

# ACTIVITY REPORT

## 2018\*-2020

\* Board report since Extraordinary General Assembly 2019, including some activities from 2018 under prior Board.



# Table of Contents

<b>Introduction.....</b>	<b>2</b>
<b>Tackling Challenges and Growing Together .....</b>	<b>5</b>
What We Have Learned .....	5
Our Commitment to Intersectionality and Learning .....	6
Responding to COVID-19.....	8
<b>Impact and Activities .....</b>	<b>10</b>
Our Members.....	10
Our Networks.....	13
Intersectional and Anti-Oppression Work .....	14
Movement Building.....	15
Non-Discrimination.....	17
Legal Gender Recognition (LGR) and Privacy .....	19
Healthcare and Depathologisation.....	20
Family Rights.....	22
Safety and Security.....	22
<b>Organisational Development .....</b>	<b>27</b>
<b>Financial Report .....</b>	<b>29</b>
<b>Our People .....</b>	<b>34</b>
<b>Funders, Donors and Supporters.....</b>	<b>36</b>



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# Introduction

## *Message from the Board Co-Chairs*

Dear TGEU members, supporters, and allies,

Much has happened since the 7th European Transgender Council in Antwerp, Belgium in 2018. TGEU has gone through organisational challenges that forced us to examine who we are, who we serve, and how we work together as a staff, a Board, and a network. We had to learn a lot as an organisation – and we still do. Despite the team's efforts tackling internal issues, this process made us vulnerable and, sometimes, unable to provide adequate responses to the challenges faced by our members and movement. At the same time, we are proud of the commitment shown by our Board, members, staff, and partners as we continue to work together to strengthen the organisation and trans movements throughout Europe and Central Asia.

As TGEU Board Co-Chairs, we are aware that TGEU has failed in fulfilling some of the commitments made to our membership and funders due to internal conflicts that have impacted the functioning of TGEU and have reflected on the team. Since the 2018 Council, founding Executive Director Julia Ehrt left the organisation; a co-director leadership model was introduced; longstanding internal conflicts became public; the organisation struggled to meet its commitments to racial, gender, and disability justice; TGEU lost several key staff; the 2018-19 Board Co-Chairs resigned; an Extraordinary General Assembly (EGA) was called by the Auditors; a new interim Board was elected; an interim Executive Director was hired; and the organisation is now in the process of rebuilding and strengthening its staff, work, and support for our members.

The difficulties in the governance and the changes in the core structures of the organisation caused damage to TGEU's work and reputation, and yet we – and the work – continue. To help our members see the full scope of TGEU's work since the 2018 Council, this Activity Report includes programmatic developments from July 2018 through September 2020. Because the current Board was elected at the 2019 EGA, the Activity Report will otherwise focus on the period under our leadership (12 October 2019 to 7 November 2020). We have confidence in, and would refer our members to, the reports of the TGEU Internal Auditors, Ruth Baldacchino and Ulrika Westerlund for their analysis on TGEU's governance and use of resources since the 2018 Council and GA in Antwerp.

As of October 2019, when the interim Board started its mandate, the organisation was basically non-functional. Staff performance and engagement was impacted by the ongoing issues and it took us some time to re-establish support and trust in the Board and with staff again. As suggested by the EGA, the Board did not continue with the leadership model tried

previously. Instead, we hired an interim Executive Director to help us get the organisation back on track.

Recent times might have been difficult, but we could also celebrate many successes and positive developments. Our membership has significantly grown, a TGEU Health Network was launched, the Trans Rights Index & Map continued to show that there is progress on trans rights in the region, and a range of COVID-19 activities were developed with our members.

The additional challenges resulting from the COVID-19 pandemic, the high level of expectations because of commitments of the past, and the enormous anti-trans backlash in Europe and Central Asia guided us through the past year and provided opportunities to change things for the better. We remained committed and continued our efforts to dismantle racism, sexism, and ableism within and outside of TGEU.

After the challenges and difficulties of the past year, we are certain that TGEU is moving in the right direction. We trust our membership in ensuring that a dedicated and experienced team is set up to govern the organisation. We are also certain that our Staff, led by our Executive Director Masen Davis, will do their best to ensure TGEU moves forward.



Tanja von Knorring and Tina Kolos Orbán  
TGEU Co-chairs

## *Message from the Executive Director*

“Is TGEU still needed?”, a long-time activist recently asked me. It didn’t take me long to answer: “Yes, more than ever.”

There’s no question that TGEU, our members, and our movement have gone through a lot in recent years. Trans rights have advanced rapidly in Europe since TGEU was founded in 2005, but trans people – most especially trans women, trans people of colour, trans people with disabilities, trans people who are poor, and trans migrants – still face horrendous levels of violence and discrimination.

TGEU, like many trans groups, has struggled to meet the growing needs of our members, and today’s circumstances make that even more challenging. Anti-trans organising and authoritarianism are growing throughout Europe and Central Asia, threatening the gains made by prior generations of trans activists (and many of our members) and increasing threats of violence against our community. COVID-19 creates new challenges for trans groups that many are struggling to survive. And resources for trans organising and civil society are becoming scarcer as governments and donors begin to move funding toward COVID-19 and economic recovery. While confronting these threats to our community, TGEU has gone through its own struggles, including staff trauma and turnover; the need to better address racism, misogyny, and ableism throughout the organisation; and very public growing pains.

Let me be clear: We still have a lot of work to do as an organisation, as a network, and as a movement, but TGEU’s work – and the work of our members – has never been more important.

Given the challenges in front of us – from COVID-19 to TERF attacks to governments outlawing legal gender recognition – it is absolutely critical to have a strong, collaborative network of organisations working together across borders to protect the most vulnerable amongst us. I came to TGEU because I believe the organisation’s work is essential to defending and advancing trans rights, wellbeing, and justice throughout Europe and Central Asia. After seeing the dedication of TGEU members, staff, and Board, I could not be prouder to be in service to the organisation. I look forward to working together to grow our capacities, improve our culture, and build a stronger, more inclusive organisation to better support our members and take on the challenges ahead. Because, yes, TGEU is needed now more than ever.



Masen Davis  
TGEU Interim Executive Director

# Tackling Challenges and Growing Together

## *What We Have Learned*

As you'll see throughout the Activity Report, TGEU has taken a number of steps to stabilise and sustain our work. While some organisational development and programme goals have been delayed or impacted due to limited staff capacity and the COVID-19 pandemic, we have done our best to learn from our past, improve what we can, and to look forward to our future.

### **We can get a lot done through remote work**

Due to COVID-19 travel restrictions, the 2019-2020 Board has not been able to meet in person since February 2020; multiple staff have worked remotely since March 2020; and the interim Executive Director could not relocate to Berlin until August 2020. This situation forced TGEU to quickly adapt to remote, online work and to re-programme the planned in-person events to virtual formats. Through this, we have learned new ways of communicating and using technology to support each other and our members.

### **There's no substitute for being together**

The inability to meet in person since early 2020 has made certain processes more complicated. We have learned, for example, it is much harder to consult with each other and our members without in-person meetings. Good internet access is not equally available to all people in all regions, and trans groups and activists who are among the most marginalised often have the least access to online technologies. Even without internet issues, it is much harder to develop trusting relationships, lead authentic consultations, and undergo transformative processes through the telephone or computer.

### **We know we have more to do**

We still have a long road ahead of us. Travel and meeting restrictions in 2020 made it harder to engage our staff, Board, and members in collaborative planning and processes that will be crucial to TGEU's continued development and sustainability.

We are still early in our work to address racial, gender, and disability justice throughout TGEU. We know we cannot simply increase representation among the staff or Board and expect things to change. Instead, we must do the long and important work of countering patriarchy and white supremacy and addressing structural gaps that impact the ability of further marginalised trans communities to access the resources, skills, and knowledge (e.g. trainings)

that TGEU aspires to provide for our members. And yet representation matters — moving forward, it will be critical for TGEU to increase leadership and representation of transfeminine people and people of colour throughout the organisation. We know this has been a weakness in our work and staffing and are committed to improvement.

Due to organisational challenges and COVID-19 restrictions, the development of our new strategic plan was initially delayed, and then driven by the Board and staff. Given limited opportunities to consult widely with our members, and the uncertainty created by the pandemic, we have developed a simplified 2-year plan for the Members' consideration at the 2020 General Assembly.

Preparations for a 2020 Council and GA proved to be difficult due to limited organisational capacity challenges — especially given the newness of the current staff and unprecedented impact of COVID-19. Staff turnover has created some information gaps that time, experience, and better documentation should improve.

## ***Our Commitment to Intersectionality and Learning***

As an organisation we stay committed to an intersectional approach of oppression and we continue to develop in a way that aims to address cross cutting issues. Even though there have been challenging times, intersectionality, as a core value, has not been deprioritised. The interim Board has during several Board meetings discussed and analysed the state of the organisation through intersectional lenses. Even though our capacity for action has been limited by the pandemic and its restrictions, the Board and staff have continued to implement intersectional approaches to our internal governing and programmes.

