

# ReportOUT Annual Review



ReportOUT



***Report. Inform. Defend***

**Our Annual Review of 2019-2021**



Registered with  
**FUNDRAISING  
REGULATOR**

**ReportOUT is a global SOGIESC human rights organisation**

For more information, please visit our website: [www.reportout.org](http://www.reportout.org)

Registered Charity Number (England and Wales): 1185887

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# Our Mission and Values

ReportOUT is a global **SOGIESC\*** human rights organisation based in Gateshead, United Kingdom. We were established in 2019 as a charity and have a **volunteer-led team of passionate and committed volunteers and trustees, both national and international.**

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## Our tagline

Report. Inform. Defend.

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## Our mission

At ReportOUT, we research, monitor and document the lived experiences of sexual and gender minorities in every nation state. We then use this research to campaign for social change and to educate the public about human rights infringements worldwide. ReportOUT recognise that we need to work with both international development and human rights frameworks to advance our mission. We align with the Agenda 2030 that **no one should be left behind.**

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ReportOUT

## ReportOUT aims

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world for sexual and gender minorities by all or any of the following means:

- A) eliminating infringements of human rights;
  - B) research into human rights issues;
  - C) raising awareness of human rights issues;
  - D) educating the public about human rights;
  - E) monitoring abuses of human rights;
  - F) international advocacy of human rights;
  - G) providing technical advice to government and others on human rights matters.
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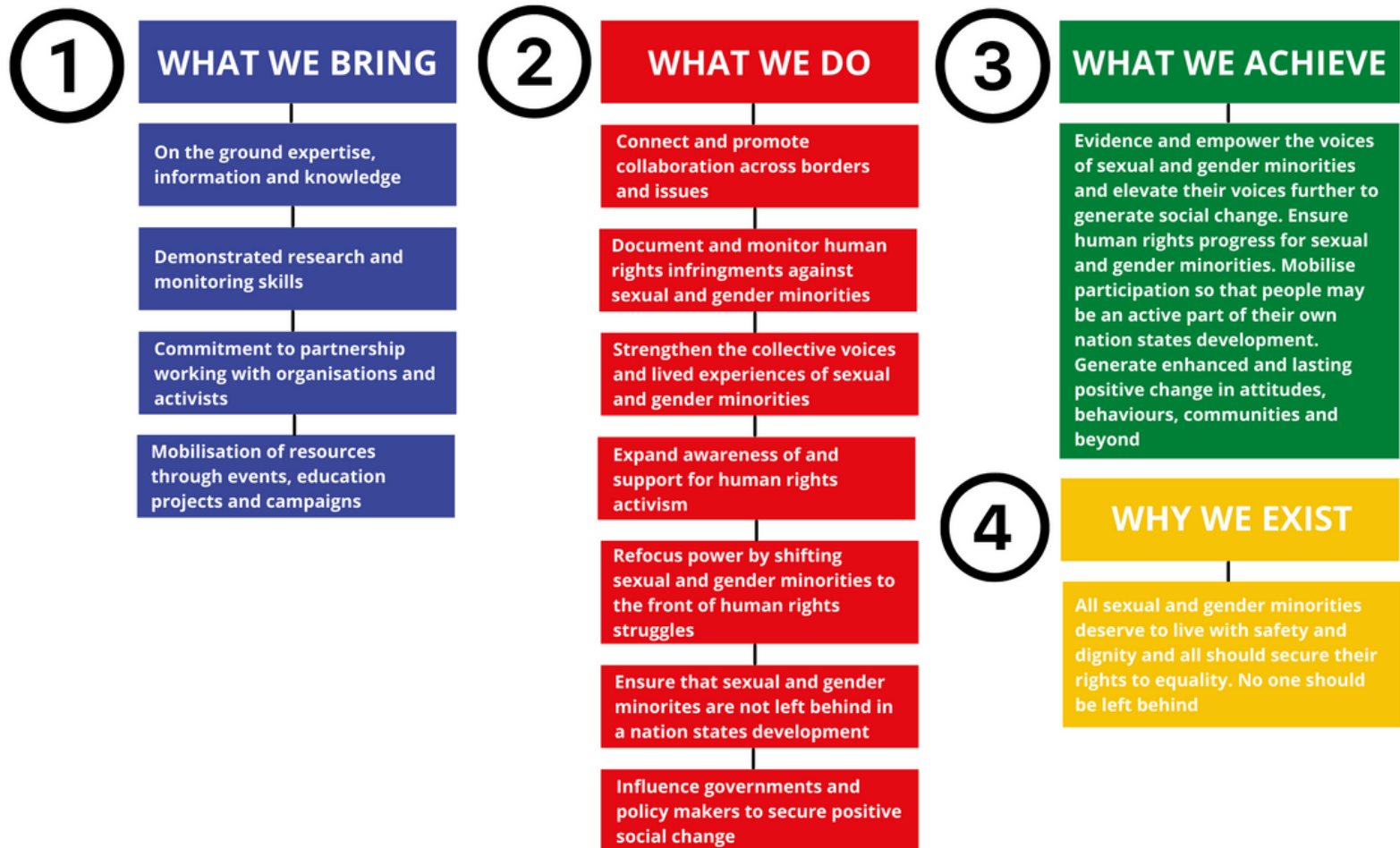
## Our guiding principles

Our guiding principles are:

- Principle 1: No one should be left behind in delivering the articles set out in the Universal Declaration of Human Rights.
- Principle 2: Every person has a part to play in achieving the goals and targets set out in the United Nations Sustainable Development Goals.
- Principle 3: Positive change should be led by communities within a nation state and ReportOUT will support them to do this.

# What do ReportOUT do?

**Want to know exactly what we do at ReportOUT?** Our 'Theory of Change' for ReportOUT outlines the steps we take, and what we need to have in place, to achieve our long-term goals as an organisation. All of our projects, from research, education, events and campaigns all have an individual Theory of Change plotted, to ensure that we gain maximum impact in everything that we do! **This is what ReportOUT do as an organisation:**



## What we do at ReportOUT

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

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

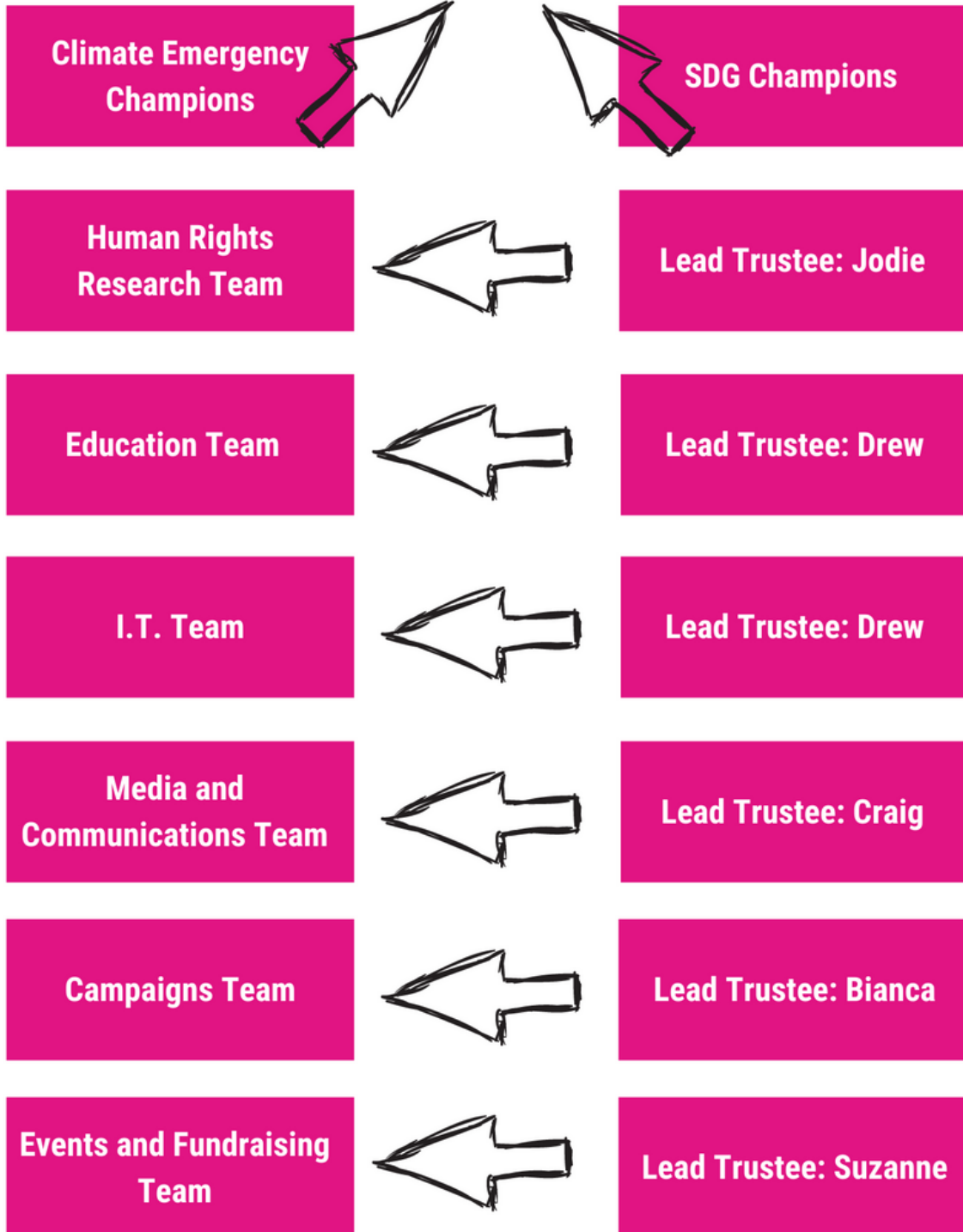
To make these changes happen, we mobilise our expertise in research, campaigns, events and education and bring our partnership model to work inclusively with people in, and outside, of their nation state.



