

2022-2024

ACTIVITY REPORT

TGEU—Trans Europe and Central Asia

**A testament to the resilience, progress,
impact and solidarity**



Activity Report 2022-2024

TGEU—Trans Europe and Central Asia

A testament to the resilience, progress, impact and solidarity

Welcome	3
About TGEU	4
What We Have Learned	6
Our Membership	7
Impact & Activities 2022-2024 Highlights	9
Community Building	9
Communications	10
Operations	11
Policy	12
Research	14
Treasurer's Report	16
Strategic Plan 2022 - 2024 Goals	18
Goal 1: Stabilise / Support TGEU	18
Objective 1 – Organisational Development	18
Objective 2 – Fundraising	19
Objective 3 – Board Development	19
Objective 4 – Culture	19
Goal 2: Protect Our Rights	20
Objective 5 – Healthcare, Legal Gender Recognition (LGR), Non-Discrimination, Intersectionality, Asylum, HIV, and Sexual and Reproductive Health and Rights (SRHR)	20

Objective 6 – Strategic Litigation, Communication, and Resources to Tackle Opposition	24
Objective 7 – Implementation of the EU's LGBTIQ+ Strategy and Other Regional Processes	26
Goal 3: Protect Our People	27
Objective 8 – Support Trans Groups and Activists in Responding to the COVID-19 Crisis, War in Ukraine, and Economic Downturn	27
Objective 9 – Provide Tools to Respond to Intersectional Issues, Discrimination, and Violence	28
Objective 10 – Increase Awareness of Violence Against Trans People and Develop Violence-Reduction Strategies	29
Goal 4: Support Our Members	30
Objective 11 – Equip TGEU's Membership with Skills and Resources to Respond to Intersectional Discrimination and Advance Fundamental Rights Across Europe and Central Asia	30
Objective 12 – Ensure Members Feel Supported and Engaged in TGEU's Work	36
Goal 5: Strengthen Our Networks	38
Objective 13 – Ensure TGEU's Network of Members Reflects the Full Diversity of Trans Communities in Europe and Central Asia	38
Objective 14 – Increase Active Support and Allyship from Other Movements and Networks	39
Other Victories and Campaigns	40
TGEU Communications Strategy	40
New visual style and website launch	41
New Website	42
Awareness and Campaigns	42
Press Relations revamped	44
Publications	44

Welcome

We are pleased to present the progress and accomplishments of TGEU over the past two years – a time marked by resilience and unity that has led to advancements for us all. Witnessing TGEU grow into a pillar of support for trans communities in Europe and Central Asia, as it tackles issues head-on, and with determination, fills us with pride. In the times in which we find ourselves, our dedication to the TGEU cause remains unwavering, as we see the impact our joint advocacy efforts have had in improving the lives of trans people within our regions.

We recognise that for numerous trans and gender diverse members of our community, there is an increased need for greater assistance and improved resources, to drive transformations, during a time of increasing anti-trans narratives, anti-gender attitudes and attacks on legal protections, in society today. Every time we launch a campaign or make changes to our policies, in collaboration with the community, we strengthen commitment to justice equality, and we are grateful to every member who has contributed to achieving our goals.

This year, we made sure that TGEU's assistance is as easy to access for everyone involved in our initiatives. We have supported organisations through sub-grants for capacity building programs and advocacy training, to help them succeed despite facing insurmountable obstacles. Our work has contributed to progress in sectors, ranging from better healthcare access to legal and litigation victories, that have been pivotal in the protection of trans rights, for our communities. Success stories like these highlight the impact of community-driven initiatives and the significance of amplifying voices from marginalised groups within our network.

This report provides an insight to our dedication to intersectionality, as an ongoing commitment, embedded at the core of what we do. While we strive to address trans experiences, shaped by factors such as ethnicity, migration status, and financial circumstances, we are mindful that intersectionality is not an end goal but a continuous process. In recognition of the complexities within our communities, we are working to improve our sub-granting processes to ensure they remain transparent, fair, and equitable, informed by an intersectional perspective that shapes our outcomes. Both the TGEU Board and Co-Chairs understand the need for sustained focus and resilience to keep this commitment alive. This requires a steadfast partnership with the Executive Director and the collective support of future board members, to continue filling the skills needed to strengthen our leadership approach.