### **Policies and internal work**

TGEU's work has been strengthened by the newly adopted Safeguarding Policy to make sure our staff, operations, and programmes do no harm to children and to ensure the organisation's staff, Board members, and associated professionals are not subject to harassment or violence.

### **Recruitment processes**

In our recruitment processes for any staff positions, consultancies or volunteering opportunities, TGEU uses a competence-based non-discriminatory model. We ensure that our job ads, call for consultancies, or volunteering opportunities reach even further. To ensure full representation among the applicants, TGEU works with identifying and seeking after professionals, consultants and activists from the most marginalised groups of our community.

### **Making Council and General Assembly more accessible**

We are committed to learning from and acting on the feedback we received during the 2018 Council, including in making TGEU and our community events more accessible to further

marginalised trans communities. The specific challenges faced by D/deaf and disabled activists, Trans Black and People of Colour, and/or trans people from Central Asia were particularly highlighted. In 2019, we set up a Council team and contracted a trans Disability Advisor to oversee Council logistics with a focus on accessibility needs as they were expressed during the 7th European Transgender Council in 2018 and in the feedback forms. Unfortunately, due to the COVID-19 and our inability to meet in person, these new steps towards more accessibility cannot be implemented.

In preparing for the General Assembly (GA) on 7 November 2020, we used what we learned while planning the Council, and feedback from the Extraordinary General Assembly, to prepare for an accessible General Assembly to the best of our capacity. The GA will be fully accessible in Russian (with all written materials translated and simultaneous interpretation); each session will include live English captioning; and we have invited all members to share their individual accessibility needs and will do all we can to accommodate those to the best of our ability. Furthermore, as we know General Assemblies can seem overwhelmingly technical for our least experienced members, we are organising a series of online workshops to walk members through all important matters that the GA will decide on and to give everyone an opportunity to voice concerns, questions, or recommendations to the General Assembly. The “Did you know?” social media campaign we developed to promote these workshops also provided an opportunity for us to highlight some of the previous General Assemblies’ main achievements, such as TGEU’s Intersex Policy approved by the GA in 2014, the Sex Work Policy adopted in 2016, and Central Asia inclusion adopted in 2018.

## Continuation of work

As the organisation stabilises and comes back to its sustainable routines, the Board and staff are committed to continuing improving TGEU’s work with intersectionality. Introducing and implementing policies for safeguarding and protection is one important step forward.

## Moving Forward

The organisation is in need of more stability and sustainability. As we continue to rebuild, we aim to make TGEU the core player in the international and European and Central Asian political and human rights field (again) that the trans community needs (in all its diversity). The organisation will continue to use Russian as a second language to be more accessible for our Eastern European and Central Asian members. One issue we need to pay much attention to is the growing anti-gender movement and its organised attacks against the trans community. The uprising of far-right and/or conservative groups in challenging trans rights is affecting almost every country where TGEU has members.



## Responding to COVID-19

Since the virus outbreak, TGEU's Board and staff have been actively developing COVID-19 activities—ranging from immediate responses (trans-specific resources, recommendations, and check-ins) to longer-term programmes—directly informed by the needs of our members. TGEU's Community Building Officer has been conducting one-on-one check-ins with TGEU members to help assess the situation of local trans communities, document challenges faced by our member organisations, and inform TGEU's programming.

Due to the pandemic, most of our trans-led member organisations are experiencing major organisational difficulties and often lack the skills and capacity to survive this unprecedented crisis. Some have stopped their activities until further notice, while others have pivoted towards direct community support with a focus on those most vulnerable and harshly impacted by the health and socioeconomic consequences of the crisis. These re-programming efforts are difficult and challenging, and after several months of the pandemic, members' resources and capacities are getting scarcer. There is an urgent need for community building, skills enhancement, and resource sharing opportunities.

Our COVID-19 work includes:

- Publishing a series of bilingual (English/Russian) online, trans-specific resources in response to the COVID-19 pandemic. These include trans-specific tips for navigating the pandemic, member updates and resources organised by country, members' online fundraising appeals, links to surveys by partner organisations, such as GATE and APTN, and resources to help groups transition to virtual work.
- Launching a social media campaign to demonstrate the impact of the pandemic on trans communities. Using the hashtag *#transcopingwithcovid*, TGEU developed a series of digital "cards" in English and Russian with quotes from member organisations highlighting the impact of COVID-19 on their communities and organisations to help increase visibility and resources for trans-led groups in the region.
- Organising a series of COVID-19 online trainings and workshops for members, which launched on 18 May in honour of IDAHOBIT. These webinars were developed to create a safe space for members to share, connect, and learn from each other throughout the pandemic while contributing to their capacity and skills development. Every effort was made to make the online sessions as inclusive and accessible as possible, including live captioning and Russian language interpretation. The workshops included:
  - Closed training - Basics of graphic design for trans activists
  - Open webinar - Financial stability in times of crisis
  - Closed training - Organisational re-programming during COVID-19
  - Closed training - UN advocacy and UN mechanisms
  - Closed training - Digital security during COVID-19 in English

- Closed training - Digital security during COVID-19 in Russian
- Closed meeting - Coping from the margins and meeting with donors
  
- Submitting a report on the effects of COVID-19 to the UN Independent Expert on SOGI answering a joint questionnaire of special procedures: “The impact of COVID-19 on the human rights of LGBT persons, communities and/or populations”, with data drawn from our membership assessment.
  
- Supporting the drafting, translation, and dissemination of a survey on the impact of COVID-19 in trans-specific healthcare with a team of professionals from University Medical Center Hamburg-Eppendorf, Germany, and Ghent University Hospital, Belgium.
  
- Collaborating with our partners on a Joint Research Initiative to measure the impact of the COVID-19 pandemic on the organising capacity of the LGBTQ+ movement globally.

TGEU’s own staff and Board have also been impacted by the pandemic. When the pandemic became widespread, staff were encouraged to work from whatever location would feel most safe and secure for each individual. As a result, TGEU’s staff were based in six different countries from March through August, forcing us to learn new ways of working together in a remote environment and requiring us to change plans for the 2020 Council and General Assembly. While all of us are impacted in some way – some are recovering from the virus while others are negotiating life in households where they lack support – we are more committed than ever to protecting trans communities and strengthening our movements.

While COVID-19 keeps having a profound influence on our organising, our work and our wellbeing, we have been successful in moving our programmes online and holding webinars to stay in touch with our membership and the trans community. Through a more consistent use of captioning and Russian, we have made our programmes more accessible and increased participation from our Central Asia members.

# Impact and Activities

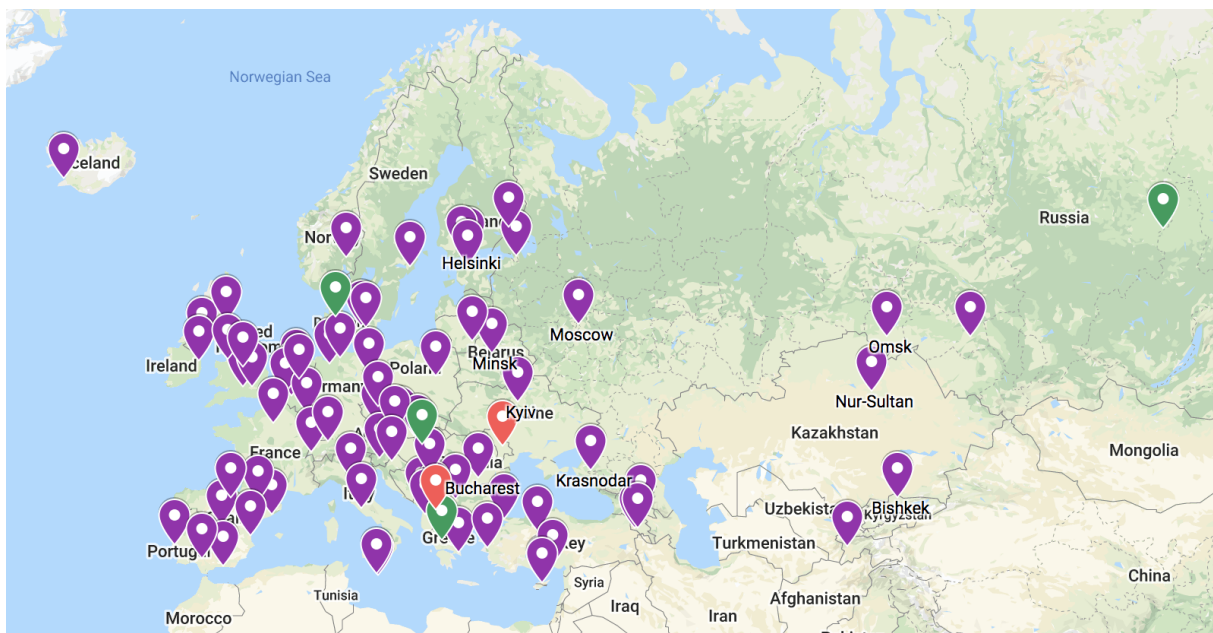
## Our Members

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**Our goals from the 2014-2020 plan:**

