



ACTIVITY REPORT 2020-2022



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What we have learned

As you will see throughout the Activity Report, after two critical years of stabilisation in 2018-2020, TGEU has taken several steps to further sustain. TGEU has significantly grown in the last 2 years and is still carefully expanding and aligning its organisational, programmatic, and operational strategies. We have done our best to respond to challenges, prepare for new threats and support our communities to tackle those. In two years, we have learned a lot from, about, and with our communities.

More challenges lie ahead of us

Funding challenges, COVID-19's aftermath, the war in Ukraine, and the resulting economic, political, and energy crises will continue to impact trans groups and activists for the next two years. Increasing resistance against trans rights and rising authoritarianism will make continued progress more challenging, and we will need to defend our rights in multiple countries. In such hostile environments, impacting harshly those further marginalised in our community, we need a strong and sustainable TGEU. We need to continue to focus on strengthening our Board and Staff, stabilising our operations, shaping our programmes to our membership's priorities, and developing strategies adapted to rapidly changing environments.

We need strong alliances and cross-movement solidarity

There are similarities and common threats across all social justice movements as well as an allied renewed commitment to intersectional justice and solidarity. As conservative and anti-rights forces are growing, it is those most marginalised from all our communities that are under attack – trans women and femme people, trans Black and people of colour, trans migrants and asylum seekers, trans sex workers, trans D/deaf and disabled people, trans people living with HIV, and many more. Building strong partnerships, learning from one another, and fostering solidarity across lines of difference will be critical to fight for the rights and lives of all.

As a community, we have what it takes to move forward

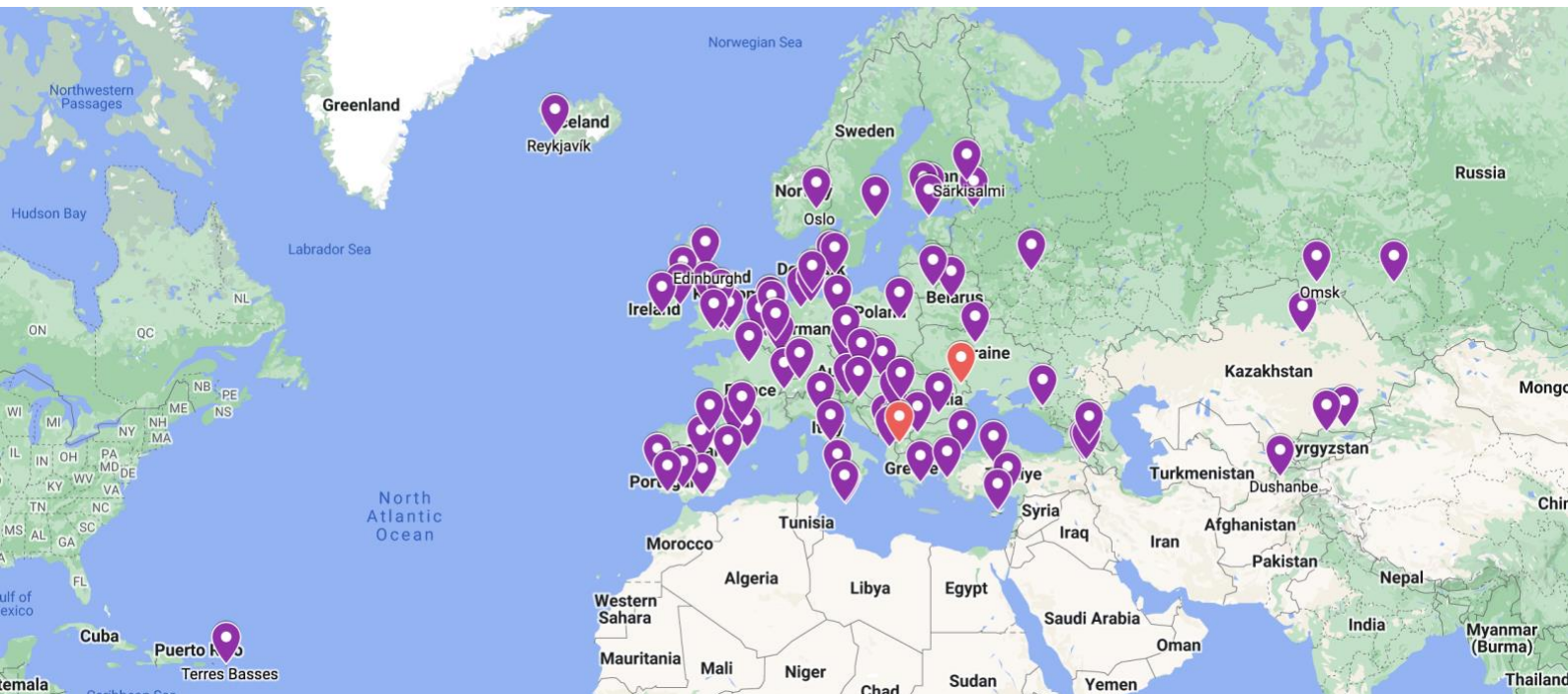
As in-person community events finally resumed in 2022, we came to the realisation that there is no substitute for being together. We will not let the post-pandemic

world normalise fully virtual activism. As a trans community, we need to meet and gather to meaningfully connect and build the trust and unity our movement needs. From the fight against HIV/AIDS to resisting the rising anti-gender movement, surviving COVID-19 or fighting against racism, sexism, and all intersecting forms of oppression... there's expertise, beauty, resilience, and creativity in our movement that needs real-life connections. As the largest trans network in Europe and Central Asia, we commit to keep on strengthening our community's expertise, spreading its beauty, building its resilience, and supporting its creativity.

Our Membership

Our membership is growing!

Despite the major challenges trans communities are facing, TGEU has seen significant growth in its membership since 2020, when the organisation had 152 members from 46 countries. Today, **TGEU has 200 organisational members and 258 individual members spanning 49 countries across Europe and Central Asia.** Our membership is now covering three new countries: Kosovo, Latvia, and Uzbekistan.



As we are welcoming new members, our membership's scope of work is also growing and diversifying. Areas of work covered by our membership include community organising and capacity strengthening, direct services provision (psychosocial or legal counselling, shelter, food, etc.), disability, gender, and racial justice, healthcare access (general or trans-specific healthcare, including mental health), events organising (parties, screenings, demonstrations, etc.), media and campaigning, migration, and asylum seeking, rights advocacy at local, national and regional levels, research and data collection, self-help support groups, sex work decriminalisation, sexual and reproductive rights (including HIV/AIDS response), training and awareness raising.

Our approach as a membership-based organisation

Member support

The past years have taken a toll on trans organising. We are moving from one crisis to another. The war in Ukraine has disastrous consequences for communities in Ukraine, in neighbouring countries, and throughout the region. COVID-19 has exacerbated already-existing deep inequalities and has led to unprecedented health, socioeconomic, and political crises. Rising anti-LGBTI and anti-gender forces have grown and incited governments to use the pandemic as an excuse to further violate trans people's rights and lives. The trans movement is under constant attack, and under-resourced. Authoritarianism is rising and space for civil society is shrinking while burnout becomes a common currency. A sustainable and intersectional trans movement is more needed than ever. Strong trans-led organisations such as TGEU are needed to lead critical work in fighting for our diverse trans communities' rights and lives.

As a membership-based organisation, our members are our guiding voice. We place membership involvement at the core of our work: we work within the membership – with the membership – for the membership to improve the situation of trans people in Europe, Central Asia, and other regions of the world. We strive to maintain and strengthen our linkages to our members to identify collectively our common goals and advocate for the solutions cooperatively. We seek to ensure they are included, consulted, and given a voice while increasing the resources present in communities through our actions. The ultimate measure of our impact is the improvement of the lives and wellbeing of the communities our individual and member organisations are part of.

Focus on further marginalised regions and communities

As we reflect on our work since 2020, we reiterate our commitment to better nurture our relationships, increase our responsiveness, and provide more and better support to our members. One key focus of the two past years has been to improve our work with and for underrepresented regions and further marginalised groups. This included:

Outreach to further marginalised regions

Since 2020, we have been actively collaborating to increase our work in Central Asia and better engage local activists. TGEU has conducted regular check-ins with Central Asian activists and groups and increased English/Russian language accessibility – from simultaneous interpretation in events to written translation of communications and subtitles for online workshops, publications, and member materials. These efforts resulted in welcoming a total of 14 new trans-led and/or trans-focused Central Asian member organisations.

Furthermore, TGEU's fundraising efforts have been very intentional towards Eastern Europe and Central Asia. In the past two years, TGEU successfully applied for two grants and started two projects focusing solely on this region. The projects cover a wide range of activities, including capacity building training, supporting advocacy at the national and international level, conducting research on anti-trans violence in the region, and subgranting to national groups based in 8 countries (Albania, Kazakhstan, Kyrgyzstan, Montenegro, North Macedonia, Serbia, Tajikistan, Uzbekistan) as well as one regional group covering all post-Soviet countries.