But with the shifting battlefronts for our trans communities, the path ahead is littered with obstacles that we will face head-on, and at TGEU, we will do so with the unwavering

determination and courage that has been our guiding force and principle.

Working together towards creating a Europe and Central Asia that upholds and advances the rights of trans people is our shared goal. The remarkable progress we have made is a testament to the commitment and hard work of our members, who exemplify the enduring spirit of our cause. We deeply appreciate every person and group that has supported us along this path of progress. We are working together to create a future where all trans people and communities are treated with equality and respect.

But there is still so much more work to do, and we can only do it together. We will continue to build a strong and stable organisation that can support our community throughout our region. Thank you for standing in solidarity with TGEU and for your dedication to supporting our work for trans communities throughout Europe and Central Asia.

Dinah Bons & Sara Rosana Phillips
TGEU Co-Chairs 2022 – 2024

About TGEU

With profound gratitude and pride, welcome to TGEU's Activity Report Welcome for 2022 – 2024. As a trans-led nonprofit at the forefront of advancing the rights and wellbeing of transgender and gender-diverse people across Europe and Central Asia, TGEU represents over 550+ individual and organisational members in more than 50 countries. For nearly two decades, we have been a steadfast voice for trans communities, working tirelessly to create a world where trans people are empowered to thrive.

The past two years have been marked by both remarkable progress, as well as unprecedented challenges. Across Europe and Central Asia, we face increasingly hostile environments fuelled by anti-trans and anti-gender narratives. From legislative attacks and rising violence to systemic discrimination in healthcare, education, and legal recognition, the hurdles for trans people and communities have never been greater. And since TGEU has been here, TGEU and you, our members, partners and allies, have taken up the fight and risen to meet these adversities with resilience and determination. Together, we have responded with bold advocacy, groundbreaking initiatives, and a deep commitment to intersectionality.

TGEU's work has had a profound impact during these difficult times. From securing legal

gender recognition and equitable healthcare access to combating violence through strategic litigation and advocacy, we have championed the rights and wellbeing of our trans communities when no one stood up for them. Through initiatives such as the Trans Health Map and Trans Murder Monitoring Project, as well as targeted sub-granting and capacity-building programs, we have amplified the voices and needs of our communities, ensuring they are heard and addressed in decision-making spaces.

In 2024, TGEU reached a historic milestone by rebranding as "**TGEU – Trans Europe and Central Asia**," reflecting our commitment to inclusivity and the diversity of our growing network. This rebranding marks not only an expansion of our geographical scope but also a renewed dedication to addressing the unique challenges faced by trans communities in Central Asia and beyond.

This Activity Report is more than an account of achievements and challenges - it is a testament to the resilience of our trans member communities, the solidarity of our allies, and the unwavering support of our members and funders. But, as much as we reflect on what we've accomplished, we remain acutely aware of the immense work still to be done. The forces against us are formidable, but so too is the strength of our collective action. Looking ahead, with the proposed new Draft Strategic Plan, TGEU remains steadfast in its vision of a Europe and Central Asia where trans people and communities not only live free from violence, discrimination, and inequality but thrive with dignity and opportunity.

Remember, together, we will continue to face the challenges ahead and continue to build a future where every trans person can live authentically, safely, and proudly.

Thank you for standing with us, in solidarity with us, and for believing in our shared vision and mission.

With gratitude and hope always,

Ymania Brown
Executive Director - TGEU

What We Have Learned

In 2024, TGEU's research yielded significant insights into trans rights, access to healthcare, and the impact of social and legal structures on the health and safety of trans communities. Key findings were rooted in comprehensive analyses of legal frameworks, access to gender-affirming care, and anti-trans violence across Europe and Central Asia, highlighting both progress and critical areas needing intervention.