- ▶ *Trans organisations in Europe (and Central Asia) are well and sustainably resourced and empowered to advocate effectively for the rights of trans people and to support the trans community in Europe*
  - ▶ *Trans groups across Europe have the necessary financial and human resources to effectively advocate for trans rights and support the trans community*
  - ▶ *There is a strong and sustainable trans organisation in every state in Europe (and Central Asia)*
- 

TGEU has seen significant growth in its membership since 2018, when the organisation had 119 members from 44 countries. Since the General Assembly voted to broaden TGEU's mandate to cover Central Asia in 2018, our work in the region has expanded and every effort has been made to increase access to TGEU activities for Russian speaking activists. Today, **TGEU has 152 members and 258 individual members spanning 46 countries across Europe and Central Asia.**



## Member Support

It is not an easy time for trans organising. Difficulties for trans groups have increased in recent years as space for civil society shrinks; the trans movement is under attack and under-resourced; activist burnout is spreading; and members are impacted by COVID-19. This situation, and our own constraints as an organisation, has challenged TGEU's capacity to fully support our membership and communities. As we reflect on our work since 2018, we recommit to better nurturing our relationships, increasing our responsiveness, and providing more and better support to our members.

Following the revision of TGEU's Strategic Plan in 2016, TGEU's member-facing work shifted from a focus on capacity building to an emphasis on community building and increasing the resilience and empowerment of further marginalised trans communities. Key community building activities have included:

- Publishing "Capacity Building: 6 group activities for trans activists" in April 2020 for use by our members.
- Providing support to ProTRANS partners in Eastern Europe and Central Asia, including supporting three organisations in long-term advocacy to bridge gaps in the sex workers' movement; providing strategic planning and organisational structure support for one partner; and, coaching a sex worker organisation on how to monitor anti-trans violence.
- Organising a four-day Critical Awareness Training for 17 activists in October 2019. We achieved a balance of three people from Central Asia, nine people from Eastern Europe, and five people from Western Europe, as well as the balance of eight trans women and trans feminine people, five trans men and trans masculine people (including two intersex people), and four non-binary people. This training focused on giving the participants tools in community organising and critical thinking within the trans movement.
- Organising a week-long Trans Black and People of Colour only Empowerment Training for 24 activists in July 2019. We achieved a balance of five people from Central Asia, four people from Eastern Europe, and 15 people from Western Europe (including nine refugees), as well as the balance of 11 trans women and trans feminine people, nine trans men and trans masculine people (including one intersex person), and four non-binary people. The training focused on giving trans people the necessary tools to re-centre their activism on the needs and priorities of further marginalised communities and network with others sharing a similar background, while preventing burnout and staying engaged and inspired in their work on the frontlines for social change.

Among other outcomes, these trainings resulted in the publication of a 22-page Capacity Building Toolkit for trans activists compiling activities that were conducted during the two 2019 trainings. The activities were selected for their constructive impact on participants and their group dynamics and the toolkit is a resource of information, tools, and tips, adapted for first-time activity organisers who wish to facilitate group activities.

## Membership Assessment

Our membership monitoring and support work is in an important stage of development. Staff departures within TGEU contributed to gaps in contacts with many members and difficulties staying up to date with our members' latest developments. To help address this issue, since 2019 staff have been conducting an in-depth assessment of our members, including documenting more about the organisations and their leadership, and archiving their history of engagement with TGEU. We are also developing a monitoring grid to help us focus on under-represented trans communities and regions in our community building work. These resources will help staff better understand our members' needs and priorities; identify community, capacity, and relationship building opportunities within our membership; and to better tailor our community building work and support further marginalised trans groups and regions.

## Outreach to further marginalised regions and trans groups

Since 2019, TGEU's CACEE Project Manager and Community Building Officer have been actively collaborating to increase our work in Central Asia and better engage local activists. Staff have conducted regular check-ins with Central Asian activists and groups and increased English/Russian language accessibility – from whisper translation for our trainings and Extraordinary General Assembly in 2019 to written translation of communications and Russian simultaneous interpretation and subtitles for online workshops, publications, and member materials in 2020. These efforts resulted in welcoming 3 new trans-led Central Asian member organisations in the past year.

Since the Trans Black and People of Colour (TBPoC) pre-meeting organised at the last Council, as well as the Empowerment Training for Trans Black and People of Colour organised in 2019, we have begun strengthening our relations with TBPoC activists and communities. Since then, we have welcomed new members led by TBPoC and focusing on intersectional issues, including trans refugees and asylum seekers, and police violence towards Black folks.

We also welcomed new member organisations led by trans women and transfeminine people, as well as trans sex workers. For each community event and training we have offered, we prioritise further marginalised trans activists and have done our best to balance representation from dominant and marginalised backgrounds (see section "Movement Building"). In the frame of the online trainings and workshops we offered as part of our COVID-19 response (see section "COVID-19"), we made sure that the experts we invited are trans leaders from further marginalised backgrounds. We remain committed to continue to improve our work on this and to systematically create a space for these voices to feel safe and heard.

## Strategic Partnerships

Since 2015, TGEU has offered a yearly Capacity Building opportunity to two member organisations. These Strategic Partnerships provide an opportunity for TGEU to mentor and offer in-depth support to the member organisation. Depending on the organisation's needs and TGEU's capacity, Strategic Partners can receive support in networking; fundraising;

community organising; organisational development; team building; events management; burn-out prevention; and/or facilitation and moderation. Over the past two years, three organisations have benefited from this opportunity: Queerstion (Sweden), Trans Mreza Balkan, and Colour Youth (Greece) in 2020. Support for each partner varies based on their capacities and priorities and has ranged from leadership skills sharing sessions (Queerstion and Trans Mreza Balkan in 2019) to co-developing trainings on Intersectionality and Transformative Justice for Western Balkan activists (Trans Mreza Balkan in 2020). After two years of collaboration with Queerstion, their partnership ended in 2020 and we began working with Colour Youth (Greece) to help increase resources available for their trans members and to cope with the COVID-19 pandemic. Due to the pandemic and the unprecedented difficulties our partners are facing, partnership activity has slowed in 2020 but we continue to check in with the groups regularly.

### 7<sup>th</sup> European Transgender Council

We worked closely with our partner Çavaria to convene the 2018 Council and General Assembly in Antwerp which brought together 300 participants. At the Council, we trained trans activists to facilitate using an open space format, emphasised issues of intersectionality, and organised a scholarship programme for 50 trans people of colour and/or trans people with disabilities.

### 8<sup>th</sup> European Transgender Council and 2020 General Assembly

Due to COVID-19, we unfortunately had to cancel the in-person 8th European Transgender Council originally scheduled to take place in Lisbon. The Council is, under normal circumstances, TGEU's biggest movement building event and held every two years. As it became apparent that hosting in in-person Council was not feasible in 2020, we redirected our focus towards our community's urgent need for an active COVID-19 response (see COVID-19 section above) and began preparations for the online General Assembly on 7 November 2020 and a series of preparatory workshops that began on 1 October.

## Our Networks

TGEU participated in a wide range of networks to encourage trans inclusion in various human rights and non-discrimination mechanisms, including

- Council of Europe Focal Points Network
- Council of Europe SOGI Unit
- European Commission against Racism and Intolerance (ECRI)
- Global Interfaith Network
- EQUINET (European Network of Equality Bodies)
- Social Platform Steering Committee

In addition, we organise and convene a range of networks to build the skills, connections, and capacities of our members and trans activists in the region.

### Trans Legal Net and Legal Practitioners' Seminars

TGEU hosts Trans Legal Net, a cross-border professional exchange platform focused on improving litigation strategies for pending or prospective cases, and thus securing better legal protection for trans people. In addition, we organise annual convenings for legal practitioners from across Europe to come together to share their experience of litigating cases before national and international courts, identify and analyse existing gaps in the legal protection of trans people, and discuss how these gaps can be closed through strategic litigation. In 2019, 23 participants attended the Legal Practitioners' Seminar in Rome. In 2020, 23 people from 13 countries participated in the online Seminar.

### Trans Health Network

In 2020, TGEU launched a Trans Health Network to facilitate the exchange of information and strategies, and to promote the mutual support of activists working in the field of healthcare. After a public call, activists from 23 countries (including one member per country) from Europe and Central Asia participated in the first convening of the network on 25 September. Participants included those actively advocating for access to care for all trans people in line with human rights standards, as well as partners from regional and international organisations, such as ILGA-Europe and GATE. The Network meetings and activities are being organised with simultaneous English/Russian interpretation and translation.