Outreach to further marginalised groups

While we are still working on having a complete picture of each of our members' main target groups and leadership compositions, we can already celebrate significant achievements. We continuously welcome new member organisations led by further marginalised trans communities: trans women and trans feminine people, trans Black and People of Colour (TBPoC), trans D/deaf and disabled people, trans youth, trans refugees and asylum seekers, as well as trans sex workers. While we are still collecting data from our rapidly changing membership, we can carefully say that as of December 2022, we count in our membership *at least* 36 group members focusing on and led by trans women and trans feminine people, 14 by TBPoC, 9 by trans D/deaf and disabled people, 20 by trans kids, adolescents, and youth, 19 by trans refugees and asylum seekers, and 19 by trans sex workers.

In our programmatic strategy, we both mainstream intersectionality in all our work, and develop projects specifically focusing on further marginalised groups: from our publications' core focuses (see page 26) to policies that prioritise those further marginalised in attending our membership events, as well as our staff recruitment policies allowing broader, deeper, and more organic connections to all groups of our

community. We remain committed to continue improving our work on this and creating a space for these voices to feel safe and heard.

Impact and Activities

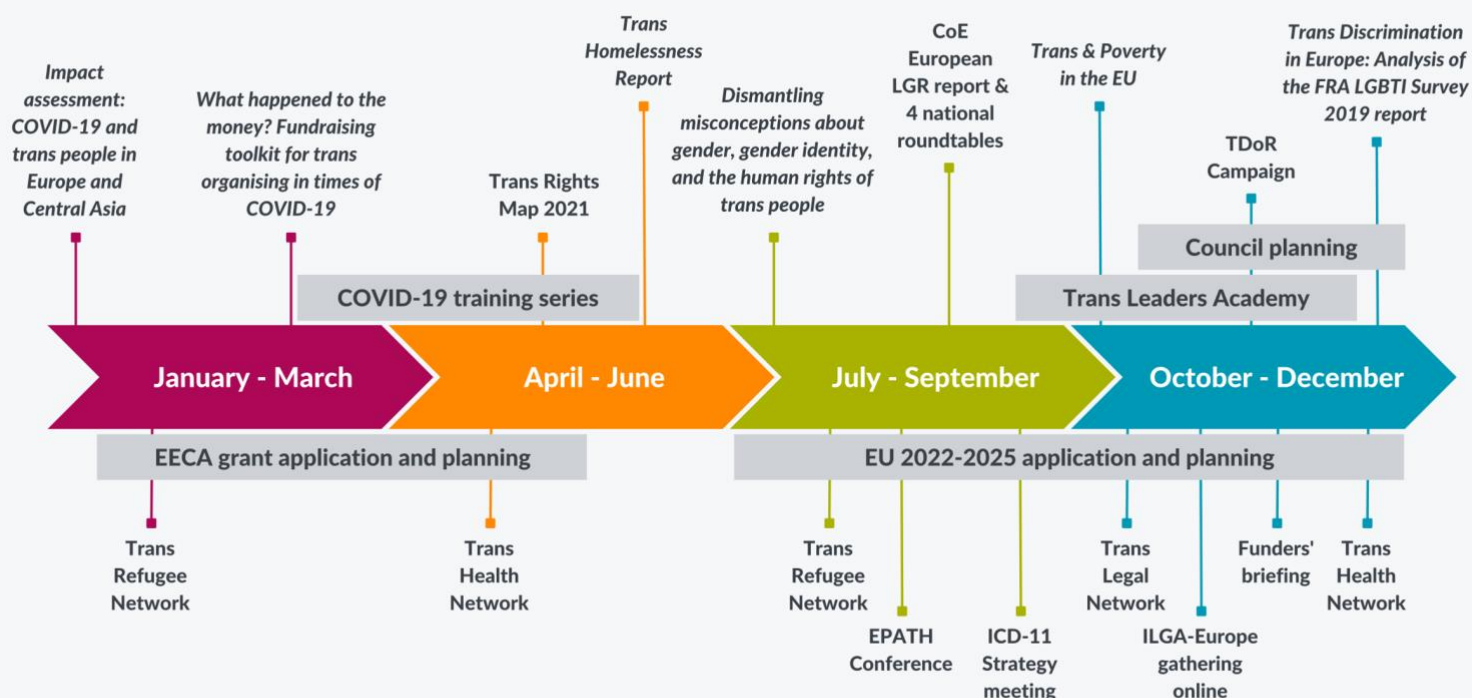
Highlights 2021

Beginning of 2021

157 organisational members
6.95 full-time staff equivalents
854.710 € budget projected

End of 2021

183 organisational members
9.35 full-time staff equivalents
1.019.606 € budget



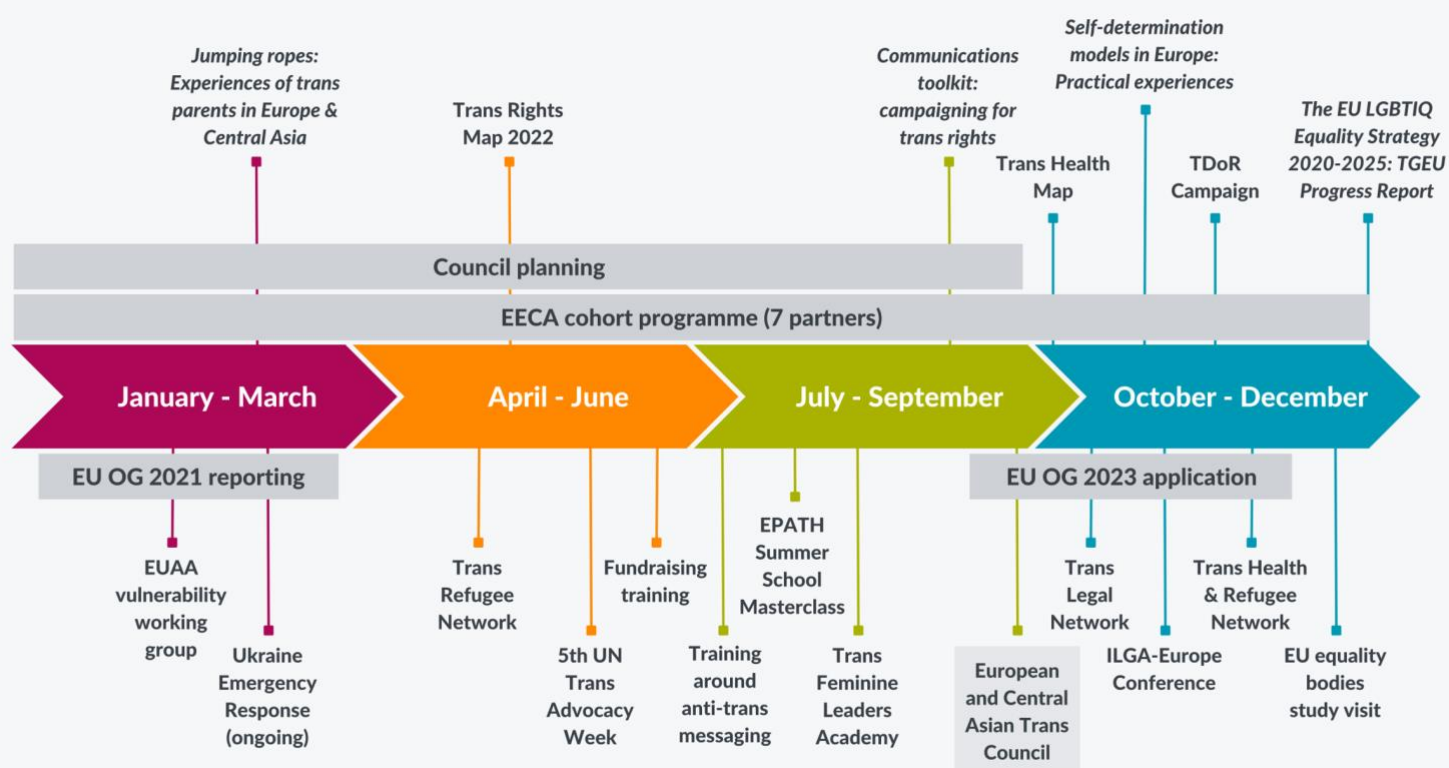
Highlights 2022

Beginning of 2022

183 organisational members
11.15 full-time staff equivalents
945.000€ budget

End of 2022

200 members as of 1 October
13.15 Full-time staff equivalents
1.549.879 € budget projected



Strategic Plan Progress

Goal 1: Stabilise and sustain TGEU

To continue improving and stabilising TGEU. This will include work in four areas: (1) Organisational development, including staffing, operations, and finances; (2) Fundraising; (3) Board development; and (4) Staff Culture.

Objective 1: Organisational Development

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

TGEU's own development and sustainability have kept on being a major focus through 2020, 2021 and 2022. To keep on building on the important organisational efforts carried out in 2018 and 2019, TGEU has taken several important steps:

Staffing

- The organisation formalised and improved its recruitment processes to better put intersectionality into practice, while keeping on aiming at the highest level of performance. As a result, the organisation has continued its effort of diversifying the staff with more than 60% of the current regular staff being Black or People of Colour, and more than 75% with migration backgrounds from the Global South and East. Trans women and feminine people still make up a minority of the staff (23%). This will keep on being one of TGEU's priorities in 2023-2025. [Read more about our staff on our website.](#)
- As Masen Davis, former TGEU's interim Executive Director, was hired, the focus was to stabilise the organisation. After three years of interim directorship, TGEU is ready to hire its next permanent Executive Director. In August 2022 TGEU's Board kicked off the recruitment process through the

support of an external search firm. Until a permanent Executive Director is hired, TGEU's Board has appointed Anwar Ogrm, Senior Programmes Officer, and Milena Papakoch, Senior Operations Officer, as Acting Co-Directors by TGEU's Board. From October 2022 to March 2023, they will lead the organisation together, closely supported by Zhan Chiam, Deputy Director. In February 2023, Lenny Emson will start to work at TGEU as its new Executive Director.

