



ACTIVITY REPORT

2023



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Activity Report 2023

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***TGEU (Transgender Europe) is a trans-led non-profit
for the rights and wellbeing of trans people.
TGEU represents 215 member organisations across
50 countries in Europe and Central Asia.***

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Introduction

Message from the Board

Dear Members, allies, and friends of TGEU,

We hope this finds you in good health and high spirits. As the year draws to a close, we, the Board, wanted to take a moment to reflect upon the state of our movement in the region, the work that TGEU is doing to advance the rights of our community, and the challenges that we continue to face. This year has undoubtedly been filled with trials and tribulations. However, our collective dedication and resilience continue to pave the way for progress in advancing trans rights across Europe and Central Asia.

First and foremost, we would like to acknowledge the challenges our community faces within our region. An ever so vocal and well-funded anti-gender movement, discrimination, violence, inadequate healthcare, and legal barriers persist, making it essential for us to remain steadfast in our commitment to address these issues head-on. It is disheartening to witness the disproportionate burden our community carries, especially those of us who have intersecting identities that expose us to even more violence and marginalisation. Despite this, we stand united in our determination to ensure that we overcome these challenges.

Despite these hurdles, we have seen significant strides in legal gender recognition, healthcare access, and social acceptance, and we are proud to share with you some of the improvements that have been made due to our relentless work. Our advocacy efforts at both

national and European levels have resulted in several crucial legal victories, including the adoption of Spain's legal gender recognition law based on self determination, the German government tabling an LGR law also based on self determination, and challenging discriminatory laws and policies that have resulted in significant harm to our community.

We are also proud of our research and public awareness campaigns that have significantly contributed to a better understanding of trans issues among the general public and policymakers. Our work in challenging stigma and discrimination continues to be a cornerstone of our mission. Together, we have developed research on the anti-gender movement, mapping out the actors, how they are funded and the impact on our community. We have also created the Trans Media Guide for journalists, editors, and content creators to promote trans-informed, quality journalism.

Our community support initiatives have been particularly impactful this year. Through workshops, support groups, and direct assistance programs, we have empowered countless trans individuals and their families. Our membership across the region continues to grow, now standing at 215 member organizations in 50 countries. In March, our membership took part in our general assembly, where among other things a new Board was voted in.

This report outlines our efforts, achievements, and the ongoing challenges we face in our collective mission. As we look to the future, we are filled with hope and determination. The challenges we face only strengthen our resolve to create a world where every trans

person can live authentically and safely. We are deeply grateful for the support of our members, allies, and partners in this journey. Together, we will continue to break barriers, build bridges, and advocate for a world that respects and celebrates diversity in all its forms.

The Board wishes to thank the staff for their passion, dedication and commitment to our work, programs and TGEU as an organisation, but most of all to our community.

Warm regards,

Dinah Bons & Sara R. Phillips
Co-Chairs, TGEU (Transgender Europe)



Picture: TGEU Board Members in Berlin, in-person meeting

What We Have Learned

As a reflective organisation, we are committed to continuous improvement. While we celebrate wins, we also acknowledge that there is more work to be done. Based on feedback from our engagements with our diverse trans communities as experiences operating in a rapidly shifting landscape, we have gathered these invaluable insights categorised into two pillars: Operating Legal and Political landscape and Programmes and member Engagement.

Legal and Political Landscape:

Strengthening Community support and building strategic alliances

We are witnessing rising pushback and a concerning backslide in legal protections for trans rights in many countries from far-right groups and anti-gender movements on many fronts and in various countries. At the same time, wars, conflict and rising inflation are also taking a toll on our communities, particularly those from further marginalised communities. Thus, the need to invest in community support, collective organising, and cross-movement building has never been greater. We will continue to create and nurture relations with strategic and intersectional alliances.

Countering Anti-Gender Movements

Our communities are resilient, and the times are tough. Together with our partners from other communities, we continue to build collective power to confront the rising far-right anti-gender movements and their anti-trans rights agenda spreading across Europe and Central Asia. We must be proactive in designing tools and resources to counter these narratives and disinformation.

Programmes & Member Engagement:

We remain committed to providing relevant and responsive programmes, leaving no communities behind through:

- ***Continuous Engagement:*** Sustaining and enhancing relations, especially in regions without direct membership, remains a key priority. We are also intensifying the value by reconnecting with older groups and conducting targeted outreach to underrepresented activists, including trans individuals who are D/deaf, elderly, BPoC, youth, and sex workers.
- ***Creating more opportunities and spaces for peer-to-peer connection and networking:*** This is essential to strengthen a sense of belonging and enrich members' collective experience.

- **Empowering Grassroots Engagement:** As an organisation centring on values of decoloniality and intersectionality, there is a great need to continue reaching out to underrepresented groups, supporting, extending solidarity and collaborating with them.
- **Amplifying members' voices:** Sharing our members' work, contexts, wins, and challenges within our network is vital for solidarity sharing and community building.
- **Supporting and enhancing members' meaningful participation in TGEU processes:** This is crucial for empowering members' agency to participate in critical processes such as the General Assembly and take up leadership positions. We have also realised the importance of setting up spaces and opportunities for current board representatives and members to connect.
- **Increasing focus on economic justice:** A key learning point is to enhance programmatic focus on issues impacting our communities, especially on topics such as housing and employment.
- **Developing agile and adaptive strategies:** In these uncertain times, we must continuously listen to member feedback so that our work is relevant to their diverse needs and local contexts.
- **Strengthening our rapid response systems:** More efforts are needed to forecast and prepare efficiently how best to support communities in times of crisis.

Our Membership

Our membership is growing!

Our members live and organise in the context of unprecedented challenges, including economic woes, pandemics, conflicts, and natural disasters. Simultaneously, we are witnessing the rise of authoritarianism, far-right groups, and anti-gender movements, fueling an anti-trans and anti-migrant rights ecosystem.

Consequently, our trans communities, especially those from further marginalized backgrounds, such as trans refugees, sex workers, people of colour, trans feminine youth, the elderly, and Deaf or disabled individuals, have to bear the brunt of these rapidly changing, complex, and volatile landscapes.

Nevertheless, we also witness the resilience and courage of our trans communities and allies, who continue to support each other with love and compassion. The significant growth in our membership base is a clear testimony that our communities need collective organising and solidarity.

As of November 2023, TGEU has 215 group members from 200 last year and 283 individual members from 258 the previous year.

We are also pleased to share that our membership base has expanded to two new countries: Moldova and Azerbaijan, where we now have three new groups which all joined this year. TGEU now also has its first trans-led and focused member group in Estonia-Trans Alliance Estonia.

We are committed to reaching communities in countries where we are yet to have representation, including Liechtenstein, Monaco, and Turkmenistan. Additionally, we are making proactive efforts to initiate contact with groups and activists in these countries. We will continue this process because broadening our membership base is crucial for our overall strategic goals of supporting communities and strengthening movement building.

Our approach as a membership-based organisation

Our work is guided by our mission to advocate for the rights and well-being of trans people in Europe and Central Asia. Thus, our commitment and membership approach is clear: Listen. Adapt. Reflect. Support as further substantiated below.

Member-Centric

At TGEU, our members are the guiding voices shaping our journey. We are devoted to serving our diverse community, meeting them where they are. Through continuous assessments, we tailor our programs to align with the unique priorities of our members.

Proactive, Agile, and Responsive

We are proactive, agile, and responsive to establish a supportive environment. In our commitment to support our members through their evolving needs, we establish open channels of communication and outreach, especially to underrepresented groups. This approach aims to create and share power within our trans communities, particularly those further marginalised.

Reflective Engagement

As a learning organisation, we value and actively listen to feedback from our members. This reflective engagement ensures that our programs remain responsive and relevant. Acknowledging that organizing is not a linear path and that our journey involves successes and learning points, we are committed to continuous learning, reflection, and adaptation.

Impact and Activities

2023 Highlights

January

- Leadership Academy and retreat for trans asylum seekers and refugees in Athens

February

- Spain adopts Self-Determination Law

March

- Landscape Analysis of Anti-gender Movement published
- TGEU's General Assembly was held, where our members got to elect new Board members
- Act on Legal Recognition of Gender enters into force in Finland

April

- A new communications team onboarded
- PeerNetz membership meetings launched
- Trans-Feminine Leaders Academy in Porto

May

- Trans Rights Index & Map Campaign
- Strategic communications to build support for trans rights published
- Trans Refugee Network in-person meeting in Brussels
- Anti-trans violence documentation in EECA launched

June

- Anti-trans violence against people in and from Ukraine campaign start
- Trans Advocacy Week at the UN in Geneva

July

- Trans Health Network meeting in Berlin
- Self-determination campaign start

August

- Membership visit to Slovakia
- In-person meeting and training of EECA activists in Istanbul

September

- Trans Media Guide published
- Anti-Trans Violence Reporting Tool published
- State of Trans-specific Healthcare in the EU: Looking beyond the Trans Health Map 2022 published

October

- Safety and security toolkits for organisations and individuals published
- Advanced Fundraising and Grant Writing Training in Berlin

November

- Trans Murder Monitoring Data Update
- Trans Day of Remembrance Campaign
- Hate Crimes Study visit to Brussels
- Published Asylum Procedures Regulation recommendations

December

- TGEU participation in the expert hearing at the German parliament on the German self-determination draft law
- Legal Gender Recognition Checklist Launch
- Launch of Council of Europe HELP Module on LGBTI persons in the Asylum Procedure

Beginning of 2023

- 200 organisational members
- 13.10 Full-time staff
- equivalents
- 1.881.185€ budget

End of 2023

- 215 members as of 1 October
- 12.90 Full-time staff
- equivalents
- 1.915.588€ budget projected

Strategic Plan Progress

Goal 1: Stabilise and Sustain TGEU

Objective 1: Organisational Development

Engage in organisational development to ensure TGEU has solid and stable operational structures, resources, and staff with the capacity and skills to achieve our goals.

TGEU in 2022 and 2023 remained focused on the organisation's sustainability and is committed to continuing the growth in the upcoming years. In order to achieve its goals, the organisation will continue to work on the following areas:

Staffing

- The end of 2022 and the beginning of 2023 were significant for TGEU's management changes, moving from an Acting Co-Directorship team led by Milena Papakoch and Anwar Ogrm to hiring an Executive Director. Lenny Emson was hired as an Executive Director at the beginning of 2023 and he led the organisation until October 2023. TGEU is again navigating through a transition with a reinvigorated spirit. Our dynamic Board and staff are working to ensure the stability and forward momentum of TGEU. The Board is also engaging an international recruitment agency for our leadership search and providing interim leadership internally. The call for a new Executive Director will be open before the end of 2023. In the meantime, the Board Co-Chairs, Sara Phillips and Dinah Bons, will be supporting the organisation in the transition period along with Milena Papakoch, Deputy Director of Operations.
- In the past and current year, TGEU has done a few hiring processes including strengthening the Operations team by having 2 full-time staff at Officer level that will improve the overall work at the organisation and, most importantly, provide a solid team to support the financial reporting. TGEU will open 2 new hires for a Community Building Officer and Communications Specialist at the end of 2023 with a plan to finalise the processes in early 2024. TGEU was and will continue to be committed to having a diverse team.

Operations

- One of the highlights in the Operations team for 2023 was working on a Sub-granting Manual that will improve the processes when it comes to sub-granting trans organisations across Europe and Central. Both the programs and operations teams will use this document and add value to the overall process. TGEU has built up a strong and growing experience during the year in sub-granting, monitoring and evaluation, generally working with sub-grantees on project implementation and building organisational and advocacy capacity.
- TGEU's Operations and Community Building teams are continuously improving the membership database system in CiviCRM, which is also used across other departments in the organisation. Project management tools like Trello and Monday.com are continuously in use, and this way, all staff have an overview of the assigned tasks.
- TGEU's management will continue working with the Board in updating organisational documents like the Operational Manual by the end of 2023 or early 2024, together with a research on a hybrid model of work.

Finances

- TGEU is very committed to improving the organisation's overall financial management. By adding 2 full-time Operations Officers (hired in 2022 and 2023) and supervision done by the Deputy Director of Operations, the organisation will have a team trained on German accounting and financial reporting to all funders. TGEU, in the past and current year, has and will continue to work with Mazars, a leading international audit and tax advisory company.