## Intersectional and Anti-Oppression Work

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#### *Our goal from the 2014-2020 plan:*

▸ *Trans groups at risk and those with intersectional identities are visible and represented within the trans community and enjoy equal rights and respect in general society*

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Since the 7<sup>th</sup> European Transgender Council in 2018, TGEU has actively worked to support increased leadership and participation of people of colour and disabled people throughout the organisation. Through these efforts, we came to understand that TGEU's work needed to better focus on those trans communities most marginalised and too-often excluded from trans self-organising. We thus aim to support and empower people of colour and disabled communities within the European trans community while addressing xenophobia and power dynamics throughout our work.



- 2018-Present: Actively participates in the European Commission against Racism and Intolerance (ECRI) by contributing to meetings, reviewing briefings, and stakeholder meetings.
- April 2020-Present: Regular review of trans-specific content produced by the European Disability Forum.
- September 2020: Online meeting on “COVID-19: Coping from the margins” featuring four trans activists from further marginalised backgrounds and opening a discussion with representatives of foundations supporting the trans movement.
- June 2020: Developed Pride 2020 social media campaign, “Black and Trans - Proud and Resilient”.
- June 2020: Social media and communications featuring Sex Worker Pride Day.
- April 2020: Revision and endorsement of ICRSE’s policy brief on the demands of sex workers under COVID-19.
- April 2020: Recommendations to ILGA-Europe for the revision of the European Asylum Support Office’s referral tool manual regarding trans inclusivity.
- April 2020: Input to the Position Statement Including Key Recommendations on Migrants and HIV in the EU/EEA being prepared by the Department of Public Health, Group HIV and Sexual Health in the Institute of Tropical Medicine.
- 2019: Participated in a meeting of the EU High-level group for combating Racism, Xenophobia and other forms of Intolerance, as well as an EU Parliament event on Anti-Racism and other marginalised groups.
- October 2019: Conducted Critical Awareness Training in Berlin for 17 activists on addressing power dynamics within the trans movement.
- July 2019: Organised an Empowerment Training for 23 Trans Black and People of Colour activists in Marseille, France.

## Movement Building

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### *Our goals from the 2014-2020 plan:*

- *Trans people in Europe (and Central Asia) can live openly according to their gender identity without interference, enjoy their human rights, and share full equality in all spheres of life*
  - *Knowledge of the human rights situation of trans and gender variant people is well established in international community frameworks and institutions*
- 

## Countering anti-trans backlash

The trans community has made headlines in the last years with wins mostly in the field of policy (gender recognition procedures without sterilisation) and in media representation. However, at the same time a conservative roll-back has been targeting trans people and



particularly those who are affected by intersecting discrimination, such as migrants, sex workers, people of colour, disabled people, and people living in poverty. Rising populism, xenophobia, racism, sexism, anti-Semitism, criminalisation of sex work alongside a deepening divide between poor and rich people has hit those communities particularly hard. Uncovering the clandestine conservative network 'Agenda Europe' has confirmed fears that the anti-equality opposition has been organising itself and that the backlash is not a spontaneous expression of the "ordinary people". Some women's rights and/or feminist groups are increasingly positioning themselves against the rights of trans people. This is becoming a rapidly growing challenge both at the national and European level. This issue is especially complicated as it involves long-time allies. TGEU's work to challenge the anti-trans backlash we are seeing in 2020 includes:

- Presenting on anti-trans women's movements at an international conference organised by a Spanish organisation in November.
- Supporting members in Hungary, the UK, Kazakhstan, Spain and Russia by publishing statements and reaching out to stakeholders to counter anti-trans campaigns against abolition of legal gender recognition (LGR), self-determination and healthcare access.
- Collaborating with ILGA-Europe and GATE on communications regarding the anti-gender movement. Working on a joint strategy and developing tools to support that work.
- Co-organising a mini symposium at WPATH conference on anti-trans movements in November 2020.
- Starting conversations with national and European level stakeholders and networks about how to challenge anti-trans messages and organising.

## Influencing Institutions

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### *Our goal from the 2014-2020 plan:*

- *Knowledge of the human rights situation of trans and gender variant people is well established in international community frameworks and institutions*
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Staff submitted feedback and interventions on multiple reports to the EU, Council of Europe, and United Nations to make them more inclusive of trans people. These interventions are included under various headings throughout the Activity Report and include:

- 2020 Ongoing: Involved throughout the process of the Fundamental Rights Agency's drafting, dissemination, and reporting of the 2nd edition of their 2018-2020 EU-wide survey and report on LGBTI people.
- August 2020: Submission to European Commission on "Fitness check of EU legislation" regarding violence against women and domestic violence.
- June 2020: Submitted recommendations to influence the EU's LGBTI+ Strategy
- February 2020: Submission on TGEU's position regarding gender equality and related terminology to the European Parliamentary Research Service.

- May 2020: Participation and interventions at the EU IDAHOT event in Oslo.
- June 2019: Co-hosted the third Trans Advocacy Week at the UN 41 Human Rights Council in Geneva, which brought together 16 defenders from 15 countries for three weeks of meetings, interventions, and side events at the Council.
- June 2018: Co-hosted the second UN Trans Advocacy Week at the UN with 23 trans and gender diverse human rights defenders from 19 countries participating in the 38th Session of the Human Rights Council in Geneva. This work resulted in meetings with Special Procedures (Independent Expert on Sexual Orientation and Gender Identity - IE SOGI, Special Rapporteur on Health, Special Rapporteur on Disabilities) and other bodies (Global Fund, Office of the High Commissioner for Human Rights - SOGIESC staff), as well as an open consultation with the Independent Expert on SOGI with 40 participants regarding Legal Gender Recognition and depathologisation.

## Non-Discrimination

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### *Our goal from the 2014-2020 plan:*

- ▶ *Achieve full equality and explicit protection from discrimination for trans people in all spheres of life*
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- Submitted third-party interventions to the European Court of Human Rights (ECtHR). TGEU has submitted seven third-party interventions to the ECtHR with varying partners, three in late 2018, two in 2019, and two in 2020. These include:
  - 2020: A.M. and Others v Russia regarding the parental rights of a trans parent - case pending
  - 2020: Ghviniashvili v Georgia regarding LGR and forced medical treatment - case pending
  - 2019: O.H. and G.H. v Germany regarding recognition of trans father as father - case pending
  - 2019: A.D. and A.K. v Georgia - case pending
  - 2018: Minasyan and Others v Armenia - case pending
  - 2018: X v Romania and Y v Romania - case pending
  - 2018: R.L. v Russia and P.O. v Russia - cases dismissed when the court lost contact with the complainants
- TGEU has requested permission to intervene in another three cases and is awaiting a response from the court, as of October 2020:
  - Dugan v Turkey (police harassment and arbitrary arrest) - waiting for court
  - Jand v Greece (protection of trans women in male prisons) - waiting for court
  - A.H. and Others v Germany (recognition of trans mother as mother) - waiting for court

- March 2020: input to Victim Support Europe for their submission to influence the EU Strategy on Victims' Rights.
- March 2019: Submitted feedback on the Council of Europe's SOGI Unit report on the review of the implementation of the Recommendation by Member States and developed a policy brief directed to the CoE in May 2019.
- October 2018: Co-authored "Protecting LGBTI Rights in Europe: Submission to the second review of the Council of Europe Recommendation on measures to combat discrimination on grounds of sexual orientation or gender identity (CM/Rec(2010)5)", a comprehensive report in partnership with ILGA-Europe and Organisation Intersex International (OII) Europe that was endorsed by the International Lesbian, Gay, Bisexual, Transgender, Queer & Intersex Youth and Student Organisation (IGLYO), the European Lesbian\* Conference (EL\*C) and the Network of European LGBTIQ\* Families Associations (NELFA). This 154-page report based on trans experiences in 16 European countries found:
  - States have made significant progress in the past years in securing rights and freedoms for LGBTQI people. There is however backlash on human rights across Europe, fuelled by populism, anti-democratic opinions and far-right extremism. This has negatively impacted LGBTQI human rights defenders and LGBTQI communities at large, as they are often the first target.
  - Legal measures against discrimination and violence are in place in the vast majority of member states. Implementation however continues to be insufficient, leaving LGBTQI people vulnerable against hate crimes and hate speech or in the areas of healthcare, education, employment or housing discrimination.
  - Legal instruments protecting against violence and discrimination are most often only inclusive of sexual orientation. Gender identity has been increasingly included over the past years. Gender expression and particularly sex characteristics however are very rarely included.
  - Where implementation is insufficient, it is often civil society that tries to fill this gap. For instance, NGOs have provided support services for hate crime victims, collected data about cases of violence and discrimination, raised awareness about intersex human rights violations, held trainings for judiciary, law enforcement, healthcare professionals or teachers, run shelters catering to the needs of LGBTQI people, or established their own sports clubs. These initiatives have been indispensable. They are however not sustainable and in no way able to replace measures that governments are obliged to take.