- Backed up by a proactive fundraising strategy directly informed by the needs and priorities of our membership, new positions have been created: an Asylum officer, a second Communications officer, a Community Building Intern, a Deputy Director, a Senior Eastern Europe and Central Asia Advocacy and Programme Officer, an HIV Research and Advocacy officer, an Operations/Grant Officer, and a Research Officer. This resulted in a substantial increase in staffing which has doubled since 2020. As of December 2022, TGEU has 14 regular staff and 3 temporary staff who are consultants. There are also open vacancies for hiring expected by March 2023.
- As committed in our Strategic Plan 2020-2022, TGEU has been further strengthening its internal processes centring on the professional development of its staff and streamlining a culture of feedback and quality control. All staff members have the opportunity to go through 1 to 2 feedback talks a year, including a self-assessment, and a peer evaluation. The frame for probationary periods (typically 6 months) has also been formalised. Coaching and training opportunities are offered to all.

Operations

- As we kept on learning how to best work together remotely in times of COVID-19, TGEU Staff has adopted and streamlined several online collaboration tools, including secured online workspaces (G-Suite), project management tools (Monday.com), and online membership databases (CiviCRM). All tools used are GDPR-compliant.
- Throughout their mandate, Board members worked on updating TGEU's Operational Manual. A new version was adopted in July 2022 and has updated TGEU's policies regarding contracting, staff holidays as well as the organisation's remote work policy.
- In preparation for TGEU's General Assembly in 2023, a draft of a Strategic Plan was developed based on input from the membership feedback session

held during TGEU's Council and its Board. It will be presented to TGEU's membership for consideration at the 2023 General Assembly.

Finances

- TGEU has strengthened its financial accounting system by hiring an external accounting company to ensure a second-factor authentication. TGEU has contracted Mazars, a leading international audit, tax, and advisory firm. Mazars provides consultancy services in regard to the preparation of tax returns, balance sheets and annual, financial statements, financial accounting, and support with our tax assessments.

Communications

- TGEU contracted an external consultant to conduct a communications audit and make recommendations for TGEU's communications work and processes.
- TGEU developed clear workflows, processes, and templates to streamline our communications work for all staff.
- At the end of 2022, TGEU initiated improvements to its website to make it more accessible for people with disabilities and non-English speakers. Those changes are expected to be implemented in 2023. Furthermore, since 2020, TGEU has systematically offered live speech-to-text captioning as well as ensured English/Russian translation and interpretation when relevant to the programmes.

Given the internal and external changes impacting TGEU over the years, working to improve our structure, culture, and communication will continue to be a high priority for the organisation in 2023-2025.

Objective 2: Financial stability

- Secure at least €850,000 annually from government and private donors to maintain TGEU operations and programmes.

Financial report

TGEU in the past two years exceeded the planned revenues and the result for 2021 was €1.019.606 (audited year). For 2022 there is a projection of €1.549.879 revenue

(unaudited amounts). The audit of all accounts for 2022 is planned to be completed in March 2023.

Since 2020, TGEU has applied and received a new multi-annual grant from the Global Equality Fund for EECA regions with an implementation period between 2021 and 2024. TGEU also managed to receive three more multi-annual grants: a framework for the EU CERV grant that will be implemented between 2022 and 2025, a project grant with USAID focusing on Central Asia and with an implementation period between 2022 and 2025, and a core funding grant from Sigrid Rausing Trust with an implementation period between 2022 and 2025. Finally, in 2023, we are expecting the extension of core funding for the next 3 years.

Besides the multi-annual grants, TGEU has applied and aims at extending projects focusing on asylum, HIV/AIDS, and anti-gender movement advocacy work.

From its financial report, TGEU can prove good financial stability over the upcoming years as this has been the case in 2021 and 2022. While there has been a decrease in core funding, we have shifted our funding strategy by re-allocating staff costs from core funds to project funds. Hence, the decrease has been absorbed by the new projects we have received in the past two years.

Overall, TGEU is in a solid financial position, with over 450.000€ in reserves as of the end of 2021, and stable funding secured through 2022. The reserves can cover 6 months of operating costs for the organisation.

	2021 Budget - Approved 2020 Бюджет на 2021 год	2021 Actuals Audited	2022 Budget Approved 2020 Бюджет на 2022 год	2022 Projected	2023 Projected	2024 Projected
Income / Доход						
Unrestricted Operating Grants Гибкие гранты на операционные нужды	410,000€	375,525€	365,000€	305,000€	300,000€	300,000€
EU core funding Основное финансирование ЕС	368,000€	368,000€	365,000€	510,000€	524,819€	560,000€
Project Grants Проектные гранты	137,500€	194,141€	210,000€	684,879€	600,000€	600,000€
Other Income Другой доход	5,000€	81,940€	5,000€	50,000€	30,000€	50,000€
Income Subtotal Промежуточный итог по доходам	920,500€	1,019,606€	945,000€	1,549,879€	1,454,819€	1,510,000€
Expenses / Расходы						
Staff Персонал	584,710€	500,124€	615,000€	730,000€	764,850€	801,443€
Travel Поездки	50,000€	1,445€	140,000€	120,000€	40,000€	120,000€
Other Programmatic Work Другая Программная Работа	130,000€	302,731€	100,000€	460,000€	400,000€	360,000€
Other Costs (Rent, office costs, admin) Прочие расходы (Аренда, офисные расходы, административные расходы)	90,000€	161,326€	90,000€	160,000€	160,000€	160,000€
Expense Subtotal Промежуточный итог расходов	854,710€	965,626€	945,000€	1,470,000€	1,364,850€	1,441,443€
Result of the year Итоги года	65,790€	53,980€	-€			
Reserves at the end of the year Резервы на конец года	467,392€	496,446€	467,392€			

Objective 3: Board development

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

Due to the COVID-19 pandemic and the war in Ukraine, TGEU's Board has not been able to meet in-person. However, the Board met 20 times throughout 2020-2022, always reaching a quorum. Out of 20 Board meetings, 3 trainings were conducted on TGEU's strategic plan, the EU LGBTIQ Strategy, and Board governance. Beyond steering the organisation's strategy and supporting its general stability and growth, the Board's main tasks throughout their mandate were to hire a permanent Executive Director and organise the General Assembly.

Objective 4: Culture and justice

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

In 2021, TGEU formed an internal "Intersectionality Working Group" which developed an intersectional plan that was implemented through 2021 and 2022. The plan included concrete steps for TGEU to better put intersectionality into practice, both internally and externally, such as:

- Conducting an annual census of staff demographics (gender, gender identity, racial background, migration background, disabilities) by positions (including the level of hierarchical power and salary), reported to the Board.
- Streamlining a recruitment policy that centres on intersectional justice and engages a cross-department recruitment committee for each job posting.
- Organising 3 workshops on disability accessibility, Group Traumatic Episode Protocol, and communications styles.
- Conducting membership needs assessment and 1:1 consultations to better understand the demographics and priorities of our members, especially those representing trans people experiencing intersectional oppression.
- Launching improved membership application forms that allow gathering more information regarding the group's compositions, leadership, and areas of focus. The new application forms feed an upgraded CRM database to facilitate

systematic documentation of all information available on the members (including group demographics, previous contacts with TGEU, upcoming projects, needs, and priorities...) that allow better segmentation and prioritisation of our further marginalised members when needed.

- Increasing Russian language translation and interpretation throughout our programmes.

In 2022, the organisation ran a staff culture assessment so that we can improve on the areas where we have strengths and work on the areas where there are weaknesses. We are also working on a staff wellbeing plan to make sure that our staff has a conducive work environment to operate in.

In 2022, there were two staff retreats, one in January and the other one in March. In January, the staff met virtually for four days to discuss their work plan for the year ahead. There was also a team building and wellbeing session where staff got to discuss how to work across teams and build a healthy work culture. In March, staff met over a period of four days in Berlin and online. Staff were able to present their work for the first quarter of the year, discuss working together across teams, and have an in-depth conversation on how to support our communities affected by the war in Ukraine.

Goal 2: Protect our rights

To defend and advance protections for trans people throughout Europe and Central Asia.

Objective 5: Legal protections and healthcare

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

Legal protections

Our Trans Rights Map documents the status of trans legal protections in 49 countries in Europe and 5 in Central Asia. Tracking the legal progress for trans rights across the region for the past ten years, TRIM shows a differentiated picture of progress, stagnation, and regression when it comes to trans rights in the region. In all, we have seen significant progress since the first edition of the map, bearing witness to the successes of trans activists and allies.