# ReportOUT Team Structure

## Trustees

Our trustees are made up of U.K. based and international trustees. Some of our trustees are operational in focus and so manage the following teams as a Lead Trustee. Our 'Champions' are made up of all volunteers who are interested in helping us to tackle the Climate Emergency and to link our work to human rights frameworks and the SDGs.



# A Statement from ReportOUT's Chair

## Drew Dalton: Chair of Trustees

This was not the report I was expecting to write when ReportOUT first came into being as a charity in October 2019. Since then, the world has changed significantly due to the COVID-19 epidemic. However, times of crisis and difficulty can bring out the best in people and I am deeply proud of the commitment shown by our volunteers and trustees in ensuring that we weather this storm. We have achieved this with huge levels of success and we welcome you to our first ever annual review of ReportOUT!



In a relatively short time period and in **our first year as a small, entirely volunteer-led charity**, we have achieved so much. From our research project with our Ugandan partners (see the section 'OUT in Uganda'), to public facing virtual events, a global podcast project highlighting 'hidden voices' and to launching our first campaigns, it has been a busy time. As a small charity, we have seen excellent growth and have achieved this through joining networks, building up partnerships and having a clear strategy of where we want to be.

At the heart of this organisation lies dedicated and professional volunteers who have enabled this work to take place, and because volunteering is so important to what we do, we have placed the volunteers at the centre of this report. Please read their case studies as you go through this as they are inspirational people, helping us to research, campaign and educate about the lives of sexual and gender minorities in nation states across the globe. Without our volunteers and the positive culture we have developed as an organisation, ReportOUT would not be the organisation it is today. I must also take this time to say a special 'thank you' to our U.K. and global trustees who give everything to ensure that we have clear plans and directions for the future, and for supporting our volunteers in everything that they do. Finally, to everyone who has attended our events, donated to us or supported us, thank you. We will need to rely on your support going forward and I lend my heartfelt thanks for joining us on our journey and for walking beside us in the future.

So now, I ask you to please read our annual review and to really evidence our first journey in supporting the human rights of sexual and gender minorities in the U.K. and worldwide!



### Happy birthday ReportOUT!

**In October 2019 we came into being and were delighted to gain charitable status in England and Wales. In October, 2020, we celebrated our first year birthday. This annual review covers the period from our official charitable status to the end of our first tax year.**

# Our Patron's Statement

## Rvd. Jide Macaulay: Patron of ReportOUT

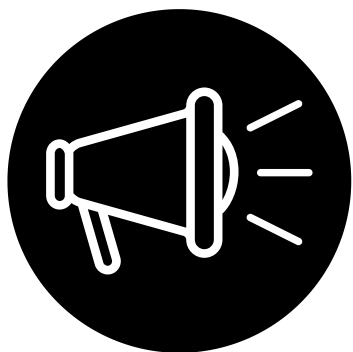
The year 2020 was a challenging year globally, the year in which the world experienced a global pandemic and millions of people died of the effects of coronavirus. For human rights, it was also the year that the world stood up to challenge police brutality against Black people from America with #BlackLivesMatter to Nigeria with #EndSARS.

ReportOUT's mission "we research, monitor and document the lived experiences of sexual and gender minorities in every nation state," took centre stage as we called on members and followers of the organisation to do more locally and globally. We continue to use our voices to support our communities and to challenge abuses of human rights wherever they happened.

ReportOUT as an organisation has focused massively on the Global South and parts of Europe. In light of limited resources and the restriction of COVID-19 rules, ReportOUT delivered differently by adopting and utilising online platforms, it enabled their massive reach throughout the year. I draw your attention to the highlights on pages 8 and 33. Campaigns include; the launch of Hidden Voices Podcast, Empty Shoes, calling to attention the global murder rate of LGBTQI+ people on the ground of sexual orientation, gender identity and expression, Ride for Rights, #OutInPoland and Transgender Day of Remembrance.

It is unbelievable that the first year of ReportOUT was enshrined in global pandemic, yet had its focus on responding to as many matters of human right violations. We are grateful to partners and those building partnerships, we are thankful to all 32 volunteers, 13 Trustees and fellow Patrons and to Drew Dalton who continues to give back to this organisation. If you have considered supporting a Human Rights organisation with a clear purpose, I strongly recommend that you join and support ReportOUT.

With 2020 behind us we are now looking forward to making more changes in line with the Sustainable Development Goals for 2030. We are determined as a movement to address and redirect our energies and resources to ensure that "No one is left behind", including the rights of LGBTQI+ people in hostile regions.



### We are supported by three great Patrons!

We are privileged at ReportOUT to have three fantastic Patrons, who support us, promote our work and are a champion of what we do. We give special thanks to Aderonke Apata (African Rainbow Family), Reverend Jide Macaulay (House of Rainbow) and Mazharul Islam (Bangladeshi SOGIESC Activist).

# Our Highlights

**We have had a successful first year at ReportOUT!** As a volunteer-led organisation, we often amaze ourselves with how much we have achieved. We would like to share some of our successes with you! **Please see below:**

We are made up of 32 volunteers and 12 trustees, from the U.K. and across the globe



We have hosted 7 events and have had over 600 people attend them. 100% of our attendees enjoyed our events!



Between our volunteers we speak over 18 languages



Recorded 20 podcasts, each from a different nation state, about SOGIESC lives

We have launched 3 campaigns about SOGIESC human rights



We have formed partnerships with 12 organisations on a range of projects



Our social media has grown. We also have 24 blog posts on our website!



We have become a professional member of 4 different organisations

Secured a high profile publication in the 'Gay Times,' increasing our profile!



Gained 3 excellent Patrons who support and promote us in the U.K and globally!



Gained the 'Charity Excellence Framework' and nominated for an award!



Have passed 25 policies to ensure that we operate successfully

Completed our 'OUT in Uganda' research and many smaller pieces of research



Have aligned our human rights work with the United Nation's Agenda 2030





# Our Work, Agenda 2030 and the UN Sustainable Development Goals (SDGs)

We have aligned our work as a human rights organisation, with that of Agenda 2030, as we believe that no one should be left behind in our worlds development. **Therefore, we agree with the United Nations Agenda 2030 that we should 'leave no one behind.'**

In 2020, we were delighted to be selected as part of the 'Queering the United Nations Sustainable Development Goals' training by RFSL (Swedish Federation for LGBTQI+ Rights) and ERA (LGBTQI+ Equal Rights Association). **We learnt how to link our human rights agenda together with development issues as part of all of us achieving Agenda 2030.**

As part of all of our work, we have begun to link all of our actions, both internal and external, **to particular goals and targets of the United Nations Sustainable Development Goals (SDGs)**. ReportOUT are now a member of the **LGBTI Stakeholder Group**, a global coalition of civil society organisations across all regions working to advance the rights and achieve the highest development outcomes for SOGIESC people.

**The goals that we have focused on, and continue to focus on, are as follows:**



## LEAVE NO ONE BEHIND

17 PARTNERSHIPS FOR THE GOALS



1 NO POVERTY



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



10 REDUCED INEQUALITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS





# Our Work, Agenda 2030 and the UN Sustainable Development Goals (SDGs)

Under each goal of the SDGs we have focused on particular targets. **These chosen targets are vital to tackle some of the key issues faced by SOGIESC people** and to ultimately, ensure SOGIESC people are **not left behind in the U.K and worldwide. Our key targets are:**