Communications

- A new communications team of two people (Senior Communications Officer and Communications Officer) was hired and onboarded in Spring 2023 to make TGEU's communications more strategic, engaging, modern, and agile. The new Communication Officers have press relations, startup and editorial background and proven track record to fulfil these goals. As of December 2023, TGEU is hiring an Editorial & Social Communications Specialist to replace the Communications Officer under the Senior Communications Officer's leadership to continue building a solid and holistic communications team.

Objective 2: Financial stability

Secure at least €850,000 annually.

Financial report

Overall, TGEU is in a solid financial position, with over 350.000€ in reserves as of the end of 2022 and stable funding secured through 2025.

In 2021, TGEU applied for the new Framework at the EU for the grant cycle for 2022-2026 and successfully extended the grant. In 2021, EECA project grant was renewed and will be implemented until July 2024. In early 2024 TGEU will be applying for the next grant cycle. TGEU successfully received new funding to support our work in Central Asia until 2025. TGEU also started new programs with the secured funding and work on asylum, HIV, and emergency support in Ukraine. TGEU, during the period 2020-2024 is and will be sub granting to organisations in the EU, European non-EU and CA countries.

For 2023 and 2024, we have confidence in our income projections because almost all planned budgets have been received or in the last stage of extension. We are budgeting for the year based on the assumption that we receive renewal grants, but we should consider using some of our core funding in 2023 to maintain our programmes should one or more of the project grants not be fully renewed. The expenses are higher in 2022 than in 2021 due to increased travel and expenses related to organising the 2022 Trans Council. The next Trans Council will happen in 2024, we will also start the subgrating process in 2024 and 2025 under EU funding.

Please note that all financial reports are audited including 2022.

	2020 Budget - Approved 2020	2020 Budget Actuals (Audited)	2021 Budget - Approved 2020	2021 Actuals (Audited)	2022 Budget - Approved 2020	2022 Budget (Audited)	2023 Budget	2024 Budget
Income								
<i>Unrestricted Operating Grants</i>	415.219 €	371.901 €	410.000 €	375.525 €	365.000 €	247.026 €	380.389 €	346.588 €
<i>EU core funding</i>	356.000 €	356.000 €	368.000 €	368.000 €	365.000 €	525.905 €	524.818 €	524.818 €
<i>Project Grants</i>	132.802 €	210.243 €	137.500 €	198.253 €	210.000 €	1.047.017 €	990.381 €	863.663 €
<i>Other Income</i>	20.000 €	32.917 €	5.000 €	81.940 €	5.000 €	24.796 €	30.000 €	30.000 €
<i>Income Subtotal</i>	924.021 €	971.061 €	920.500 €	1.023.718 €	945.000 €	1.844.744 €	1.925.588 €	1.765.069 €
Expenses								
<i>Staff</i>	344.000 €	350.660 €	584.710 €	497.208 €	615.000 €	749.731 €	996.250 €	1.027.765 €
<i>Travel</i>	15.000 €	1.730 €	50.000 €	1.445 €	140.000 €	97.831 €	169.546 €	164.116 €
<i>Other Programmatic Work</i>	372.000 €	246.036 €	130.000 €	302.731 €	100.000 €	555.543 €	573.321 €	421.935 €
<i>Other Costs (Rent, office costs, admin)</i>	111.000 €	340.121 €	90.000 €	161.326 €	90.000 €	172.723 €	142.068 €	114.176 €
<i>Expense Subtotal</i>	842.000 €	938.546 €	854.710 €	962.710 €	945.000 €	1.575.827 €	1.881.185 €	1.727.992 €
<i>Result of the year</i>	82.021 €	32.515 €	65.790 €	61.008 €	- €	17.628 €	44.403 €	37.077 €
<i>Receivables at the end of the year</i>						142.792 €		

Objective 3: Board development

Ensure the Board has the skills and capacity to govern the organisation.

TGEU has a new Board since March 2023, and they are meeting in person and online as almost all of the Board members come from different countries. The usual place for in-person meetings is TGEU's office in Berlin. TGEU's management and the Board are committed to improving the skills to govern the organisation, and there is a plan for training that includes financial management, media and communications, organisational management, facilitation and conflict resolution.

Objective 4: Culture and Justice

Improve the working culture of TGEU and put into action our commitment to anti-racism, anti-sexism, decolonisation, and accessibility.

Intersectionality working group

TGEU's internal Intersectionality working group aims to lead the staff in mutual learning and implementing best practices regarding intersectionality and racial, gender, and disability justice. In 2023, the group organised a staff survey to reflect on how TGEU practises intersectionality as an organisation. The outcomes were discussed in an all-staff meeting. Later in the year, the working group organised a training session with an external facilitator on 'Power, privilege and positionality', looking internally at the staff. A follow-up session in the new year will focus on these topics in TGEU's work with members, partners and trans communities more broadly.

Staff wellbeing

The health and wellbeing of TGEU staff is supported by covering up to 10 counselling, coaching, or skills training sessions per staff member, and the organisation provides support in continuous development according to the areas of work. In 2022 and 2023, TGEU staff were trained on equitable hiring, project management and time management.

Goal 2: Protect our rights to defend and advance protections for trans people throughout Europe and Central Asia

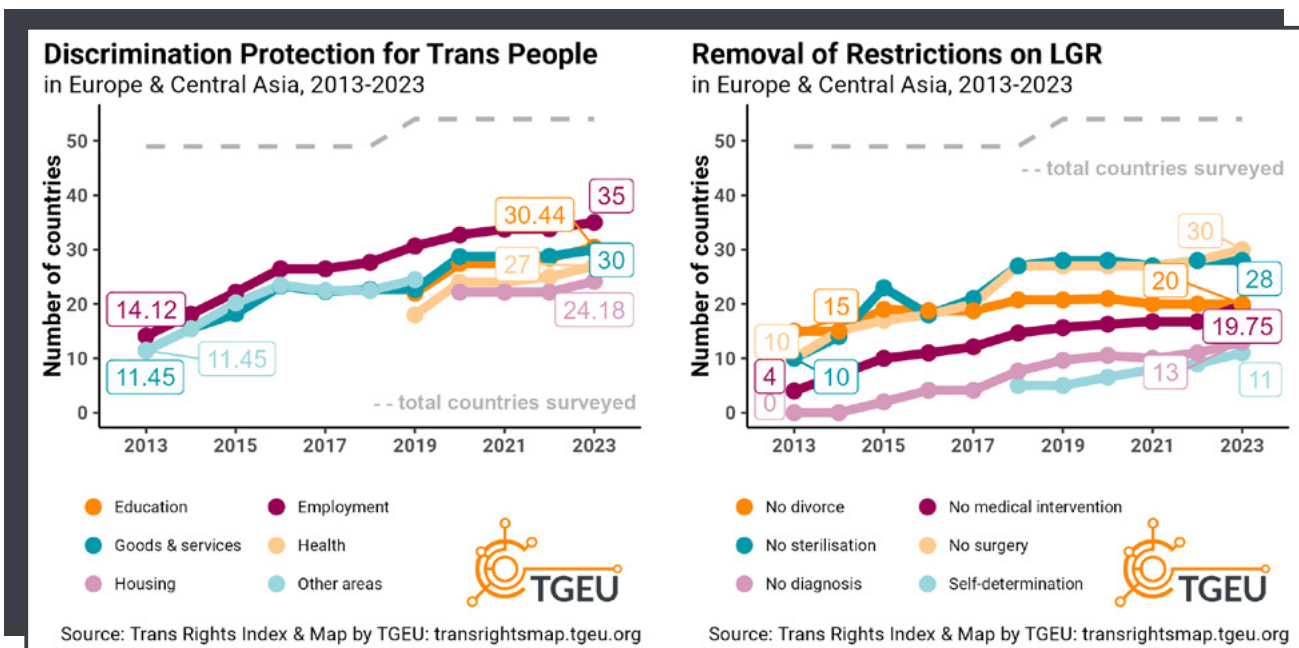
Objective 5: Legal protections and healthcare

Maintain and improve legal protections, including non-discrimination, legal gender recognition, and healthcare access for trans people.

Legal protections

Legal protections were won and lost amidst an increasing polarisation around trans people. The Trans Rights Index & Maps (TRIM), which describes the current status of trans legal protections in 49 countries in Europe and 5 in Central Asia, was updated again in 2023.

This year's update showed a general picture of progress, with gains in legal protections in several countries, particularly in **Spain, Finland, Iceland, Greece, and Moldova**. In 2023, TGEU also released a **10-year longitudinal data analysis since the first Trans Rights Map in 2013**. Overall, there has been significant progress since the first edition of the map, particularly in legal gender recognition and non-discrimination policy, though progress in family, health and equality policy rights has been minimal. Malta, Iceland and Luxembourg in particular, have made massive progress in expanding trans rights in the last decade. However, there is apparent stagnation in many states, including Belarus, Russia and Central Asia. The UK, which once led the way in Europe, is now in the middle of the rankings, and there have been de facto bans on legal gender recognition in Hungary and Bulgaria. Slovakia also gave a reason for concern.



Picture: Figures from the 10 year analysis of Trans Rights Index & Map data

In Eastern Europe and Central Asia, two countries in particular stand out: Russia and Kyrgyzstan. In November 2023, the Russian Supreme Court **criminalised** the “international LGBTI movement” as “extremist”, leading to acute danger for activists as well as LGBTI people in the country. This followed after, in July 2023, the Russian parliament had already **prohibited trans-specific healthcare**, including hormone-replacement therapy and surgeries), limited legal gender recognition (LGR) to intersex people and to trans people who had previously undergone gender-affirming surgeries, as well as forbade trans people to adopt children or to maintain their marriage following gender transition.

Our submission to the independent UN expert on SOGI in the form of an **analytical review** on colonialism and its impact on sexual orientation and gender identity in the regions of Eastern Europe, Central Asia, and the Caucasus also covered Russia.

Kyrgyzstan limits the freedom of speech by banning the sharing of information about LGBTI issues. The law is a copy of a similar law in Russia on so-called “propaganda of non-traditional sexual relations” among children. In autumn 2023, a bill on “foreign representatives” was passed in the first reading of the Kyrgyz parliament. If adopted, it would criminalise activities by non-governmental organisations that receive foreign funding with up to 10 years in prison. Due to the vague and broad terms, this bill may be used to persecute human rights non-profit organisations, especially those working with LGBTI people.

Given these developments, TGEU intensified our work with Russian and Kyrgyz activists, gathering the activists' needs and building strategies for assistance. We lobbied institutional actors with up-to-date information and maintained contact with them regarding developments in Kyrgyzstan¹ and Russia. During major events such as the Trans Advocacy Week at the UN (see event description throughout the report) more than 20 stakeholders intervened on the situation in Central Asia.

Legal Gender Recognition

TGEU has provided input to the EU Commission **Guidelines for LGBTI National Action plans** for EU member States, which, amongst other recommendations, confirm that quick, transparent and accessible legal gender recognition based on self-determination is critical for making EU rights and freedoms accessible for trans people.

“ In order to appropriately respect human and fundamental rights of LGBTIQ people and EU law obligations, it is important (...) Put in place, in accordance with the priorities and legislation of the Member States and EU and international case law, transparent and accessible legal gender recognition legislation and procedures based on self-determination. ”

(High-Level Group on non-discrimination, equality and diversity LGBTIQ Equality Subgroup. Guidelines for Strategies and Action Plans to Enhance LGBTIQ Equality, p. 21)

On the level of the Council of Europe, the European Commission against Racism and Intolerance (ECRI) General Recommendations on LGBTI Issues provide detailed recommendations on how legal gender recognition should be conceptualised and implemented. TGEU provided the expert committee with input for this general recommendation.

On the national level, we focused on supporting activists in Hungary and Slovakia. Thus, we met with our Hungarian members and discussed ways of support during the ongoing ban on legal gender recognition. We also supported

¹ <https://tgeu.org/kyrgyzstan-proposes-anti-lgbti-propaganda-law/>, https://tgeu.org/wp-content/uploads/2023/09/Kyrgyzstan-Anti-LGBTI-%E2%80%98Propaganda-Law_-Full-Statement-Advocacy-Materials_-EN.pdf

strategic court cases before both regional courts, the European Court of Justice (ECJ) and the European Court of Human Rights (ECtHR). While the Constitutional Court found the ban not to be unconstitutional, we supported legal action that seeks to clarify how trans people can still access their EU rights under such a ban, e.g. have key registry information updated and thus conform with the EU Data Protection Regulation.