TGEU has continued to build on the Trans Rights Map in recent years. The Index and Maps were upgraded in 2020, adding new indicators on housing, age restrictions for LGR, and non-binary parenthood. In 2021, we also launched the Trans Rights Map's first interactive website at transrightsmap.tgeu.org, featuring different downloadable maps, a fast facts overview, filter options for the rights' index, and country sheets.



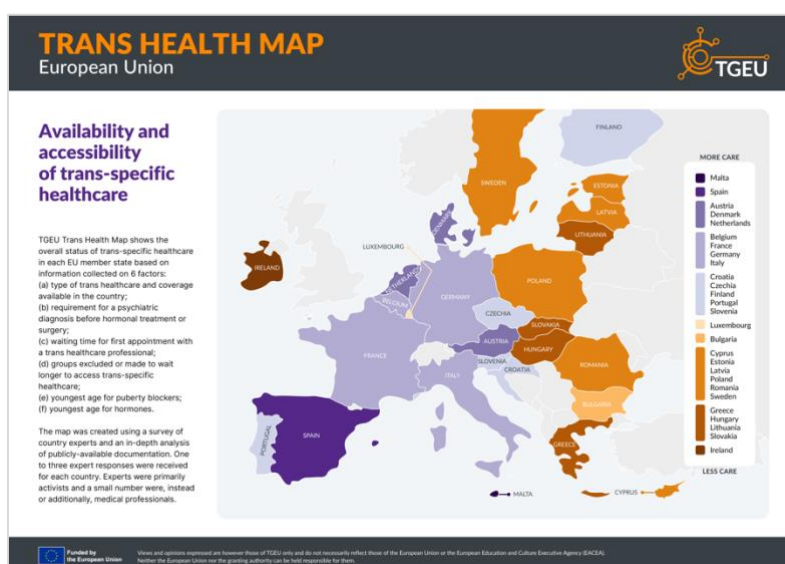
In addition, TGEU activities working towards legal gender recognition and privacy for trans people included:

- Providing country-level LGR support in Belgium, Bulgaria, Cyprus, the Czech Republic, Denmark, Germany, Finland, Hungary, Kazakhstan, Kyrgyzstan, Lithuania, the Netherlands, North Macedonia, Norway, Poland, Romania, Russia, Scotland, Spain, Sweden, the UK, and Uzbekistan.
- Supporting members under attack in Hungary, Germany, Kazakhstan, Serbia, Spain, Russia, and the UK by publishing statements and engaging stakeholders to counter anti-trans campaigns against legal gender recognition, self-determination, and healthcare access.
- Developing multi-year programming to help groups in Eastern Europe, Central Asia, and other post-Soviet countries to organise and challenge anti-trans actors.
- Publishing “LBTI Women in Sports”, a joint report with ILGA-Europe, EL*C, EGLSF.
- Contributing to standard-setting EU Parliament resolutions on intersectionality (July 2022) and sexual health and reproductive rights (May 2021).

Healthcare

Improving access to quality healthcare and ending the pathologisation of trans people is a high priority for TGEU.

Our work in this area included a renewed commitment towards a holistic understanding of access to health, which includes a focus on human rights and mental health as well as sexual and reproductive health and rights. Our approach combines membership capacity building as well as advocacy efforts.



A major highlight is the launch in 2022 of the first edition of **TGEU's Trans Health Map** project, piloted in the 27 member states of the European Union. The Map shows

the overall availability and accessibility of trans-specific healthcare in each member state based on information collected on 6 factors (type of transgender healthcare and coverage available in the country, requirement for a psychiatric diagnosis before hormonal treatment or surgery, waiting time for the first appointment with a trans healthcare professional, groups excluded or made to wait longer to access trans specific healthcare, the youngest age for puberty blockers, and the youngest age for hormones). The map shows that trans people in the EU continue to face significant challenges in accessing quality and affordable healthcare.

In addition to the Trans Health Map, TGEU activities working towards healthcare access for trans people included:

Trainings and strategy development

- Organising 2 online trainings to build EU trans activists' capacities in health advocacy.
- Holding member briefing "Towards trans depathologisation in the EU" (2021, 26 people), including representatives from Trans United Europe, TransAid, ILGA-Europe, EPATH, WHO-Europe, and the European Commission (DG JUST).
- Organising strategy meetings with trans activists on the implementation of the 11th edition of the International Classification of Disease (ICD-11) and depathologisation of trans identities and healthcare access.
- Presenting a masterclass at EPATH 2022 summer school on challenges in transgender care.

National advocacy

- Supporting advocacy processes towards trans specific healthcare models based on informed consent in France, Norway, Croatia, and Lithuania.
- Advising the Lithuanian health ministry on the first national trans-specific diagnostic manual.
- Submitting 2022 intervention to the Dutch Parliament on trans healthcare for children.

International/regional processes:

- Providing input to the Committee on Bioethics' consultation (Council of Europe) with good practice examples on children's decision-making policies in healthcare.

- Successfully advocated for and participated in a dedicated public hearing in October 2022 on trans depathologisation jointly organised by the EU Parliament Committee on the Environment, Public Health and Food Safety and the Committee on Civil Liberties, Justice, and Home Affairs.

Asylum

After several years of lacking the capacity to properly address issues relating to trans asylum seekers and refugees, we developed a new Asylum-Policy portfolio, which, in close collaboration with TGEU's Community Building team, includes activities such as:

- Conducting, in 2020, a needs and priorities assessment to collect present circumstances affecting trans refugees and the organisations, individuals, and groups who assist them, based in 19 countries of the European Union. The assessment's findings directly informed the scope and priorities of TGEU's Trans Refugee Network (see page 44).
- Launching TGEU's Trans Refugee Network in 2021.
- Participating in the 2021 UNHCR Global Roundtable on Protection and Solutions for LGBTIQ+ People in Forced Displacement.
- Joining the European Union Asylum Agency's Consultative Forum, formulating the Advanced Guidelines that the Agency is developing for SOGIESC asylum, and contributing to the SOGIESC training manual the agency drafted.
- Contributing to the International Organization for Migration's toolkit for frontline workers working with migrant children.
- Contributing to the Council of Europe's HELP Module on LGBTI persons in asylum procedures.
- Highlighting the specific needs of trans refugees and asylum seekers in different advocacy interventions with European institutions.
- Being an active member of the Migration Discussion Group, a collective of groups and organisations that work in the field of migration. We have used this space to raise awareness of the issues that trans asylum seekers and refugees face which are often not addressed by traditional humanitarian organisations working in the field.
- Together with our partners in Greece, Emantes, we held three virtual consultations to increase the capacities of organisations working with trans and gender non-conforming asylum seekers and refugees in Greece. The three virtual consultations each had a theme focusing on Communications and Campaigning, Advocacy, and Fundraising respectively.

- Conducting a sensitisation training for IRAP, the International Refugee Assistance Project, covering working with trans and gender non-conforming asylum seekers and the legal and policy environment for trans people in Europe.

HIV and sexual and reproductive health and rights

HIV/AIDS response and sexual and reproductive health and rights as a general topic are issues TGEU has not had the capacity to engage with in the past. After successful fundraising efforts, TGEU has been able to hire an HIV Advocacy and Research Officer in August 2022. The work to be carried out will mainly happen in the frame of an HIV consortium built together with GATE, EATHAN, and UCTRANS. The project aims at ensuring that trans, gender-diverse and intersex people's perspectives and priorities are centred in the global HIV advocacy agenda.

The activities carried out so far include:

- Developing a joint advocacy agenda among Consortium members with a focus on influencing the following bodies: UNAIDS, PEPFAR, WHO, and the Global Fund.
- Advocating with the European AIDS Treatment Group (EATG) on the SCOPE community consultation on HIV combination prevention standards of care. The purpose of this research was to identify a community consensus working definition of "HIV combination prevention" and develop population-specific standards of care indicators for the delivery of effective HIV combination prevention services in the WHO European region.
- Advocating with the European Parliament's Intergroup on LGBTI Rights, in partnership with UNAIDS, AIDS Action Europe, AIDSfonds, European AIDS Treatment Group, and the European Public Health Alliance in regard to scaling up equitable access to oral Pre-Exposure Prophylaxis (PrEP) as part of HIV prevention combination strategies within the EU and beyond.



- Participating in the International AIDS Conference and in the Trans Networking Zone to ensure that trans people have a voice in key global HIV spaces.
- Conducting a workshop during TGEU's Council where we took a deep dive into the latest updates on HIV response and brainstormed on what is needed



to reach the 2030 targets. The outcome of the workshop was used to inform TGEU's work plan on HIV for the next three years.

