



ANNUAL REPORT

Annual Report for the Year Ended
31 December 2021



OUTRIGHT
ACTION INTERNATIONAL
Human Rights for LGBTIQ People Everywhere

REPORT PUBLISHED JULY 2022

ABOUT

OutRight Action International

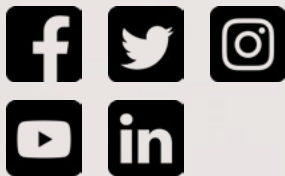
OutRight Action International, founded in 1990, is a leading international human rights organization dedicated to improving the lives of people who experience discrimination or abuse on the basis of their real or perceived sexual orientation, gender identity or expression.

OutRight strengthens the capacity of the lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ) human rights movement worldwide to effectively conduct documentation of human rights violations against LGBTIQ people and engages in advocacy with partners around the globe for the recognition and promotion of the human rights of LGBTIQ people.

OutRight works with the United Nations, regional human rights monitoring bodies, civil society partners and other stakeholders, and holds consultative status at the United Nations as a recognized Non-Governmental Organization.

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Above: Illustration by Hala Hassan, OutRight

Front cover page: Kenyan LGBTQ activists protested in Nairobi on January 17, 2020. Photo by Tony Karumba/AFP via Getty Images

Following page: Members of the LGBTQ community hold candles as they take part in a vigil for Transgender Day of Remembrance in Uganda, November 23, 2019. Photo by Sumy Adruni/AFP via Getty Images

Back cover: Quietly Proud: LGBTIQ+ Indonesians in Bali celebrate Pride Month solemnly amid rising backlash on June 5, 2022. Photo by @pelangi nusantara

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FOREWORD

2021 began full of hope, leaving the unprecedented experiences of 2020 behind and looking forward to rebuilding and recovering. For so many of us those hopes were, at least somewhat, realized. Vaccines became widely available in many places, travel resumed – albeit with restrictions, and in person events started taking place again. In North and South America, and most of Europe, vaccines were rolled out and topped up with boosters. But overall, vaccine access was highly inequitable across the world, and across different communities. In large parts of Africa and some parts of Asia, people had challenges even accessing a first vaccine dose. In some places, access to vaccines and boosters for marginalized communities – including lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ) people – was also challenging. As such, for countless people, the entirety of 2021 continued to be a challenge.



For OutRight it was a year in which our nimbleness and ability to adapt to changing and unexpected situations was again put to the test.”

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In response to the ongoing amplified effects of the pandemic on our communities, we continued to fundraise for our COVID-19 Global LGBTIQ Emergency Fund, which was launched early in the pandemic in April 2020. To date, it is the largest global relief fund for LGBTIQ people. By the end of December, OutRight had distributed more than USD \$3 million to over 300 groups in 100+ countries. In 2021 we issued two rounds of funding to 214 organizations in 87 countries and ended the year with a launch for a new call for applications specifically focused on vaccine access and awareness.

2021 was also a time of transition.

In September OutRight bid a fond goodbye to longtime Executive Director Jessica Stern as she joined the Biden Administration and State Department as the U.S. Special Envoy to Advance the Human Rights of LGBTQI+ Persons. This was a tremendous recognition – not only on Jessica’s exceptional skills and achievements and the demand by activists that the US do more for LGBTIQ people around the world – but also of OutRight’s work and reputation under Jessica Stern’s leadership.

In September, I was appointed by OutRight’s Board of Directors as Acting Executive Director to guide our growing organization through changing circumstances and contexts.

Meanwhile, across the world our movement continued facing backlash and several governments clamped down on the rights of LGBTIQ people. In Ghana, parliament proposed a law that enhances the criminalization of same-sex conduct and outlaws advocacy for LGBTIQ equality. In Hungary, a law was passed banning promotion of information about LGBTIQ topics, echoing the infamous so-called anti-gay propaganda law in Russia. In Poland, lawmakers pushed to the next stage a draft bill banning Pride manifestations. The so-called anti-gender movement of predominantly right-wing forces which opposes gender and LGBTIQ equality was still on the rise, targeting trans rights. In fact, the Trans Murder Monitoring Project reported that 375 trans people were killed in 2021, marking a deplorable 7% increase to the year before and the highest number since recording efforts began.

But even in the face of mounting opposition, the LGBTIQ movement persisted, and some important victories were also won. In July, Argentina passed comprehensive legislation enabling a third gender marker based on self-determination across all official identity documents, marking a milestone for intersex, non-binary and trans people who don't identify as male or female. The US followed suit with the first passport with an "X" gender marker in October. In November, the Court of Appeals of Botswana upheld a 2019 High Court ruling decriminalizing same-sex conduct, thus ending the government's attempt to prevent it from coming to pass. In December, Chile became the 31st country to recognize equal marriage, and Canada and France joined the small group of countries which ban so-called conversion therapy practices.

“

...even in the face of mounting opposition, the LGBTIQ movement persisted...”

And in the face of daunting challenges, OutRight too made compelling strides. We secured significant funding from McKenzie Scott, Google.org, Adobe Foundation and countless others to power our Covid relief work and support the global movement to advance human rights for LGBTIQ people. Our team grew from just over 20 staff in seven countries, to over 30 staff in 11 countries. Our Board adopted a new strategic plan, mapping out how to continue pushing for progress for LGBTIQ people everywhere while facing mounting opposition.

As we enter 2022, we continue to demand progress for LGBTIQ people. We are committed to expanding OutRight's global work to tackle the growing backlash against trans people. We continue to inject our feminist values into our work by launching programs like LBQ Connect, which will amplify voices and build capacities of LBQ women in the global movement. Taking lessons learned from our COVID-19 Global LGBTIQ Emergency Fund, we will respond when needed and bolster engagement with the humanitarian sector to ensure that LGBTIQ people are no longer forgotten in humanitarian and aid work during crisis situations.

Fighting for progress for LGBTIQ people is getting harder, and big successes are sometimes overshadowed by setbacks and backlash. This only makes efforts to promote LGBTIQ equality more important. Thank you for supporting OutRight, for engaging with us, and for propelling our movement to advance the human rights of LGBTIQ people everywhere, every day. We couldn't do our life-saving work without you.



Maria Sjödin

Maria Sjödin
Acting Executive Director

ENSURING SURVIVAL

Context

While news throughout 2021 reported on growing COVID-19 vaccine access, lifting of pandemic-related restrictions, and a return to normalcy in many places, vaccine access was highly inequitable across geographies and communities. For the most vulnerable communities, such as LGBTIQ people, the pandemic was far from over. While a pandemic affects everyone, data shows that vulnerable communities feel its impact more strongly than the general population because of underlying and pre-existing systemic inequalities. During the pandemic, LGBTIQ people experienced devastation of livelihoods, higher rates of domestic violence, amplified challenges accessing healthcare and vaccines, and increasing mental health issues. Moreover, our communities have also been excluded from humanitarian interventions which employ narrow definitions of family, binary definitions of gender, unsafe locations, or biased staff and contractors.