One major theme was the profound impact of **legal gender recognition (LGR) and gender-affirming care (GAC)** on HIV prevention and healthcare access. Research indicated that LGR and GAC can significantly reduce "minority stress," a chronic stress stemming from social stigma and discrimination that impacts trans individuals disproportionately. By aligning individuals' gender markers with their identity, LGR facilitates a more supportive healthcare environment, lowering barriers to services like HIV testing, PrEP, and counseling. This aligns with TGEU's advocacy for structural changes to improve HIV outcomes, emphasizing that gender-affirming policies not only foster inclusivity but also directly influence public health by reducing infection rates and enhancing treatment adherence.

Another critical insight from 2024 focused on **anti-trans violence and the gaps in reporting mechanisms**. TGEU's ongoing work in monitoring violence, particularly in Eastern Europe and Central Asia, revealed that trans individuals continue to face pervasive violence and discrimination. Findings from the Anti-Trans Violence (ATV) database highlighted that systemic and psychological violence were prevalent among trans communities, with particularly high rates among trans femme individuals. Despite the gravity of these incidents, underreporting remains a substantial barrier due to mistrust in law enforcement and fear of discrimination. Data showed that only 19.3% of cases were reported to the police, emphasising the need for robust, community-driven reporting mechanisms and support networks.

TGEU's analysis of **intersectional discrimination** deepened our understanding of how layered vulnerabilities exacerbate challenges for trans people, particularly those who are migrants, ethnic minorities, or part of other marginalised groups. Findings indicated that these groups face heightened risks of homelessness, unemployment, and mental health challenges due to the combined pressures of transphobia, xenophobia, and economic instability. This intersectionality was evident in both the healthcare and criminal justice systems, where inadequate support and structural biases often leave trans people in precarious situations without recourse to justice or basic health services.

Finally, TGEU underscored the importance of **community-led interventions and policy advocacy**. The organisation advocated for increased funding for grassroots organisations that

provide peer support, legal assistance, and access to healthcare. These community organisations play a vital role in addressing language barriers, reducing stigma, and fostering inclusive support systems. TGEU's recommendations call on European institutions reinforcing their commitment to equality by integrating trans-specific provisions into laws and health policies. This includes pushing for the passage of EU directives against hate crimes and advocating for policies that guarantee safe asylum for trans migrants, decriminalisation of sex work, and the creation of harm reduction programmes, all of which are vital steps towards achieving a more equitable society for trans communities.

While progress has been made in certain areas, substantial gaps persist in ensuring trans-inclusive healthcare, reducing violence, and fostering equality. Structural reforms in legal gender recognition, anti-trans violence mechanisms, and community-based health services are essential to advancing the rights and well-being of trans individuals across Europe and Central Asia.

Our Membership

Our members are navigating unprecedented challenges, including economic instability, pandemics, conflicts, and natural disasters. At the same time, we are witnessing a rise in authoritarianism, far-right groups, and anti-gender movements, all contributing to an increasingly hostile environment for trans and migrant rights.

As a result, our trans communities, especially those from even more marginalised backgrounds such as trans refugees, sex workers, people of colour, trans feminine, youth, older persons, and D/ deaf and disabled are bearing the brunt of the fast increasing and complex global woes.

Yet, amidst these difficulties, we also witness remarkable resilience and courage. Our trans communities and allies continue to support each other with compassion and solidarity. The growth in our membership is a clear reflection of the need for collective action and mutual support.



Fundraising Empowerment Programme training, Berlin, 2024

We proudly announce that our membership has now broadened to 50 countries. As of October 2024, TGEU comprises 250 organisational members (up from 215 in the previous year) and 290 individual members (compared to 258 in the last year). This humbling growth highlights our ongoing efforts to reach underrepresented communities and regions. We plan to expand further and reach two more countries within our operating region, Lichtenstein and Turkmenistan.