Objective 6: Defend our communities

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

Strategic Litigation

For many years, the European Court for Human Rights has been at the forefront of advancing trans rights. Litigation is becoming an increasingly important strategy to defend and uphold human rights law and the demand on TGEU for Third-Party Interventions is growing every year. TGEU aims to continue providing relevant expertise to keep the Court informed on trans-relevant issues and international human rights law developments. Since 2020, TGEU submitted comments to the European Court of Human Rights in cases concerning:

- Prisoner rights: access to hormones (*WW v Poland*), solitary confinement (*Jand v Greece*)
- Arbitrary arrest of a sex worker in Turkey (*Duğan v. Turkey*)
- Parental recognition (*CV v France*), foster parenthood (*Savinovskikh v Russia*), parental rights (*A.M. v Russia*)
- Non-discrimination (*A.M. v Russia*)
- Absence of Legal Gender Recognition in Hungary (*Könyves-Toth v Hungary*), Romania (*Csata v Romania*), and Bulgaria (Joint submission of TGEU and ILGA-Europe to Bulgarian Constitutional Court)

TGEU's strategic litigation efforts also included:

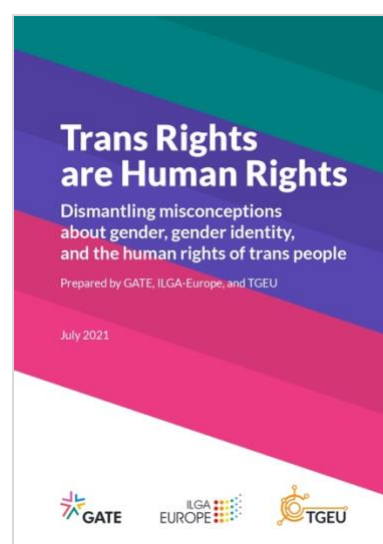
- Organising annually 2-day Legal Practitioners Meetings for lawyers and legal experts working in the field of trans rights on challenging anti-gender actions, hate crime and hate speech, legal gender recognition, and how to use European legal mechanisms at national levels.
- Submissions to the Council of Europe to ensure implementation of case law in cases concerning the absence of legal gender recognition procedures (*X v Northern Macedonia*; *L v Lithuania*).
- Advising trans groups and lawyers on domestic and European-level strategic litigation.
- Coordinating and exchanging with the European Sex Workers Alliance on a leading case challenging criminalisation of sex work (*MA v France*).

Anti-Gender Movement (AGM)

For the past years, we have been witnessing a series of major rollbacks in the recognition and protection of trans people in the region. These are the results of coordinated and well-funded actors attacking not only trans people, but minority rights, equality, and democracy. The situation has been worsened by a worldwide pandemic and its unprecedented socio-economic consequences. While countering anti-trans backlash is amongst TGEU's main priorities since 2021, we remain dedicated to not only upholding a loss in rights but advancing protection and recognition for trans people in the region. TGEU activities addressing the Anti-Gender Movement included:

Research and communications

- Developing a landscape analysis, stakeholder mapping.
- Publishing joint (ILGA-E, GATE) [manual on anti-trans arguments and counter-arguments](#).
- Drafting a "How to be an ally" document for stakeholders.
- Conducting 2 trainings (members, allies) on strategic messaging against anti-gender movements.
- Message testing and supporting members in 3 regions on communications and messaging (anti-gender).



- Collaborating and coordinating with different stakeholders in the field.
- Drafting a safety guide for trans activists.

Education and coalition building

- Meeting with the Bureau of the LGBT Intergroup at the EUP and the European Commission, together with ILGA Europe.
- Participating in a panel on how to counter AGM by solidarity with the Deutsche Frauenrat (National Council of German Women's Organizations) at the Fundamental Rights Forum 2021.
- Conducting workshops on the AGM for partners, including the Centre for Feminist Foreign Policy, the Council of Europe's Anti-Discrimination Department, the Social Platform (together with ILGA-Europe), the European Professional Association for Transgender Health (EPATH), and governmental representatives at the European Focal Point Network (EFPN).
- Engaging in dialogue and strategising with supportive governments on the AGM
- Continuously addressing the anti-trans movement at conferences and starting conversations with stakeholders and civil society networks across LGBTI, feminist, SRHR, and women's movements as well as governments about how to challenge anti-trans messages and organising.



Publications

As we conduct research and collect input from our membership, we keep on publishing key findings and thrive at raising awareness of topics still receiving too little attention. Our long list of 2020-2022 publications includes:

- *The EU LGBTIQ Equality Strategy 2020-2025 and its key action items for trans people: TGEU Progress Report 2022*, December 2022
- *Self-determination models in Europe. Practical Experiences*, November 2022
- *Communications toolkit: campaigning for trans rights*, October 2022
- *Jumping ropes: Experiences of trans parents in Europe & Central Asia*, March 2022
- *Policy Brief - Coming Home: homelessness among trans people in the EU*, December 2021
- *Trans Discrimination in Europe. A TGEU analysis of the FRA LGBTI Survey 2019*, December 2021
- *Policy Brief - Europe and Central Asia must do more to protect the lives of trans people*, November 2021
- *Trans & Poverty: Poverty and Economic Insecurity in Trans Communities in the EU*, November 2021
- *Key action items for trans people: what the European Commission committed in support of trans people in the EU LGBTIQ Strategy 2020- 2025*, November 2021
- *Factsheets on Legal Gender Recognition in the European Union*, November 2021
- *What happened to the money? Fundraising toolkit for trans organising in times of COVID-19*, October 2021
- *Trans Refugee Network Report*, September 2021
- *LBTI women in sport: violence, discrimination, and lived experiences*, August 2021
- *Anti-trans hate crimes in Europe and Central Asia: TGEU's submission to OSCE's ODIHR*, May 2021
- *Under the radar: documenting violence against trans people*, April 2021
- *Stuck on the swing: experiences of trans parents with freedom of movement in the EU*, March 2021
- *Impact assessment: COVID-19 and trans people in Europe and Central Asia*, January 2021
- *A brief guide to monitoring anti-trans violence*, March 2020

Objective 7: EU LGBTIQ+ and other regional processes

- Ensure trans inclusion and implementation of the EU LGBTIQ+ Strategy and other regional processes.

In November 2020, the European Commission presented its first comprehensive strategy for advancing the rights of lesbian, gay, bisexual, trans, intersex, and queer people in the European Union (EU). The EU LGBTIQ Equality Strategy 2020-2025 is significant because it was approved by all 27 members of the European Commission leadership body, one for each EU Member State, known as the College. The strategy follows up on the list of actions to advance LGBTIQ equality (2015-2019), which was limited to DG Justice of the European Commission. Together with strategies on gender equality, anti-racism, Roma integration, and disability, the EU LGBTIQ Strategy aims to deliver on the promise of a more intersectional and inclusive EU.

Since 2020, TGEU has been very active in contributing to the implementation of the Strategy, with a [progress report for 2021](#) and a [progress report for 2022](#).

TGEU has supported the implementation of the strategy with these activities:

- Organising a study visit of six activists to the EU institutions in November 2022 on the EU Equality Body Directive. This included training activists and holding meetings with: Commissioner Dalli's office, a member of the European Parliament, advisors of political groups to different European Parliament committees, Equinet, the European Network of Equality Bodies, and the Belgian Institute for Gender Equality.
- Speaking at the good practice exchange on legal gender recognition and access to the labour market for trans people, hosted by the LGBTIQ equality subgroup in November 2022.
- Hosting a training for 20 activists in November 2022 on the content of three of TGEU's recent reports on poverty, discrimination, and homelessness, covering the situation for trans people in the EU, the causes, and the relevant EU programs and strategies that aim to support.
- Organising training sessions on the trans implications of the EU LGBTIQ Strategy for 54 participants in December 2021. Organising a high-level event with the European Parliament's LGBTI Intergroup on the progress of the Strategy and what it means for trans people (December 2021), including EU stakeholders and interventions from TGEU members from Hungary and Spain;

and regularly exchanging with the European Commission and the office of Helena Dalli, EU Commissioner for Equality, on the implementation of the Strategy.

- Contributing to policy reform processes in Croatia, Germany, Spain, and Lithuania (2021) and Cyprus, the Netherlands, Scotland, and Sweden (2022) on the basis of the LGBTI Equality Strategy and the *Legal Gender Recognition in the EU* report.
- Advocating with EU stakeholders to mainstream trans rights across EU strategies, including meetings on the child's strategy (2021), with Commissioner Helena Dalli on the Violence against Women Directive and harmful practices (2021), with the EU External Action Service on the Action Plan for Human Rights and Democracy (2022), with the EU Commission LGBTIQ sub-group on Guidelines for National LGBTIQ Action plans (2022).
- Contributing to EU legislative processes on criminalising hate crime & hate speech, violence against women and domestic violence, and victims' rights. This included conducting a focus group meeting with TGEU membership on violence and support for trans victims of crime and speaking at the EU High-Level Group on combating Hate Speech and Hate Crime.
- Contributing to European Commission recommendations on preventing harmful practices against women and girls; and to EU legislative processes on recognition of rainbow families and strengthening equality bodies.

TGEU continued its engagement with the Council of Europe. In 2021 TGEU got observer status with the Council of Europe Steering Committee on Anti-Discrimination and Equality (CDADI) and in 2022 was awarded full membership of the European Focal Point Network, a network of LGBTI-friendly Member States, coordinated by the Council of Europe SOGI Unit. Our contributions included:

- Regular participation in meetings of the CDADI, the CDADI sub-group on Sexual Orientation and Gender Identity (SOGI), the European Focal Point Network including TGEU speaking at the annual IDAHOT+ Forum.
- Regular exchange and awareness raising with the office of the Human Rights Commissioner of the Council of Europe, the secretariat of the Parliamentary Assembly of the Council of Europe (PACE) and the CoE SOGI Unit on pressing human rights issues trans people are facing.
- Supporting the annual thematic review processes of Council of Europe LGBTI standards on LGR (2021) and combating hate crime and violence (2022), involving contributing to European-level reports and thematic roundtables, as

well as supporting and training civil society in national-level review processes in Lithuania, Spain, Cyprus, North Macedonia, Romania, France, and Albania in 2021 and 2022.