Put bluntly, LGBTIQ people faced a crisis within a crisis in 2021. Consequently, supporting LGBTIQ communities globally in the face of a dual crisis was OutRight's top priority in 2021.

Global COVID19- LGBTIQ Emergency Fund

The more information OutRight received from our global movement, the more we learned how vital it was to continue expanding the Global COVID-19 LGBTIQ Emergency Fund. More than a year after the pandemic began, and with no end in sight in 2021, LGBTIQ communities around the world continued to face severe challenges to their economic and physical survival.

Given the deepening crisis, OutRight's work on comprehensive COVID-19 relief ensured that many global LGBTIQ communities had a place to turn to access emergency humanitarian aid. Since its launch in April 2020, OutRight received more than 3,500 applications to the Fund from communities in need in 131

“

When Queer Youth Uganda delivered the food items at my door step, I was so happy. I felt relieved. It gave me hope. The food aid and personal protection equipment helped me to survive a whole month as I waited for the national lockdown to be eased so I could resume working in my small business.”



Shaban, 21 years old, living in Uganda



“

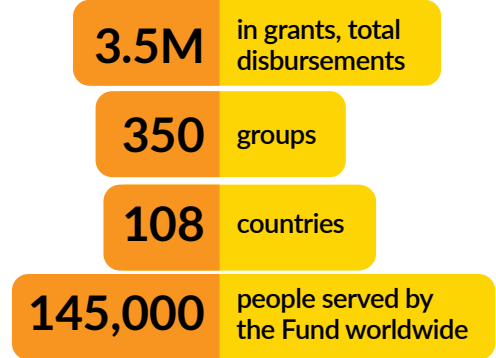
This is the first experience that we as transgender men have ever had of being considered for any grant. And with respect. For the first time we feel like we are part of this society. Our prayers and wishes are with your team and donors who were concerned about our need in this pandemic period. Thank you so much to you all.”

Two trans men from District Malir in Pakistan

countries, totaling over USD \$43 million in support requests. As of the writing of this report, OutRight has distributed more than USD \$3.5 million in grants to 350 groups in more than 108 countries. Most of these funds would not have been made available to LGBTIQ communities if it had not been for OutRight’s relentless and creative resource mobilization approach, and the unmatched generosity of our donors. By December 2021, the Fund had served over 145,000 people worldwide.

In addition to many hundred individuals, foundation, and government donors, the private sector played an integral role in supporting the facilitation of the Fund, providing over 65% of funding and over a thousand volunteers to help with application qualification.

Global COVID-19 Emergency Fund in Numbers (2021)



OutRight is extremely grateful for the generosity and solidarity of the Fund’s supporters. We could not have the impact we do without their leadership and contributions.

THE FUND WAS ESTABLISHED WITH SUPPORT FROM



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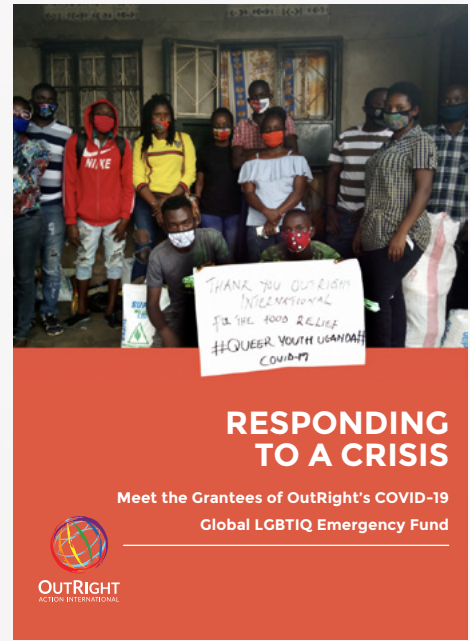
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We invite you to read more about the Fund and its impact in OutRight's first two COVID Emergency Fund briefings:



Responding to a Crisis: Insights from OutRight's COVID-19 Global LGBTIQ Emergency Fund 2021



Responding to a Crisis: Meet the Grantees of OutRight's COVID-19 Global LGBTIQ Emergency Fund

Queering Humanitarian Systems



Your act full of love for others, in a world where intersex people are invisible to society, fills me with joy and gratitude because I know in the world there are people with a heart that detaches itself from the material to reach out to those who we need it and make us feel that in the world we are not alone."



Intersex grantee, living in Mexico

A key challenge for LGBTIQ people in any crisis is that the humanitarian and aid sectors fail to apply an LGBTIQ-competent lens in their programming. Too often, humanitarian aid is distributed in ways using narrow definitions of gender and family (defining families as unions between a man and a woman, and seeing gender in a binary way), using unsafe locations (such as police stations), or working with biased staff. As such, when crises hit, LGBTIQ people are not able to access aid.

In 2020, OutRight issued a report, *Vulnerability Amplified: The Impact of the COVID-19 Pandemic on LGBTIQ People*, documenting the amplified vulnerabilities of LGBTIQ people because of COVID-19, and issuing an advocacy call for sustainable and LGBTIQ-inclusive recovery and rebuilding efforts. This work continued in 2021, with OutRight's staff appearing on multiple United Nations (UN)-hosted panels advocating for LGBTIQ inclusion in rebuilding efforts.

For example, OutRight's UN Program briefed the Economic and Social Council (ECOSOC) on the importance of including LGBTIQ populations in COVID-19 recovery. In addition, during the UN special assembly session on HIV/AIDS in June, OutRight's UN Program pushed states to explicitly mention LGBTIQ

populations, especially in relation to access to healthcare and non-discrimination in service provision. Unsurprisingly, many states pushed back against these asks. Nonetheless, the special session's final document included strong language referencing the HIV/AIDS crisis facing LGBTI individuals, including direct references to key populations such as "men who have sex with men," "transgender people," and "sex workers." The inclusive language meant that, not only were LGBTIQ individuals included in the important discussions at the high-level meeting, but humanitarian relief efforts to end HIV/AIDS may not easily overlook or disregard some of the most vulnerable populations.

OutRight also published a guide for inclusive development work in November 2021, "[Guide to Inclusion of LGBTI People in Development and Foreign Policy](#)." The guide contributes to the body of knowledge on effective approaches for diplomats and development officers promoting LGBTI equality. It proposes an intersectional and anticolonial approach to advancing the rights of LGBTI people. Informed by theories of power and cognizant of the value of allyship, the guide recommends that governments bring rigor into their efforts to advance LGBTI equality by implementing monitoring, evaluation and learning plans that consider the particularities of LGBTI-inclusive programming in hostile or unpredictable contexts.



UN LGBTI Core Group High Level Meeting, September 24, 2019, UN Headquarters, NY. Photo by Brad Hamilton



PROVIDING CONNECTION

Context

Connecting with communities and movements has always been integral to the fight for the rights of LGBTIQ people. Our chosen families and communities are a lifeline for so many LGBTIQ people because, too often, we are rejected not only by societies at large, but also by friends and biological families. Community connections are thus crucial for movements across borders in order to build solidarity, to share challenges and best practices, and to learn from and support one another in our joint fight for equality.