When another Hungary-inspired ban on LGR was on the parliamentary agenda in the spring of 2023, we supported local activists in Slovakia with international advocacy to stop this nightmare coming true. For the time being, the proposed ban has been stopped, but the political situation remains prone to further anti-trans attacks from the government promoting anti-equality and authoritarianism.

We worked with Bulgarian activists on the *de facto* ban on legal gender recognition that the Bulgarian Court of Cassation had created by deliberately misreading a judgement of the European Court of Human Rights, declaring that the Bulgarian legal framework did not provide for legal gender recognition. The interpretative decision left no room for courts or other actors to provide for legal gender recognition. In interventions to the monitoring mechanism of the European Court of Human Rights, we underlined the disrespect for the Court's decisions and the impact this ban has on trans people in the country.

We also made a **submission to the Scottish gender recognition reform**, transforming the procedure into a self-determination-based one. However, the UK stopped the reform from being enacted.

We also supported LGR reforms in other countries, ranging from Cyprus to Georgia, Slovenia, Moldova, Sweden, the Netherlands and Germany, by joint letters and submissions, lobbying international actors to engage in national LGR processes, meetings with activists, parliamentarians, equality bodies and government officials, submissions to the ECtHR case law monitoring process, speaking at parliament hearings or high-level conferences, and giving media interviews or co-writing an Op-ed. While we were thrilled by brilliant activists and allies on the ground, the level of organised hatred opposing these basic rights to trans people has been a sad reality in all of these countries.

Our unique research into the practical experiences of self-determination models in 9 European countries made it into law proposals. Together with our new interactive checklist for a legal gender recognition reform, this flag-ship tool is in high demand.

Healthcare

Improving access to quality healthcare and ending the pathologisation of trans people continue to be among the main priorities for the healthcare policy advocacy for TGEU. TGEU's approach to enhanced access to healthcare has always been to combine membership input, capacity building, and advocacy to achieve our strategic goals. With this in mind, we launched the first Trans Health Map in 2022. Following this, in 2023, we further analysed and developed the data collected through the survey for the Map and published a report, **"State of Trans-Specific Healthcare in the EU: Looking beyond the Trans Health Map,"** to unpack the nuances in access to healthcare in the region. This report reiterates many aspects represented in the map but also attempts to shed light on the impact of a clear legal basis on access to healthcare.

In addition, the work on access to trans-specific healthcare at TGEU involves engaging in various policy processes and building networks with medical professionals, policymakers, and the trans community, i.e. our membership. In 2023, the below activities were carried out:

Training and strategy development:

- TGEU hosts the Trans Health Network, a network of activists working on healthcare. The network met over 5 times in 2023, one of which was an in-person meeting held in Berlin. Several topics are raised and discussed during these meetings, primarily how to engage with advocacy processes.
- TGEU Participated and presented research at the conference organised by the European Professional Association for Transgender Health (EPATH) in Ireland and regularly attended EPATH board meetings.
- We developed networks with the European Public Health Association that facilitated TGEU's participation and a presentation in their annual conference.
- We coordinated member input and facilitated the organisation of the Council of Europe's Thematic Review on LGBTI Health by providing input on the program.
- We developed a position paper on trans-specific healthcare for children and young trans people to communicate TGEU's advocacy priorities and approach.

National advocacy:

- We supported the development of a healthcare protocol based on informed consent in Albania.

International/regional processes:

- We provided input on hormone shortages to the United Nations Office of the High Commissioner on Human Rights.
- We engaged with other EU and Council of Europe processes and bodies on improving access to trans-specific healthcare. In particular, TGEU successfully advocated for an exchange of views at the European Parliament on depathologisation of trans identities and also held two meetings with the DG-SANTE on issues related to improving access to healthcare through EU mechanisms.
- We provided recommendations on the Russian translation of the WPATH Standards of Care (8th version) to ensure that the Standards use up-to-date, non-pathologizing language.

We provided input to the Council of Europe Commissioner for Human Rights' human rights **comment** on LGBTI conversation practices.

Asylum

As of 2023, the state of asylum and migration in Europe and Central Asia is characterised by complex challenges and ongoing efforts to manage and address the issue. The region continues to experience significant flows of displaced people, among them trans people fleeing fear of persecution because of their gender identity. There are varying degrees of policy responses among European and Central Asian countries, including those emphasising border control over the providing humanitarian assistance. **At TGEU, we have continued to show our commitment when it comes to advocating for the rights of trans asylum seekers and refugees by hiring a full-time policy officer to work on the issue.** Here are some of the work that we have done so far:

- We held virtual meetings through out 2023 within the framework of the Trans Refugee Network to exchange best practices and enhance the organisational development, skills, and capacity of participating members.

- We helped to develop the EUAA's Advanced SOGIESC Guide which Member States will refer to when implementing structures to safely accommodate and process trans asylum applications. The guide will be launched sometime in 2024.
- We participated in a workshop on legal assistance and representation in the asylum procedure. The EUAA organised a 2-day workshop that looked at the access that asylum seekers in general have to legal representation in the asylum procedure. TGEU participated and developed our input based on a CoE HELP Module that we contributed to on the same topic.
- We developed a set of recommendations in response to the ongoing legislation surrounding the asylum procedures regulation at the European Parliament. These recommendations unequivocally highlighted the adverse consequences that the current proposed legislation would inflict upon vulnerable trans asylum seekers. We shared the recommendations with members of parliament, allies, and other civil society networks.
- We collaborated with students from the University of Bristol to conduct research on the accessibility of legal gender recognition for trans asylum seekers and refugees in 12 countries across Europe and Central Asia. This partnership aimed to shed light on the challenges faced by trans individuals seeking asylum or refuge in these regions and to identify the barriers they encounter in legally changing their gender. The research will be published in the form of a report in 2024.

HIV and sexual and reproductive health and rights

In 2023, the **novel position of HIV Research and Advocacy Officer** was established to position TGEU as a pivotal advocate in HIV and Sexual and Reproductive Health and Rights (SRHR) across Europe and Central Asia.

The role encompasses three fundamental components: first, conducting qualitative and quantitative research on HIV-related services. Secondly, capacity building on one part of trans communities by enhancing the knowledge and skills regarding HIV basics, epidemiology, biochemistry of medications, and HIV advocacy. Also, the capacity building of healthcare authorities, professionals, and researchers on Gender Identity and Expression, Transphobia, Cisnormativity,

and their impacts on the accessibility to all aspects of the HIV continuum. Lastly, the role focuses on creating advocacy tools and amplifying transgender representation in decision-making spaces, particularly in the Health care sector, aimed at advocating for trans-specific needs in HIV and Sexual and Reproductive Health and rights.

To actualize these goals, various strategic initiatives were undertaken throughout the year. These included webinars, training sessions, conferences, and presentations at high-level meetings, all directed towards increasing awareness, diminishing stigma, and improving health outcomes for transgender communities.

Detailed Activities

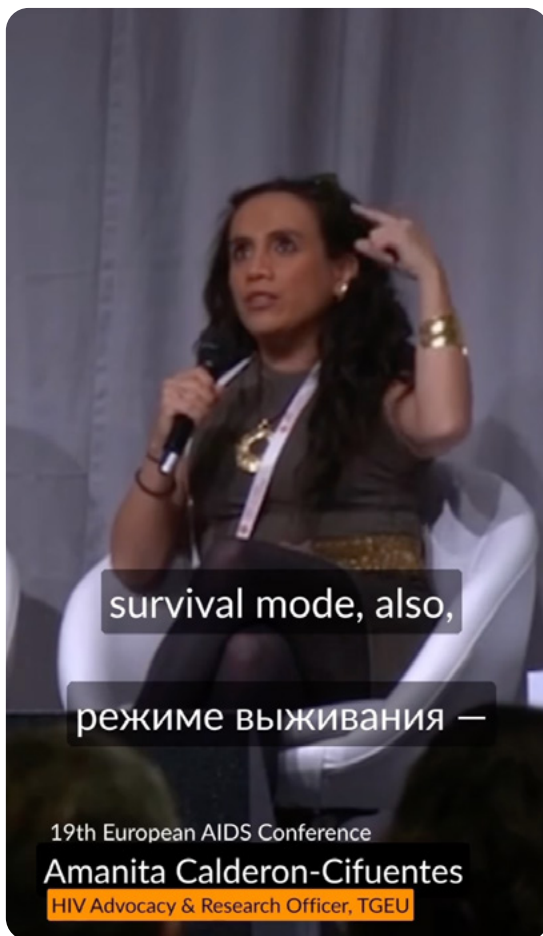
Research

A qualitative study titled Impact Assessment of Gender Affirming Care on HIV Outcomes was collaboratively designed with the THRIVE consortium. An external consultant was hired to develop the instrument in collaboration with the HIV research and advocacy officer. Subsequently, a series of online and in-person focus groups were conducted to collect the data. Following the data collection phase, a comprehensive analysis was undertaken. The resultant report, encompassing legal recommendations, was meticulously compiled. This research initiative spanned the entirety of the year, marking a significant period of investigative and analytical effort.

Advocacy

On March 17, the HIV Research and Advocacy Officer participated in the 2nd Live Webinar Thematic Network on HIV, Tuberculosis (TB), Viral Hepatitis, and Sexually Transmitted Infections (STIs) - a session dedicated to "Eliminating Stigma, Discrimination, and Criminalisation," organised by AIDS Action Europe. This symposium was convened to deliberate on how political determinants, including repressive laws and policies, impede key populations from fully realising their human rights and living devoid of stigma and discrimination. The discourse featured speakers who proposed recommendations for ameliorating the prevailing circumstances and delineated exemplary practices for consideration by various stakeholders - including policymakers, healthcare providers, organisations representing affected communities, health authorities, and funding bodies.

The webinar significantly contributed to formulating a Joint Statement, underscoring effective and promising practices meriting amplification to achieve pertinent Sustainable Development Goals and other global and regional benchmarks. The seminar effectively heightened participant awareness and promoted the exchange of best practices. In this milieu, the HIV Research and Advocacy Officer assumed a critical role by facilitating discussions, articulating key viewpoints representative of the transgender communities, and actively engaging with a spectrum of stakeholders.



Picture: TGEU at the 19th European AIDS Conference

On April 12, TGEU actively participated in the UNODC Technical Brief Operationalization meeting. This meeting was convened to deliberate on the strategies delineated in the UNODC Technical Brief, which focuses on Transgender People and HIV in Prison settings, and to contribute insights as a civil society organisation. The UNODC technical brief comprehensively outlines a set of 15 crucial interventions designed to assist countries in effectively addressing HIV and AIDS in prisons and similar closed environments.

The meeting's outcome was the formulation of extensive action plans specifically targeted at enhancing conditions for transgender individuals within prison settings. The HIV Research and

Advocacy Officer at TGEU was pivotal in this process. This role encompassed coordinating with UNODC regarding TGEU's participation, actively engaging in strategic planning processes, and serving as the liaison with prison authorities.

TGEU also engaged in the development of the 52nd Thematic Segment titled "Priority and Key Populations, Especially Transgender People, and the Path to 2025 Targets: Reducing Health Inequities through Tailored and Systemic

Responses.” This initiative was spearheaded by Erika Castellanos and involved a global assembly of transgender leaders. Their objective was to formulate and refine the agenda for the third day of the annual meeting of the UNAIDS Program Coordinating Board. This board is constituted by delegates from 22 governments representing diverse geographic regions, the cosponsors of UNAIDS, and five nongovernmental organisation representatives, including those from associations of people living with HIV. The principal achievement of this gathering was educating and influencing worldwide leaders on trans-specific issues that circle HIV advocacy. Other achievements were the fortification of networks and the exchange of valuable insights regarding the challenges and opportunities related to HIV. The HIV officer from TGEU played a significant and active role in these discussions, contributing substantially to the strategic development of these networks.

On July 13, TGEU participated in the UNAIDS Global Report launch in Geneva. The officer, representing the organisation, engaged in effective networking with prominent global health leaders and delivered a public address. This speech centred on identifying the three primary impediments faced by trans individuals in accessing HIV-related services: systemic, socio-cultural, and economic barriers.