Our efforts to connect with groups and activists in these regions are ongoing. Expanding our membership base is central to our strategic objectives, as it strengthens our support for trans communities and amplifies our movement-building efforts.

Impact & Activities 2022-2024 Highlights

Community Building

In 2023 and 2024, we have continued engaging and supporting our members and community in the face of new challenges, including war and increasing anti-gender rollback, and persisting injustice, especially targeting our further marginalised communities.

Membership growth: from 200 group members in 2022 to 250 in 2024; from 258 individual members in 2022 to 290 in 2024.

Capacity building: in-person training: Trans Feminine Leadership Academy and Fundraising Empowerment Programme for EU members, advocacy and fundraising training for EECA members, and a meeting of the Trans Refugee Network. Multiple online trainings, peer exchange and networking sessions in English and Russian. Tailored support was provided to members through 30 online member consultations and 8 country visits in 2023-2024. 3 in 2023 (Greece, Lithuania and Slovakia), 2 Central Asian (Kyrgyzstan and Kazakhstan), and 3 EU in 2024 (Netherlands, Belgium and Croatia)

Direct financial support is provided through subgrants to 11 EECA members and 3 EU members. One of the sub-grants implemented by a trans organisation in Kazakhstan supported long-term HIV advocacy led by the organisation and had an impressive result - trans people were identified as a key population within the country's HIV programme.



Picture: EECA advocacy and fundraising training, Istanbul, 2023

Communications

Improved communications for TGEU as an organisation working to raise public awareness of and advance the rights and wellbeing of trans communities in Europe and Central Asia is essential. The new Senior Communications Officer and Communications Officer joined in 2023 and 2024 to develop awareness campaigns with direct engagement of the members. They grow TGEU's social media channels for broadening reach and spreading awareness; proactively work with the press, and develop accessible editorial formats.

The new team **relaunched the website and managed the visual rebranding** process revealing the new visual style of TGEU. A new **Trans Media Guide** for journalists, editors, and content creators was published in English, Portuguese, and BCMS languages, and the first-ever

Communications Strategy for TGEU was created and adopted. Through our contribution to the EU Elections in 2024, TGEU became an official **communications partner of the European Parliament**.

The new team elevated TGEU's media/press work to a new level, securing over a hundred meaningful press mentions and features, including major global media like **Time Magazine, Forbes, Euronews, Reuters, Elle, resulting in a massive reach.**

Additionally, a call for a pool of freelance designers was released in 2023 to secure design assistance as needed previously this used to be managed in-house which significantly limited the capacity of the communications team. The change in the structure and roles of the communications team has directly contributed to the growth of TGEU's communications global reach and capacity to address communications more strategically.

Operations

Over the past two years, TGEU Operations has navigated a period of significant transition, yet still demonstrating resilience and being adaptable despite many challenges. There were periods of turmoil stemming from staff turnover and leadership transitions, but organisation has stabilised its Operations. This stability was achieved with critical support from the Board and Co-Chairs, particularly during leadership vacuums, ensuring continuity and maintaining focus on TGEU's mission.

A cornerstone of this stabilisation was the successful appointment of a **new Executive Director, Ymania Brown, whose leadership marks a new chapter for TGEU.** In parallel, we have strengthened the organisation by introducing policies designed to focus on mental health wellness and staff wellbeing in the workplace, including the implementation of a four-day working week. Additionally, we plan to expand our team with strategic new hires to address key priorities such as fundraising and grant development, positioning TGEU for sustainable growth.

Financial stability has also been a notable achievement, with core grants remaining secure and operational finances reinforced. However, the legacy of unresolved issues, such as the VAT matter, required attention and resolution during this period. As a result of these, they underscored the importance of investing in robust systems, leading to the introduction of a

new HR Management Information System and accounting platform to provide immediate and transparent access to financial data, not just to Board members (Treasurer and Co Chairs) but to the Operations and Management team.

The Board acknowledges the importance of fostering stronger relationships and shared accountability to ensure TGEU's long-term stability and effectiveness, and have been working on rebuilding trust between staff and the Board has been another critical focus.