**TARGET 1-1**



**1 NO POVERTY**

**ERADICATE EXTREME POVERTY**

**TARGET 3-7**



**3 GOOD HEALTH AND WELL-BEING**

**UNIVERSAL ACCESS TO SEXUAL AND REPRODUCTIVE CARE, FAMILY PLANNING AND EDUCATION**

**TARGET 4-5**



**4 QUALITY EDUCATION**

**ELIMINATE ALL DISCRIMINATION IN EDUCATION**

**TARGET 5-1**



**5 GENDER EQUALITY**

**END DISCRIMINATION AGAINST WOMEN AND GIRLS**

**TARGET 5-2**



**5 GENDER EQUALITY**

**END ALL VIOLENCE AGAINST AND EXPLOITATION OF WOMEN AND GIRLS**

**TARGET 5-C**



**5 GENDER EQUALITY**

**ADOPT AND STRENGTHEN POLICIES AND ENFORCEABLE LEGISLATION FOR GENDER EQUALITY**

**TARGET 10-1**



**10 REDUCED INEQUALITIES**

**REDUCE INCOME INEQUALITIES**

**TARGET 10-2**



**10 REDUCED INEQUALITIES**

**PROMOTE UNIVERSAL SOCIAL, ECONOMIC AND POLITICAL INCLUSION**

# Our Agenda 2030 Targets Continued...

**TARGET 10-3**

10 REDUCED INEQUALITIES



**ENSURE EQUAL OPPORTUNITIES AND END DISCRIMINATION**

**TARGET 10-4**

10 REDUCED INEQUALITIES



**ADOPT FISCAL AND SOCIAL POLICIES THAT PROMOTE EQUALITY**

**TARGET 12-6**

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



**ENCOURAGE COMPANIES TO ADOPT SUSTAINABLE PRACTICES AND SUSTAINABILITY REPORTING**

**TARGET 13-2**

13 CLIMATE ACTION



**INTEGRATE CLIMATE CHANGE MEASURES INTO POLICIES AND PLANNING**

**TARGET 16-1**

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



**REDUCE VIOLENCE EVERYWHERE**

**TARGET 16-6**

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



**DEVELOP EFFECTIVE, ACCOUNTABLE AND TRANSPARENT INSTITUTIONS**

**TARGET 16-B**

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



**PROMOTE AND ENFORCE NON-DISCRIMINATORY LAWS AND POLICIES**

**TARGET 17-16**

17 PARTNERSHIPS FOR THE GOALS



**ENHANCE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT**

**TARGET 17-17**

17 PARTNERSHIPS FOR THE GOALS



**ENCOURAGE EFFECTIVE PARTNERSHIPS**

**TARGET 17-18**

17 PARTNERSHIPS FOR THE GOALS



**ENHANCE AVAILABILITY OF RELIABLE DATA**

# Our SDG Champions



A team of our volunteers have become Sustainable Development Goal (SDG) Champions at ReportOUT. Led by our volunteer Caroline, they map what we do internally and externally at ReportOUT to the SDGs and human rights frameworks. We are all part of Agenda 2030. Caroline states:

"This is an exciting opportunity to bring together both human rights and international development. We are two sides of the same coin but this has largely been ignored. We will be mapping what we do as an organisation to the SDGs and making sure that all nation states leave no one behind in their development, which includes sexual and gender minorities"

# Our Volunteering Project

**ReportOUT is entirely volunteer-led and we have volunteers in teams who are supported by a 'Team Lead' Trustee who provides support. Our teams are: Research, Events, Education, Campaigns and Media.** Volunteering at ReportOUT is a highly professionalised experience and volunteers often take part in leadership roles, backed up with supportive training and by team and monthly volunteer meetings where we all share our work. In January 2021, we launched our annual volunteer feedback survey to **all 32 of our volunteers** and we were delighted to receive excellent feedback, as well as points for development.

## **Volunteers named the key skills that they felt were enhanced at ReportOUT:**

- **leadership and networking;**
- **communication and research skills enhancement;**
- **confidence in public speaking and speaking via online video platforms;**
- **strengthening research skills;**
- **consciousness of using inclusive language;**
- **communicating with people from other nation states.**

**"Having feedback from international researchers and journalists saying to keep doing important work. Meeting some fantastic human beings is a massive bonus too!"**

"I found it really useful that the induction was not only focused on roles and generic information, but also on teams dynamics and how and where our work intersects. I also liked that the conversation was not unidirectional and that everybody had the chance to speak, comment and share any thoughts. I felt that there was a focus on volunteers' strengths, individually, as well as a collective, which was such a great thing to experience at a starting point in my volunteering journey with ReportOUT"

**"I love the team! I feel very satisfied to be part of such a genuine group of people and doing work that I seriously enjoy. During such a mentally trying year I feel very mentally supported and respected. Thank you all for creating such a welcoming environment and for your friendship!"**

"Learning more about the SOGIESC experiences globally and researching them, giving myself an insight but also knowing that the work is going to have an impact of lives in the countries that we research"

"I feel like upskilling volunteers is a priority for the organisation, which I really appreciate and I hope this will continue"

**"I love how this role gives me the opportunity to take on increasing responsibility and to learn (and apply) additional skills. I feel like there is always the possibility for me to challenge myself in a very safe environment, as everybody is very supportive and understanding"**

**"Being a volunteer for many companies means nothing, but ReportOUT keeps you accountable! You have the feeling that you belong somewhere!"**

"I'm thoroughly enjoying all research I'm doing, and I am always doing some form of research once my last piece has been finished. All of these topics have been super interesting and I love just getting my teeth into them"



# Our Pride in Volunteers Programme

**Volunteer development is key to what we do as an organisation.** In 2021, we launched our optional 'Pride in Volunteers Programme' to offer **additional training and skill enhancement, as well as project leadership for our volunteers.** Volunteers start at 'red' and develop their learning as they move through the scheme.

<b>Core Activities: Core = Rainbow Award</b>	<b>Optional Activities: Core + Option = Gold Award</b>
<b>Pink: Global Leadership</b> <ul style="list-style-type: none"> <li>• ReportOUT: Queering SDGs Training</li> <li>• Project Leadership: Engaging Global Mechanisms</li> </ul>	<ul style="list-style-type: none"> <li>• OU: Understanding International Development</li> <li>• SDG Academy: How to Achieve the SDGs</li> </ul>
<b>Brown: Inclusive Leadership</b> <ul style="list-style-type: none"> <li>• ITEC Distance Learning: Equality and Diversity</li> <li>• Kaya: Conflict Resolution</li> <li>• Project Leadership: Inclusion Project</li> </ul>	<ul style="list-style-type: none"> <li>• ITEC Distance Learning: Awareness of Mental Health Problems</li> <li>• Kaya: Prevention of Sexual Exploitation and Abuse</li> </ul>
<b>Purple: Strategic Leadership</b> <ul style="list-style-type: none"> <li>• Future Learn: Foundations of Project Management</li> <li>• ReportOUT: Strategy and Action Plan Training</li> <li>• Project Leadership: Policy Leadership</li> </ul>	<ul style="list-style-type: none"> <li>• OU: Developing Leadership Practice in Voluntary Organisations</li> <li>• Kaya: Introduction to Coaching and Mentoring</li> </ul>
<b>Blue: Fundraising and Financial Leadership</b> <ul style="list-style-type: none"> <li>• ReportOUT: Writing a Fundraising Bid Training</li> <li>• Kaya: Financial Monitoring</li> <li>• Project Leadership: Writing a Funding Bid</li> </ul>	<ul style="list-style-type: none"> <li>• University of Kent: How to Fundraise - A Guide to Fundraising for Non-Fundraisers</li> </ul>
<b>Green: Leading Training</b> <ul style="list-style-type: none"> <li>• ReportOUT: Using Moodle Training</li> <li>• ReportOUT: Instructional Curriculum Design Training</li> <li>• Project Leadership: Developing a Training Course</li> </ul>	<ul style="list-style-type: none"> <li>• OU: Effective Communication in the Workplace</li> </ul>
<b>Yellow: Leading Campaigns</b> <ul style="list-style-type: none"> <li>• ReportOUT: Human Rights Campaigner Training</li> <li>• ReportOUT: Theory of Change Training</li> <li>• Project Leadership: Running a Campaign</li> </ul>	<ul style="list-style-type: none"> <li>• OU: Rights and Justice in International Relations</li> <li>• Kaya: Developing Your Leadership Style</li> </ul>
<b>Orange: Leading with Knowledge</b> <ul style="list-style-type: none"> <li>• ReportOUT: Global Sexualities and Identities - Oppression and Resistance Module</li> </ul>	<ul style="list-style-type: none"> <li>• OU: Human Rights and Law</li> </ul>
<b>Red: Starting to Lead</b> <ul style="list-style-type: none"> <li>• ReportOUT: ReportOUT Induction Training</li> <li>• ReportOUT: Insights Training</li> </ul>	<ul style="list-style-type: none"> <li>• OU: Introducing the Voluntary Sector</li> <li>• Kaya: Safeguarding Essentials</li> <li>• Kaya: Managing Your Priorities</li> <li>• Kaya: Introduction to Health and Safety</li> </ul>



# Pride in Our Volunteers



## **Mohammed: Events and Well-Being Officer**

"I am proud to be amongst the first people to join ReportOUT. This charity provided me with a sense of belonging and I have found comfort and peace being a volunteer. I am currently part of the events team and I am also assigned as a Well-Being Officer for the charity. Volunteering for ReportOUT has added skills to my repertoire that has enhanced my CV, and with help from my experiences as a volunteer, I have managed to secure a job in the NHS. To summarise, thank you ReportOUT for providing me with skills, friends and value."



## **Liam: Human Rights Researcher**

"I was inspired by ReportOUT's commitment to promoting SOGIESC rights through rigorous research and effective campaigning. Presently, I have undertaken research to investigate the state of SOGIESC rights in Poland, which is undergoing an unprecedented wave of state-sponsored homophobia. This has been invaluable experience which has enabled me to interview Polish SOGIESC activists. I feel fortunate to have been involved with ReportOUT and to be able to apply my skills to my passion; SOGIESC rights research. I'm excited to continue this work in 2021!"



## **James: Human Rights Researcher**

"Working on the development of ReportOUT's International Volunteering Scheme, we've been looking at ways in which to bring volunteers interested in SOGIESC human rights from around the world to work on with us! Global volunteers offer us a great opportunity to improve our international reach, give back to the incredible activist communities with whom we work and engage with skills which can help give our research even more impact – and our feasibility study is the first step to making this a reality."