On September 12, TGEU participated in the ECDC/WHO Convening in Sevilla, elucidating the profound challenges faced by the transgender community in accessing various services across the HIV continuum while also suggesting viable solutions. We addressed the impact of stigma on trans and gender non-conforming (GNC) communities, sharing an array of experiences from transgender individuals living with HIV, as well as highlighting the broader implications of stigma on the continuum of HIV care.

Finally, from October 10th to 13th, the HIV Research and Advocacy Officer attended the CORE Project Advisory Board Meeting in Lisbon. This participation was aimed at guiding the CORE project and offering specialised advice. As a member of the advisory board, the officer assumed a vital role, significantly contributing to strategic decision-making processes. This involvement specifically focused on refining the language used to address transgender issues within the COBATEST instrument. Additionally, the officer’s participation was instrumental in steering the project’s trajectory, ensuring that transgender perspectives were adequately integrated and represented in the project’s framework and activities.

Capacity Building

Between May 10th and 15th, the HIV officer spearheaded a training initiative on HIV Basics and Epidemiology specifically for Trans Sex workers. This program, conducted in Porto, Portugal, was a collaborative effort with the sister organisation European Sex Worker Alliance (ESWA). The training aimed to disseminate knowledge about HIV prevention and care, with an emphasis on issues relevant to the transgender community. Participants were educated on HIV virology, epidemiology, biochemistry, and the prevailing legal context regarding HIV and transgender individuals across various European regions. The officer facilitated numerous training sessions and workshops, providing essential expertise. Concurrently, this occasion was utilised to conduct several focus groups as part of the research project titled "Impact Assessment of Gender Affirming Care on HIV Outcomes."

During Christopher Street Day, we organised two workshops focusing on HIV basics and advocacy. These workshops were designed to bolster community engagement and heighten awareness about HIV-related issues.

Furthermore, at the International AIDS World Conference in Brisbane and the European AIDS World Conference in Warsaw, we brought attention to trans-specific issues within the broader context of HIV. We highlighted the importance of gender transformative approaches, with a focus on:

- Deconstructing gender and sexuality and including a sex positive perspective of recreational drug use, sex work and sexual practices, as it is fundamental for the proper provision of health services.
- Prioritising Peer-to-peer work as it is necessary to build bridges between further marginalised communities and healthcare professionals/services/authorities.
- Understanding the social dynamics behind transphobia and cisnormativity and the impact they have on the well-being of trans people, as they are necessary to provide a service with empathy, kindness and compassion.
- Tackling the never-ending cycle of trauma that pushes trans people into mental instability by creating anti-discrimination and anti-hate speech/crime laws, policies and practices.
- Moreover, most importantly, centering gender-affirming care and legal gender recognition at the heart of the HIV response.

Through various forms of engagement, TGEU has substantially contributed to advancing the discourse on HIV, enhancing the understanding of transgender-specific issues, and fostering a collaborative approach to addressing these challenges.

Objective 6: Defend our communities

Take on our opposition through strategic litigation, communications, and membership resources.

Strategic litigation

In 2023, the European Court of Human Rights strengthened the rights of a trans woman sex worker against arbitrary check-ups by police. However, it denied that trans parents had a right to be recognised according to their gender identity in their children's documents. TGEU made extensive submissions in these cases, providing the Court with comprehensive information.

Since a won court case does not automatically mean immediate and good implementation, jointly with EIN - the European Implementation Network - we organised a first session for lawyers and interested activists on the implementation mechanism of ECtHR case law.

TGEU in collaboration with the local groups, submitted information to the monitoring mechanism of the European Court of Human Rights on how key cases are (not) implemented at the national level in Lithuania, North Macedonia, and Bulgaria. We also supported Georgian activists in making their submission.

The 9th TGEU Trans Legal Network meeting (TLN) was held on 19-20th June, in Budapest, Hungary. We had several informative sessions with experienced practitioners and a discussion on possible litigation strategies for participants to follow up on in their respective countries, particularly on non-binary recognition, free movement within the EU and its implications for legal gender recognition.

Together with GATE and ILGA World, we made our research on European experiences available in a joint comment to the UN Human Rights Council in two cases pertaining to denied legal gender recognition in Paraguay.

Anti-Gender Movement (AGM)

In the past year, the anti-gender movement has become visible in more countries in the region. **Building on efforts to enhance TGEU's internal capacity over the last two years, in 2023, our focus was on mainstreaming the significance of recognising and being aware of anti-gender attacks in both our internal work and external advocacy.** TGEU was also actively engaged with finding creative approaches to respond to anti-gender attacks and spent a considerable amount of time in 2023 engaging with like-minded partners. TGEU activities addressing the AntiGender Movement included:

Research and communications

- We developed and published two safety and security toolkits, directed at trans organisations and individual trans activists
- We conducted two training sessions for members (general membership and one specific to the EECA region) on strategic messaging against anti-gender movements.
- We conducted one training on the safety and security toolkits for the TGEU membership.

Education and coalition building

- Participated in a public hearing on the backlash against women's rights hosted by the FEMM Committee of the European Parliament and presented a case for the importance of including trans women and trans rights in this discussion.
- We participated in a panel on how to respond to anti-gender movements organised by the queer group of the Social Democratic Party in Berlin, Germany.
- Participated and conducted workshops in a number of events organised by our partners, including EPATH, the Centre for Feminist Foreign Policy (CFFP), International Planned Parenthood Federation - European Network (IPPF-EN), EUPHA, and ILGA World.
- We have also continued to address the anti-trans movement at conferences and started conversations with stakeholders and civil society networks across LGBTI, feminist, SRHR, and women's movements as well as governments, on how to challenge anti-trans messages and organising.

Membership support

- We provided strategic guidance and support to our members who were experiencing strong anti-gender attacks in their countries, such as Croatia, Cyprus, and Slovakia.

Communication campaigns

This year's key communication campaigns of TGEU – Trans Rights Index & Map in May and Trans Day of Remembrance – **were successfully performed by the new communications team**, taking the press coverage to the next, broader, level and reviewing the approach of the past years with a special focus on:

- **Tailored communication strategy for each campaign**
- **Direct member engagement to amplify the voices of the community**
- **Clarity and accessibility for broader audiences**
- **Collaborative communications with partners and intersectional ally organisations**

In addition to these two big-scale campaigns, the new communications team successfully ran several additional, TGEU-owned awareness and advocacy-supporting campaigns, supported numerous campaigns by partners and intersectional ally organisations, strengthening the communications officer's network and relationships.

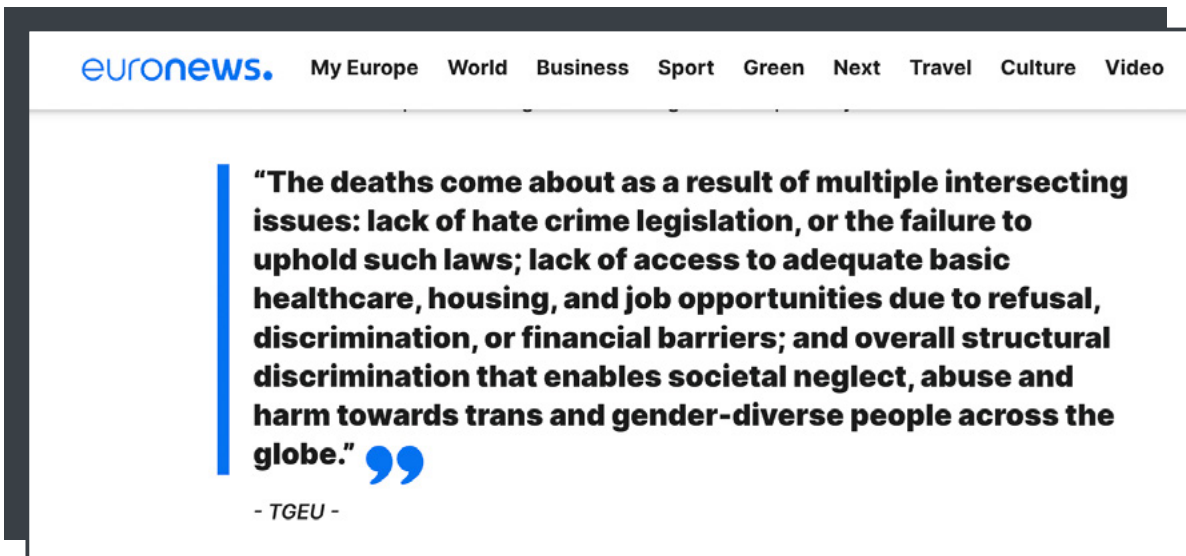
Campaigns highlights

Trans Right Index & Map

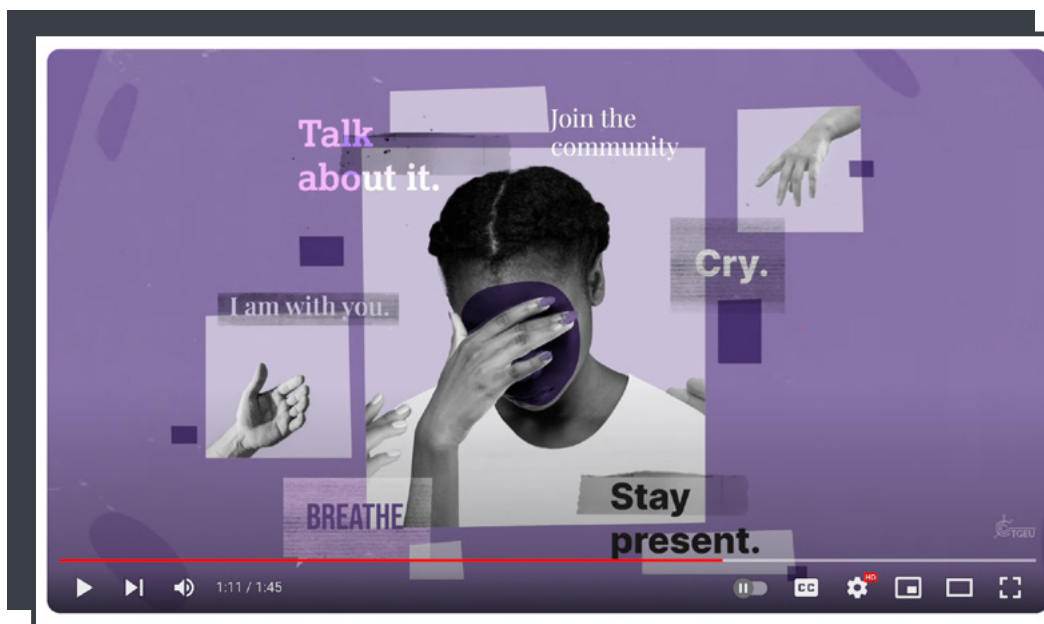
- It was presented on 11 May at European IDAHOT+ Forum 2023 in Iceland.
- It was launched on 17 May on the The International Day Against Homophobia, Biphobia and Transphobia, with a special Press Release analysing **10 years of Trans Rights in Europe and Central Asia**. This big-picture zoom-out helped us to gain more attention from the mainstream media and establish relationships with them.
- It was featured by **Reuters, Forbes, Tagesspiegel, Euronews, Newtral.es and National Geographic**.
- Five **video interviews** with local trans activists from countries with the most notable and significant changes (Slovakia, Lithuania, Moldova, Malta) were conducted and released on social media.

Trans Day of Remembrance

- The Trans Murder Monitoring data was disseminated through social media, newsletters, and press; it was featured in global outlets like **Forbes, Tagesspiegel, Euronews, Them, and Pink News.**
- The TDoR Campaign was launched with a Joint Statement with calls for policy and lawmakers, donors, and broader society initiated by TGEU and written in collaboration with GATE, ILGA World, APTN, ESWA, IGLYO, and signed by 30 more organisations, globally.
- The Joint Statement was cited by Euronews.
- This year's community-centred communications were about collective mourning and grief processing; this was reflected in our TDoR animated video, "Trans Mourning: The Power of Collective Care", subtitled in 39 languages.
- Additional materials on social media provided tips for processing the loss and grief, which were community-sourced following an open contribution call to the members.