The operations team are the core to the TGEU engine, and yes there have been challenges, but our commitment has always been to building a resilient and supportive organisation to serve trans communities across Europe and Central Asia better.

Policy

The political landscape in the EU and the wider region of Europe and Central Asia has shifted dramatically in the last two years. The opposition not only to LGBTI rights, but to the broader spectrum of human rights has grown as more countries tilt to the right. In this landscape, the rights of trans people are particularly instrumentalised across a range of issues like healthcare, sports, asylum and migration, access to gendered spaces, and legal gender recognition. Advocacy around these issues, to advance the development of law and policy on trans rights, as well as advocacy to combat the opposition has been the priority of the policy and advocacy team.

In the last two years, we have published a number of important **reports and research tools** on the rights of trans people (e.g. Trans Health Maps, Self-determination Models in Europe, Landscape Analysis of the anti-trans movement), secured important **legislative protections** (e.g. inclusion of gender identity and gender expression as protected grounds in the Equality Bodies Directive, adoption of the Violence Against Women Directive), contributed to the development of critical modules and guidelines on the **protection of rights of LGBTI asylum seekers**, participated in the implementation of the **EU LGBTIQ Equality Strategy**, and worked with policymakers in responding to anti-trans narratives (e.g. conducting workshops with EU elections candidates and their staff to prepare them for campaigning), **we engaged with UN actors** and helped trans activists in the EECAC region to prepare and present interventions. TGEU's strategic litigation programme has especially grown tremendously since 2022 — in the last two years we have submitted third-party interventions in one case before the European Court of Human Rights and in 2 joint cases before the UN Human Rights Committee, monitored 7 cases after judgments before the Council of Europe Committee of Ministers, are supporting 4 cases before the Court of Justice of the European Union and 14 national level cases, and held 2 meetings of lawyers.

A significant part of our work in the last two years has also involved **providing advocacy support to our members who are confronting legislative rollbacks and negative policy developments**. In 2023, we supported our members in Slovakia to fight against a ban on legal gender recognition and successfully staved off such attempts. In 2023, we also supported our members in Russia and Kyrgyzstan where a slew of anti-trans legislation were passed. In 2024, we were closely involved in the fight against the anti-LGBTI law in Georgia. Unfortunately, these laws were adopted. In 2023 we were part of a discussion on possible positive legislative trans-specific legislative changes in Moldova. As we continue to fight for better legal and policy protections for trans people in Europe and Central Asia, we must confront the threat of more countries adopting anti-LGBTI laws and the role of foreign information and manipulation in the proliferation of these laws. Our advocacy strategy going forward will pay special attention to these issues.



Picture: Trans Advocacy Week 2024

UN Trans Advocacy Week took place from June 15-22, 2024 and was organised by six international organisations including TGEU. Trans activists from Kazakhstan, Kyrgyzstan and Georgia, supported by TGEU, informed around 300 high-level stakeholders during the Human Rights Council about the issues facing trans people in the EECAC region. We organised and

held national consultations before supporting trans activists so that messages and recommendations were developed and endorsed by all local activists. By bringing trans people into UN spaces, we remind UN actors that trans people exist and are deserving of equal rights. Beyond this, we proactively speak on our rights, and practically build the skills of trans activists. Activists made statements, engaged with UN bodies and permanent missions, met WHO and Global Fund representatives, EU delegation and diplomats, and held discussions with state delegations. Activists had a separate meeting with Independent Expert on SOGI to discuss challenges and achievements trans communities have. During the Trans Advocacy Week activists' focus was on legislative changes and they provided strong targeted recommendations to the stakeholders.

Research

Trans Rights Index & Map 2024 launched with focus on access to Legal Gender Recognition for refugees. Usability improvements to the website, including legal background information added to the website.

Trans Murder Monitoring 2024: Improved monitoring partnerships in Africa and other parts of the world. Reported over 350 murders in the 2024 TDoR update, and over 5,000 murders since the project began in 2009. New website launched using Uwazi which allows users to explore sociodemographic data about murders of trans people.