While many travel restrictions were lifted in 2021, they were largely tied to vaccination status; as access to vaccines was highly inequitable for our global movement, meetings in person remained something to hope for in the future for most. At the same time, a backlash against LGBTIQ human rights continued to rise, both from a well-organized and strongly resourced anti-gender movement, and from governments, such as Ghana, Poland, Hungary, and many others. Moreover, for too many in our community, a lack of access to vaccines and travel restrictions further compounded the discrimination they faced at home. As a result, LGBTIQ people were often left physically isolated from one another, threatening the important sense of community that drives our movement's durability and helps us survive in restrictive climates.

However, as is often in difficult circumstances, our community adapted and maintained resilience. Through multiple online forums, global LGBTIQ communities continued to grow and maintain engagement with one another, sharing stories and experiences, and elevating the incredible work of LGBTIQ activists around the world. As was true in 2020, 2021 was a year that spotlighted the true strength of the LGBTIQ movement's online capacity, ensuring that the sense of community we all require would never disappear.

OutTalks

Throughout 2021, OutRight continued hosting [OutTalks](#), a webinar series launched at the onset of the pandemic in 2020 that enabled stakeholders across disparate geographies to stay connected, share insights, and raise awareness about the movement to advance human rights for LGBTIQ people. These online virtual convenings are a new model of connecting and a new tool in our movement's toolbox to share critical information with key stakeholders that will surely have dividends for years to come.

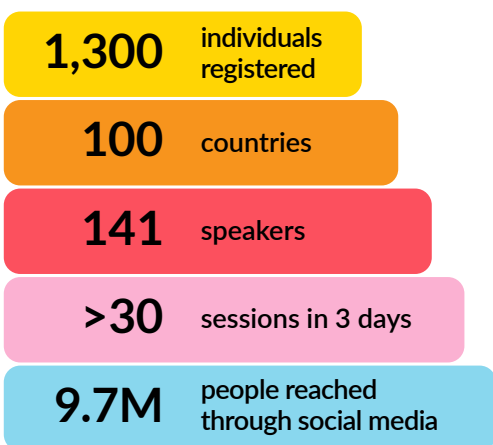
In 2021 we hosted more than 16 OutTalks, reaching 540+ individuals with important educational information and raising awareness about LGBTIQ human rights. Topics have ranged from LGBTIQ Censorship, Responding to the COVID-19 Crisis, Resilience in Advancing LGBTIQ Rights Globally, Sustainable Development Goals and LGBTI Populations, Trans and Gender Diverse Communities in the Caribbean, and Exploring Gender Diversity in Indonesia, among others.

OutSummit

In December, timed to coincide with International Human Rights Day on December 10, OutRight organized its seventh annual OutSummit. For a second consecutive year, OutSummit was held virtually in 2021. OutSummit is OutRight's annual global conference for LGBTIQ equality. Held over three days across multiple time-zones, OutSummit is a platform that brings together thousands of stakeholders from hundreds of institutions and dozens of countries.

OutSummit's 2021 keynote speakers were Faith in Love Foundation Founder and OutRight Board Director Gigi Chao, and activist, author and co-founder of OutRight Action International, Masha Gessen. In recognition of the politically turbulent and volatile contexts of today's global movement for LGBTIQ human

OutSummit 2021 in Numbers



rights, OutSummit's first plenary, "LGBTIQ Lives In Crisis: Surviving Political and Natural Disasters," invited activists from four regions of the globe to discuss how to survive, adapt, and continue activism in challenging environments.

Underscoring the critical role that intersectional feminism plays as a cornerstone

of the global LGBTIQ movement, a second plenary session focused on "Building a Better Future for LBQT Women and Intersex People." Additional OutSummit sessions covered topics such as: Tackling Sexual Orientation and Gender Identity Change Efforts, the Media Representation of Trans People in the MENA region, Ending Gender-Based Violence Against LGBTIQ People in Asia, Weaponizing Children to Undermine Human Rights of LGBTIQ people, and many others.

"So much of LGBTIQ history has been wiped off the history books. I think it is time to put an end to that and share our stories," said Gigi Chao in her powerful [keynote speech](#). "Over the past year, resilience has been paramount for LGBTIQ communities around the world – that is why we were determined to have an OutSummit in 2021, so we can share our stories and make our history known."



What we need are people that can create stories and make history by recording everything that has happened to our kind. So much of LGBTIQ history has been wiped off the history books. I think it is time to put an end to that and share our stories."



Gigi Chao, Board Member, OutSummit Keynote Speaker, OutRight Action International



...I don't know if we will prevail. I have hope. I don't have a lot of optimism. But hope is a moral imperative, and hope is only real if you are doing something to bring the hope for the future closer. I am not making assumptions about progress being linear, but I know that your work is more important now than it has perhaps ever been in my lifetime."



Masha Gessen, Keynote Speaker, Author and Co-Founder of OutRight Action International



I want more companies going to civil societies asking for recommendations on local organizations and individuals working on the ground. The relationship should be: help us be better in that country and let us help you amplify your voice.”

Clare Iery, Associate General Counsel, Senior Director, Ethics & Compliance / Legal Procter & Gamble Company



We as activists always want to push forward and move forward and we forget to take care of ourselves and to celebrate the small victories together with our allies. Those celebrations are important.”

Kaspars Zalitis, Activist, Board Member - Association of LGBT and their friends MOZAIKA, Panelist in OutSummit 2021

OutRight is grateful to the event’s many supporters, which make OutSummit possible.

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Diplomats Circle Dialogue

In 2020, to mitigate the impact of the pandemic on our ability to connect with individuals that help resource OutRight’s mission, we launched a new virtual briefing series. Held three times annually, Diplomats Circle Dialogues offer an opportunity to hear from OutRight’s Board and staff leaders, and activists and partners, on current topics of critical importance to the global LGBTIQ rights movement. The briefings are open to donors who contribute USD \$1,200 or more annually or who have names OutRight in their estate plans. In 2021, OutRight’s Diplomats Circle Dialogues included: *Digital Censorship on the Rise: How LGBTIQ People and Activists are Threatened by – and Can Thrive in – Restrictive and Repressive Online Environments*; *Transgender Rights Around the World: Emerging Threats and Opportunities for Progress*; and *Rainbow Feminism: How the Global Movements for Women’s Rights and LGBTIQ Equality Can Ensure Gender Justice for Everyone*.

ADVOCATING FOR CHANGE

Context

Although the COVID-19 pandemic continued to dominate global policymakers' agendas in 2021, and advocacy spaces remained predominantly online, making them harder to engage in, OutRight continued to advocate for inclusion and equality of LGBTIQ people. Advocacy for LGBTIQ equality is not subject to convenience and cannot be put off for a later date.

A concerted global backlash is on the rise, positioning LGBTIQ people as a threat to so-called traditional values and putting hard-won progress at risk. Today, 67 countries still criminalize consensual same-sex conduct. Of those 67, eight have laws punishing same-sex conduct by death or life in prison. In places where being LGBTIQ is already criminalized, 2021 witnessed attempts to further strengthen restrictive statutes. Though this may seem like a mountain of challenges, some progress was achieved at the international level. Notably, with every setback and barrier that the movement encountered in 2021, OutRight remained diligent and ready to advance our cause.