SPOTLIGHT ON UKRAINE: EMERGENCY RESPONSE

As Russian military forces invaded Ukraine, TGEU immediately condemned the aggression and shared deep concerns about the consequences of the war for human rights in Ukraine and across Europe and Central Asia. From the beginning of the war, TGEU has been in touch with our Ukrainian member organisations as well as the civil society outside Ukraine to support LGBTIQ shelters in Western Ukraine, fundraising, donations, as well as efforts

helping trans people navigate Ukraine or wanting to leave the country. We have been raising awareness with international institutions about the specific situation of trans women being stuck and not able to move to safer parts of Ukraine or leave the country. We are continuously assessing the situation and frequently provide updates on the situation and how best to provide support.

From March to November 2022, TGEU hired an Emergency Response officer. The activities carried out as immediate response included:

- **Coordination:** TGEU coordinated and redirected trans people who fled the war to service organisations, shelters outside Ukraine, and trans-friendly medical or legal professionals, in cooperation with organisations from Moldova, Romania, Hungary, Slovakia, etc. TGEU supported the evacuation of several trans individuals by supporting their access to legal gender recognition.
- **Communications:** TGEU disseminated general and trans-specific information on the latest developments of the war and its impact on trans people and further marginalised communities. TGEU identified and shared stories of trans people impacted by the war, both those staying in Ukraine as well as those leaving the country.
- **Relocation Support:** TGEU connected organisations providing legal support with the border crossing procedure and trans people who wanted to leave Ukraine. TGEU also coordinated logistics with shelters, organisations, and evacuation routes.
- **Subgrants:** TGEU issued subgrants to Ukraine and neighbouring countries, including unregistered groups that provide emergency support to trans people

such as safe housing, shipping and distributing medication, and psychological counselling

- **Emergency Medical Supplies:** in cooperation with ILGA Europe, Pharmacists without Borders, and activists from border countries, a system was created for the purchase, reimbursement, and distribution of hormones from the EU countries to Ukraine. In cooperation with ILGA-Europe, we are working with the Health Clusters, Shelter Cluster, and Protection Cluster on more systemic humanitarian support for the trans community.
- **Documentation:** in cooperation with RFSL, TGEU conducted in-depth interviews documenting cases of human rights violations in connection to border crossings, military medical commissions, and obstructed access to legal gender recognition.
- **Networking:** in the frame of TGEU's European and Central Asian Trans Council (29/09-02/10), TGEU organised one workshop, one panel, and one strategy meeting for Ukrainian activists to address the impact of the war, raise awareness on the challenges trans communities are facing locally and abroad, and further coordinate a regional response.

Goal 3: Protect our people

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

Objective 8: COVID-19

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

Since the virus outbreak, TGEU's Board and staff have been actively developing COVID-19 activities — ranging from immediate responses (trans-specific resources, recommendations, and check-ins) to longer-term programmes — directly informed by the needs of our members. TGEU has been continuously assessing the situation of local trans communities, documenting challenges faced by our member organisations, and offering need-based programmes.

In early 2020, we focused on our membership's urgent need for community and capacity building, as well as sharing resources through the publication of bilingual trans-specific resources, the launch of a social media campaign on the impact of COVID-19 on trans communities, the organisation of online trainings, the submission of report on the effects of COVID-19 to the UN Independent Expert on SOGI, as well as countless direct support.

As we published our last activity report in 2020, the world had just started to face a global pandemic whose aftermath will keep on affecting our community for years to come. Through 2021 and 2022, as the pandemic has taken hold, we focused on mid- and long-term community support through capacity building, and research. The activities we carried out included:

- Conducting a series of online training series aiming at building sustainable and resilient activism in times of COVID-19. This series was directly built upon the first edition of trainings, launched in 2020, focusing on surviving the pandemic. The programme was split into 4 core-session and 2 networking meetings and gathered around 30 member organisations through Europe and Central Asia.
- Launching two publications directly informed by our membership input:

- One [general impact assessment](#) (2021) on health, socio-economic status, safety, and political environment which also includes a presentation of six community strategies that have attempted to revert escalating scenarios.
- One [financial impact assessment and fundraising toolkit](#) (2021) evaluating the financial impact of the crisis on trans organising together with tips and recommendations to support organisations in surviving the crisis, and its consequences.



- Developing a dedicated [COVID-19 Resource Hub](#) on our website.
- Co-leading a global consortium together with 20+ LGBTQI organisations around the world conducting global research on the impact of COVID-19 on LGBTQI+ people and organising. The results of the research will be published by early 2023.

TGEU's own staff and Board have also been impacted by the pandemic. As in 2020, TGEU's staff kept on working partially remotely through 2021 and 2022. In 2021, staff members were based in six different countries, and we had to keep on adapting our way of working to a remote environment. Furthermore, due to the pandemic, TGEU's Board was only able to meet online.

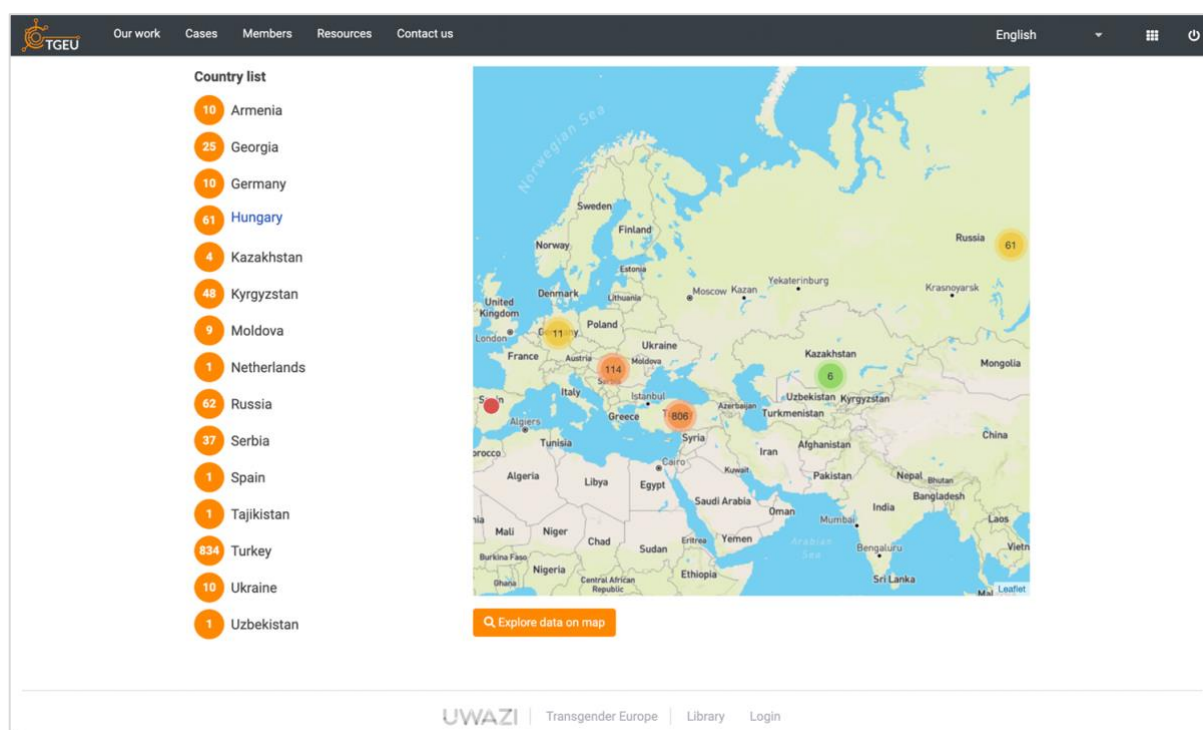
While COVID-19 kept having a profound influence on our programming, we have been successful in moving our programmes online when needed, and carefully organising offline events when possible. As the possibility to meet in-person resumed in 2022, we cautiously prepared activities that would bring trans activists together while best protecting our communities. In 2022, we organised three in-person trainings, our biannual European and Central Asian Trans Council, as well as two on-site visits in Poland and Latvia and one study visit in Brussels. All events followed a

precautions plan with key measures to protect our participants. Furthermore, when possible, streaming options were offered to those unable to travel abroad.

Objective 9: Data and tools

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

Between 2020 and 2022, TGEU launched three versions of the Trans Rights Map as part of our yearly IDAHOBIT campaign, two of which (2021 and 2022) include an interactive map, as well as one Trans Health Map. We also adapted the Uwazi online reporting tool for human rights defenders to begin documenting anti-trans violence in Eastern Europe and Central Asia (2020-2022) and throughout the region as of late 2022.



Objective 10: Anti-violence

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

Every November, TGEU organises a [Trans Day of Remembrance campaign](#) in honour of those we have lost during the year. Between 2020 and 2022, we conducted 3 campaigns, based on the data we collect every year in the frame of the Trans Murders Monitoring project:

Trans Day of Remembrance 2020: Remembering those lost, fighting for our futures.