**13** CLIMATE ACTION



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



As part of our mission to help to meet the targets of Agenda 2030, our volunteer Doctor Steevo is our 'Climate Emergency Champion' for ReportOUT. He will help us to reduce our carbon emissions and ensure that we have environmental concerns at the front of what we do as an organisation.

# Our CallOUT Research Project

## Jodie Weatherston (Trustee): Research Lead

**Our CallOUT Research Project's mission is to research, monitor and document human rights abuses against sexual and gender minorities in every nation state.** However, we have to take a considered approach at ReportOUT, as we cannot cover every nation state at once due to resources. Instead, we focus our research projects on where we have been approached by organisations or activists, who either work in or represent, that particular nation state. We do not set the agenda, we work with our partners to do that. **Our first year of operation has been a busy one, with our main 'OUT in Uganda' research project being completed in 2020, alongside other research.**



### Our country profiles

Our key area of focus this year has been in Uganda and our Chair, Drew Dalton, led the OUT in Uganda research with seven Ugandan partner organisations. **This powerful piece of research** took a year to complete and will be used to create future social change with our research and campaign team working together.

However, this was not our only research project that we have been working on in 2020, as we also completed country profiles on other nation states. Our researchers have also focused on Pakistan, Zimbabwe, Poland, Brazil, the Republic of Guinea, Namibia and Trinidad and Tobago. Excitingly, these up to date monographs and literature reviews have been used by organisations such as Time to Be Out, an LGBTQI+ asylum seekers organisation, as official evidence to support court cases and appeals. **We want our research to make a difference and to have an impact, so this is great to see.**

### Our book and other research

We also started work on a longer-term **book project which will be a review of all 195 countries**, focusing on the available research about sexual and gender minorities in every single nation state. Though a huge task, we hope that this will be useful for not only activists and organisations, but for travel specialists and agents, as well as centres of learning such as colleges and universities. We hope to present the book in 2022. Internally at ReportOUT, we also researched the **evidence of need and to evaluate whether we can run a future international volunteering project**, which we hope to develop as we continue to expand as a charity.

**UK ALLIANCE FOR  
GLOBAL EQUALITY**

**In order to strengthen our global vision and to ensure that our work is heard and responded to, ReportOUT joined as a member of the UK Alliance for Global Equality (UKAGE). This helps us to work in partnership to strengthen our vision. The UK Alliance for Global Equality is a coalition of UK-based civil society organisations working together to promote and support progress in global LGBTI rights.**

# Our CallOUT Research Project



**"As an advocacy and support agency for LGBTQI+ asylum seekers, Time to be Out can encounter institutionalized prejudice and out of date information concerning persecution of our community in other countries. The research ReportOUT has produced this year on Zimbabwe and Brazil is being used to ensure that those with the power to decide have relevant and up to date information before considering the return of asylum seekers to home countries where they are at risk for wanting to live openly" (Time to be Out)**



# Our CallOUT Volunteers



## Safeenah: Human Rights Researcher

"My role as a researcher includes analysing and producing literature on various different projects, focused on sexual and gender minorities and learning about their lived experiences. Not long after joining ReportOUT I made a start with my work on Pakistan where I researched the experiences of SOGIESC people there. ReportOUT has created a great working environment with such a friendly and helpful team of volunteers and team leaders which allows me to work effectively on the tasks at hand."



## Caitlin: Human Rights Researcher

"At ReportOUT I volunteer as a human rights researcher. Working with Time To Be Out, I have produced vital research on the nation state of Brazil, providing key information on the current political, cultural, and social climate and documented the dangers faced by SOGIESC people, which has been used in court cases to help SOGIESC asylum seekers. As a Sociology graduate, I am using the research training acquired to help document the social injustices, experiences, and human rights abuses SOGIESC people face. I am proud to be a part of the ReportOUT family, knowing that the research we do is making a difference to SOGIESC lives."



The Gay Times (2020)

# Our OUT in Uganda Research

**At the end of 2020, ReportOUT presented the findings of our 'OUT in Uganda' research study. Our first major research project.** We worked in close partnership with seven Ugandan organisations over a period of over a year to document the lives of an often hard to reach and voiceless population via population survey. Through our close partnership working with our Ugandan partner organisations, we were able to shine a light on the lived experiences currently faced by sexual and gender minorities in Uganda. This research also held the Ugandan state to their human rights obligations.

**This research project evidenced that many sexual and gender minorities living in Uganda experience numerous and distinct types of prejudice and discrimination.** With prejudice and discrimination being so rife and uncontested by the state, it has led to sexual and gender minorities being deeply marginalised, isolated, brutally harmed, constructed into social pariah's and used for political gain. There are various forms of violence that also affect the everyday lives of many SOGIESC people which came out in the results of this research; ranging from police brutality, arrests, sexual attacks, mob violence and even torture. These forms of violence come not only from the state, but from local communities, neighbourhoods and even family structures. We evidenced few places of safety for many sexual and gender minorities.

We also found that due to these pressures, a significant number of Ugandans in our research are evidenced as having mental health problems, are in a financially precarious situation and are blocked from key provisions that form the basis of their human rights, such as employment and access to healthcare. **Organisations supporting sexual and gender minorities need further funding and often work at extreme risks to themselves and often on limited budgets.**

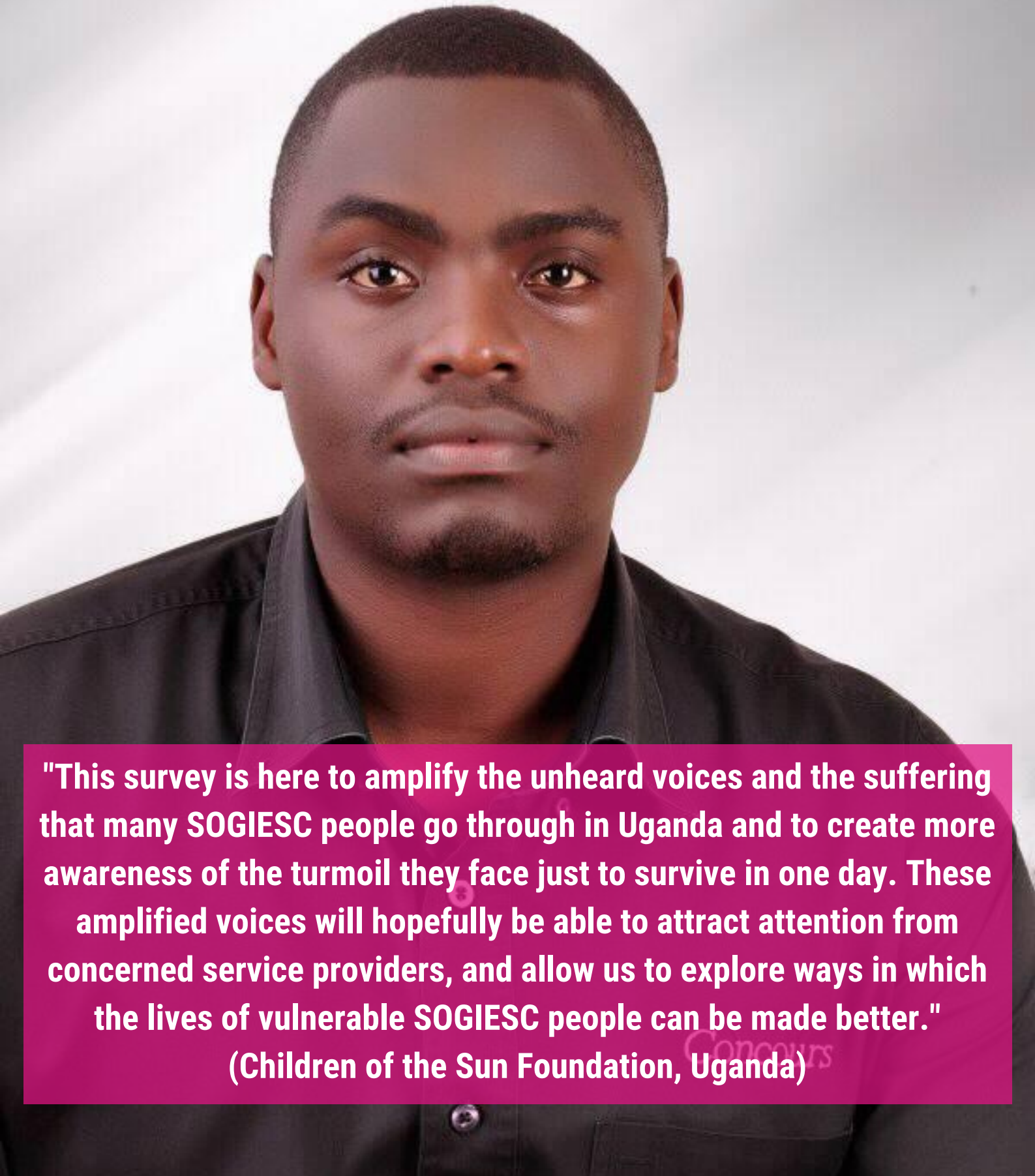
It was not all bad news though, as Ugandans also tell us about what social change they want to see and how they can go about seeking support to deal with their own issues at hand. **We left this report with recommendations which will prompt the Ugandan state to fulfil its own human rights obligations and how it can achieve equal rights for all citizens, through supporting sexual and gender minorities .**