Picture: Trans Day of Remembrance Joint Statement cited by Euronews



Picture: Trans Day of Remembrance Campaign Video

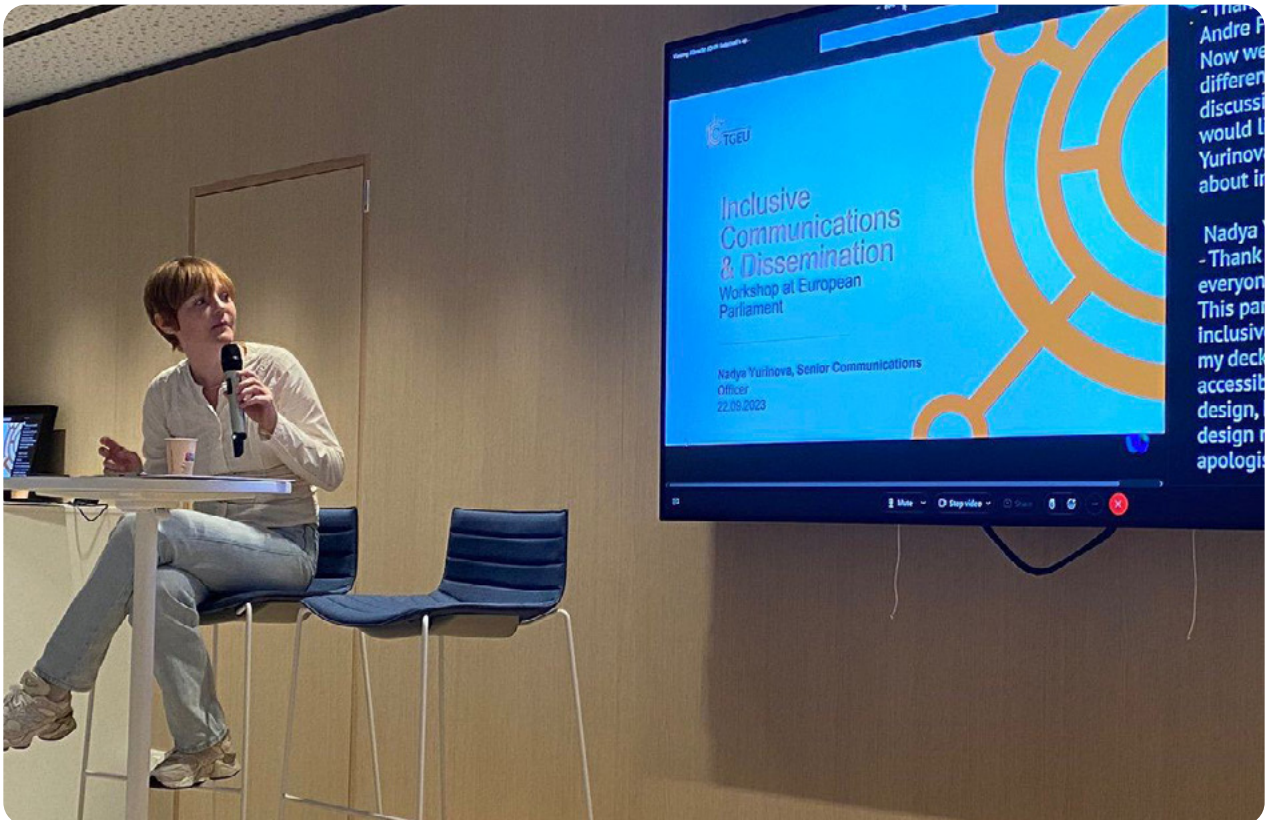
Anti-trans violence against people in and from Ukraine

- A campaign was launched with a dedicated visual style in three languages, Ukrainian, English and Russian to spread awareness about this especially vulnerable group of trans people and to support data collection.
- The campaign was disseminated via targeted community outreach to 30+ relevant communities working with people in Ukraine and countries with a significant Ukrainian refugee population.

Trans Media Guide

- TGEU's new Trans Media Guide (aka Guide for the Journalists, second edition) provides tips on how to cover stories about trans and nonbinary people ethically and respectfully. It contains references to reliable sources of verified data.
- The Trans Media Guide was written by TGEU's new Senior Communications Officer in close collaboration with TGEU members and includes their direct voices and headline examples that were provided following the open call for contributions.
- The English version was launched on World News Day in September, followed by the versions in BCMS and Portuguese languages, which required full localization review and content adaptation to make it most relevant to the local trans communities.
- Trans Media Guide was also presented at the European Parliament in Brussels during the Workshop on Inclusive Communications organised by the European Parliament and European Disability Forum.

- It was created in tight collaboration with the Trans Journalists Association, establishing long-term relationships that led to a feature in their newsletter; the launch was also supported and featured by the Coalition For Women In Journalism.
- Following the launch of the English version, TGEU was invited to take part in the Trans Awareness Week in Bergen, Norway, and present it to the local community and media actors.



Picture: TGEU's workshop "Accessible & Inclusive Communication Campaigns at European Parliament"

Trans Advocacy Week campaign

- A collaborative campaign with Asia Pacific Transgender Network (APTAN); East Africa Trans Health and Advocacy Network (EATHAN); Global Action for Trans Equality (GATE); ILGA World; Swedish Federation for LGBTQ Rights (RFSL); TGEU: Transgender Europe & Central Asia
- Five videos with participating activists were coordinated and produced in Geneva during the Week and published on social media
- There was a special focus with dedicated posts on the participants brought by TGEU in our owned channels.
- The open call for Trans Advocacy Week 2024 was also widely promoted on social media at the end of the year.

Self determination

- On the occasion of the legislative process of the new German self-determination law, TGEU strengthened our expert position in Self-determination legislation models.
- The Self-Determination publications were updated in English and German following the targeted press pitch made in August.
- Our position and expertise was covered by Pink News, Queer.de, and Into More.
- TGEU also took part in Berlin Pride (CSD Berlin) in July, including a panel participation on the new Law, having our logo on a truck dedicated to the Self-Determination Law in Germany, and the Board Member Suma Abdelsamie giving an empowering speech in support for the new Law.
- A video with this speech was created and promoted through social media channels.
- Our participation in the expert hearing at the German parliament in November was well received by media across the democratic political spectrum (taz, Die Welt, Evangelisch.de, Schwulissimo, bundestag.de etc). We promoted the hearing as well as the recording on our owned channels.



Picture: TGEU's intervention at the German parliament on the planned self-determination law

Picture: TGEU at CSD Berlin



Local and collaborative campaigns highlights

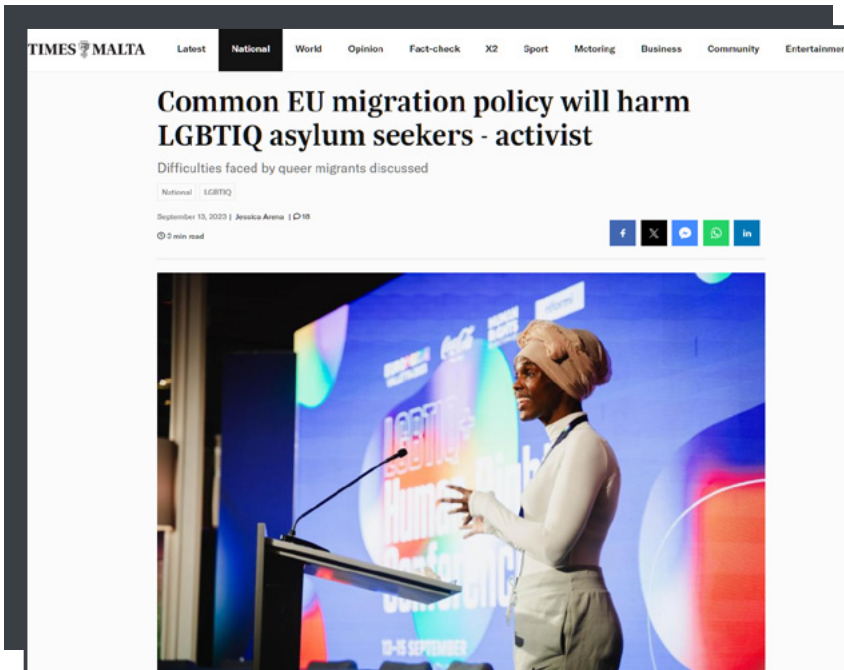
- We supported and amplified the voices, achievements, and campaigns of our local members using TGEU's owned communications channels as a platform for them to get more visibility and international support. The local communities in most need in 2023 included **Slovakia, Kyrgyzstan, Russia and Bulgaria**, and TGEU's comms team was able to highlight their needs in owned channels and connect them with the journalists and editors for broader coverage of their work and needs.
- The **FRA Survey Campaign**, which helps to engage the most vulnerable and hard-to-reach groups, was spread within trans communities using social media, mailing lists and direct outreach to partner organisations.
- In collaboration with ILGA-Europe, the **Intersections Campaign** promoted the publication of the 'Intersections' report in social media and spread awareness about intersecting oppression experienced by trans people.
- We created and promoted collaborative posts with the **intersex, youth, lesbian, sex workers, LGBTI seniors organisations and communities to strengthen our intersectional networks of solidarity** and communications support and to spread awareness about overlapping injustices.

Press

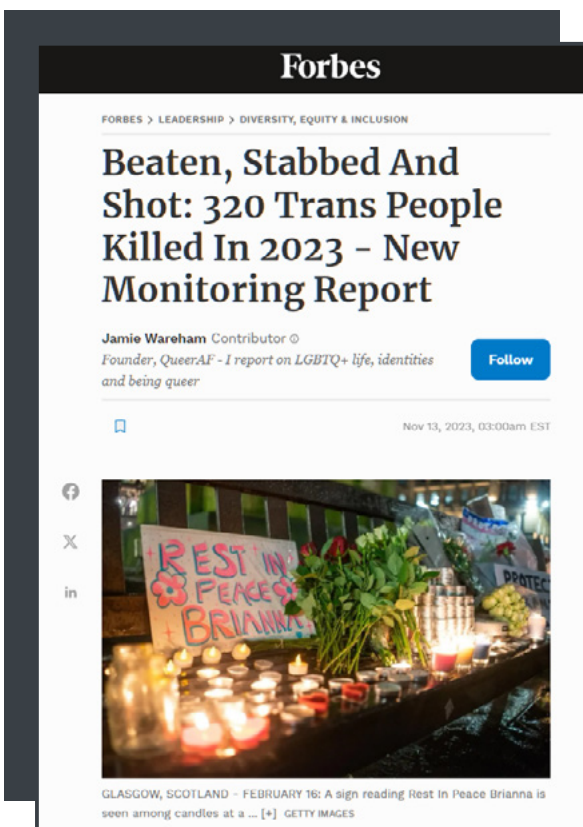
The new Senior Communications Officer relaunched TGEU's work with the press to establish the organisation as:

- a reliable source of data on trans and nonbinary topics;
- a medium between global/regional press and local communities to amplify their voices
- a guiding expert on trans- and non-binary-informed and ethical narratives in the media.

We launched three campaigns that included proactive and orchestrated press pitching and addressed tens of press requests worldwide, with more than 90 prominent press mentions of our advocacy work and research in **both mainstream and LGBTI media**. These outlets include: **GQ Japan, Marie Claire, Times Malta, CNN Brazil, LA Progressive, La Vanguardia, The Independent, Metro, and Bloomberg**.



Picture: TGEU at Times Malta



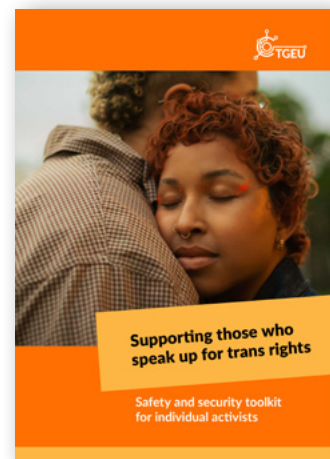
Picture: TGEU's Trans Murder Monitoring data in Forbes

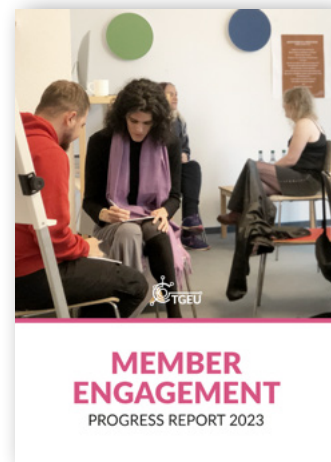
In 2023, we have proudly established relationships with Thomas Reuters Foundation editors, a Forbes contributor, connections with the key global LBTI outlets like Them and Pink News, and collaborative relations with the Trans Journalists Association and Coalition for Women in Journalism.