Workshop on enhancing domestic violence protections for LGBTIQ people in the Philippines. Photo courtesy of OutRight

Tackling Gender-Based Violence

Gender-based violence (GBV) is a phenomenon most often associated with violence perpetrated by men against women. Yet, it is also the most common form of violence faced by LGBTIQ people. What leads to GBV are archaic perceptions of gender roles and appearances, toxic masculinity, and biased notions of social norms. As such, anyone who somehow does not fit in and/or challenges what is perceived as a norm can be a target and victim of GBV. OutRight is well-known for our work on an LGBTIQ-inclusive GBV response.

OutRight's current programs addressing these issues are in Asia and the Caribbean. In Asia, we successfully completed work in Sri Lanka. Unfortunately, our work in Myanmar was interrupted by the brutal military coup of February 1. Progress in the Philippines, however, continues. With support from Open Society Foundations and the Australian Government, OutRight increased access to services and protective legislation for LGBTIQ people surviving domestic violence and family violence (DV/FV) through our work in Quezon City. The "Quezon City Model" for protecting LGBTIQ people from DV/FV resonated with an additional 23 cities across the Philippines that have shown an interest in replicating the model.

One of the Philippines' program's major victories was the adoption of OutRight's Quezon City model in the "Safe City" ordinance of Muntinlupa. This comprehensive ordinance will have an anti-discrimination provision that addresses sexual harassment, gender-based violence and safe communities. In OutRight's strategy to create change at the municipal level to directly influence federal change, new cities have come on board. Madaluyong was the first city to sign a formal agreement. In recognition of OutRight's expertise on GBV, OutRight presented the GBV protocol implemented in Quezon City to the lawyers and staff of the Presidential Legislative Liaison Office (PLLO) of the Office of the President, stressing the need to enact the comprehensive anti-discrimination bill (CADB) in the Philippine National Congress.



OutRight's Ging Cristobal (I) with partners of the Quezon City program.

Moving forward, OutRight's GBV work in Asia will focus on law and policy change. As a first step, OutRight completed a legal review of domestic violence/violence-against-women laws in ten countries: China, India, Japan, Malaysia, Nepal, Philippines, Sri Lanka, Timor Leste and Thailand. The mapping was conducted in collaboration with OutRight's Asia Network on Sexual Orientation and Gender Identity or Expression (SOGIE) & Gender Based Violence (GBV), established by OutRight in October 2020. The Networks has 35 members across ten countries and its principal objective is to achieve positive changes in the regional GBV response for LGBTIQ people.



Participants in OutRight's Caribbean program.

OutRight's GBV program in the Caribbean, which operates in Antigua and Barbuda, Haiti, St. Lucia, and Trinidad and Tobago, is supported by the US Department of State. The program's goals are to:

- Improve the safety of LGBTIQ people in the Caribbean through improved government policies and service provision
- Develop evidence-based strategies
- Advocate for LGBTIQ-responsive protocols for gender-based violence, and
- Conduct LGBTIQ sensitivity training for government officials, service providers and first responders

The program is informed by and facilitated in close coordination with local organizations. In each country, OutRight works with an LGBTIQ

organization and a women's rights organization. All eight organizations agreed to strengthen their work by forming a pan-Caribbean alliance – the Frontline Alliance: Caribbean Partnerships Against GBV. Noteworthy achievements include:

- LGBTIQ sensitivity training for 297 government officials, service providers and first responders
- The production of an inclusive Training-of-Trainers Toolkit and First Responders Protocol
- Amendments to the Domestic Violence Act in Trinidad and Tobago, and
- Amendments to the Domestic Violence Act in St. Lucia

Ending Sexual Orientation and Gender Identity/Expression (SOGIE) Change Practices

In recent years, LGBTIQ activists around the world have made meaningful progress towards eradicating SOGIE Change Efforts, also erroneously known as conversion therapy, reparative therapy, reintegrative therapy, the gay cure, conversion practices, and other terms. These discredited approaches to change or suppress one’s sexual orientation or gender identity or expression are certainly not “therapy.” Rather, they are inherently dangerous and cause long-lasting harm and trauma.

As of 31 December 2021, seven countries (Albania, Brazil, Canada, Ecuador, Germany, Malta, and Taiwan) had passed national bans, while another 12 countries (Argentina, Australia, Cyprus, India, Netherlands, Norway, Spain, South Africa, Sweden, Switzerland, Uruguay, and USA) had sub-national bans or regulations that prohibit SOGIE change efforts. Nine countries are actively moving toward a ban. However, legislating against these practices, while important, may not be feasible in some countries, especially where same-sex conduct is still criminalized. Further, legal remedies do not necessarily address the root causes that lead to a demand for these harmful practices, whether in the context of religious beliefs, misguided medical or mental health services, or family or cultural disapproval.



Kery JJ Santiago from Puerto Rico was interviewed as part of a report on “conversion therapy” in the Caribbean.

OutRight takes a holistic approach to ending SOGIE change efforts around the world. We focus on catalyzing a global movement through research, documentation, and convenings to identify promising pathways for eradicating such practices, and we support our national partners to undertake their own research and advocacy, tailored to local contexts. In 2019, we published a pioneering report, *Harmful Treatment: The Nature and Extent of So-Called Conversion Therapy Globally*, which, for the first time, provided evidence that so-called conversion practices occur in nearly every country, reflecting the extent to which homophobia, transphobia, and exclusion based on sexual orientation and gender identity/expression remain entrenched in societies everywhere.

Building on the 2019 report, OutRight’s Africa program partnered with prominent LGBTIQ organizations in Kenya, Nigeria, and South Africa, undertaking localized research to determine how so-called conversion practices manifest in these countries, who is most vulnerable, and who are the principal perpetrators. Beginning in late 2021, this research also shed light on the experiences of survivors of SOGIE change

practices, and the need to center survivors in all aspects of advocacy. In addition, in 2021, OutRight convened a series of global, Asia-specific, and Africa-specific expert consultations with survivors, lawyers, policymakers, medical and mental health practitioners, religious leaders, and multilateral human rights body representatives to identify potential pathways to end SOGIE change efforts. OutRight also established an online End LGBTQ Conversion Resource Hub to ensure that activists around the world have access to and can share up-to-date research, legislation, advocacy materials, and other crucial resources to support their efforts to end these harmful practices wherever they exist.

Ensuring Inclusion at the United Nations

OutRight continued to serve as a watchdog and advisor at the United Nations headquarters in New York City in 2021, ensuring that LGBTIQ equality is included in UN processes, documents, and mechanisms. Founded in 2008, the UN LGBTI Core Group is OutRight's closest ally in the UN space. As of December 2021, the group comprised 37 UN Member States and the delegation of the EU, the Office of the High Commissioner for Human Rights, and Human Rights Watch and OutRight, and works to mainstream LGBTIQ equality at the UN. OutRight is a co-founder of the group and serves as its Secretariat.