**You can find a copy of this report on our website. This research will form our future campaigns - sign up to our email list to find out how.**





# Our OUT in Uganda Research



**"This survey is here to amplify the unheard voices and the suffering that many SOGIESC people go through in Uganda and to create more awareness of the turmoil they face just to survive in one day. These amplified voices will hopefully be able to attract attention from concerned service providers, and allow us to explore ways in which the lives of vulnerable SOGIESC people can be made better."  
(Children of the Sun Foundation, Uganda)**



# STATE-SPONSORED HOMOPHOBIA

GLOBAL LEGISLATION OVERVIEW UPDATE

2020

Updated edition

ilga.org



# Our ReportOUT Events

## Suzanne Butler (Trustee): **Events Lead**

In 2020, we started to open up our first events to the public. We celebrated Human Rights Day with a panel discussion about the right to asylum, and have also hosted live online events with a focus on Ghana, Uganda and South Asia (India, Pakistan, Sri Lanka and Bangladesh). We took part in Amnesty International's 'Pride Inside' discussing human rights, LGBTQI+ and COVID-19. **To date, we have had over 600 people come to our online events** and we will continue to offer a full calendar of events covering as much of the globe as possible. **Sign up to our email list to get exclusive access!**



## Lauren: **Events Officer**

"I have been an Events Officer with ReportOUT for 3 months. I have had an amazing experience being part of the team. ReportOUT is extremely different from anywhere else I have ever volunteered; you are given so much responsibility as well as support. Volunteering has exceeded my confidence in such a short time. I have gained valuable experience working within an events team planning and executing informative events. Everyone at ReportOUT is so enthusiastic about their roles and it really makes for a great working environment."



## Vilma: **Events Officer**

"As a new volunteer at ReportOUT, I am thankful for the opportunity it has given to me. As an organisation which raises awareness of SOGIESC lives through events and campaigns, it is exactly the position what will help me personally to educate myself more about SOGIESC issues. I am gaining experience as an event manager and organiser and though being part of the events team, I help the voices of people to be heard. I believe that volunteering with ReportOUT will give me the experience that will help me in my future career working in events."



100

**100% of all attendees said that they enjoyed our events**

97

**97% of all attendees said that our events were well organised**

97


**97% of all attendees said that they would follow our events in future**

97

**97% of all attendees said that they would attend future events**



# Our ReportOUT Events

**AN EVENING WITH MARK GEVISSER** 

**Author of 'The Pink Line'**

**The Pink Line**  
Journeys  
Across the  
World's Queer  
Frontiers  
Mark Gevisser

**Held on Zoom. November 11th 2020**  
You must book an Eventbrite ticket to attend.

ReportOUT is a global SOGIESC human rights organisation  
For more information, please visit our website: www.reportout.org  
Registered Charity Number (England and Wales): 1185887

"Great panellists and the information was so interesting! I would be interested in hearing more"

**ARTICLE 14: THE RIGHT TO ASYLUM AND SOGIESC PEOPLE**  
**ARE THERE PROBLEMS WITH THE UK ASYLUM SYSTEM?**

**18:00-19:30 (U.K. Time)**  
**10th December 2020**

**Dr. S Chelvan (He/Him)**  
Head of Immigration and Public Law  
33 Bedford Row Chambers

**Rev. Jide Macaulay (He/Him)**  
Founder and Director  
House of Rainbow

**To book a place on this event please complete the Eventbrite link below.**  
This event is free for all. Anonymity and confidentiality will be respected.

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Registered Charity Number (England and Wales): 1185887

**WHAT IS HAPPENING IN UGANDA TO SOGIESC PEOPLE?**

**18:00-19:00 (U.K. Time)**  
**25th November 2020**

**FIND OUT ABOUT OUR RESEARCH AND HEAR IT FROM PEOPLE IN UGANDA**

**Drew Dalton (He/Him)**  
United Kingdom  
ReportOUT

**To book a place on this event please complete the Eventbrite link below.**  
This event is free for all. Anonymity and confidentiality will be respected.

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"The Ugandan activists were really inspirational"

**SOGIESC lives in South Asia: Barriers and Resistance** 

You are welcome to join ReportOUT's Zoom panel discussing SOGIESC lives in South Asia.  
Date: 22/08/20 Time: 11am-12 (U.K.)

What is life like for minority SOGIESC people in Bangladesh?  
Find out more!

*hosted by ReportOUT and by Maz (Patron of ReportOUT)*

"Great event - really nice to see a platform that's non-government led. Looking forward to future events"

**SOGIESC LIFE IN GHANA: BARRIERS AND RESISTANCE**

**18:00 (U.K. Time)**  
**10th October 2020**

**"Enjoyable and informative - inspiring activism"**

**To Attend Simply Enter The Following Zoom Code: 920 6288 8111**  
This event is free for all. Anonymity and confidentiality will be respected.

ReportOUT is a global SOGIESC human rights organisation  
For more information, please visit our website: www.reportout.org  
Registered Charity Number (England and Wales): 1185887

**Rights and Wrongs Human Rights Day**  
**10th December 2020 6-8pm**

A series of talks about SOGI (sexual orientation gender identity) lives in different nation states across the globe.  
What is life like for SOGI people?

**Close to Home: Gay Life in Ireland**  
Talk by: Deaglan

**Queer Life in Saudi Arabia**  
Talk by: Mohammed

**Uncertain Times? SOGI Life in Uganda**  
Talk by: Drew (Chelvan)  
This talk will be joined by Jide (Macaulay) (Let's Walk Uganda)

**"Absolutely brilliant"**

There is a £2 suggested donation for this event. All proceeds go toward our 'OUT in Uganda Project.'

**Where? Note: full disabled access to building**  
Grainger Suite, Maldron Hotel, Newgate Street, Newcastle upon Tyne. NE1 5RE

ReportOUT is a Registered SOGI Human Rights Charity. Charity Number: 1185887

# Our ReportOUT Events

**"It was great to be part of a live discussion with people in Uganda and to be made aware of their basic human struggle to even exist and be acknowledged as human beings in their own right. It was a moving and truly authentic experience. The event provided true insight into the lives of people on the ground facing real life-threatening, existential threats" (Event Feedback)**



# Our ReportOUT Events

## THE MEN WITH THE PINK TRIANGLE



**Held on Zoom. February 18th: 18:00-19:00 (U.K. time)**

**You must book an Eventbrite ticket to get the Zoom link**

**To celebrate LGBTQI+ History Month in February 2021, we hosted an event which made the links between sexual and gender minorities in the Holocaust and the rounding up of the same people in camps in Chechnya. Our event was a sell-out success and it expanded to a wider audience via the University of Law: "Excellent and informative presentation particularly the links made to repression today . Really motivated me to stand up and speak up about the repression and silencing taking place in Chechnya." (Event Feedback)**

# Our EducateOUT Project

## Drew Dalton (Trustee): Education Lead

Our EducateOUT project mission is to educate the wider public about the lived experiences of sexual and gender minorities in the U.K and globally. Our projects under this banner are for the public to get an insight into the human rights of sexual and gender minorities, including the barriers they face and their resistance to these barriers. We believe in not only telling stories of difficulty and hardship, but also stories of resolution and integrity in face of these challenges. We want to educate the U.K. public and beyond!



## Our 'Hidden Voices' Podcast Project

After a successful public Crowdfunder campaign (kindly match-funded by the North East LEP), we were able to implement our Hidden Voices Podcast Project. This was our first education project so it was exciting to do! We partnered with **Pride Media Centre**, who are a business and media hub for the LGBTQI+ community (and their allies) with support from charity **Time To Be Out**. This partnership formed a podcast project, where we could record the lived experiences of sexual and gender minorities in 20 different countries worldwide. **These inspirational and moving stories are available to listen for free on our website. We recommend that you sit back, listen to their (no-longer) hidden voices and then support us in seeking social change by sharing them.**



## Doctor Steevo: Education Officer

"I'm Doctor Steevo, I'm French Caribbean. I make music, and during the last lockdown I realised that I wanted to use my skills to help others. I have been working on the podcast project. During this, I discovered so many activists and their great organisations and work. It was an honour and really emotional to even interview some of them as their stories are simply unbelievable. I am really proud to help by giving a voice to these beautiful souls who are fighting for SOGIESC people rights all over the world."




## Abbie: Education Officer


"Since entering my role as an Education Officer, I have been working on our 'Hidden Voices' project which consisted of podcast interviews with SOGIESC individuals who live in different nation states. The interviews included personal experiences, discussing barriers faced as well as highlighting how they find resistance to them. ReportOUT has given me so much confidence that I have never had before, as well as being the first place I truly feel valued. I am proud to be a part of such an amazing team."



# Our Hidden Voices Podcast Project




Make your own podcast for free






## ReportOUT: Hidden Voices

By ReportOUT

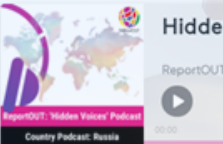

The 'Hidden Voices' Project is consisting of interviews with sexual and gender minorities who live in different nation states. In these interviews we discuss barriers they face as well as highlighting how they find resistance to them and their own personal experiences. We hope this inspires others to tell their stories, to give people hope and to educate others on the issues surrounding sexual and gender minorities communities around the world.