## Legal Gender Recognition (LGR) and Privacy

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### *Our goals from the 2014-2020 plan:*

- *Ensure that every person in Europe can change their name and/or gender in official documents without any interference based on self-determination*
  - *Trans people and their families enjoy full privacy*
- 

Our Trans Rights Index & Maps (TRIM) document the current status of trans legal protections in Europe and Central Asia. Tracking the legal progress for trans rights across the region for the past eight years, the TRIM shows both progress and stagnation when it comes to trans rights in the region. In all, we have seen significant progress since the first edition of the map, with 13 countries forcing trans people to undergo coerced sterilisation for legal gender recognition in 2020 compared to 24 countries in 2013. The number of countries requiring a mandatory mental health diagnosis has also declined, with 31 states demanding a psychiatric diagnosis in 2020 compared to 36 in 2019. Yet progress has slowed in the region, and the Index shows rollbacks of existing rights that are worrisome and dangerous. Several countries allowed their Equality Action Plans to expire, for example (including Belgium, France, and Greece), while Hungary lost ground by overturning LGR in 2020. TGEU has continued to build on the TRIM in recent years. The Index and maps were expanded to include Central Asia in 2019, for example, and in 2020 we added new indicators related to housing, age restrictions for LGR and non-binary parenthood.

In addition to the TRIM, TGEU activities working towards legal gender recognition and privacy for trans people include:

- 2020 ongoing: EC LGR report: Active involvement in the preparation and reporting of the European Commission's study on Legal Gender Recognition across the EU.
- 2020 ongoing: Supporting our members in Germany and Denmark with advocacy planning and policy analysis related to reform of LGR.
- March 2020: Revision and submission on the Scottish Gender Recognition Act in cooperation with local activists and ILGA-Europe.
- May 2019: TRIM was presented at the EU IDAHOT event in Oslo to EU stakeholders.
- May 2019: Participated in the European Governmental LGBTI Focal Points Network meetings, including the EU IDAHOBIT event.
- March 2019: Participated in meetings with Bosnian authorities and presented on legal gender recognition discussing: (1) the existing legal framework in Bosnia and Herzegovina regarding legal gender recognition and sex characteristics; (2) protecting the rights of transgender and intersex people in the field of healthcare; and (3) to prepare work for potential legal changes in Bosnia.
- 2018: TGEU worked closely with the CoE SOGI Unit and contributed to legal gender recognition processes in 15 countries, including five formal submissions (UK, Scotland, Germany, Switzerland, and Portugal).

## Healthcare and Depathologisation

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### *Our goal from the 2014-2020 plan:*

▸ *Ensure that trans people attain the highest standard of trans-related healthcare, have equal access to general healthcare, and that trans identities are no longer considered mental health conditions*

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Increasing access to healthcare and ending the pathologisation of trans people is a high priority for TGEU. Our work in this area includes:

- 2020 ongoing: Strategy meetings with the working group of international activists on depathologisation and implementation of ICD-11.
- 2020 ongoing: Participation and input in the EU project “TRANSFORM”, organised by the Maltese institutions for the training of healthcare providers and the development of an informative website on trans-specific healthcare.
- September 2020: Launched TGEU’s HealthNet, including participation from 24 countries, to network and support the work of trans health activists in Europe and Central Asia.
- February 2020: Revision of the Norwegian Healthcare Guidelines and submission in collaboration with ILGA-Europe.
- December 2019: Published “Guidelines to Human Rights-based Trans-specific Healthcare” which was translated into Russian and Spanish.
- October 2019: Trained 51 trans advocates on legal gender recognition and diagnostic barriers at the ILGA-Europe conference in Prague and conducted a workshop with invited experts on depathologisation and informed consent models of care.
- October 2019: Participated in an international project organised by the World Association for Sexual Health (WAS) to develop a document on trans people’s sexual rights and participated in a panel at the WAS Congress regarding how to make WAS more trans-inclusive.
- September 2019: Participated in a workshop on health and social inequalities in the conference organised by the Social Platform in Helsinki to influence EU policies.
- September 2019: Helped organise a health conference in Kyrgyzstan and presented a session on TGEU’s “Guidelines to Human Rights-based Trans-specific Healthcare” publication. Attended by 129 people from eight countries, six universities, and 21 health centres, the conference was organised by trans activists from countries in Central Asia with support from the Ministry of Health of Kyrgyz Republic, WPATH, Global Education Initiative, Soros Foundation-Kyrgyzstan, and Astraea.
- July 2019: Participated in an LGBTI health panel at the Madrid International Summit.
- June 2019: Participated in a training on trans healthcare for medical professionals in Tajikistan as part of a local advocacy intervention to move protocols in the country. The event was attended by the national mental health centre and an endocrinologist

working on protocols in the Ministry of Health. TGEU provided sessions and participated in side events regarding legal gender recognition and needs mapping.

- May 2019: Organised and delivered a workshop on ICD-11 implementation during the EU IDAHOT event in Oslo.
- April 2019: Presented a draft of the “Human Rights in Trans-specific Healthcare” guidelines at the 3rd European Professional Association for Transgender Health’s Conference and supported local activists and participated in the “DEpath Off” event in Rome to discuss the depathologisation of healthcare with other European activists.
- April 2019: Met with the Minister of Health in Kyrgyzstan to get support for the first Trans Health conference.
- March 2019: Revision of Health Chapter of the Council of Europe’s SOGI Unit’s report on the recommendations to Member States.
- March 2019: Conducted meetings and workshops with ministries and activists in Sarajevo to support the improvement of local trans healthcare.
- March 2019: Seminars on trans health at the National Medical University and the American University in Central Asia.
- December 2018: TvT team (see Safety and Security) published the report “Global trans perspectives on health and wellbeing: TvT community report”. The publication is available in multiple languages.
- November 2018: Participated in meeting on depathologisation strategies in Belgrade with the UN and XY Spectrum.
- November 2018: Presented on ICD-11 at the European Governmental LGBTI Focal Point Meeting in Helsinki.
- November 2018: Presented on “Informed Consent Principles: re-imagining trans specific healthcare” and participated in the 25th World Professional Association for Transgender Health’s Symposium in Buenos Aires.
- October 2018: Drafted “Human Rights in Trans-specific Healthcare” guidelines, organised an expert meeting in Manchester for review, and coordinated focus groups in different countries.
- October 2018: Presented keynote speech and participated in a Trans Wellness Conference organised by CliniQ, and presented a workshop on depathologisation with activists from the UK in London.
- 2018: Disseminated a study on the situation of trans people and access to health services in Georgia, Poland, Serbia, Spain and Sweden and a publication of healthcare and reimbursement analysis in 17 European countries.
- 2018: Supported successful complaint against the Czech Republic before the European Social Charter Commission against compulsory sterilisation in national legislation for trans people.
- 2018: Contributed to four meetings/joint inputs regarding the ICD process in partnership with Global Action for Trans Equality (GATE), Investigadora, Grupo Cultural e Sexualidade (CuS), Akahata Equipo de Trabajo en Sexualidades y Generos, International Campaign Stop Trans Pathologization (STP), International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA World), Trans\*Coalition in the Post-Soviet Space, Asia Pacific Transgender Network (APT), Iranti-Org, Human Rights Watch and Amnesty International.

## Family Rights

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### *Our goal from the 2014-2020 plan:*

▸ *Children in trans families enjoy equal rights, including having documentation of their family status that reflects their and their families' everyday realities, and no person's parenthood or parental rights are restricted or denied on the basis of their gender identity or gender expression*

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- September 2020: Joint submission with ILGA-Europe to the UN Special Rapporteur on the right to privacy of trans children.
- September 2020: Encouraged inclusion of trans reproductive and parental rights in 2020 EU report on Sexual and Reproductive Health and Rights.
- August 2020: Submitted video highlighting the needs of trans youth and participated in the 13th Forum for the EU Strategy on the Rights of the Child.
- August 2020: Joint roadmap submission with ILGA-Europe, IGLYO and NELFA for "Towards an LGBTI-inclusive EU Strategy on the rights of the child".
- August 2019: Parents of trans and LGB children in Kyrgyzstan and Kazakhstan created a network of supportive parents that could be a model for others in Europe and Central Asia. TGEU participated in the second parents' camp in Kyrgyzstan, where staff presented data on Eastern Europe and Central Asia and the global Trans Murder Monitoring. The new network aspires to address family violence against LGBT youth.

## Safety and Security

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### *Our goals from the 2014-2020 plan:*

▸ *Trans people are no longer targeted by prejudice-based violence and hate speech*  
 ▸ *Trans people are respected and valued in their gender identities and expressions and can comfortably be visible in their everyday lives*

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### ProTRANS

Since 2013, TGEU has coordinated the ProTRANS project to better protect trans people and their communities from violence and impunity in Eastern and South-Eastern Europe, working closely with six trans rights organisations to help build their capacities: Transvanilla Association (Hungary), Alma-TQ (Kazakhstan), Labrys (Kyrgyzstan), GENDERDOC-M (Moldova), Geten (Serbia), and Red Umbrella (Turkey). The project has evolved over time, but



continues to focus on four pillars: Monitoring, support, advocacy, and management and administration. This work has included:

- Ongoing monitoring of violence against trans people by reaching out to local trans communities and promoting the ability to report incidents of violence and the availability of psycho-social and legal services.
- Supporting partners in organisational development, including developing a long-term vision for security and internal communication.
- Coalition building events to establish relationships with civil society and state stakeholders at events like the 1st Trans Health Conference in Kyrgyzstan.
- Supporting drafting advocacy submissions to domestic and international organisations and human rights reporting mechanisms.
- Publishing “Deprived of liberty, deprived of rights: A community report on policing and detention of trans people in Central-Eastern Europe and Central Asia” in 2018.