Trans Health Map 2024: New interactive website launched for the second edition of THM, data verified using country experts, expanded indicators to new areas of trans health care, such as access to sexual and reproductive health services.

Peer-Reviewed Publication: The Mpox Elimination Campaign that TGEU co-created with the **World Health Organization** was accepted for publication in the Open Forum of Infectious Diseases journal, emphasising community involvement in health initiatives. Additionally, the *Impact Assessment of Gender Affirming Care and Legal Gender Recognition on the HIV Outcomes of Trans People* is set to be published soon, contributing critical insights into the positive health effects of gender-affirming care and legal recognition on HIV outcomes for trans individuals.

At the **Trans Global Conference** and the **International AIDS Society (IAS) World Conference 2024** held in Munich, TGEU contributed significantly to sessions and discussions on trans-specific HIV advocacy. Key activities included:

1. **Trans Fish Tank:** TGEU and ILGA-Europe, in collaboration with EATG, hosted a panel session where trans individuals of diverse backgrounds, ages, gender identities, and races shared their lived experiences in sexual and romantic relationships. The session aimed to dispel common myths and shed light on the complex and often challenging realities faced by trans communities.
2. **Symposium Session:** TGEU presented "Breaking barriers: Paving the way for enhanced HIV care in trans communities," where it emphasized the impact of gender identity laws on HIV outcomes across various regions, showcasing research from the THRIVE Consortium of which TGEU is a part of.
3. **Satellite Symposium on Biomedical HIV Prevention:** TGEU participated in the session titled "Fitting my needs - HIV prevention in the age of biomedical alternatives," discussing options such as oral and long-acting PrEP, alongside treatment as prevention (TasP).
4. **Presentation of Impact Assessment:** TGEU presented the *Impact Assessment of Gender Affirming Care and Legal Gender Recognition on HIV Outcomes for Trans People Globally* during a dedicated session at the AIDS World Conference. This presentation highlighted the positive impact of gender-affirming care and legal recognition on reducing HIV transmission risks, improving access to healthcare, and enhancing overall health outcomes for trans individuals worldwide. The findings underscored the need for supportive policies and healthcare practices that recognize and address the specific needs of trans communities in the global HIV response.

At the **Lisbon Addiction 2024 Conference**, organised by the Council of Europe and the European Union Drugs Agency, TGEU presented on how anti-trans violence contributes to mental health issues such as depression, anxiety, and PTSD, which often lead to drug dependency, specially in chem-sex spaces among trans individuals.

TGEU is launching new research initiatives on asylum in collaboration with the Liminality Consortium, focusing on how transphobia and cisnormativity impact the asylum process for trans seekers in Europe. Furthermore, TGEU will carry out a study on trans communities' educational needs concerning PrEP. A tailored survey instrument and data collection strategy have been developed, including plans to contract collaborators from TGEU member organizations for survey implementation and data gathering in 2025. This approach ensures a community-centered methodology, enhancing the relevance and accessibility of the findings.

Treasurer's Report

Overall, TGEU began the period in a solid financial position, with over 350.000€ in reserves as of the end of 2022 and what was perceived to be stable funding throughout the period. The reserves were maintained throughout 2023 and as at September 2024, the reserves are 442,465€. This is the result of 83,902€ of previously earmarked funds for renovations being able to be released to free reserves. Based on the projected budget for 2025, the reserves can cover 3 months of operating costs for the organisation, however it would likely exceed this as the majority of staffing costs are funded currently by restricted multi-year grants.

Income for 2023 was 1,842,248 EUR, with an around 4% shortfall on the budget. Expenditure for 2023 was 1,896,738 EUR, representing a 1% overspend on the budget. The year end position was -64,510 EUR.