Publications

This year, we created, designed, published, and promoted ten publications for various stakeholders, from policy and lawmakers to health specialists, grassroots organisations, journalists, and content creators. These are:

- **Landscape Analysis: What we know on anti-gender movement measures and actors targeting trans people across Europe and Central Asia**
- **Messages that build support for transgender rights: A toolkit for effective communications strategies**
- **Supporting those who speak up for trans rights: Safety and security toolkit for trans rights organisations**
- **Supporting those who speak up for trans rights: Safety and security toolkit for individuals**
- **State of Trans-specific Healthcare in the EU: Looking Beyond the Trans Health Map 2022**
- **Intersections: Diving into FRA LGBTI II survey data. Trans and non-binary briefing**
- **Anti-Trans Violence Reporting Tool: Uwazi Guidelines for Trans Rights Advocacy**
- **Trans Media Guide: A community-informed, inclusive guide for journalists, editors and content creators**
- **Member Engagement Progress Report 2023**
- **The EU LGBTIQ Equality Strategy 2020-2025 and its key action items for trans people: TGEU Progress Report 2023**





Objective 7: EU LGBTIQ+ and other regional processes
Ensure trans inclusion and implementation of the EU LGBTIQ+ Strategy and other regional processes.

At the EU level, implementation of the EU LGBTI Strategy 2020 - 2025 remained important, as was the need to ensure political commitment for a follow-up in the next legislature. TGEU was invited to speak on violence and harmful practices against trans people, the overall situation and the way forward in Europe at two high-level conferences by the Swedish and Spanish presidencies and the European Parliament Queer Summit.

A number of EU legislative (and non-legislative) proposals that are relevant for trans people remained blocked (defining hate crime as an EU-wide crime) or were without explicit protections from the start (EU Commission proposals for Equality Bodies Directives). Whereas the Pay Transparency Directive included protection for some trans people on the outdated ground of “gender reassignment” and acknowledged the existence of non-binary trans people. The European Parliament also adopted a report on the violence against women and domestic violence directive, which includes criminalisation of forced sterilisation.

As long as the Treaty of the Function of the EU and the EU Fundamental Rights Charter do not mention *gender identity* and *gender expression*, such piece-meal protection will continue. At TGEU, we stay committed to working for comprehensive protection and recognition for all trans people. In this direction, 16 EU member states called in the **Madrid Declaration** for enhanced commitment by the EU Commission and member States for LGBTI rights, beyond the EU LGBTI Strategy 2020 - 2025. Our detailed and in-depth assessment of the implementation of the EU LGBTI Strategy can be found in our annual progress report 2023.

TGEU contributed to EU Commission guidelines on **LGBTI data collection** and **LGBTI National action plans**. Both publications are guidance for EU member States.

Committed to raising the voices of those from further marginalised groups within our community, TGEU organised a study visit to the EU institutions in November. 6 participants living in 5 EU countries met with members of the EU Parliament, the EUP LGBTI intergroup and a cabinet member from the EU Equality Commissioner’s office reiterating the need to push for comprehensive hate crime protections under EU law.

Together with ILGA-Europe, we also proudly launched an **in-depth analysis** of the data of the EU LGBTI Survey 2019 on further marginalised trans people.

On the broader regional level, just before the end of the year, the Council of Europe created its first standing expert committee on LGBTI issues. The expert

committee is supposed to advise and support member states to implement the Council of Europe LGBTI standards as well as develop new standards for intersex people. It is financed out of the ordinary budget, and as such an important anchoring of trans and LGBTI issues in the Council. TGEU continues to have observer status with the expert committee. The European Commission against Racism and Intolerance (ECRI) published its **first set of comprehensive recommendations on LGBTI people and** how member states of the Council of Europe should uphold their human rights. For this, TGEU provided ECRI with input. As in previous years, we actively contributed to the Council of Europe thematic report on the implementation of the LGBTI Recommendations CM/ Rec (2010)5. This year's focus was on healthcare, including an online webinar on trans-specific healthcare, which pulled great interest from across the region.

Goal 3: Protect and empower trans activists in Europe, Central Asia, and around the world with research, resources, and training

Objective 8: COVID-19

Help trans groups and activists respond to the COVID-19 pandemic and survive the economic downturn.

Trans Leaders Academy (TLA)

Since its inception in 2021, the Trans Leaders Academy (TLA) has become a dedicated resource and e-learning hub for our members and trans activists. This year, our focus remained on generating and updating new content within the e-learning platform, aligning it with the evolving needs of our community.

New courses were added, specifically emphasising advocacy, fundraising, and the utilisation of UWAZI, a secure open-source platform designed for monitoring and

documenting trans rights violations. The TLA platform has rapidly transformed into a reputable source of valuable and comprehensive content.

As a testament to its impact, our TLA platform experienced a substantial increase in engagement. The number of subscribers has grown significantly in just two years, surging from an initial 20 to an impressive 200, underlining its pivotal role in supporting trans activists and advancing their knowledge and skills.

Advanced Fundraising and Grant Writing Training

In response to the ongoing challenge of resource mobilisation within our underfunded trans communities, TGEU launched a comprehensive one-year fundraising training programme in 2022. This programme aimed to enhance the fundraising and sustainable organising skills of 10 activists from various EU-based organisations.

The final round of this advanced training took place in October at TGEU's Berlin offices, with the participation of 9 activists. The programme covered key areas, including organisational development, fundraising strategy, collective, donor,



Picture: Advanced Fundraising and Grant Writing Training in Berlin

and grant mapping, budgeting, proposal writing, donor pitching, and addressing care and burnout prevention. Additionally, each participant received one-on-one virtual coaching and support sessions to assist with their fundraising efforts and ideas.

The one-year Fundraising Training Programme equipped our members with essential tools and skills to strengthen their fundraising initiatives. This highly interactive training also provided a platform for peer exchange, best practice sharing, and opportunities for collaboration. Through this capacity-building initiative, members were able to formulate effective fundraising strategies, draft funding proposals, explore alternative means of sustaining collective efforts, and identify collaboration prospects. A second fundraising training programme for a new cohort is slated for launch in 2024.

Fundraising and advocacy training for EECA activists

As part of TGEU's targeted support to the trans movement in Eastern Europe and Central Asia, in-person training was held in September 2023 in Istanbul, Türkiye, for 18 EECA activists. Tailored to a region that is systematically underfunded and has fewer legal protections, the 4-day comprehensive programme delivered by TGEU staff focused on fundraising (2 days) and advocacy planning (2 days). Participants gained basic knowledge of fundraising and advocacy. In a series of hands-on exercises, they practised vital skills such as developing a fundraising strategy, doing an organisational assessment, mapping stakeholders, delivering elevator pitches, and drafting position papers. Language accessibility was ensured through continuous English/Russian interpretation. Participants learned from each other's advocacy and fundraising experiences and debated useful strategies and priorities for the trans movement in the region.

Central Asian Trans Health Meeting

TGEU supported the regional Central Asian Trans Health Meeting that was held in Almaty, Kazakhstan. This was a pre-conference meeting organised to reflect on the lessons learned from the first Trans Health Conference held in 2019 in Kyrgyzstan and plan for the upcoming conference. Trans activists and health experts from Kazakhstan, Kyrgyzstan, Uzbekistan, and Tajikistan presented their country's contexts, challenges, and opportunities in health advocacy. Activists created a working group to organise a second conference on trans health.

It was a unique space for trans activists and health experts to discuss country realities in the context of trans-competent health and activism and plan joint efforts to improve policies and programmes for trans people.

Transfeminine Leadership Academy (TFLA)

The Transfeminine Leadership Academy (TFLA) was initiated in 2022 with the primary objective of fostering mentorship, peer-to-peer knowledge sharing, and enhancing leadership skills, particularly among transfeminine individuals from further marginalised backgrounds.

The first cycle of this year-long programme commenced last year with a diverse cohort of 12 trans-feminine participants from various EU countries. This year, the second and final phase of the programme took the form of a peer exchange and learning retreat held in Porto in April. This three-day gathering was organised in collaboration with the European Sex Workers Alliance (ESWA) as part of our intersectional cross-movement building strategy.

The topics explored during the event focused on personal and organisational development, including leadership, strategic communication, fundraising, movement building, and collective well-being. This marked the culmination of the first cycle of the TFLA, with plans for the launch of a second round in 2024, welcoming another cohort of 15 selected participants.

UN Trans Advocacy Week

The summer of 2023 marked the Trans Advocacy Week at the UN (TAW). UN Trans Advocacy Week is a joint initiative driven by trans-led collaborative work, centring on trans activism and issues in the global arena. The Week is a collective project by non-governmental organisations, held during June/July UN Human Rights Council sessions since 2017. The mission of TAW is to function as a collaborative support of trans rights activists' direct engagements with the United Nations in Geneva. **TGEU selected three activists, one each from Kazakhstan, Kyrgyzstan, and Ukraine.**

Before the physical event in Geneva, TGEU organised **three webinars for trans activists on international advocacy**, UN mechanisms, and strategic communication and trained 83 trans activists from around the globe on advocacy through online events.

These fantastic trans human rights defenders immersed themselves in crucial topics such as the Human Rights Council, Special Procedures, Universal Periodic Review, Treaty Bodies, the Office of the High Commissioner for Human Rights, and country missions. They interacted with prominent UN officials and mandate holders and provided interventions about political and socio-cultural situations in their countries. Moreover, they effectively honed their skills in utilising these mechanisms, equipping them for future advocacy endeavours. TGEU TAW participants engaged in interactive dialogues, collaborated on statement writing, prepared for stakeholder meetings, effectively harnessed their knowledge, and brainstormed strategies for local implementation in Kazakhstan, Kyrgyzstan, and Ukraine. Some participants were inspired to update their advocacy strategies to proactively develop and submit reports on the situation of trans people to UN treaty bodies and special rapporteurs. The participants connected with officials and representatives from various international human rights and LGBT organisations.

Trans Advocacy Week has also provided international organisations and TAW participants a platform to discuss global anti-gender narratives and joint strategies for confronting them.



Picture: Advanced Fundraising and Grant Writing Training in Berlin

Objective 9: DATA AND TOOLS

Provide trans activists and regional/national stakeholders with tools to respond to intersectional issues, discrimination, and violence impacting trans people.

TGEU and the Eurasian Coalition for Health, Rights, Gender and Sexual Diversity (ECOM) made a Joint submission on best practices on Legal Gender Recognition legislation to the Council for Preventing and Eliminating Discrimination and Ensuring Equality in Moldova. The joint submission on legal gender recognition (LGR) best practices should serve as a valuable resource for legislative reforms in Moldova that uphold human rights.

The document contains best practices regarding the legal recognition of gender, based on international experience that LGR procedures are effective anti-discrimination measures to curb the risk of social exclusion and discrimination related to non-matching documents for trans and intersex persons.

TGEU and ECOM stay in touch with the Moldovan Equality Council to provide expertise and support dialogues between all stakeholders, including trans people and trans initiatives.

Trans Rights Index & Map 2023

The Trans Rights Index & Maps (TRIM), which describes the current status of trans legal protections in 49 countries in Europe and 5 in Central Asia, was updated again in 2023, with the addition of French and Bosnian-Croatian-Macedonian-Serbian (BCMS) to the languages on the interactive map. Results of the 2023 TRIM were presented by TGEU staff at the IDAHOT Forum 2023 in Reykjavik, Iceland, on the International Day Against Homophobia, Transphobia and Biphobia. This year, TGEU also released a 10-year longitudinal analysis of all data since the first Trans Rights Map in 2013.