ProTRANS Statistics:

- Number of documented transphobic incidents: 1,148
- Number of legal and psycho-social supports provided: 15,039
- Number of advocacy submissions: 47
- Number of campaigns: 12

ProTRANS Partners’ highlights:

- Alma-TQ mobilised volunteers to create a written position on age restriction and interact with the Ministry of Health.
- Geten led the creation of protocols on the treatment of transsexual and transgender people by police in situations of risk, such as strip searches and detentions, and protocols on the treatment of transsexual and transgender people facing criminal sanctions.
- GenderDoc-M organised a local educational campaign, “Generation Love,” within their annual Moldovan Pride event.
- Kyrgyz guidelines on medical and social care for trans and gender-nonconforming people became a regional Central Asian standard.
- Red Umbrella held empowerment trainings for trans sex workers in Istanbul, Izmir, Mersin and Ankara provinces.
- Transvanilla brought 18 cases to the European Court of Human Rights on behalf of individuals whose LGR processes have been delayed and won one court case at the first level in a Hungarian Court.
- Report “Deprived of liberty, deprived of rights: A community report on policing and detention of trans people in Central-Eastern Europe and Central Asia.”

ProTRANS and TvT joint activities:

- Joint annual reports to the Office for Democratic Institutions and Human Rights (ODIHR) of the Organisation for Security and Co-operation in Europe (OSCE) on hate crimes against trans people.



- Joint booklet “A brief guide to monitoring anti-trans violence” involving experiences and best practices from trans and gender-diverse organisations operating in Brazil, Hungary, Kyrgyzstan, Serbia, Turkey, and Ukraine.
- Joint session at ILGA-Europe Conference “Countering violence targeting LGBTI people in Europe and Central Asia” in Prague, Czech Republic.
- Joint TDoR campaign and meetings on capacity building, mutual learning on main strategies to decrease anti-trans violence.

## Transrespect versus Transphobia Worldwide (TvT)

Due to previously-addressed organisational challenges at TGEU’s leadership and the changing of funders’ priorities, the primary funding for the TvT project ended in late 2019. Even with dedicated funding suspended and some activities reduced, the project has continued and a report on violence was published in March 2020 in partnership with the ProTRANS project.

In late 2020, TGEU started an assessment to determine how to best sustain and strengthen the project. We are aware that monitoring violence is a high-stress activity that can lead to secondary trauma and are committed to improving our support for the wellbeing of the TvT team and trans communities contributing to the research.

Key TvT activities in 2020 included:

- August 2020: Contracted a consultant to conduct a strategic review of the TvT and to recommend improvements to the programme’s design, methodology, and research processes.
- August 2020: Contracted a consultant to support the TvT project in research analysis and optimisation.
- May 2020: Submitted data on anti-trans hate crimes to the Office for Democratic Institutions and Human Rights (ODIHR) of the Organisation for Security and Co-operation in Europe (OSCE) with CACEE Project Manager.
- March 2020: Published the booklet “A brief guide to monitoring anti-trans violence” in English and Russian in collaboration with partner organisations and ProTRANS project.

### 2018-2019

- November 2019: Published the Trans Murder Monitoring (TMM) update before Trans Day of Remembrance for members organising local events and for journalists writing articles on that occasion.
- October 2019: Collected TMM data in collaboration with the Instituto Brasileiro Trans de Educação, the Centro de Apoyo a las Identidades Trans, and the Asia Pacific Trans Network.
- October 2019: Participated in the panel “Countering violence targeting LGBTI people in Europe and Central Asia” at the ILGA-Europe Conference in Prague, Czech Republic.
- August 2019: Contracted TvT interns, Emilio Escalona Covilla (Colombia) and Bernardo Larramendy (Argentina), to support the TvT project.
- August 2019: Presented a session on research and monitoring violence against trans and gender-diverse people in Asia at the ILGA Asia Conference in Seoul, South Korea.

- June-July 2019: Participated in the Trans Advocacy Week at the 41<sup>st</sup> session of the UN Human Rights Council in Geneva, Switzerland.
- May 2019: Submitted data on anti-trans hate crimes to the Office for Democratic Institutions and Human Rights (ODIHR) of the Organisation for Security and Co-operation in Europe (OSCE) with CACEE Project Manager.
- March 2019: Participated in the ILGA World Conference in Wellington, New Zealand: joint roundtable discussion with ILGA World on “Global Research in Trans Rights” and interactive workshop on monitoring violence against trans people around the world.
- Updated the transcultural questionnaire developed by the TvT project team divided into five sections: law and legal measures, healthcare, social and economic profile, migration, and indigenous context; translated the survey into Spanish, French, Russian, Chinese Mandarin, and Arabic; and collected data for 70 countries.
- December 2018: TvT team published the report “Global trans perspectives on health and wellbeing: TvT community report”. The publication is available in multiple languages.
- November 2018: Developed a multilingual video for TDoR with voices from trans activists from around the world.
- November 2018: Launched the annual update of our Trans Murder Monitoring (TMM) research, including tables, name list, and infographics.
- November 2018: Attended the Symposium of the World Professional Association for Transgender Health in Buenos Aires, Argentina. TGEU co-facilitated the pre-conference, presented on a panel on depathologisation of children, coordinated a panel of trans refugees, participated in a gender identity data collection meeting organised by the Williams Institute, moderated the panel “Assessing healthcare for trans people internationally: community perspective”, participated in a panel on Trans Activist Organisations, and created the unanimously passed resolution of the present membership for WPATH to issue a position statement endorsing the Yogyakarta Principles and Yogyakarta Principles +10.
- September 2018: Presented at the conference “SOGI Rights Latin America” organised by the Society for Latin American Studies and the University of Bath.
- September 2018: Spoke at a side event entitled “Global Research on Trans Rights” at the 39<sup>th</sup> session of the UN Human Rights Council in Geneva.
- July 2018: Participated at the International AIDS Conference in Amsterdam together with three TvT Regional Coordinators.
- June 2018: Co-hosted the second Trans Advocacy Week at the 38<sup>th</sup> session of the UN Human Rights Council in Geneva, Switzerland.
- June 2018: Supported APTN with the implementation of the TvT Social Experiences tools in Fiji, Samoa, and Papua New Guinea.
- May 2018: Contracted with eight trans activists from around the world to coordinate and implement the research project in their respective regions as TvT Regional Coordinators: AR Arcon (Philippines), Amaranta Gómez Regalado (Mexico), Carter Honorée (Rwanda), Neish McLean (Jamaica), Islèm Mejri (Tunisia), Simran Shaikh (India), Timofey Shenker (Kazakhstan), and Vaito’a Peletisala Toelupe (Samoa).

## Trans Day of Remembrance (TDoR)

Every November, TGEU organises a campaign in honour of Trans Day of Remembrance. Planning for the 2020 campaign is underway with the theme, “Remembering those lost, fighting for our futures.”

- Trans Day of Remembrance 2019: Together we keep fighting. Campaign honouring the lives of the trans people who were taken away from us while also highlighting the efforts of communities, groups, and activists fighting not only to survive, but to promote the safety and rights of trans and gender-diverse people all over the world. The campaign generated around 5,000 views, 180 shares, and press coverage from Pink News, Forbes, The Independent, Newsweek, Washington Blade, The New York Times, Los Angeles Times. TDoR materials were translated into Armenian, Tajik, Kazakh, Kyrgyz, Turkish, Spanish, Ukraine, Russian, Hungarian, and Serbian.
- Trans Day of Remembrance 2018: Campaign produced to highlight those experiences of trans lives that are most under-represented within our trans communities. Trans people within our own communities who are unemployed, sex workers, disabled, living with HIV, Roma, refugees, asylum seekers and living as undocumented people. The videos had 12,500 views (animation), 3,700 views (UN+CoE video, translated into Portuguese, Russian, and Russian), 32,900 views (TvT video, translated into Chinese simplified, Croatian, Filipino, French, German, Hungarian, Japanese, Malay, Persian, Portuguese, Russian, and Spanish).

# Organisational Development

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## *Our goals from the 2014-2020 plan:*

- ▶ *TGEU is recognised as the primary European-level trans organisation both by the European trans community, other NGOs and decision makers*
  - ▶ *TGEU has stable and sufficient resources as well as the operational procedures and structures in place to allow the implementation of several large-size projects simultaneously*
- 

TGEU's own development and sustainability has been a major focus through 2019 and 2020.