Income for 2024 is projected to be 1,983,967 EUR exceeding the budget approved by the General Assembly in 2022 (which was 1,765,069 EUR). This projection is based on an actual figure for the first 9 months of 1,476,516 EUR and the remaining funds expected as receipts from committed operating and project grant agreements. Expenditure for 2024 is projected to be 1,946,610 EUR which mirrors the change in income and exceeds the budget approved by the General Assembly in 2022 (which was 1,727,992 EUR). It is projected that we will realise a year end position of 37,357 EUR.

In 2021, TGEU applied for the new Framework at the EU (European Commission) for the grant cycle for 2022-2025 and successfully extended the operating grant that we receive. In early 2024 TGEU submitted an application for the next grant cycle.

During this period, TGEU has been in receipt of four multi-annual grants: one from the Global Equality Fund for EECA regions with an implementation period between 2021 and 2024; a framework for the EU CERV (European Commission) 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 The Sigrid Rausing Trust with an implementation period between 2022 and 2025. Funding has been received during this period from the Minister of Education, Culture and Science of the Dutch Government and Dreilinden gGmbH. Additionally, funding has been received in this period and continues into 2025 from Wellspring Philanthropic Fund, The Robert Carr Civil Society Networks Fund and the American Jewish World Service.

During the period 2023-2024, TGEU has and will be sub-granting to organisations in the EU, European non-EU and CA countries.

Also in 2023-2024, the board commissioned Mazars to review TGEU accounts to ascertain the value of previously unpaid VAT due in Germany. The review was concluded in 2024 and a submission filed with the German authorities to settle 187,301 EUR of outstanding tax from previous periods.

	2023 Budget	2023 Actual (Audited)	2024 Budget	2024 Projection (based on accruals)	2024 Actual (Jan-Sep only)	Budget 2025	Budget 2026
Unrestricted Operating Grants	380.389	361.126	346.588	418.246	413.485	373.703	150.000
EU Core Funding	524.818	543.407	524.818	596.864	477.491	626.425	657.746
Project Grants	990.381	901.269	863.663	936.856	559.035	624.052	660.000
Other Income	30.000	36.446	30.000	30.000	26.504	30.000	30.000
Income Total	1.925.588	1.842.248	1.765.069	1.983.967	1.476.516	1.654.180	1.497.746
Staff	996.250	811.069	1.027.765	977,886	609.538	957.707	928.089
Travel	169.546	176.621	164.116	222,185	158.811	110.674	164.116
Other Programmatic Work	573.321	687.133	421.935	515,377	392.417	395.437	271.309
Other Costs (Rent, office costs, admin)	142.068	231.932	114.176	231,162	167.525	157.700	124.545
Expense Total	1.881.185	1.906.755	1.727.992	1,946,610	1.328.291	1.621.519	1.488.059
Result of Year	44.403	-64.510	37.077	37.357	N/A - 9 month figures	32.661	9.687

Strategic Plan 2022 - 2024 Goals

The Strategic Plan Goals 2022-2024 represent TGEU's shared vision for stabilising, strengthening, and advancing our organisation during a period of significant challenge and opportunity. Our current Strategic Plan has served as our roadmap for navigating leadership transitions, increasing our impact, and addressing the evolving needs of trans communities across Europe and Central Asia.

You will see from our activities that at its core, the work we have done is rooted in our commitment to resilience, accountability, and progress. It reflects our collective determination to address structural challenges, build a culture of care and inclusivity, and secure the financial and operational stability needed to sustain TGEU's work. We have prioritised organisational development, financial resilience, leadership capacity, and fostering a collaborative and supportive environment for our staff and members.

The following sections outline the critical progress we have made under each goal of the Strategic Plan. While challenges remain, we are proud of the milestones achieved and the groundwork laid for a stronger, more sustainable TGEU that continues to champion trans rights with courage and vision. Together, we are building an organisation equipped not only to respond to today's challenges but also to lead the way for tomorrow's opportunities.

Goal 1: Stabilise / Support TGEU

Objective 1 – Organisational Development

Over the past two years, TGEU has focused on strengthening its internal structures and operational capacity. This included stabilising staffing processes with the hire of a new ED, addressing leadership transitions, and introducing new systems to enhance efficiency.