The campaign included the publication of names of trans people murdered in the past year; tables with summarised data; social media resources for public use; a joint statement; and an English-language video with subtitles in 19 languages: Armenian, Croatian, French, German, Hungarian, Italian, Japanese, Kazakh, Kyrgyz, Macedonian, Portuguese, Romanian, Russian, Serbian, Spanish, Tajik, Turkish, Ukrainian, Uzbek.

Trans Day of Remembrance 2021: Together we fight!

The campaign included the publication of names of trans people murdered in the past year; tables with summarised data; social media resources for public use; a policy brief; a joint statement; and an English-language video with subtitles in 33 languages: Arabic, Armenian, Bulgarian, Fijian, Filipino, French, Georgian, German, Greek, Hindi, Hungarian, Icelandic, Indonesian, Italian, Japanese, Korean, Kazakh, Kyrgyz, Macedonian, Malay, Norwegian, Portuguese, Romanian, Russian, Serbian, Spanish, Swahili, Tajik, Thai, Turkish, Ukrainian, Uzbek.

Trans Day of Remembrance 2022: Mourning, caring, mobilising.

In 2022, the campaign focused on the impact of the anti-gender backlash on trans communities, especially those who face further marginalisation because of their intersectional identities. The campaign included the publication of names of trans people murdered in the past year; social media resources for public use; a joint statement; and an English-language video with subtitles in 44 languages: Albanian, Arabic, Armenian, Bosnian, Bulgarian, Chinese (Simplified), Chinese (Traditional), Croatian, Czech, Danish, Dutch, Finnish,



French, Galician, Georgian, German, Greek, Hindi, Hungarian, Icelandic, Indonesian, Italian, Japanese, Kazakh, Kinyarwanda, Korean, Kyrgyz, Luxembourgish, Macedonian, Norwegian, Persian, Portuguese (Brazil), Portuguese (Portugal), Romanian, Russian, Serbian, Spanish, Swahili, Swedish, Tamil, Turkish, Ukrainian, Urdu, and Uzbek.

In addition to the TDoR campaigns and Trans Murder Monitoring data collection, TGEU's anti-violence work included:

- Regularly training activists in Central Asia and Eastern Europe to use the enhanced hate crime reporting tool.
- Submitting written inputs on gender-based violence, including the European Commission's consultation "Combating gender-based violence – protecting victims and punishing offenders" and its impact assessment "Gender-based and domestic violence initiative".
- Submitting data on anti-trans hate crimes to the Office for Democratic Institutions and Human Rights (ODIHR) of the Organisation for Security and Cooperation in Europe (OSCE).
- Publishing the booklet [A brief guide to monitoring anti-trans violence](#).

Goal 4: Support our members

To increase the engagement, capacity, and support of TGEU's organisational members throughout Europe and Central Asia.

Objective 11: Member development

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

At TGEU, we believe in supporting our members and strengthening their capacities to organise their activism collectively and sustainably. Thus, our work from 2020 to 2022 included:

Tailored consultations

Since June 2021, TGEU's staff has been offering 1:1 capacity building sessions to all members. We offer skills strengthening or networking support in wellbeing, movement building and campaigning, fundraising and project management, policy and advocacy as well as strategic litigations. In 2022, TGEU provided direct support to over 50 organisations in English and Russian, with a strong focus on groups focused on/led by further marginalised communities or underrepresented regions.

Multi-day trainings and cohort meetings

- Since 2020 TGEU has been providing virtual, hybrid and in-person trainings with topics directly informed by the feedback we receive during membership consultations:
- COVID-19 trainings, combining (1) 6 capacity-building online workshops in English and Russian to a total of 50 members and (2) 4 core-session and 2 networking online meetings to a total of 30 member organisations through Europe and Central Asia.
- Trans Leaders Academy (2021), combining (1) 4 courses on an e-learning platform available to all members, accessed by 108 members: on wellbeing, community building, solidarity, strategic communication, messaging, and fundraising and (2) online, a multi-day leadership retreat for emerging trans activists that engaged more than 30 participants around the region



- Fundraising training (2022), a 3-day in-person training gathering a cohort of 10 and focusing on organisational sustainability fundraising strategies, and grant writing. As some members of the cohort were unable to travel, most of the programme was made available in streaming from their

homes. This training is part of a year-long programme aiming at strengthening our membership's fundraising and financial capacity.

- Trans Feminine Leaders Academy (2022), a year-long programme that seeks to strengthen organisational skills, and leadership capacity of participants. The programme kicked off with a cohort of 12 participants gathering in Berlin for a 3-days in-person training, with two follow-up online sessions and the possibility for participants to engage with experts on a consultancy basis to support their projects.
- EECA cohort meetings: we invested in capacity building of groups in Eastern Europe and Central Asia through monthly cohort meetings focused on mutual learning and exchange as well as trainings on international advocacy, research and documentation of anti-trans violence, psychological safety, trauma response, and digital security.



Intra-membership networking

Apart from the networking opportunities that training platforms provide, TGEU also works on direct connections between members as a strategy to facilitate and enhance member peer-to-peer exchanges. This includes:

- Setting up online groups following-up on in-person trainings to help trainees maintain contact and exchange.

- Arranging direct introductions and exchanges between member organisations working on common areas of interest and regions. The goal of the connections is to ensure the continuous sharing of ideas and good practices, to strengthen organising and create a sense of community both on- and offline. We connected over 20 member organisations on topics including advocacy for trans minors and legal gender recognition, trans people in prisons, and homelessness.

Country visits



A key pillar of our member engagement strategy is to support members and activists operating in hostile contexts. Thus, to show solidarity and support our members' strategising and organising, TGEU visited Poland and Latvia in 2022, two countries where LGBTQ, particularly trans rights, are under threat. Meetings with local activists and organisations were conducted, all aiming at assessing needs, sharing good practices planning prospective collaborations with TGEU.

Archiving and streaming resources

As we know that only a limited number of members can attend our trainings each time, we have been working on making parts of each training available online through TGEU's [Trans Leaders Academy](#) (code: fgt7gmc). It is the first-ever e-learning platform for emerging trans activists in Europe where participants can follow, at their own pace, courses in various formats, such as videos, quizzes, and external resources.

Subgranting, sponsorship, and financial support

- Aside from the EECA cohort meetings mentioned above, TGEU's activities to support trans groups in the EECA region included subawards and technical assistance for the 6 partners in 2019-2021 as well as 7 new partners in 2023-2025.
- From March 2022, TGEU has started a collaboration with Emantes, a Greek LGBTQ+ organisation supporting refugees and asylum seekers on an 18-

months project. The project includes subgranting, fiscal sponsorship, and direct capacity building support regarding grant management.

- In December 2021, as we organised a briefing for our main donors, we invited 3 member organisations whose work focuses on amplifying the needs of further marginalised trans communities (trans women of colour, trans sex workers, and trans refugees). The briefing aimed at presenting TGEU's latest work, raising awareness on the key priorities and main challenges of the trans movement, as well as at connecting these members to traditional donors to the trans movement.

Objective 12: Member engagement

- Members feel supported and are engaged in TGEU's work.

TGEU European and Central Asian Trans Council

In addition to our membership's development work which includes a strong engagement component, TGEU European and Central Asian Trans Council held in 2022 was one of our major highlights.

Bringing together trans and gender-diverse activists every second year, the Council is both a forum setting the agenda for trans politics and a celebration of trans communities. Because of the COVID-19 pandemic, TGEU's Board made the difficult decision to cancel the in-person Council in 2020, and the General Assembly was held online. We know, though, that there's no substitute for meeting in person, and we were looking forward to being finally able to resume in-person meetings in 2022.



Between Thursday 29 September and Sunday 2 October, TGEU held its 8th TGEU European and Central Asian Trans Council. Over 200 activists converged in Berlin, as well as 20 virtual participants from different parts of the world, to explore the Council's theme *Together more than ever – Resisting, caring, moving forward*.

This year 46 activists from Europe and Central Asia received full scholarships, with an intentional priority being given to poor trans people, trans women and feminine people, trans people of colour, and disabled trans people. Additionally, 8 participants were awarded partial scholarships. In total, TGEU covered the costs for 90 people. At

the Council, we run a complete programme of 3 plenaries, 19 members-led sessions, 3 TGEU-led workshops, and 3 social evenings. The Council was a space of direct engagement, networking, and capacity building with more than 100 member organisations. More information can be found in the [Council's summary](#).



Improved membership monitoring strategy

To keep on building and rebuilding our relationships with our members in 2020-2022, we have prioritised improving our membership recruitment, engagement, and monitoring strategies through upgraded documentation tools and processes. In 2021 and 2022, we developed a new membership database to better understand our members' needs and priorities; identify community, capacity, and relationship building opportunities within our membership; archive their history of engagement with TGEU; better tailor our community building work and support further marginalised trans groups and regions. This data is directly informing our community building programmatic work and our membership engagement plan focusing on leadership strengthening and resources building.

Finally, as we keep on questioning our work and listening to our membership, we have streamlined our internal and external feedback processes through systematic pre- and post-event evaluation forms as well as periodic assessments of our work. For instance, in December 2021, we encouraged our members to review TGEU's 2018-2021 work and make suggestions concerning the upcoming years. The outcome of this evaluation directly fed our 2022 planning. Finally, through 2020, 2021, and 2022, yearly membership engagement progress reports were drafted and used as guiding tools.