Working closely with the Core Group, OutRight's UN team presented joint statements during numerous UN events. Statements addressed a wide breadth of subjects concerning the human rights of LGBTIQ people, including protection from violence and discrimination, decriminalization, HIV, sustainable development, disability rights, and the rights of older LGBTIQ people. Additionally, OutRight's UN team held multiple public events on topics such as LGBTIQ-inclusive foreign policy, the representation of LGBTIQ people in decision-making spaces, countering the anti-gender movement, barriers to the wellbeing and health of LGBTIQ populations, and gender-based violence.



Katlego Kai Kolanyane-Kesupile at "Transgender and gender conforming people and access to public services challenges and best practices" at the United Nations. Photo by Brad Hamilton

OutRight continued its advocacy with countries to increase the number of allies in multilateral spaces. In 2021, we were pleased to welcome an additional four new members to the UN LGBTI Core Group: South Africa and Ireland joined in June, and Peru and Belgium joined in December.

In December 2021, the United Nations General Assembly (UNGA) adopted a historic resolution in support of "fair, periodic, inclusive and genuine elections." The resolution, titled, "Strengthening the role of the United Nations in the promotion of democratization and enhancing periodic and genuine elections," called on member states to eliminate laws, regulations and practices that discriminate against citizens' right to participate in public affairs, including protections based on "sexual orientation and gender identity" (SOGI). The Elections Resolution became only the second-ever UNGA resolution to include explicit reference to SOGI, expanding democratic protections to LGBTIQ people globally. Despite divisions and backlash from Member States opposing SOGI inclusion, the resolution received cross regional co-sponsorship and support from Member States in all country blocks. The adoption of the Elections Resolution in 2021 is an enormous

victory for the global movement for LGBTIQ human rights, as it constitutes a declaration by the UN that discrimination on the basis of SOGI is universally unacceptable.



Illustration: Hala Hassan, OutRight

Documenting Abuses of Human Rights

Research is at the core of our mission. Not only does OutRight’s research drive our data-driven strategic decisions and priorities, but it also documents and exposes human rights violations against LGBTIQ people across the world. Through the generation and dissemination of our research, OutRight holds governments and other duty bearers accountable for failing to meet human rights obligations and standards.

In 2021, OutRight meaningfully increased our capacity to document human rights violations, adding three new staff positions: two researchers and a Senior Director responsible for overseeing our research, law, and policy program. We issued two major reports. The first, [No Access: LGBTIQ Website Censorship in Six Countries](#), was published in collaboration with the University of Toronto’s Citizen Lab and the Open Observatory of Network Interference (OONI) and documents the censorship of LGBTIQ websites and its impact on LGBTIQ individuals and communities in Indonesia, Malaysia, Iran, Russia, Saudi Arabia, and the United Arab Emirates. The second report, [Pride Around the World](#) – the first in an annual series of briefings documenting the state of Pride gatherings around the world and the challenges they face – documented attacks on and repression of Pride events in the past three years in countries including Poland, Turkey, the Philippines, and South Korea. We also issued a briefing paper on the impact of the coup in Myanmar on LGBTIQ communities and activists.

OutRight also conducted and supported research throughout 2021 that led to, or will result in, several flagship publications in 2022:

- A major report on human rights violations against LGBT people in Afghanistan following the Taliban takeover, *'Even If You Go to the Skies, We'll Find You': LGBT People in Afghanistan After the Taliban Takeover* in collaboration with Human Rights Watch
- *'I Need to be Free': What it Means to be a Queer Woman in Today's Iraq*, undertaken in partnership with IraQueer, on the multiple forms of marginalization impacting lesbian, bisexual, queer and trans women in Iraq
- Support of three partner organizations in Sub-Saharan Africa – GALCK in Kenya, TIERS in Nigeria, and Access Chapter 2 in South Africa – to conduct research on the reach and impact of conversion practices that aim to change or suppress a person's sexual orientation, gender identity or gender expression (findings summary to be published in 2022)
- Initiation of research on how hostile political rhetoric in Ghana has contributed to a rise in human rights violations, including hate crimes against LGBTIQ people (report to be published in 2022)



Advocating for Inclusive Representation in Arabic Media

LGBTIQ people are largely underrepresented and misrepresented in the media world-wide. In the Middle East and North Africa (MENA) region, this representation, or lack thereof, often leads to misleading, discriminatory, or sensationalized media coverage that is harmful to LGBTIQ communities. As such, OutRight works diligently in the MENA region with journalists, editors, and social media influencers to educate them about LGBTIQ issues and how to implement inclusive language in Arabic media. We facilitate trainings and workshops that aim to shift the media portrayal away from negative stereotypes to conveying LGBTIQ communities with respect and dignity.

In 2021, OutRight facilitated two workshops in Iraq. The first was a three-day online training course for Iraqi journalists outlining how to cover the topics of gender and sexuality in the media. The second workshop was a training program for trans people in the country around the best practices and strategies for working with national and local media outlets.

Additionally, OutRight participated in an LGBTIQ hate speech monitoring project led by Helem, a regional LGBTIQ organization based in Beirut, and the oldest LGBTIQ organization in Lebanon. The project implemented social media platform monitors and provided LGBTIQ community leaders with a guide to help identify and understand incidents of hate speech against queer populations in Arabic media in the region. The guide has been particularly useful in its application in Bahrain, Oman, Qatar, the United Arab Emirates and Yemen.



OutRight staff celebrate Pride in NYC. Photo courtesy of OutRight

CELEBRATING PRIDE

Context

For LGBTIQ communities, Pride events remain as the most visible element of the global movement for LGBTIQ equality. Every year in June, the anniversary of the very first Pride march in New York City – where OutRight is headquartered – is honored, unapologetically celebrating the rights of LGBTIQ people for the world to see. While in 2021 the official New York City Pride parade was organized virtually for another year due to the COVID-19 pandemic, emboldened activists and allies alike decided to return the Pride march to its original form – as a protest.

Tens of thousands of peaceful protesters took over the streets of New York City to embrace their freedom and love for LGBTIQ communities. As throngs of LGBTIQ persons and allies walked in the footsteps of legendary LGBTIQ human rights activists Marsha P. Johnson and Silvia Rivera, one thing was clear – Pride had returned to its pre-pandemic glory.

And this fact was not exclusive to New York, as many countries around the world took the opportunity to mobilize in the streets and speak out against the increasing wave of legislation attacking Pride events in 2021. And that's what Pride is for – so people of all identities and orientations can come together to collectively voice their commitment to securing human rights for LGBTIQ people everywhere while calling out global injustices against our community.