Listen on  Spotify

<https://www.reportout.org>


WHERE TO LISTEN



Hidden Voices: Russia

ReportOUT: Hidden Voices • Feb 1

Country Podcast: Russia



### Hidden Voices: Russia

ReportOUT: Hidden Voices • Feb 1

Country Podcast: Russia

February 1, 2021

27:45

### Hidden Voices: South Africa

"There has to be a more social awareness campaign with regards to adults. You can't only focus on the youth"

February 1, 2021

39:34

### Hidden Voices: Russia

"The main advice to transgender people in Russia is to not lose hope!" In this episode we speak with Konstantin

February 1, 2021

29:42

### Hidden Voices: Pakistan

"My mother believes being with a woman will change things". In this episode we speak to Shameel (He/Him) a gay man from

February 1, 2021

36:24

**"There has to be a more social awareness campaign with regards to adults. You can't only focus on the youth because if you look at the crimes, the adults are predominantly the roots of it" (South Africa Podcast)**

# Our CampaignOUT Project

## Bianca Brisan (Trustee): Campaign Lead

In 2020 we started to focus on our CampaignOUT project. Not only do ReportOUT research and educate, but we also take part in campaigns with our growing campaign team. Our focus this year has been to build up our supporter base by developing student societies. We have started this with **our first student society at the University of Cambridge** which is exciting news! **We have also taken part in 3 campaigns** - our 'Empty Shoes' and 'Ride for Rights' campaigns which got us started. These were then followed by our #OUTinPoland virtual walk through the LGBTQI+ 'exclusion zones' of Poland, **proving that we can change these spaces and importantly, that we are not excluded from these zones.**



## Name: Campaigns Officer

"Volunteering for ReportOUT has been such a joyful and valuable experience. As a campaigner I am always being challenged to use my creativity and zone into my passion for SOGIESC rights. I have had the opportunity to amplify marginalised voices such as corrective rape victims in our ongoing campaign. A definite highlight of the past year has been securing an interest in a ReportOUT society at Cambridge University. I am excited about us growing year by year, developing the outreach of our campaigns and groundbreaking research for the world to see!"

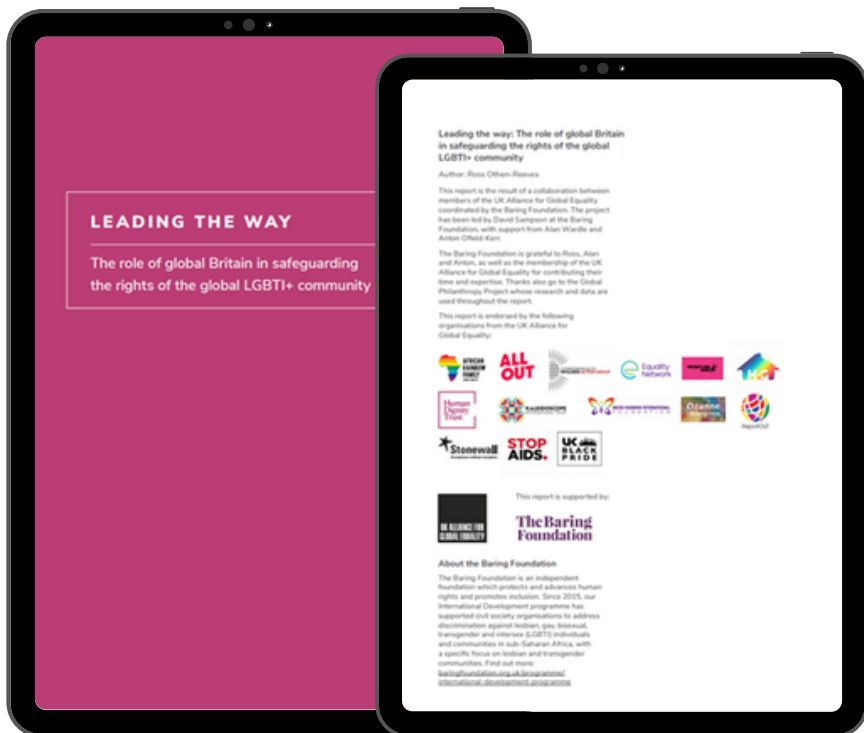


## 'Leading the Way' Report UK Alliance for Global Equality (UKAGE)

As a member of UKAGE, we were delighted to lend support to their work, to remind the U.K. government of their obligations to fund global work to support sexual and gender minorities:

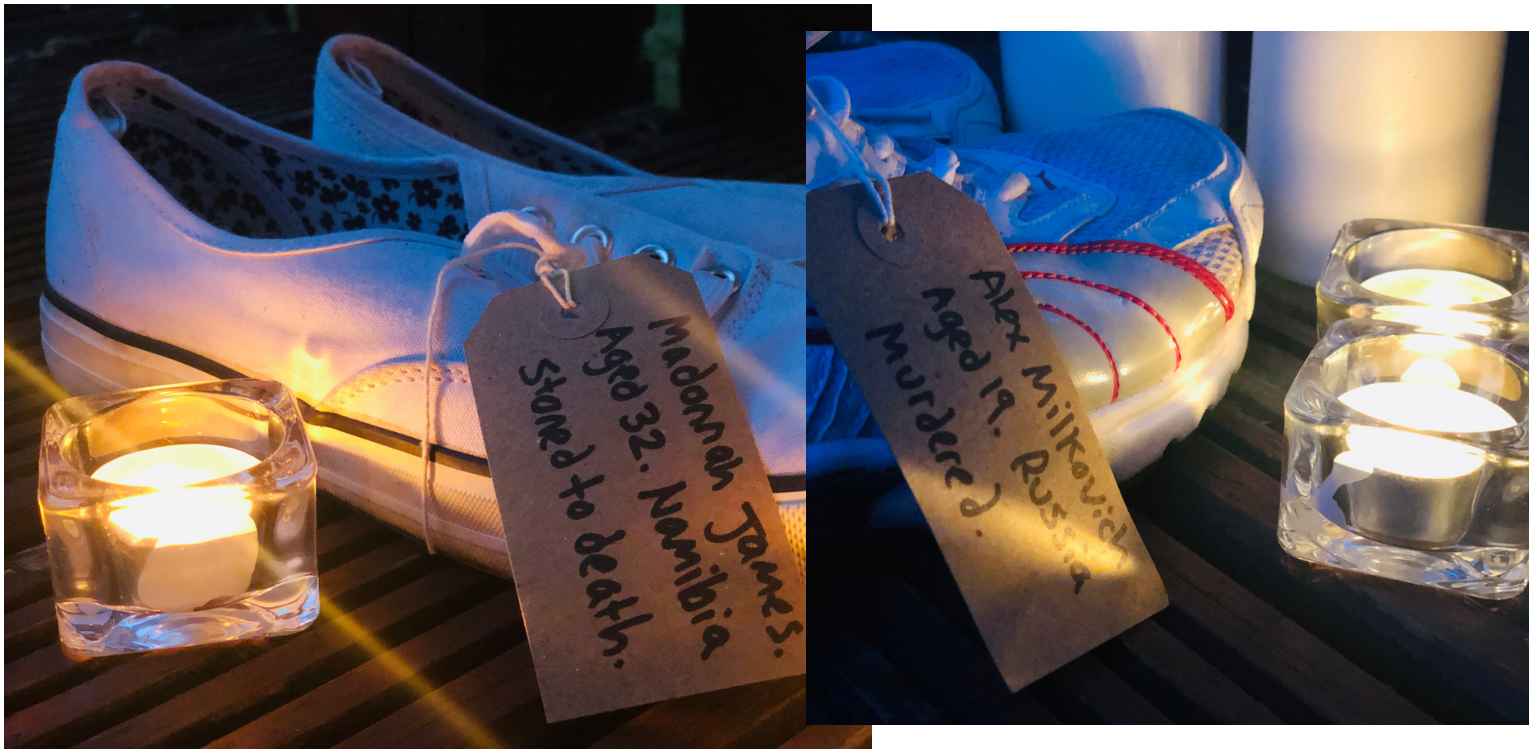
*"This report sets out the rationale for the UK government to contribute an average of 0.3% of ODA per year over five years to fund new commitments to help safeguard and protect LGBTQI+ people around the world."*

**ReportOUT have become an active member, feeding into the UKAGE global strategy.**





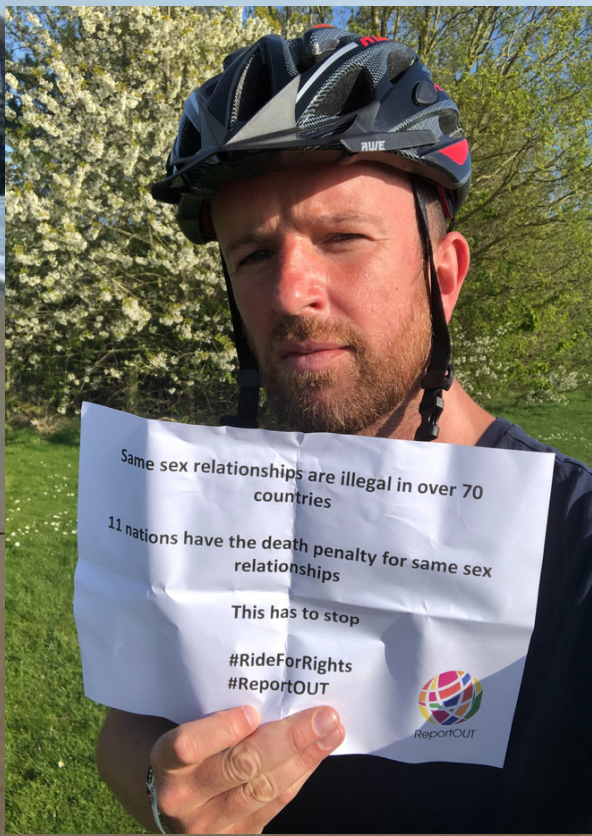
# Our CampaignOUT Project



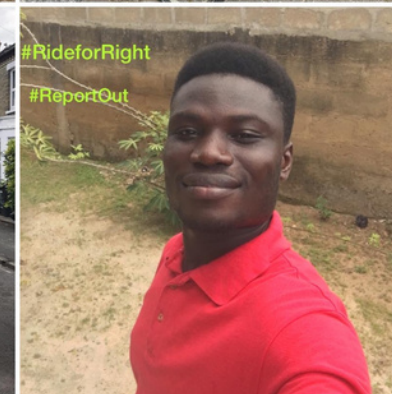
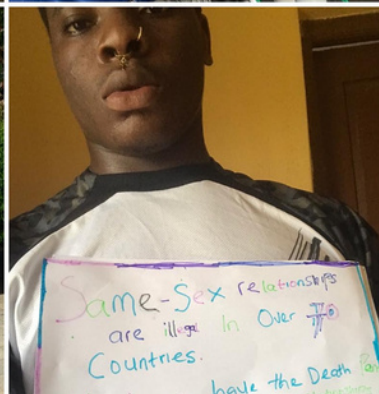
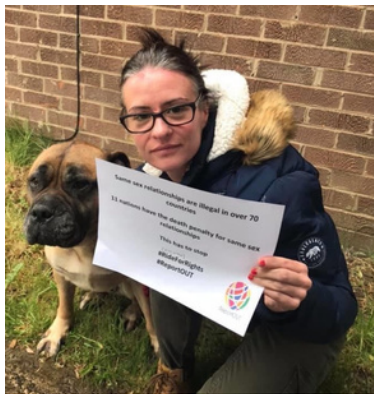
Alongside our student societies and thematic campaigns, our general campaigns have started. One of these was the 'Empty Shoes Campaign' where we highlighted the murders of sexual and gender minority activists in nation states across the globe. People donated shoes so we could photograph the empty spaces of the activists who once stood there. We also took part in Trans Day of Remembrance in 2019 and 2020 in our local area of the United Kingdom.







Another general campaign was our 'Ride for Rights' 2020 campaign, which was designed to launch ReportOUT, and our mission, into the public consciousness. This happened during the height of COVID-19 lockdowns in the U.K. and in other parts of the world. However, this campaign spread throughout the U.K. and went global as people used their exercise opportunities to take part. People held up their signs and pushed our hashtag #RideForRights in countries such as Germany, Nigeria, Ghana and South Korea!

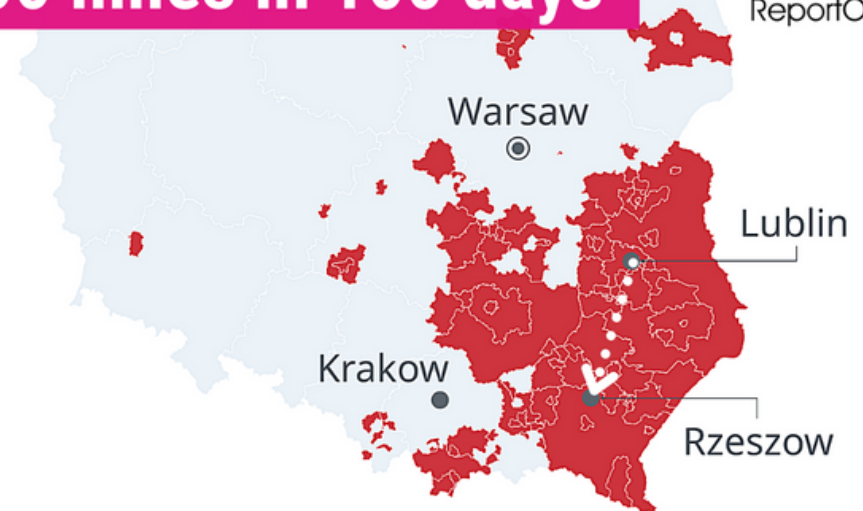




# Our #OUTinPoland Campaign

Parts of Poland have created over 100 'LGBT exclusion' zones and Polish sexual and gender minorities are being ostracised, attacked and discriminated against throughout the country as a result of it. ReportOUT took part in a virtual walk from Lublin to Rzeszow, doing 100 miles in 100 days. This walk was directly through the heart of the 'LGBT exclusion' zones. This was also in solidarity with the brave LGBTQI+ activists who live in the exclusion zones, who face discrimination, harm and state-led symbolic violence. We led with our #OUTinPoland!

**#OUTinPoland**  
**100 miles in 100 days**



**Poland - This LGBTQI+ organisation is walking through your 'LGBT exclusion' zones...**

**Donations raised will go to ReportOUT and to Polish LGBTQI+ organisations to support their work**

# Our Media and Communications

## Craig Millar (Trustee): **Communications Lead**

Building our external communications is central to our growing the profile of our research and education. Over the last year, our media and communications team have collaborated to build up our social and digital presence. Whilst we have had many challenges due to lockdown, the focus on the use of digital engagement and new familiarisation with online events has helped us increase our profile. We have worked hard to change our internal communications and external communications.

**We have plans to grow further!**



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### Our focus has been to:

- create an understanding of the stories that have affected sexual and gender minorities across the globe;
- promoting our events, our fundraising initiatives and the work of our volunteers;
- building digital profile and reach, including increasing our subscribers and building the foundations to grow our reach.

### Our digital successes now shows that we have:

- over 3,000 social media followers;
- an increase of 160% in LinkedIn impressions;
- a 50% increase in engagement on social channels.

### What comes next?

Aligned with our new action plan, and our digital operating model, our communications team will be focused on:

- sharing our stories, those about our people and that affect the community we support across the globe;
- building attendance at our events and interest in supporting our work through charitable giving;
- increasing the profile of our education initiatives and our research, ensuring it is leading change both in the UK and across the globe.

---

## Kotryna: **Social Media Officer**



"Joining ReportOUT has been one of the best decisions I've made in 2020! I'm taking the first steps in changing career from solely focused commercial marketing to working for charitable organisations. Learning to manage social media channels for a completely different organisation has definitely taught me some vital skills for succeeding in this field. Finally, being an expat from Lithuania, I don't have family in the UK, and therefore, building strong friendships and community is so important to me. The ReportOUT team has welcomed me with open arms and I'm so grateful to be able to work towards change with so many amazing people!"