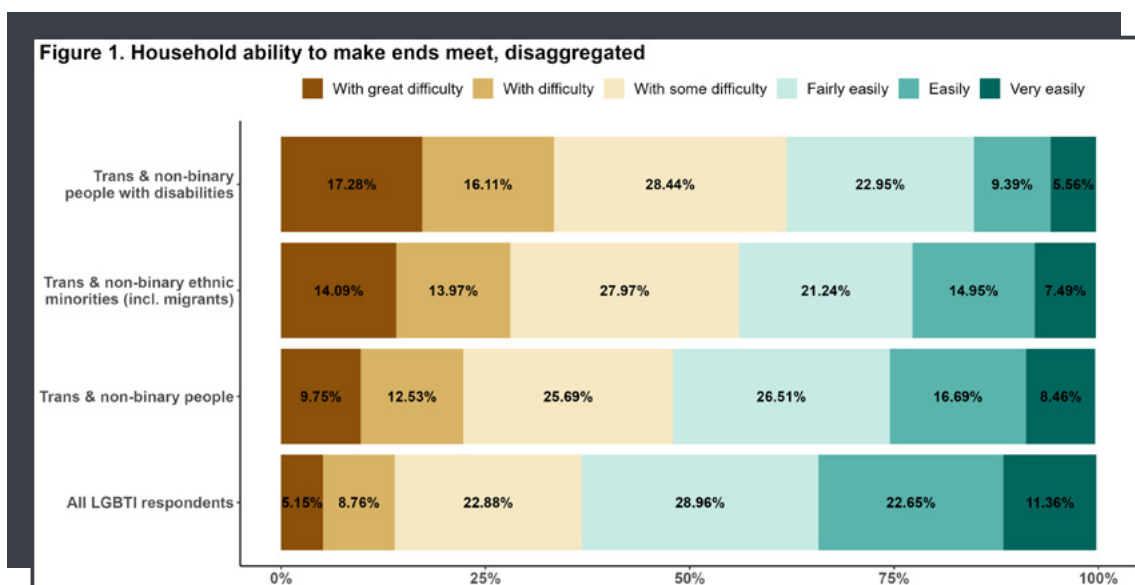
EU FRA 3rd LGBTIQ survey

In the summer of 2023, the EU Fundamental Rights Agency's 3rd LGBTIQ survey took place. This survey is the largest of its kind and is aimed at finding out the experiences, views and concerns of queer and trans people living in EU member states, plus Albania, Serbia, and North Macedonia. Data from past versions of this survey has been invaluable for TGEU's policy work and campaigning for trans rights. For the 3rd edition, TGEU was involved from the outset as a stakeholder

on behalf of trans communities in Europe. The research team gave input into the survey design and the FRA’s survey dissemination strategies, while TGEU’s communications team also helped to promote the survey to members and trans communities while it was live. The results will be released at the end of 2023, and TGEU will write a report using disaggregated data focussing on the trans respondents in 2024.

Intersections report

In collaboration with ILGA-Europe, TGEU published a report called “Intersections: Diving into the FRA LGBTI II Survey Data: Trans and non-binary briefing”. This report was based on the data provided by trans respondents from the 2nd FRA LGBTI survey conducted in 2019. The report summarises the most striking findings from an intersectional analysis of the data. Topics covered include identities and demographic information; trans-specific issues; socioeconomic status; parenthood; experiences with discrimination, violence, and harassment; and life satisfaction. Survey results consistently showed that trans and nonbinary people who are also disabled, intersex or belong to an ethnic minority (including migrants) face higher levels of violence, harassment, and discrimination and have a lower life satisfaction and socioeconomic status compared to other groups of trans people, and LGBTI respondents as a whole. Based on the report’s findings, TGEU and ILGA-Europe call on national governments and their institutions to take an intersectional approach when designing legal and policy frameworks for trans people and to place particular focus on the most marginalised members of trans communities in all initiatives and services offered.



Picture: Figure from the Intersections report by TGEU and ILGA-Europe

Safety and Security Toolkits

Considering the increasing opposition to trans rights in Europe and the need for better measures by individuals and activists to protect themselves in different spaces (physical v. online; home v. work), TGEU developed two toolkits with concrete recommendations and suggestions to implement safety and security measures. The toolkits were designed specifically for trans activists and organisations, and the examples are also provided to be relevant but adaptable. The toolkits contain various handouts that activists can readily use to develop their risk assessment security plan or implement a few basic measures. The toolkits have been shared only with TGEU members and are available to other interested parties only upon request.

Objective 10: ANTI-VIOLENCE

Increase awareness of violence against trans people and violence-reduction strategies.

Trans Murder Monitoring & Trans Day of Remembrance

The Trans Murder Monitoring project continued for the 16th year and recorded 321 trans and gender-diverse people murdered globally between 1st October 2022 and 30th September 2023.

This year, violence monitoring partnerships continued with trans-led organisations, including Rede Trans Brasil's Observatório Trans, the Centro de Apoyo a las Identidades Trans in Mexico, and with Anna-Jayne Metcalfe at tdoor.translivesmatter.info. A new partnership with the Asian Pacific Transgender Network was established, with local trans organisers reporting directly from India, Indonesia, Pakistan and the Philippines. Further data was collected from TGEU members and media reports.

Every November, TGEU organises a **Trans Day of Remembrance campaign** in honour of those we have lost during the year. In 2023, we conducted a campaign based on the data we collect every year in the frame of the Trans Murder Monitoring project. In 2023, TGEU's TDoR campaign was titled "**Trans Mourning: The Power of Collective Care**", and emphasized collective grieving and healing. The campaign included a list of names of trans people murdered in the past year; tables with summarised data; social media resources for

public use; and an English-language video with subtitles in 39 languages: Arabic, Armenian, Belarusian, Bosnian, Bulgarian, Chinese (Simplified), Chinese (Traditional), Croatian, Dutch, Finnish, French, Galician, Georgian, German, Greek, Hindi, Hungarian, Icelandic, Indonesian, Italian, Japanese, Kazakh, Korean, Kyrgyz, Latvian, Macedonian, Polish, Portuguese (Brazil), Portuguese (Portugal), Romanian, Russian, Serbian, Spanish, Swahili, Swedish, Tamil, Turkish, Ukrainian and Uzbek.

TGEU also prepared a Joint Statement in English, Spanish, Portuguese and Russian, “We Mourn and Call to End the Violence”, in collaboration with GATE, ILGA World, APTN, IGLYO, and ESWA. A further 30+ trans-led groups signed the joint statement.

Anti-Trans Violence project

A primary initiative of TGEU has been the vigilant tracking and surveillance of violence targeting the trans community. This initiative is particularly focused on highlighting the intensified challenges encountered by further marginalised communities such as Black, Indigenous, and other trans-People of Color (BIPOC), migrants and refugees, sex workers, trans individuals living with HIV, those with disabilities, neurodivergent individuals, younger and older trans people, those experiencing poverty or homelessness, and trans individuals within the criminal justice system.

Established initially as ProTrans, this initiative has evolved into the Anti-Trans Violence (ATV) project. In collaboration with Human Rights Information and Documentation Systems (HURIDOCS), ATV employs the Uwazi platform to systematically document human rights abuses against trans individuals in Europe and Central Asia.

The ATV project’s objective is to enhance the capacity of trans organisations in Europe to record and report incidents of anti-trans violence accurately. This endeavour seeks to address the prevalent underreporting and misreporting of such violence, which is often attributed to distrust in police authorities, fear of secondary victimisation, and a lack of acknowledgement or understanding of the anti-trans motivations underlying certain crimes. TGEU has formulated methodologies to collate data on anti-trans violence, relying on collaborations with local trans organisations to document incidents of violence, discrimination, harassment, and other hate crimes against trans individuals.

TGEU's systematic compilation and dissemination of data on violence against trans individuals in the EECA region – with additional efforts in Ukraine throughout 2023, provides substantial evidence to inform policymakers, law enforcement, and the general public about the severity of these issues. Continuous updates in statistics and reports elucidate the significant risks faced by the trans community, thereby compelling policymakers to acknowledge and address these concerns.

Further, the ATV project offers training to trans organisations on the effective use of Uwazi for monitoring and documenting anti-trans violence. This ensures the consistent and accurate data collection across diverse regions and contexts. Additionally, the project aims to foster trust between the trans community and law enforcement agencies, facilitating dialogue and understanding to encourage more victims to report incidents of violence. Collaborations are extended to other non-governmental organisations, legal professionals, and media outlets to enhance advocacy efforts.

Leveraging the data gathered, TGEU raises public awareness about anti-trans violence. Through media campaigns, public statements, and other outreach initiatives, the challenges and risks faced by trans individuals in Europe and Central Asia are brought to the forefront. Equipped with empirical data, TGEU is strategically positioned to propose specific policy recommendations to governments in Europe and Central Asia. Advocacy has included calls for legal reforms, improved law enforcement training, and the recognition of anti-trans violence as a distinct category of hate crime. TGEU published this year the **Anti-trans violence reporting tool: Uwazi guidelines for Hate crime reporting**, which aims to empower communities with the knowledge needed to navigate and harness the platform's full potential, and will publish a report for the ATV project in Ukraine and the project in the EECA region in early 2024.

Goal 4: Support our members

Objective 11: Member development

TGEU's membership is equipped with skills and resources to effectively respond to intersectional discrimination and advance the fundamental rights of diverse trans communities across Europe and Central Asia.

Tailored consultations

In the past year, we conducted over 20 virtual consultations with both new and existing members across various countries and regions. These consultations offered invaluable insights into the specific issues faced by our members. We provided support in fundraising, proposal writing, organisational development, community building, and event planning, and facilitated connections between member groups, like Autonomija in Lithuania and Gender Lens in Italy, to share tips on organising and fundraising for trans conferences.

We also offered one-on-one advocacy consultations to bolster our member organisations' advocacy efforts. These consultations took a bottom-up approach, focusing on the specific needs of each organisation and guiding our interventions accordingly. This approach equipped local activists with advocacy tools, strategies, and skills to address issues within their communities effectively. Additionally, TGEU provided support through political letters, op-eds, statements, interventions on European Court of Human Rights cases, and networking. Our staff also met with member organisations in Armenia, Estonia, Germany, and Georgia, both online and in-person, to provide support for lengthy advocacy processes. For instance, we are currently collaborating with organisations in Sweden, the Czech Republic, and Bulgaria to discuss reforms to legal gender recognition laws. We also met with trans initiatives in Kazakhstan and Kyrgyzstan to discuss their capacity-building challenges and plans, advocacy efforts and strategies and ways to support them.

These personalised engagements with our members have strengthened relationships, built trust, and deepened our understanding of each organisation's unique journey. Furthermore, these consultations let members become acquainted with TGEU's services and provided an opportunity to share valuable feedback, which will inform our programming and future initiatives.

Capacity-building training and mutual learning sessions

In addition to the in-person training sessions reported above, we held 11 online training sessions in 2023 to strengthen our members' capacity to do advocacy, research, and strategic communication. The advocacy training we provided introduced participants to human rights mechanisms and bodies within the structures of the UN and Council of Europe. Both sessions offered practical insights into ways to engage with the relevant bodies and mechanisms. One more session trained participants to deliver powerful elevator pitches. Several group and individual training sessions were also provided to members on documenting anti-trans rights violations, specifically using the UWAZI platform. The communications training we offered to members in 2023 focused on strategic messaging to counter the anti-gender movement (see also above) and inclusive communications.

At TGEU, we recognise and celebrate the expertise of our community. To balance out the top-down approach of formal training sessions, we held 5 online mutual learning and support sessions for activists from Eastern Europe and Central Asia. At these sessions, participants networked and shared experiences and strategies for community work and burnout prevention.

Protection and security

Given the many risks activists from Eastern Europe and Central Asia faced in light of the ongoing war, tightening repression and new discriminatory legislation in several countries, protection and security remained a focus in our support for activists from EECA in 2023.

We provided 5 individual consultations and 1 group meeting focusing on protection and security and connected our members to protection experts from Front Line Defenders to further enhance their protection. We also supported trans activists from EECA seeking asylum and humanitarian visas and referred several activists to shelter, retreat, and protection training programmes.

Intra-membership networking

PeerNetz

Based on member feedback for safer peer-to-peer connection, networking, and collaboration we introduced "PeerNetz," a virtual community space early

this year. It's designed as a "braver space" for members to connect, share experiences, and propose activities. This year, two significant events took place within PeerNetz, enhancing the sense of community and solidarity among our diverse members.

Two significant events were organised within PeerNetz during the year. The first event, held in April, served as a kick-off meeting that enabled newly registered members to familiarise themselves with TGEU and connect with fellow newcomers. The second event featured a virtual film screening and discussion, organised in collaboration with The Eurasian Coalition on Health, Rights, Gender, and Sexual Diversity (ECOM). This event showcased the documentary "Transition," highlighting the remarkable journeys of trans individuals in Eastern Europe and Central Asia amidst the Ukraine conflict. Approximately 20 members participated in this virtual event and engaged in insightful discussions with the film directors from ECOM.