While many could not participate in person, stakeholders of all types leveraged their Pride in a plethora of virtual mediums. OutRight's corporate partners were no exception. That month, OutRight continued its year-long collaborations with partners including Procter & Gamble and iHeartRadio, which hosted the second annual *Can't Cancel Pride*, benefiting OutRight. Visibility campaigns were co-launched with long-term supporters including Boohoo Group, Barclays, Critical Role, Double Dutch, Google,

Google.org, Groupe Dynamite, Global Citizen, Herman Miller, Hunter Boot, iHeart Raves, Imperfect Foods, Levi Strauss & Co., Microsoft, Michael Kors, Nomura Holdings America, Ooni, Partnership for Global LGBTI Equality (PGL), Revolut, Scotiabank, The Clear Cut, Verizon, Warner Music Group, Waterdrop, and Xbox.



Pride With A Purpose™

2021 also saw the launch of OutRight's second annual *Pride with a Purpose*, which highlighted the fact that Prides take different shapes and forms around the world - sometimes a celebration of diversity and progress, sometimes banned,

restricted and attacked. Some are massive celebrations. Some are small underground gatherings. Some take place with the support of local authorities. Others face violent backlash. But what they all have in common is a purpose: fighting for the equality of LGBTIQ people everywhere.

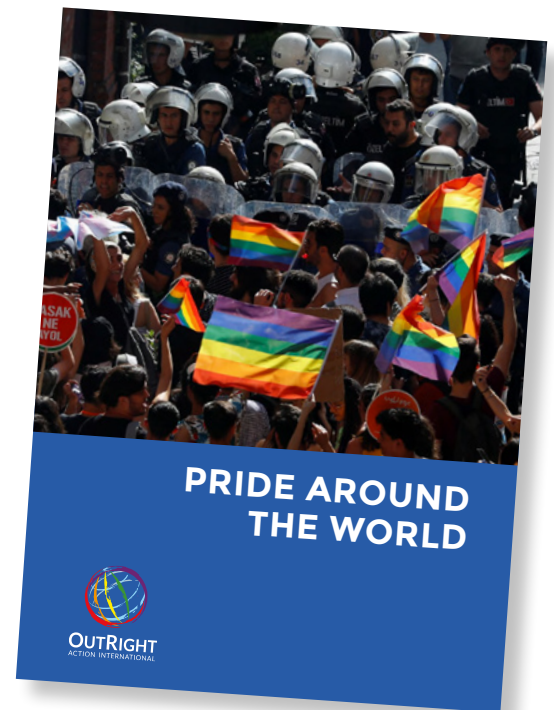
We focused on elevating the purpose-driven ways Pride can be celebrated and commemorated. We invited stakeholders to share stories, amplify the campaign, and raise critical support for LGBTIQ organizations globally by donating to OutRight's COVID-19 Global LGBTIQ Emergency Fund. OutRight's *Pride with a Purpose* campaign website houses the annual campaign: pridewithapurpose.info

OutRight's *Pride with a Purpose* campaign is a multi-channel communications activation annually, and includes email, earned and placed media, social media posts, an Instagram series, webinars, Twitch activations and partner engagement. Our 2021 campaign resulted in an increase of 306% in impressions over the total social media channels with a 159% increase in engagement up to 16,058 and 344% increase in post clicks up to 2,512. In addition, during the month of June, OutRight was mentioned in 1,600 pieces of media coverage relating to Pride (excluding coverage relating to U.S. Special Envoy Stern's appointment).

Pride Around the World

Although Pride month occurs annually every June to commemorate the 1969 Stonewall Uprisings, it is important to note that Pride events take place around the world year-round, and the essence of Pride – affirming the existence of LGBTIQ people and fighting for the protection of our rights – never truly ends. In June 2021, OutRight launched *Pride Around the World*, a briefing available in English and Spanish that provides a global snapshot of how Pride manifests in different countries. The briefing, which was made possible with generous support from Google.org, documents both increasing attacks on Pride events, and new Prides, while highlighting the importance of Pride celebrations in the global movement for LGBTIQ equality.

Some key findings from OutRight's *Pride Around the World* briefing show that:



- In 102 countries around the world Pride is celebrated in some form
- Eight countries have held their first Pride in the last three years (Eswatini, Guyana, Micronesia, and North Macedonia in 2018; Angola, Botswana, Saint Lucia, and Bosnia and Herzegovina in 2019)
- In many places, even ones with a history of Pride events, they are coming under increasing attack
- Despite often hostile environments, new Pride events emerge every year, including virtually, such as Global Black Pride.

This briefing is intended as an initial look into the state of Prides around the world. OutRight will publish subsequent annual reports every June.



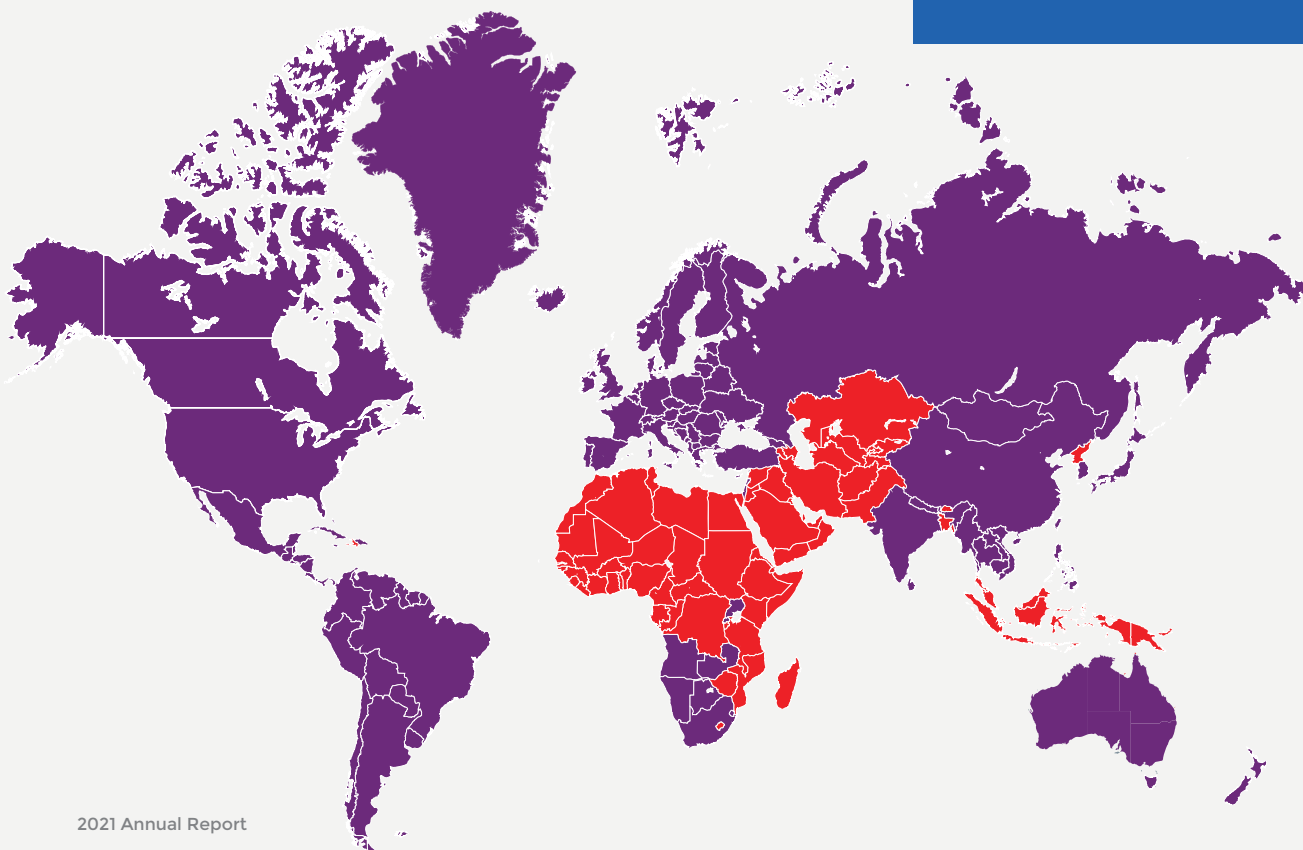
Pride events are the most visible element of the global movement for LGBTIQ equality. OutRight’s briefing shows that Pride events are held in over half the countries in the world. They take many forms, and sizes, in some places celebrating progress and diversity, in others protesting and demanding recognition and protection of rights. Increasingly, even in places with a history of Pride events, they are coming under fire. At the same time, new Prides continue to emerge, loudly affirming their continuing central importance in our movement.”