In 2018, a group of TGEU staff and board issued an Anti-Activity Report to bring to light internal dynamics impacting the organisation and its work. The issues raised reflected many of the broader movement's struggles related to white supremacy, racism, and ableism. The report was approved by members at the 2018 General Assembly and provided a focal point for TGEU and the European trans movement to raise awareness and highlight issues of intersectionality.

In late 2018 and early 2019, a significant number of TGEU staff members left the organisation, greatly impacting the internal stability and work of the organisation. These departures also meant a great loss in historical knowledge and memory. TGEU then experimented with a shared leadership model of three co-directors; unfortunately, that model proved too unstable for TGEU. After crisis management support (in part due to a public allegation of sexual harassment made by a staff member which has since been resolved), internal Board and staff conflicts, and a public letter with an action plan on how to stabilise the organisation, the previous Co-Chairs resigned in late 2019. Since then, TGEU has taken a number of important steps:

- **October 2019:** The internal TGEU auditors called for an Extraordinary General Assembly (EGA) on 12 October 2019, where the 2018-19 Board was replaced (but not discharged) by an interim Board and two new Co-Chairs, who have governed TGEU since the EGA.
- **December 2019:** The new Board (2019-2020) determined the need to hire an interim Executive Director to stabilise the organisation. After an open call and hiring process involving the Board and Auditors, Masen Davis was hired for a 16-month contract starting in January 2020. Due to COVID-19 travel restrictions, Masen worked remotely for several months until joining the staff in Berlin in August 2020. Due to the delay and the impact of COVID-19 on the organisational development process, Masen's contract has been extended through November 2022.

- February 2020: The Board adopted a new Safeguarding Policy to make sure their staff, operations, and programmes do no harm to children and to ensure the organisation's staff, Board members, and associated professionals are not subject to harassment or violence.

Other organisational development activities during this period have included:

- Developing a GDPR data protection plan to protect the privacy of our members and partners.
- Creating a Style Guide, a document that provides guidance to writing, designing, formatting, and handling documents and files developed by staff, board, or contractors on behalf of TGEU.
- Increasing our use of technologies to improve internal communications and collaboration among staff, including shared calendars, video conferencing, and project management.
- Drafting a strategic plan based on input from the staff, Board, and an October 2019 Strategic Planning session held with activists at the EGA.

Given the internal changes and conflicts impacting TGEU over the years, working to improve our structure, culture, and communication will continue to be a high priority for the organisation in 2020-2022.

# Financial Report

Overall, TGEU is in a solid financial position, with over 300.000€ in reserves as of the end of 2019, and stable funding secured through 2020.

We have seen some reduction in our annual budgets since 2018 when we had an annual income of 1.028.468€ and costs of 1.032.197€. While our income has decreased, we were able to increase our reserves due to reduced spending related to lower staff and programme costs in 2019 and 2020.

In 2019, we secured 867.820€ in income. These funds include 409.929€ from unrestricted grants, 253.727€ from the EU (which is restricted to specific activities within EU Member States), 198.924€ in project grants, and 5.240€ in other income. Our expenses were only 808.970€, though, allowing us to add 58.850€ to the reserves at the end of the year.

In 2020, TGEU originally projected expenses of 902.888€ and income of 959.921€. Those numbers have changed through the year due to COVID-19, which resulted in reduced travel expenses and consultant expenses. In addition, some income from 2020 was moved to 2021 due to the extension of a grant contract. Because of these changes, staff have amended the budget for 2020 which is what is presented in the chart below. We now anticipate income of 924.021€, almost half of which is restricted to particular projects. We anticipate expenses of 842.000€, most of which is for staffing and other programme costs.

While the financial report currently shows a potential surplus of 82.021€ that could go to the reserves at the end of 2020, it is important to note that under-spending (not spending all of our funds as planned originally) may result in reduced income from the EU. We should be prepared to return some EU funds if required due to programming changes related to COVID-19.

For 2021, we are proposing a stable budget with an estimated 920.500€ of income and 854.710€ of expenses. This presentation shows a projected surplus of 65.790€ at the end of 2021 but we should be cautious about this number because we cannot be certain that our income goals for 2021 will be met. Our 2021 EU grant application is still pending (which would be the 4th year of a 4-year grant cycle), our grant for the ProTRANS project ends in April 2021, and we are in the process of applying for new funding to support our work in Central Asia. If the EU grant is not renewed for 2021, or if we do not receive new funding for Central Asia, we will need to adjust the budget accordingly. We feel generally confident about these grants, though.

For 2022, we have less confidence in our income projections because almost all of our current grants and contracts expire at the end of 2021. The EU will have a new competitive grant cycle for 2022-2026 and our foundation grants will need to be renewed at that time, too. We are budgeting for the year based on the assumption that we receive renewal grants, but we should

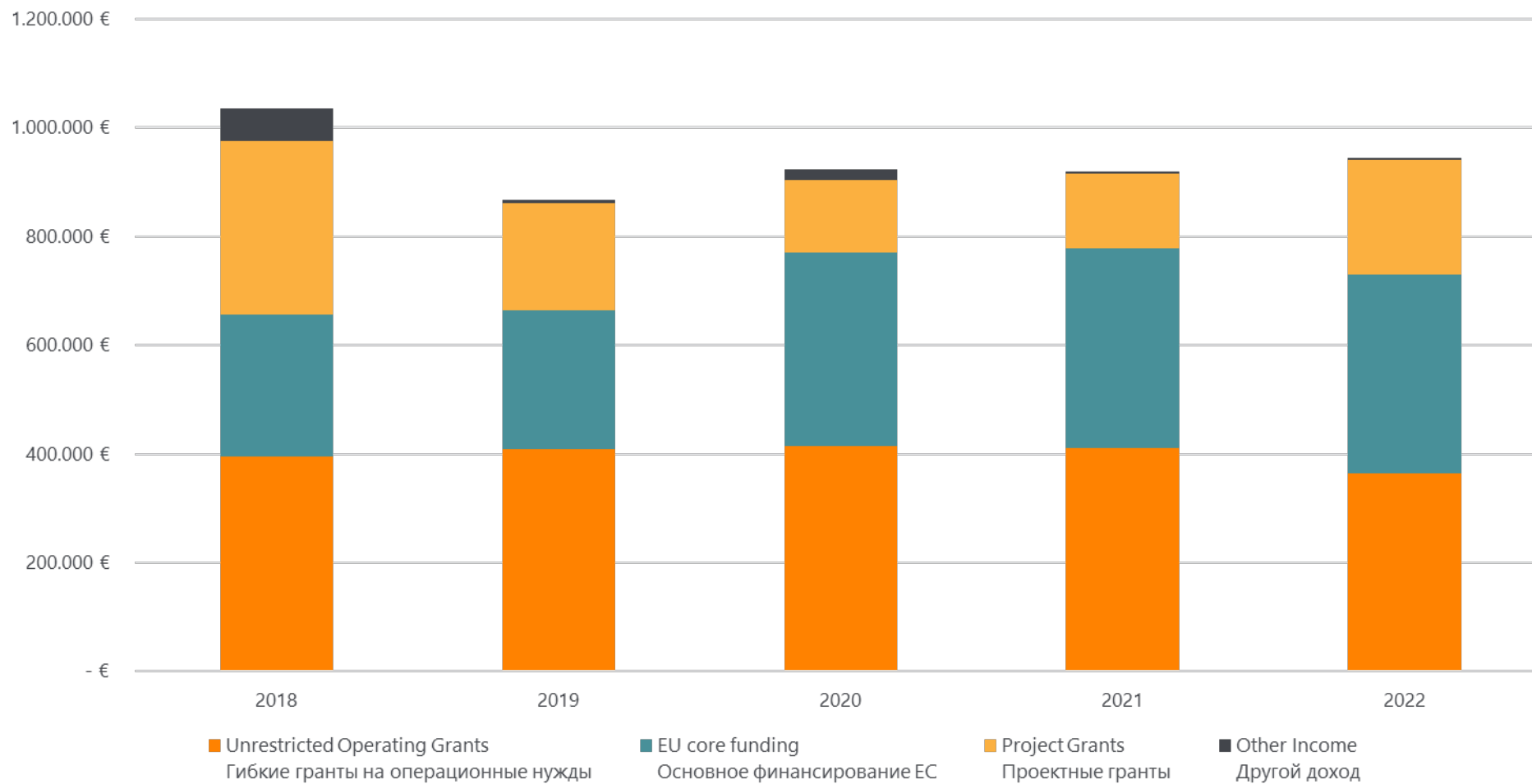
consider using some of our financial reserves in 2022 to maintain our programmes should one or more of our main grants not be renewed. With this caveat, we are projecting a balanced budget of 945.000€ in both income and expenses. The expenses are higher in 2022 compared to 2021 due to increased travel and expenses related to organising the 2022 European Trans Council.