The significant growth of TGEU's membership from 2020 to 2022 (see section page 5) is one of the many positive outcomes of our 2020-2022 engagement strategy.

Goal 5: Strengthen our networks

To increase engagement of trans groups and activists within TGEU and other intersectional networks.

Objective 13: Representation

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

Following up on TGEU's renewed commitment to better represent the full diversity of trans communities in the region, several important steps have been taken, all illustrated throughout this report. Major highlights included:

- Developing and implementing a membership recruitment, engagement, and monitoring strategy intentionally centring Eastern Europe and Central Asia, as well as more marginalised trans groups (see objective 12).
- Investing in new areas of work such as Asylum, HIV/AIDS and sexual and reproductive health and rights, the Anti-Gender Movement, Emergency Responses (Ukraine) or Research, as well as new Networks (see objective 14.)
- Producing data and resources on under-reported socio-economic topics such as trans homelessness, poverty, or parenthood (see objective 6.)

In addition, we organised and regularly convened 3 TGEU-led networks to better address some of the most pressing issues trans communities are facing in the region, as well as to build the skills, connections, and capacities of our members:

Trans Legal Net (TLN) and Legal Practitioners' Seminars

TGEU hosts Trans Legal Net, a cross-border professional exchange platform focused on improving litigation strategies for pending or prospective cases, and thus securing better legal protection for trans people. In addition, we organise annually one convening for legal practitioners from across Europe to come together to share their experience of litigating cases before national and international courts, identify and analyse existing gaps in the legal protection of trans people, and discuss how these gaps can be closed through strategic litigation. In 2021, 24 participants from 17 countries attended the Legal Practitioners' Seminar online. It was the first meeting to

be fully available in Russian. The network meeting in 2022 focused on how to use litigation particularly to advance trans rights in the EU framework.

Trans Health Network (THN)

In 2020, TGEU launched a Trans Health Network to facilitate the exchange of information and strategies, and to promote the mutual support of activists working in the field of healthcare. The Network gathers activists from 23 countries. Participants included those actively advocating for access to care for all trans people in line with human rights standards, as well as partners from regional and international organisations, such as ILGA-Europe and GATE. Since its first meeting on 25 September 2020, the Network has met 6 times. Meetings alternate different focuses and combine training sessions, good practice exchanges, and strategising sessions.

Trans Refugee Network (TRN)

In 2020, TGEU launched a Trans Refugee Network gathering 15 activists representing various groups and organisations working with trans refugees and asylum seekers across Europe. After a first needs and priorities assessment run via survey, the Network published a first report highlighting the needs and advocacy priorities of the trans refugee movement in the region. This initial report is followed-up by yearly progression reports. In 2021 members took part in 2 online meetings, and 3 meetings in 2022, focusing on capacity strengthening, knowledge creation, and best practices sharing. The work of the network was highlighted in the European Union Agency for Asylum's (EUAA) 2021 annual report on the situation of asylum in the EU.

Objective 14: Allyship building

- Increase active support and allyship from other movements and networks.

In times of rising anti-gender and anti-trans forces, and the context of growing authoritarianism in the region, building strong allyship with other social justice movements is key to our work. TGEU participated in a wide range of networks to encourage trans inclusion in various human rights and non-discrimination mechanisms, including:

- Council of Europe Focal Points Network
- Council of Europe SOGI Unit
- European Commission against Racism and Intolerance (ECRI)
- EQUINET (European Network of Equality Bodies)

Furthermore, from sex-work-focused networks to youth-led or antiracist organisations, we expanded partnerships with at least 18 other formal EU-based networks from 2020 to 2022:

- Centre for Feminist Foreign Policy
- Equinox Initiative for Racial Justice
- Eurocentralasian Lesbian* Community (EL*C)
- European Disability Forum (EDF)
- European Network Against Racism (ENAR)
- European Professional Association for Transgender Health (EPATH)
- Global Interfaith Network (GIN)
- Global Research Covid-19 Initiative (GRCI)
- European Sex Workers' Rights Alliance (ESWA), formerly known as the International Committee on the Rights of Sex Workers in Europe (ICRSE), and its European Sex Worker Rights and Inclusion Coalition
- International Lesbian, Gay, Bisexual, Trans and Intersex Association Europe (ILGA-Europe)
- International Lesbian, Gay, Bisexual, Transgender, Queer & Intersex Youth and Student Organisation (IGLYO)
- Migration Discussion Group
- Network of European LGBTIQ* Families Associations (NELFA)
- Organisation Intersex International (OII) Europe
- The International Organisation for Migration
- Trans United Europe (TUE)
- Social Platform Steering Committee
- Victims' Rights Europe

Some of the activities conducted with our networks partners included:

- Developed a joint ESWA-TGEU strategy for trans sex workers' rights (2022), joined ESWA's European Coalition on Sex Workers' Rights and Inclusion (2022), and carried a strategic collective lawsuit before the European Court of

Human Rights challenging the criminalisation of sex work in France (*MA v France* 2021).

- Supporting TUE's "Trans migrant BPOC Alliance" series of conferences (March and June 2021) centring on the experience of trans migrants and BPoC women with sex work backgrounds as official partners and participants.
- Conducting cross-staff training on intersex and trans issues with OII Europe, as well as on disability justice and trans justice with EDF.
- Coordinating a joint statement with EL*C at the occasion of our respective Community events (the Eurocentralasian Lesbian* Community Conference and the European and Central Asian Trans Conference).
- Participating in EPATH's monthly Board meeting as an observing member.
- Coordination and joint submissions with other European LGBTIQ networks, such as OII Europe, EL*C, IGLYO, and ILGA-Europe to EU legislative processes.
- Putting out a [joint statement](#) together with our partners from the Migration Discussion Group on the Instrumentalisation Regulation, which is a piece of legislation making its way through the European legislative train and would severely impact the rights of asylum seekers.

Our People

Current Board (2020-2022)

The 2020-2022 Board members include:

- Jovan Džoli Ulićević - Co-Chair
- Sara R Philips - Treasurer
- Lenny Emson - Secretary
- Antonella Lerca
- Carter Honorée
- Inna Iryskina
- Kristian Randelović

The three following Board members resigned during their mandate:

- Erika Castellanos
- Jorge María Londoño - Co-Chair

Auditors

- Justus Eisfeld
- Tanja von Knorring

Pre-Election Committee

- ЗыЗы Раззаков
- Mina Jack Tolu
- Zsófia Szabó

Staff (2022)

- Alina Kolosova Grant/Operations Officer (from August 2022)
- Annaluise Blume - Operations Officer (until March 2022)
- Amanita Calderon-Cifuentes - Research Officer / HIV Advocacy and Research Officer (from August 2022)

- Anwar Ogrm - Senior Programmes Officer / Acting Co-Director (from October 2022)
- Daniyar Orsekov – Senior EECA Advocacy and Programme Officer (from December 2022)
- Deekshitha Ganesan - Policy Officer (from August 2022)
- Douglas da Silva - Community Building Intern (until October 2022)
- Farah Abdi - Asylum and Communications Officer
- Francesca Sanders - Policy Officer
- Lukas Berredo - Senior Communications Officer
- Masen Davis - Interim Executive Director (until October 2022)
- Milena Papakoch - Senior Operations Officer / Acting Co-Director (from October 2022)
- Miles Rutendo - Community Building Officer
- Richard Köhler - Advocacy Director
- Tymur Lysenko - Emergency Response Ukraine Officer (from March to November 2022)
- Vanya Solovey - EECA Advocacy and Programme Officer
- Zhan Chiam - Deputy Director

Staff (2021)

- Annaluise Blume - Operations Officer (from August 2021)
- Anwar Ogrm - Senior Programmes Officer
- Amanita Calderon-Cifuentes - Research Officer (from October 2021)
- Douglas da Silva - Community Building Intern (from October 2021)
- Farah Abdi - Communications Intern (from July 2021) / Asylum and Communications Officer (from December 2021)
- Francesca Sanders - Policy Officer (from October 2021)
- Jonas Hamm - Policy Officer (until June 2021)
- Leo Mulió Alvarez - Health Officer
- Lukas Berredo - Senior Communications Officer
- Masen Davis - Interim Executive Director
- Milena Papakoch - Senior Operations Officer
- Miles Rutendo - Community Building Officer
- Moritz G. Sander - Operations Director
- Richard Köhler - Advocacy Director
- Sanjar Kurmanov - CACEE Project Manager

- Vanya Solovey - EECA Advocacy and Programme Officer (from October 2021)
- Zhan Chiam - Deputy Director (from October 2021)

Staff (2020)

- Anwar Ogrm - Community Building Officer
- Jonas Hamm - Policy Officer
- Leo Mulió Alvarez - Health Officer
- Lukas Berredo - TvT Project Coordinator / acting Communications Coordinator
- Masen Davis - Interim Executive Director
- Milena Papakoch - Operations Officer
- Miles Rutendo - Communications Consultant
- Moritz G. Sander - Operations Director
- Richard Köhler - Senior Policy Officer (parental leave through October 2020)
- Sanjar Kurmanov - CACEE Project Manager

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