Maria Sjödin, Acting Executive Director, OutRight Action International

Countries where Pride is held

Albania, Andorra, Angola, Argentina, Australia, Austria, Bahamas, Barbados, Belarus, Belgium, Belize, Bolivia, Bosnia and Herzegovina, Botswana, Brazil, Bulgaria, Cabo Verde, Cambodia, Canada, Chile, China, Colombia, Costa Rica, Croatia, Cuba, Cyprus, Czech Republic, Denmark, Dominican Republic, Ecuador, El Salvador, Estonia, Eswatini, Fiji, Finland, France, Georgia, Germany, Greece, Guatemala, Guyana, Honduras, Hungary, Iceland, India, Ireland, Israel, Italy, Jamaica, Japan, Laos, Latvia, Lebanon, Lithuania, Luxembourg, Malta, Mauritius, Mexico, Micronesia, Moldova, Mongolia, Montenegro, Myanmar, Namibia, Nepal, Netherlands, New Zealand, Nicaragua, North Macedonia, Norway, Panama, Paraguay, Peru, Philippines, Poland, Portugal, Romania, Russia, Saint Lucia, Serbia, Singapore, Slovakia, Slovenia, South Africa, South Korea, Spain, Sri Lanka, Suriname, Sweden, Switzerland, Thailand, Timor-Leste, Trinidad and Tobago, Turkey, Uganda, Ukraine, United Kingdom, United States, Uruguay, Venezuela, Viet Nam, Taiwan

Countries where Pride is not held



2021 IN NUMBERS

ORGANIZATION	32 STAFF MEMBERS in 11 COUNTRIES	20 BOARD MEMBERS in 4 COUNTRIES	600+ VOLUNTEERS
PROGRAMS	Worked in and Supported Over 123 COUNTRIES Including on Pandemic Relief	Provided Grants to 214 ORGANIZATIONS in 87 COUNTRIES Serving 100,831 INDIVIDUALS	Held 16 OutTalks WEBINARS on a variety of subjects, educating almost 1,000 STAKEHOLDERS
	Published 8 REPORTS		
ENGAGEMENT AND REACH	MEDIA ARTICLE Mentions Increased by 59% to 4,300	WEBSITE USERS Increased by 125% to 2.93M	PAGEVIEWS Increased by 120% to 6.2M
SOCIAL MEDIA Channels Increased Impressions by 142% to 8.8M	ENGAGEMENT Increased by 16.2% to 146,600	POST LINK CLICKS Reached 18,606 With an Increase of 94.3%	AUDIENCE Grew by 4.4% to 266,000
PARTNERSHIPS	Implemented more than 48 ENGAGEMENT PARTNERSHIPS and CAMPAIGNS with Private Sector Companies Working to Advance LGBTIQ Equality Globally, including with Members of the Partnership for Global LGBTI Equality		

FINANCIALS

OutRight's 2021 Annual Report narrative covers the period from 1 January to 31 December 2021. As the organization operates on a fiscal year beginning 1 July and ending 30 June, the financials below cover the period 1 July 2020 to 30 June 2021.

OUTRIGHT ACTION INTERNATIONAL, CORP.
STATEMENT OF FINANCIAL POSITION
AT JUNE 30, 2021
(With comparative totals at June 30, 2020)

	<u>6/30/21</u>	<u>6/30/20</u>
Assets		
Cash and cash equivalents	\$16,735,809	\$3,209,412
Investments (Note 3)	1,020,039	748,061
Contributions receivable, net (Note 4)	1,114,425	949,390
Government grants receivable	257,158	117,307
Other receivables	32,895	54,827
Prepaid sub-grant expenses	502,853	233,807
Prepaid expenses	29,835	48,091
Fixed assets, net (Note 5)	6,754	13,152
Security deposits	68,333	28,234
Cash restricted for endowment fund (Note 8)	18,354	18,354
	<u>19,786,455</u>	<u>5,420,635</u>
Total assets	<u>19,786,455</u>	<u>5,420,635</u>
Liabilities and Net Assets		
Liabilities:		
Accounts payable and accrued expenses	\$289,709	\$156,215
Deferred revenue	1,155,971	1,162,593
Paycheck Protection Program loan (Note 6)	0	175,275
Total liabilities	<u>1,445,680</u>	<u>1,494,083</u>
Net assets:		
Without donor restrictions:		
Board designated (Note 2b)		
Operating reserve	2,230,000	260,000
Vision Fund	10,500,000	500,000
Total board designated	<u>12,730,000</u>	<u>760,000</u>
Undesignated	<u>1,521,832</u>	<u>1,353,237</u>
Total without donor restrictions	14,251,832	2,113,237
With donor restrictions (Note 7)	<u>4,088,943</u>	<u>1,813,315</u>
Total net assets	<u>18,340,775</u>	<u>3,926,552</u>
Total liabilities and net assets	<u>19,786,455</u>	<u>5,420,635</u>

Financials (continued)

OUTRIGHT ACTION INTERNATIONAL, CORP.
STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED JUNE 30, 2021
(With comparative totals for the year ended June 30, 2020)