Throughout the year, PeerNetz played a crucial role in promoting a sense of community, unity, and solidarity among our diverse members. This platform helped address the historical isolation experienced by many members while operating within their specific contexts.

In-person networking

In September, we used the opportunity of the in-person training to encourage and facilitate networking between our members from Eastern Europe and Central Asia. During the training, time and language assistance were provided for Balkans and Central Asia participants to connect and engage with each other both in formal and informal settings. In addition, we organised a meeting of the training attendees with our Turkish members, SPoD and Pembe Hayat.

Country visits

To support our members and their communities, we conducted onsite visits to member groups facing challenging situations or needing community-building support. This year, our community-building team visited member organisations in Greece, Slovakia, Montenegro and Lithuania.

In Greece, we visited five existing member organisations in Athens, including Emantes (an LGBTQ refugee support group), GTSA (a trans group), Proud Seniors Greece (which supports elderly trans and LGB people), and Colour Youth (an

LGBTQ youth-focused group). We also met with three potential strategic and partner organisations: Safe Place International, Red Umbrella Greece, and Positive Vibes, which focus on refugee advocacy, sex worker support, sexual reproductive health rights, HIV testing, and serving trans communities in Greece. This cross-movement approach ensures that more marginalised communities can access diverse and responsive services.

The second visit to Slovakia in August aimed to show solidarity and offer community support to activists opposing a regressive bill targeting legal gender recognition rights for trans people. We engaged with the Sapliňq LGBTQ group and shared tools and insights on community needs assessment and strategy development. A virtual check-in was conducted following the visit to gather feedback on the needs mapping and strategy development process. Sapliňq subsequently joined as a TGEU member group since we had no existing members in Slovakia.

Additionally, members also invited us to support their events. For instance, Autonomija, a Lithuanian trans organisation, invited TGEU to their first-ever trans rights conference in the Baltics held in Vilnius in June. This conference drew around 60 activists from the Baltic countries, with the participation of our members and partners from Latvia, including Queer Safe Place and Mozaika, as well as Estonia Trans Alliance.

A diverse group of stakeholders participated in the event, including activists, policymakers, and academics, who were gathered to discuss the state of trans rights in Estonia, Latvia, and Lithuania. Topics focused on legal gender recognition in the Baltic region and access to trans-specific healthcare. The conference also provided a space for open dialogue between trans allies, policymakers, activists, and civil society representatives. TGEU's Community Building team's interventions were during sessions on legal gender recognition (LGR) and access to trans-specific healthcare services in the Baltic region. Additionally, TGEU also participated in the TransPozijium event in Montenegro in September. TransPozijium is an annual gathering for the transgender, intersex, and gender variant (TIRV) community in the Balkan region, organized by our members Spektra and Trans Network Balkan (TMB). This event, attended by various TGEU member groups and regional activists, focuses on building community and advocating for systemic change on key issues impacting the communities.

Subgranting, sponsorship, and financial support

Financial support was provided through subgranting to a total of 11 trans-led groups from the following countries: Albania, Kazakhstan, Kyrgyzstan, Montenegro, North Macedonia, Serbia, Tajikistan, Uzbekistan, and 1 trans-led subregional network in EECA.

Objective 11: Member development

TGEU's membership is equipped with skills and resources to effectively respond to intersectional discrimination and advance the fundamental rights of diverse trans communities across Europe and Central Asia.

TGEU Member Engagement Progress Report 2023

Building on the TGEU Community Building 2022-2024 member engagement strategy, which was created based on direct feedback gathered from interactions with our diverse members, this year, we produced a comprehensive and updated Member engagement progress report. The report is rooted in our values of centring community, well-being, and intersectionality.

Thus, this report offers an in-depth analysis of the strategic efforts undertaken by the various TGEU teams to enhance member support and community building. It presents the myriad of membership engagement activities conducted by TGEU in 2023. It highlights the various activities, outcomes, and lessons learned, as well as the concrete next steps to further refine the strategies.

Supporting our members and meeting them where they are while ensuring they feel empowered and engaged as part of a collective remains our strategic commitment to our communities. To strengthen relations and engage members, we devised various strategies which include:

Targeted Member Engagement

In our goal to intentionally enhance the visibility and representation of further marginalised communities and regions, we embarked on proactive outreach efforts extended to marginalised communities, specifically targeting refugees, elderly sex workers, nonbinary individuals, and Deaf/Disabled community members. This approach involved a dual focus: strengthening relations with

current members and actively seeking out groups or regions where we had limited information.

Recognising these groups were disproportionately impacted by the current crises e.g post COVID-19 pandemic woes, rising inflation and economic challenges, wars, and conflict, we made a deliberate effort to engage with these communities, amplifying their voices and representation within TGEU.

The outreach efforts encompassed one-on-one consultation meetings, direct invitations for connection, assistance with community-building initiatives, and fostering peer-to-peer connections. Beyond inviting these groups to become members, we created opportunities for active participation, encouraging them to contribute insights on their contextual needs, challenges, collaborative possibilities, and support required from TGEU.

Efficient Data Management: Effective member engagement hinges on a deep understanding of their focus and needs, underpinned by organised and centralised data about our membership. To this end, in 2022, we migrated all member data to a highly secure and structured Client Relations Management (CRM) system known as CiviCRM. This CRM system offers functionalities for categorising and documenting member data.

We concluded the system's update this year based on prior membership information. However, recognising the evolving nature of our members' organisational contexts, we initiated the system upgrade to enable members to access and update their profiles. This step ensures that members' information remains current and that they have agency over how their profiles and work-related information are documented. This feature also streamlines members' access to subscription information.

Goal 5: Strengthen our networks

Objective 13: Representation

TGEU's network of individual and organisational members represents the full diversity of trans communities in Europe and Central Asia.

Trans Health Network (THN)

The Trans Health Network remained an important space to engage activists working on access to healthcare for trans people in the EU. We continued to meet regularly in 2023, organising one meeting every 2-3 months. To strengthen our coordination on trans health topics within the Network, TGEU organised an in-person meeting in Berlin, bringing together ten activists working on trans-specific healthcare in Europe in July 2023. During the fruitful two-day event, they developed a concrete action plan for advocating the EU cross-border healthcare directive to enhance healthcare accessibility for trans individuals who travel. The plan also outlines a comprehensive strategy for strategic communications to build support for child and youth-focused trans-specific healthcare. Additionally, the network members led by TGEU collaborated on advocacy strategies in conjunction with the Council of Europe's Thematic Review process and the UN Special Rapporteur on Health's initiative to compile best practices in healthcare. Different network members, including TGEU, are currently following up on these initiatives.

Trans Refugee Network (TRN)

The Trans Refugee Network (TRN) continues to play a pivotal role as a network of practice and space for connection, collaboration, advocacy and empowerment support for trans refugee activists and support organisations.

This year marked a significant milestone for TRN as it organised its first in-person meetings. The inaugural event was a meeting, bringing together 11 refugees and allies in Brussels for a 2-day session of reflection, connection, and strategic planning. Simultaneously, the group actively participated in the Parliamentary Assembly of the Council of Europe (PACE) meeting hosted at the Belgian Parliament. The conference, titled "Finding Safety: Guaranteeing the rights of LGBTI refugees and asylum-seekers in Europe," aimed to raise awareness of critical issues and spotlight approaches to ensuring full respect for the human rights of LGBTI individuals seeking international protection.

This one-day event at the Belgian Parliament attracted Members of the European Parliament (MEPs), Belgian policymakers, Senators, and representatives from various international civil society and humanitarian organisations. During the meeting and the subsequent lunch gathering, TRN participants seized the opportunity to share their valuable experiences and expertise in discussions with policymakers.

Additionally, in an effort to optimise programme alignment and facilitate peer-to-peer knowledge exchange, TRN trans feminine Black and People of Colour (BPoC) refugee members from Sweden, Germany, and Austria were invited to participate in a 3-day retreat held in Athens in January. This gathering was conducted by TGEU as part of a collaborative project focused on advocacy and empowerment for Trans and Gender Non-Conforming (TGNC) refugees in partnership with our Greek member organisation, Emantes.

TGNC refugees' empowerment and advocacy retreat saw the participation of 12 trans-feminine refugees take part. Discussions during the retreat delved into several key themes, including trans rights advocacy, focusing on leveraging the EU framework to advance trans rights on local and regional fronts. Moreover, the event addressed the critical issues of documenting violations of trans-refugee rights, nurturing individual well-being and collective care, building the trans-refugee movement, and ensuring access to services such as healthcare, labour markets, and entrepreneurial opportunities.

A highlight of the meeting was the unity and support demonstrated by TRN members towards refugees in Greece. The event culminated in establishing the support group for trans refugees -Trans Alliance Athens (TAA). TAA is a pioneering collective created by and for trans feminine refugees of colour in Greece. We are pleased to announce that TAA has officially become a TGEU member group. This development aligns with our ongoing commitment to create alliances, strengthen our networks and expand our collaborative efforts.

The TRN remains a collective advocacy voice and a significant platform for trans refugees, activists and supportive organisations to strategise, empower, and engage. Its strength lies in these varied experiences and the wealth of expertise from trans refugees collectively organising with supportive allies.

Objective 14: Allyship building

Increase active support and allyship from other movements and networks.

TGEU worked with amazing and inspiring organisations to design and implement 2023 UN Trans Advocacy Week in Geneva, with The Swedish Federation for Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Rights (RFSL); Global Action for Trans Equality (GATE); the Asia-Pacific Transgender Network (APTAN); East Africa Trans Health and Advocacy Network (EATHAN); and the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA World).

The THRIVE (Trans Health and Rights HIV Advocacy Network) Consortium, a coalition of four leading regional and global organisations, epitomises a concerted effort to champion the human rights of transgender individuals. This Consortium is a collaborative assembly of the East Africa Trans Health and Advocacy Network (EATHAN), Global Action for Trans Equality (GATE), Transgender Europe (TGEU), and the United Caribbean Trans Network (UC Trans). Its primary objective is the establishment of strengthened networks among transgender rights groups, fostering a more unified and potent international trans movement. This initiative is crucial in counteracting regressive, anti-rights agendas and is dedicated to ensuring an enhanced quality of life for trans people, along with expanded access to essential human rights - with a focus on HIV advocacy. The Consortium's mission underscores the importance of solidarity and strategic coordination in the global trans rights movement, reflecting a commitment to social justice.

The members of the Consortium bring to the table a diverse array of identities, experiences, and regional expertise, reflecting a tapestry of lived experiences from various countries and regions. Their direct and personal understanding of the critical health needs and challenges in accessing health services positions them as formidable advocates for inclusive and comprehensive global and regional HIV policies. These members employ a multifaceted approach to advocacy, utilising research, capacity-building, communication, and movement-building strategies. Their efforts collectively span across a wide geographical expanse, including the Caribbean, East Africa, Central Asia, Europe, Latin America, and North America. This diverse reach not only amplifies their impact but also ensures that the health, rights, and well-being of transgender, gender-diverse, and intersex individuals are advanced in a holistic and globally informed manner. The Consortium's work exemplifies a commitment to inclusive advocacy and the pursuit of equitable health and rights for trans communities worldwide.

Our People

Current Board

The 2023 - 2024 Board members include:



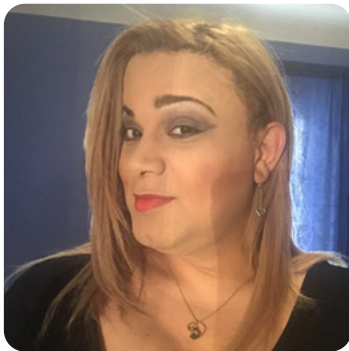
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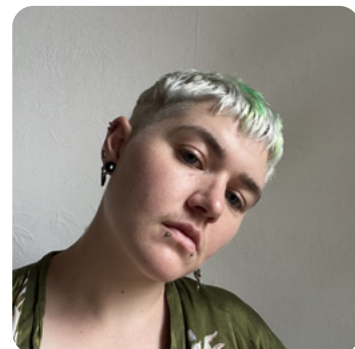
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***TGEU (Transgender Europe) is a trans-led non-profit
for the rights and wellbeing of trans people.
TGEU represents 215 member organisations across
50 countries in Europe and Central Asia.***

For more publications and important news on trans rights and wellbeing:

