survey (2021)



9/10

Was our average score amongst volunteers when asked how satisfied they felt as a volunteer at ReportOUT

9.5/10

Was our average score amongst volunteers when asked how valued and supported they felt as a volunteer at ReportOUT

9/10

Was our average score amongst volunteers when asked how much impact their work makes as a volunteer at ReportOUT

Our Membership of UKAGE

**UK ALLIANCE FOR
GLOBAL EQUALITY**

ReportOUT is a full member of UKAGE, the U.K. Alliance for Global Equality. UKAGE is a coalition of UK-based civil society organisations working together to promote and support progress in global LGBTQI+ rights. As members, it is our collective mission to use our collective resources and influence to promote the human rights and equality of LGBTQI+ individuals and communities globally, to ultimately end persecution and discrimination.

Whether it is sharing knowledge and resources about the Taliban takeover of Afghanistan, global political change, or the impact of the Ukrainian invasion by Russia on sexual and gender minorities, we value our membership and are an active contributor toward UKAGE meetings and outputs.

Some of the current members of UKAGE are African Rainbow Family, All Out, House of Guramyle, Human Dignity Trust, Frontline AIDS, Kaleidoscope Trust, Micro Rainbow International Foundation, the Ozanne Foundation, ReportOUT, Stonewall, Stop AIDS, UK Black Pride, and Rainbow Migration.

Our Volunteers



Our volunteers make ReportOUT work, and with over sixty volunteers in total (not including our trustees!), we bring a truly global feel to our organisation!

Volunteers cover the A-Z, ranging from Australia to Zambia! We have representation from countries such as Pakistan, Turkey, Kenya, Panama, Hong Kong, Cameroon, the Caribbean, Lithuania, Hungary, Iran, Nigeria, Saudi Arabia, Zimbabwe, Uganda, U.K., USA, and Somalia.

The range of languages they bring to ReportOUT, and their diverse skill sets, ensures that all six of our core teams work so well. We thrive on our diversity!

Our Future in 2022-2023

We have had a very successful year. In April 2022, we launched our second Three-Year Strategy for 2022-2025, setting a clear approach for our future as an organisation. We have exciting goals and we welcome new partnerships, new friends, and allies, across the globe to help us to achieve them.

Projects launched later this year (as a taster) will include:

Green in the Rainbow Project

Our research project and network group, which will focus on examining the impact of the Climate Emergency on sexual and gender minorities in the U.K. and abroad.

Human Rights Training

Open access public courses to advance your knowledge about the human rights abuses of sexual and gender minorities across the globe. We will be offering 'short burst' public training courses on the various United Nations conventions, and how to include sexual and gender minorities within them.

Continuous Professional Development Training

For professionals working in international development and humanitarian aid organisations, on how to engage with sexual and gender minorities in their campaign planning.

Launching New Research

We will see the launch of our nationwide research projects from Belize, Morocco, Mongolia, and Ethiopia. We have an appetite for more and look forward to new research partnerships in 2022-2023!

Global LGBTQI+ and SDGs Conference

ReportOUT will be launching our first ever Global LGBTQI+ Human Rights and SDGs Conference on Thursday 22nd June 2023, at the University of Sunderland. U.K. Alongside this, we will be launching our **Global ShoutOUT Awards** for global grassroots campaigners!

We will have more public events, more engagement with the SDGs, more social change happening, and much more of ReportOUT near you.



8

Blogs on a range of topics covering what is happening to sexual and gender minorities in Malawi, Afghanistan, Panama, Iran, and more

3

ReportOUT University Societies at Durham University, University College London (UCL), and Cambridge University

1

Signatory of the Affirmation of Feminist Principles Letter, to tackle patriarchal systems in all that we do

Thank You to Our Supporters

Thank you to all who have supported us in 2021-2022. As well as our partners who we have worked with, we would also like to thank the following people and organisations:

Trustees

- Chair of Trustees: Drew Dalton: United Kingdom
- Treasurer: Steven Irvine-Duffy: United Kingdom
- Secretary: Nelly Mazarura: United Kingdom/Zimbabwe
- Trustee: Kotryna Kairyte: Lithuania
- Trustee: Jodie Weatherston: United Kingdom
- Trustee: Nyume Blaise: Cameroon
- Trustee: Tom Obokata: United Kingdom/Japan
- Trustee: Kyuhan Shin: South Korea
- Trustee: Salman Khan: USA/Pakistan
- Trustee: Matthew Blaise: Nigeria
- Trustee: David Larbi: Ghana
- Trustee: Hazan Kahrizi: Germany/Iraq
- Trustee: Suleyman Matos: Spain

Former trustees

- Suzanne Butler
- Kieron Robinson

Patrons

- Mazharul Islam, Aderonke Apata, and Rvd. Jide Macaulay

Volunteers

Thank you to all of our volunteers, both past and present, who have helped us to become the organisation and family that we are today.

Our supporters and donors

We want to see a huge thank you to everyone who has supported us by signing up to our mailing list, attended an event, supported our campaigns, and donated (one-off or regularly) to support our work. Our work could not be done without you, and for that we are eternally thankful.

Our funders

Thank you to the National Lottery 'Together for Our Planet Programme' for funding our Green in the Rainbow Project.



"Although we face significant challenges ahead in ensuring that the human rights and development needs of sexual and gender minorities are protected and highlighted, we are more than ready to take on this challenge."

We are ambitious as an organisation, and we are fearless, determined and relentless in pursuing social justice and in highlighting the human rights abuses of sexual and gender minorities globally"

ReportOUT Three-Year Strategy: 2022-2025



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