	Without Donor Restrictions	With Donor Restrictions	Total 6/30/21	Total 6/30/20
Public support and revenue:				
Contributions	\$13,147,926	\$5,291,962	\$18,439,888	\$4,536,769
Government grants	745,165		745,165	953,111
Paycheck Protection Program grant (Note 6)	175,275		175,275	0
Special events (Note 11)			0	187,486
Net investment income (Note 3)	1,521		1,521	7,341
Other income	3,222		3,222	16,905
Net assets released from restrictions	3,016,334	(3,016,334)	0	0
Total public support and revenue	<u>17,089,443</u>	<u>2,275,628</u>	<u>19,365,071</u>	<u>5,701,612</u>
Expenses:				
Program services:				
Africa	1,052,473		1,052,473	539,136
Asia	1,171,918		1,171,918	1,369,357
Caribbean	317,717		317,717	477,724
Middle East	445,905		445,905	232,407
Research	328,460		328,460	161,555
UN General	478,952		478,952	424,637
Total program services	<u>3,795,425</u>	<u>0</u>	<u>3,795,425</u>	<u>3,204,816</u>
Supporting services:				
Management and general	471,970		471,970	431,944
Fundraising	683,453		683,453	641,905
Total expenses	<u>4,950,848</u>	<u>0</u>	<u>4,950,848</u>	<u>4,278,665</u>
Change in net assets	12,138,595	2,275,628	14,414,223	1,422,947
Net assets - beginning of year	<u>2,113,237</u>	<u>1,813,315</u>	<u>3,926,552</u>	<u>2,503,605</u>
Net assets - end of year	<u><u>\$14,251,832</u></u>	<u><u>\$4,088,943</u></u>	<u><u>\$18,340,775</u></u>	<u><u>\$3,926,552</u></u>

2021 BOARD AND STAFF

Board of Directors

Roxanna Carrillo

Gigi Chao

Louise Chernin (Secretary) (US)

Martin Dunn

Robert Hanson

John Heilman

Jeff Holland

Fabrice Houdart (US)

Hosh Ibrahim

Michael Ighodaro

Lanaya Irvin

Camille Massey

Jeff Natter

Rikki Nathanson

Pedro Pina

Jennifer C. (Jenny) Pizer

(Co-chair) (US)

Suzanne Rotondo (US)

Russell Roybal

(Development Chair) (US)

Suki Sandhu (UK)

Aalap Shah (Co-chair)

Kathy Teo (Singapore)

Elliot Vaughn (UK)

Staff

Jessica Stern – Executive Director

Maria Sjödin – Deputy Director [became Acting Executive Director in September 2021]

Chandler Bazemore – Sr. Development Manager

Amie Bishop – Sr. Research Advisor

Damon Clyde – Sr. Development Officer for Institutional Giving

Elise Colomer-Cheadle – Director of Corporate Engagement

Ging Cristobal – Project Coordinator for Asia & Pacific Islands

Luiza Drummond Veado – UN Program Officer

Lester Feder – Sr. Fellow, Emergency Research

Jorge Fernandez – Legal Fellow

Anika Gray – Caribbean Advocacy Officer

Neela Ghoshal – Law and Policy Director

Hala Hassan – Digital Communications Officer

Alexa Hoffmann – Caribbean Program Associate

Katherine Hultquist – Director of Leadership Giving

Paul Jansen – Sr. Advisor, Global Advocacy

Kathy Mills – Graphic Designer

Travis McCown – Grants Administrator

Sahar Moazami – UN Program Officer

Tenesha Myrie – Caribbean Advocacy Officer

Rikki Nathanson – Sr. Advisor, Global Trans Program

Grace Poore – Regional Program Coordinator for Asia & Pacific Islands

Ohotuowo Ogbeche – Global Researcher

June Raymond – Operations Assistant

Meg Rosensweet – Executive Assistant

Daina Rudusa – Sr. Communications Manager

Faith Sadicon – Program Officer, Asia & Pacific Program

Nazeeha Saeed – MENA Program Officer

Jonta Saragih – Indonesia Program Officer

Andrew Schlager – Development and Communications Assistant

Cécille Tenofsky-Ealy – Development Associate, Individual Giving

Leah Thompson – Caribbean Advocacy Officer

Yvonne Wamari – Africa Program Office, Conversion Therapy

Kevin Wanzor – Head of Operations

OutRight thanks all interns who joined our team in 2021!

2021 DONORS

Individuals

OutRight is grateful for the support of more than 4,000 individual donors around the world who made our work possible in 2021 through generous contributions of time, talent and treasure. You can learn more [here](#) about various ways to support OutRight's work, including monthly contributions, special events, giving through a donor advised fund or gift of stock, cryptocurrency donations, workplace giving/employer matching, or major gifts through our Diplomats Circle. Gifts of any size are welcome and tremendously appreciated.

In 2021, OutRight received the largest contribution in our history when [MacKenzie Scott & Dan Jewett made a transformative donation](#) to support our work. We are carefully investing this gift over the next several years as we implement our strategic vision: to protect and uplift the most vulnerable LGBTIQ people by radically accelerating legal and social progress around the world. You can read more about the significance of the investment in OutRight and to the global LGBTIQ movement in our [op-ed in the Chronicle of Philanthropy](#). We are extremely grateful to MacKenzie and Dan for their support, and we also acknowledge that to keep pushing forward everywhere and ensure that our progress is not erased, much more investment is needed at all levels.

Foundations

Anonymous
Anita May Rosenstein Foundation
Arcus Foundation
Art Blocks Fund
Susan A. and Donald P. Babson Charitable Foundation
Broadway Cares/Equity Fights
Center for Disaster Philanthropy
Channel Foundation
Civitas Public Affairs
David Bohnett Foundation
Dreilinden Gesellschaft
Equality Without Borders
Global Equality Fund
Global Faith and Equality Fund of Horizons Foundation
GiveOut
Henry M. Jackson Foundation
Horizons Foundation
Humanity United
L'Aiglon Foundation
Oak Foundation
Open Society Foundations
PARC Foundation
Seattle Pride/Seattle Out & Proud
Silicon Valley Community Foundation
Small Change Foundation
Stonewall Community Foundation
Wellspring Philanthropic Fund
The Wildflower Foundation

Governments

Government of Canada
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
Kingdom of the Netherlands
United States Government

Corporations

Adobe Foundation
Adobe Inc.
Adsquare
Arte Para Mi Gente
Barclays
Bethesda Software
Boohoo (Nasty Gal)
BSR
Cisco Systems
Clemens Investments
Cofra Foundation
Credit Suisse
Critical Role Foundation
CS1
Dell Technologies
Deloitte DTTL Global Services Ltd.
Deluxe
Double Dutch
Electronic Arts
Everest Group
Gamesys
Goldman Sachs Gives
Google
Google.org
Groupe Dynamite (Garage & Dynamite)
Groupon
Herman Miller Inc.
Hooray Studios
Hunter Boot
iHeart Raves
Imperfect Foods
Indego Shadows
ING
JAMF
Jimdo
JPMorgan Chase
Kering Group
Kinaxis
Levi Strauss & Company
Linksbridge
LogicMonitor
Maven
Message Bird
Michael Kors
Microsoft
MixMax
Moonglow
Native Shoes
Nomura
Ooni
Phreesia
Presently
Procter & Gamble Company
Revolut
Roland Berger
Salesforce
Scotiabank
Shogun
Sim International
Skillsoft
Spring Health
Sprintax
SquareEnix
StickerYou
Stirred Not Shaken Cookies
The Walt Disney Company
The World Bank Group
TomTom
Twitter Foundation
Verizon
Viana Care
View The Space
Warner Music Group
Warrior Mammás
Waterdrop
White & Case LLP
World of Wonder Productions
Zynga
Zyte



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