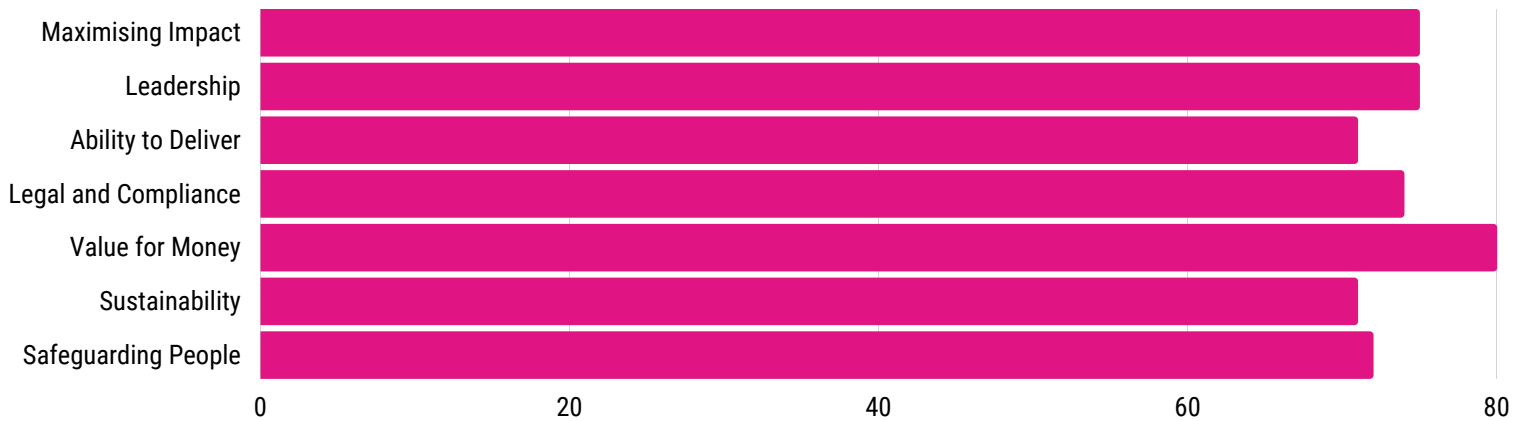


# The Charity Excellence Framework

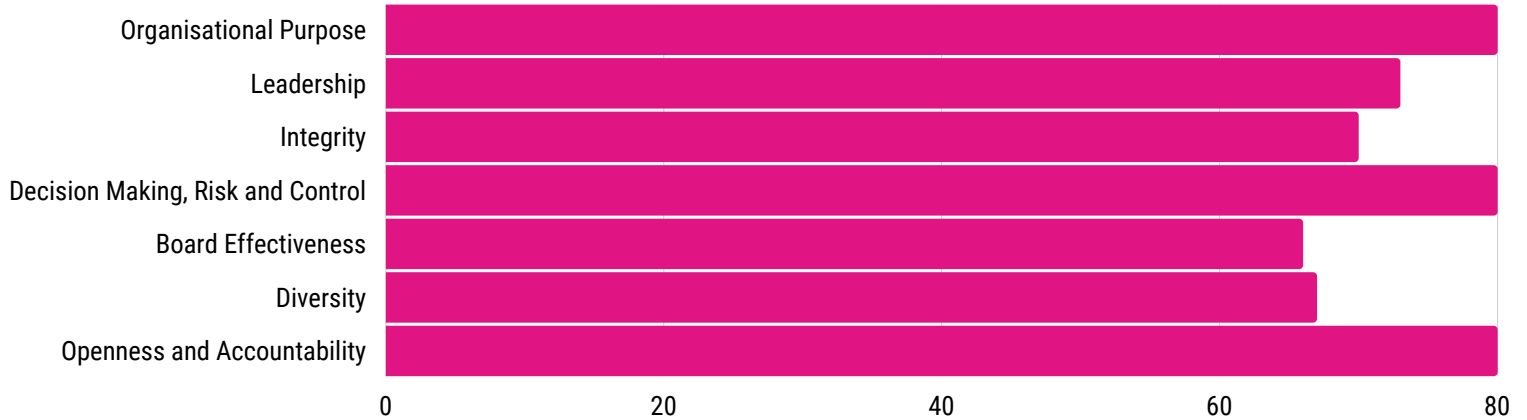
As a new charity, we spent much of our first year ensuring that we get our internal and our external processes right. We took part in the 'Charity Excellence Framework' and assessed our organisation in detail. We were delighted to be awarded this after achieving our evaluation results. We will continue to use this, reflect upon it and improve what we do even further. We believe in complete transparency as an organisation and so have placed the results of our evaluation below. This shows the strength of our organisation, our processes and strategies. **Our overall performance was 72% and our governance was 74%. Great results for our first year!**



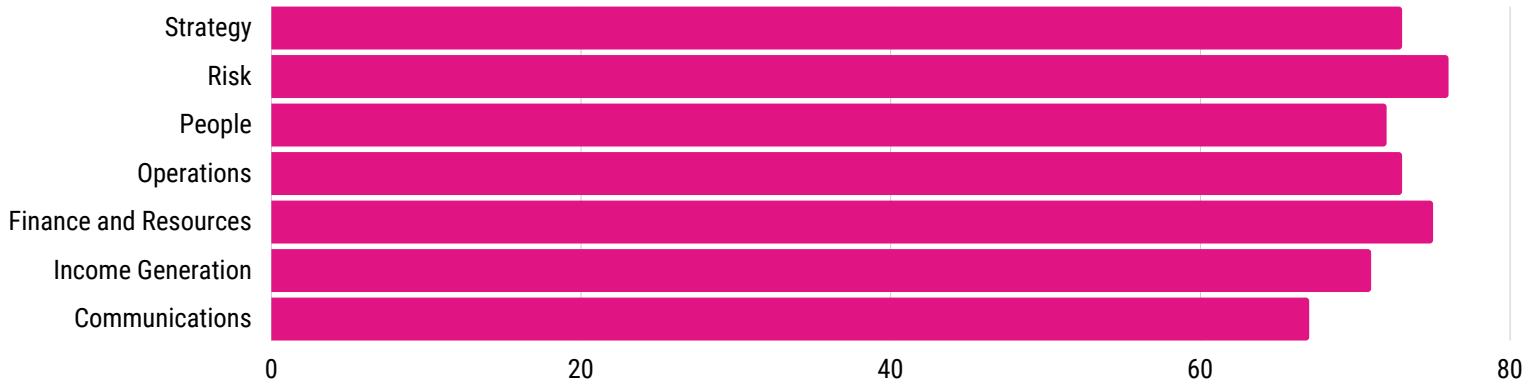
## Stakeholder assurance



## Governance analysis



## Overall assessment of ReportOUT



# Our Partners, Awards and Memberships

At ReportOUT we believe that we are stronger when we work and share resources together. We believe that memberships are key to strengthening us as a charity in this uncertain climate and so have sought to become members of key Third Sector organisations. We are proud members of the following member-led organisations:



At ReportOUT we are also a member of the **LGBTQI+ Chair's Network** as part of the Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary and Community Organisations.

**Partnership building is key to how we work, and we have entered into partnerships with the following national, regional and global bodies.** At ReportOUT, we are stronger when we work in partnership with others. We have built partnerships with the following organisations and we would like to say 'thank you' to all of them!



Good news! In 2020 we were shortlisted at the North East LGBT Awards in the category of 'Charity & Community Initiative Award.' Our Chair was shortlisted in the category of 'Inspirational Leader Award.' Although the awards were postponed due to COVID-19, we are excited to attend them in 2021 and honoured to be shortlisted.

# Our Future: What's Next for ReportOUT?

**We are currently finalising our fundraising and action plan for 2021-2022, which will begin in April 2021.** We have a number of exciting projects for the year ahead, so here is an exciting taster of just some of them:

---

## **Continuing to strengthen our volunteers**

We will be launching our 'Pride in Volunteers Project' which will be offering in-depth training and experiential learning for our volunteers in Third Sector leadership. We want to prepare our volunteers to be future leaders and shapers. We will continue to invest deeply in our volunteers and continue to support their works impact with our Theory of Change.

---

## **OUT in Ethiopia research**

As part of our CallOUT Research Project, we are working in partnership with the 'House of Guramayle' to document the lived experiences and rights of Ethiopians who are sexual and gender minorities.

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## **OUT in Morocco research**

We will also be working with 'The Moroccan LGBT Community' and 'Alwan' to document the lived experiences and rights of Moroccans who are sexual and gender minorities.

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## **The 'Listening Post' Project**

This project will engage with and document the voices of sexual and gender minorities who are asylum seekers and refugees in the United Kingdom, to find out how they have experienced the COVID-19 pandemic. We will be seeing if their human rights have been met and will be seeking policy change in the U.K. to ensure that they do.

---

## **ReportOUT student societies**

Our campaign team will be working with universities to ensure that ReportOUT student societies are set up, trained and organised. We will look to grow our campaign base. Look out for our future campaigns!

---

## **The OUTAcademy and ShoutOUT Awards**

We will be developing a virtual OUTAcademy which will offer structured campaigner training for sexual and gender minorities in both the Global North and Global South. We will also be offering CPD training for members of the public and to professionals. We also recognise that many LGBTQI+ awards honour celebrities and campaigners who are well known and supported. So, our virtual ShoutOUT awards will be for lesser-known grassroots campaigners across the globe, who often get overlooked.

---

## **Events**

We will be launching a truly global calendar of public facing events, panel discussions and talks in April. Sign up to our newsletter to hear more on our website.

---

## **Partnerships, networks and communications**

We will seek new partnerships, join new networks and strengthen our communications to our supporters and to the public. **Watch this space, as in 2021-2022, you will hear a lot more about ReportOUT!**

# Thank You to Our Supporters

Thank you to all who have supported us in our first year of operation as a charity. As well as our partners who we have worked with, we would also like to thank the following people and organisations:

## Trustees

- Chair of Trustees: Drew Dalton: United Kingdom
- Treasurer: Suzanne Butler: United Kingdom
- Secretary: Bianca Brisan: United Kingdom/Romania
- Trustee: Jodie Weatherston: United Kingdom
- Trustee: Craig Millar: United Kingdom/Ireland
- Trustee: Tom Obokata: United Kingdom/Japan
- Trustee: Kyuhan Shin: South Korea
- Trustee: Salman Khan: USA/Pakistan
- Trustee: Chris Samba: Caribbean
- Trustee: Matthew Blaise: Nigeria
- Trustee: David Larbi: Ghana
- Trustee: Hazan Kahrizi: Germany/Iraq
- Trustee: Suleyman Matos: Spain

## Patrons

- Mazharul Islam
- Aderonke Apata
- Rvd. Jide Macaulay

## Volunteers

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

## Our supporters and donors

We want to see a huge thank you to everyone who has supported us by signing up to our mailing list, who has attended an event, supported our campaigns and donated (one-off or regularly) to support our work. Our work could not be done without you and we are eternally thankful. Thanks to the University of Law for supporting our LGBT History Month event and expanding the reach of it.

## Our funders

Thank you to the North East LEP for your financial support through match-funding our Crowdfunder campaign.



ReportOUT were honoured to be named 'charity of choice' by the LGBTQ+ Network Leeds at the University of Law. Working with the students there has been a privilege!

ReportOUT registered with the Fundraising Regulator in 2020. Registered organisations are publicly accountable for their fundraising methods, they help promote best practice, defend the sector and demonstrate compliance with the law.



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United Kingdom

For more information, please visit our website: [www.reportout.org](http://www.reportout.org)  
Registered Charity number (England and Wales): 1185887



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