*Please note that only the 2018 financials shown have been fully audited. The 2019 audit is in process of being finalised, and the 2020 audit will begin in early 2021. The 2019 audit will be shared with members as soon as it becomes available.*

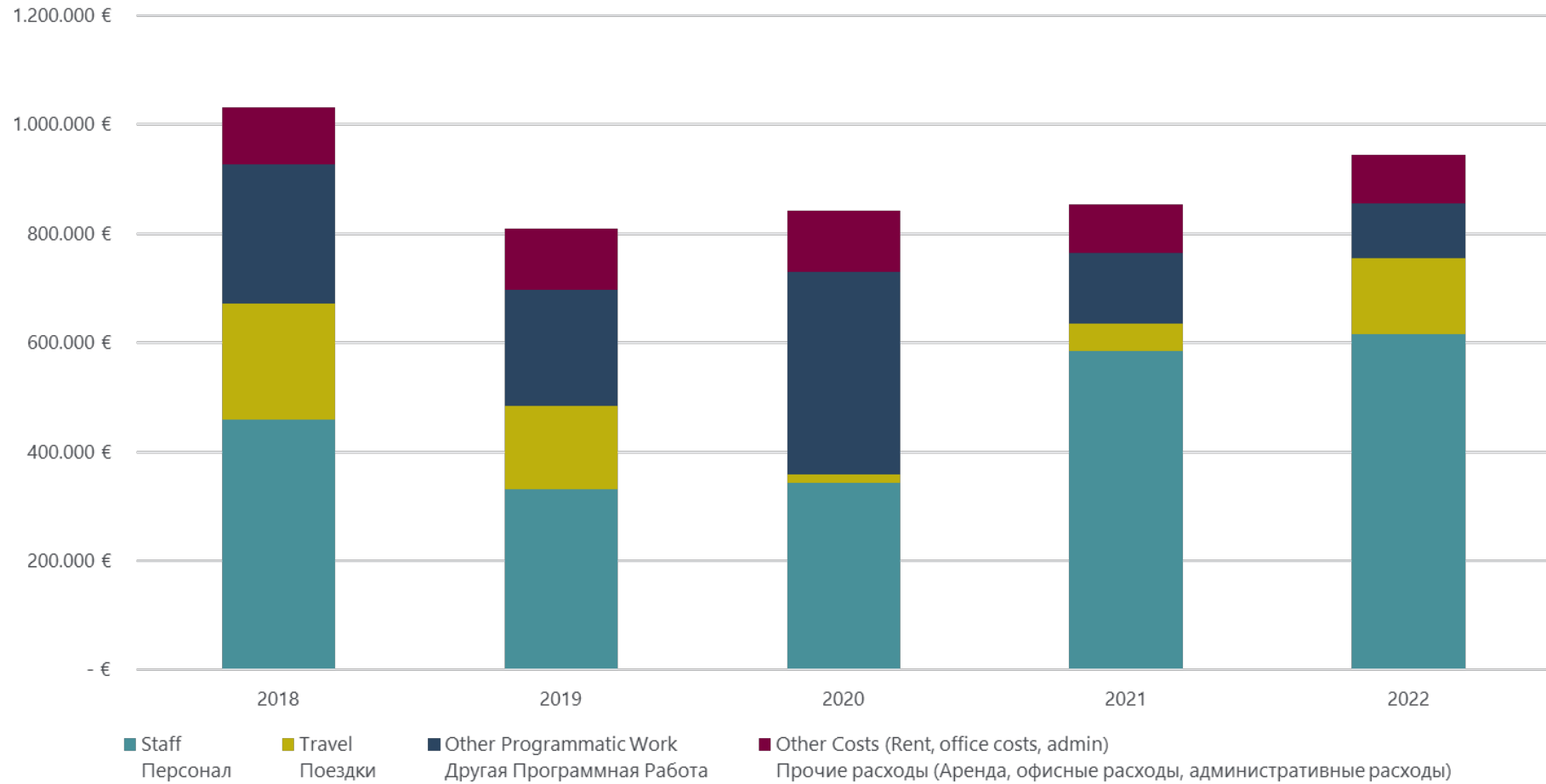
	2018 Report audited 2018 год - Проведен аудит	2019 Report 2019 год - Отчет	2020 Budget amended Бюджет на 2020 год с поправками	2021 Budget Бюджет на 2021 год	2022 Budget Бюджет на 2022 год
<b>Income Доход</b>					
<b>Unrestricted Operating Grants</b> Гибкие гранты на операционные нужды	395.115 €	409.929 €	415.219 €	410.000 €	365.000 €
<b>EU core funding</b> Основное финансирование ЕС	261.378 €	253.728 €	356.000 €	368.000 €	365.000 €
<b>Project Grants</b> Проектные гранты	320.157 €	198.924 €	132.802 €	137.500 €	210.000 €
<b>Other Income</b> Другой доход	59.546 €	5.240 €	20.000 €	5.000 €	5.000 €
<b>Income Subtotal</b> Промежуточный итог по доходам	<b>1.036.196 €</b>	<b>867.820 €</b>	<b>924.021 €</b>	<b>920.500 €</b>	<b>945.000 €</b>
<b>Expenses Расходы</b>					
<b>Staff</b> Персонал	460.148 €	331.564 €	344.000 €	584.710 €	615.000 €
<b>Travel</b> Поездки	211.914 €	153.432 €	15.000 €	50.000 €	140.000 €
<b>Other Programmatic Work</b> Другая Программная Работа	254.829 €	211.484 €	372.000 €	130.000 €	100.000 €
<b>Other Costs (Rent, office costs, admin)</b> Прочие расходы (Аренда, офисные расходы, административные расходы)	105.577 €	112.491 €	111.000 €	90.000 €	90.000 €
<b>Expense Subtotal</b> Промежуточный итог расходов	<b>1.032.468 €</b>	<b>808.970 €</b>	<b>842.000 €</b>	<b>854.710 €</b>	<b>945.000 €</b>
<b>Result of the year</b> Итоги года	<b>3,729 €</b>	<i>58.850 €</i>	<i>82.021 €</i>	<i>65.790 €</i>	- €
<b>Reserves at the end of the year</b> Резервы на конец года	<b>260.732 €</b>	<i>319.581 €</i>	<i>401.602 €</i>	<i>467.392 €</i>	<i>467.392 €</i>



## Income Доход



## Expenses Расходы



# Our People

## ***Current Board (2019-2020)***

The 2019-2020 Board held 11 meetings, two of which were held in person. All others were held online due to COVID-19. The 2019-2020 Board members include:

Tanja von Knorring - Co-Chair  
Tina Kolos Orbán - Co-Chair  
Olena Semenova - Treasurer  
vreeer verkerke - Secretary  
Erika Castellanos  
Jorge María Londoño  
Cat McIlroy  
Mimi Aum Neko  
Júlia Mendes Pereira

### **Auditors:**

Ruth Baldacchino  
Ulrika Westerlund

## ***Pre-EGA (2018-2019)***

An activity report from the 2018-2019 Board is not available. At the 2019 Extraordinary General Assembly, members were presented with three separate Board reports alongside a report from external consultants and a report from the Auditors.

Clémence Zamora-Cruz - Co-Chair  
Dinah Bons - Co-Chair (until December 2018)  
Ari Kajtezovic - Board member / Co-Chair from January 2019  
Emirhan Deniz Celebi - Secretary  
Toryn Glavin - Treasurer  
Miles Rutendo (until February 2019)  
Mimi Aum Neko  
Kami Mathiasin  
Kay Foulkes (until August 2018)  
Sherry Jae Ebere (from February 2019)  
Meerim Ilyas (from February 2019)

Lilit Martirosyan (from February 2019)

**Auditors:**

Ruth Baldacchino

Ulrika Westerlund

## ***Staff (2020)***

Leo Mulió Alvarez - Health Officer

Lukas Berredo - TvT Project Coordinator / acting Communications Coordinator

Masen Davis - Interim Executive Director

Jonas Hamm - Policy Officer

Richard Köhler - Senior Policy Officer (parental leave through October 2020)

Sanjar Kurmanov - CACEE Project Manager

Anwar Ogrm - Community Building Officer

Milena Papakoch - Operations Officer

Miles Rutendo - Communications Consultant

Moritz G. Sander - Operations Director

## ***Staff (2019)***

Leo Mulió Alvarez - Health Officer (2019 - present)

Olave Basabose - Policy Officer (February - June 2019)

Lukas Berredo - TvT Project Coordinator (2016 - present)

Dinah Bons - Strategic Director (2018 - 2019)

Akim Giroux - Programmes Director (2016 - 2019)

Richard Tom Köhler - Senior Policy Officer (2011 - present)

Sanjar Kurmanov - CACEE Project Manager (2019 - present)

Anwar Ogrm - Community Building Intern/Officer (2019 - present)

Milena Papakoch - Operations Officer (2019 - present)

Miles Rutendo - Communications Consultant (2019 - present)

Moritz Sander - Operations Director (2012 - present)

# Funders, Donors, and Supporters

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- Government of the Netherlands
- Open Society Foundations
- Sigrid Rausing Trust