We've invested in new tools such as a Human Resource Management Information System and an updated accounting platform, ensuring transparency and access to real-time financial data. We are continually working on ensuring our staff are developed and supported in their delivery of our vision and mission. But the challenge has been in supporting the Board for its governing role. That is something that has been highlighted by the current Board and will be addressed by the incoming Board.

And we have started to develop policies that will enable TGEU as an organisation to move forward with a solid foundation for sustainable growth and operational excellence.

Objective 2 – Fundraising

We have always known this — the crucial need for financial resilience, and TGEU has prioritised diversifying funding sources and securing multi-year grants. We have continued to nurture our key partnerships with institutional funders even during a period of turmoil with management/leadership vacuum, and these include important alliances with including the Global Equality Fund, EU CERV, DRL USAID, AJWS, and they have enabled us to expand our reach and impact.

Given the shrinking philanthropic, government and foundation funding for our work, we are working on a dedicated fundraising strategy including resource mobilisation efforts, with new hires focusing on grant development to support programs across Europe and Central Asia.

Objective 3 – Board Development

The Board has undergone significant turmoil, changes, and development, and throughout it all, they have stood up for strong governance and strategic leadership. It has not been easy to focus on sustaining TGEU during a vacuum of leadership, and but the Board working with the staff has kept TGEU running and continuing to serve its members.

The Board will focus on training programs and improved onboarding processes to equip new Board members with the tools needed to fulfill their oversight responsibilities effectively. As TGEU transitions to a new leadership cycle, the current outgoing Board are ensuring that as they exit, there will be continuity of institutional knowledge to align the Board's work with organisational priorities.

Objective 4 – Culture

TGEU aimed a vibrant and inclusive organisational culture, and despite the challenges throughout the last two years, this remains a priority for TGEU. We are catching up now with new initiatives to prioritise staff wellbeing, including a four-day workweek and policies supporting mental health. We have also invested in staff and executive development and will

continue to focus on these together with Board development because these reflect our belief that a thriving team is essential to achieving TGEU's mission.

We want our culture to be one of care, collaboration, transparency and accountability, we will continue to create a supportive environment that empowers everyone involved in our work.

Goal 2: Protect Our Rights

Objective 5 – Healthcare, Legal Gender Recognition (LGR), Non-Discrimination, Intersectionality, Asylum, HIV, and Sexual and Reproductive Health and Rights (SRHR)

Legal Gender Recognition based on self-determination

In 2024, TGEU played a significant role in advancing the conversation around legal gender recognition (LGR) through its active involvement in policy processes and contributions to key consultations. The EU Commission's consultation on the EU LGBTIQ Strategy's implementation revealed that while Member States (MS) often faced national challenges, over half of the respondents had taken steps toward quick, transparent, and accessible LGR based on self-determination. However, significant gaps remained, particularly for minors excluded from LGR procedures and targeted by anti-gender narratives. TGEU alongside other umbrella NGOs highlighted national progress but stressed the need for further action.

TGEU provided input at various stages of the consultation and commented on the forthcoming EU Commission monitoring checklist on National LGBTIQ Action Plans for EU member states. We also supported national LGR processes in Germany, Sweden, Montenegro, and Poland. Notably, TGEU participated in a roundtable in Podgorica and facilitated the translation of its self-determination publication into Montenegrin. Media outlets sought TGEU's expertise on Germany's self-determination law, and in November, TGEU's Expert Advisor Richard presented at the ERA seminar on gender recognition developments. Richard also spoke at an ILGA-Europe webinar on non-binary recognition and GDPR. Additionally, TGEU supported strategic litigation at national and European levels for better and more accessible LGR (see strategic litigation section).

Through these efforts, TGEU reinforced its role as a key advocate for inclusive and rights-based LGR.

Access to healthcare

The landscape on access to trans-specific healthcare is rapidly evolving in the region. While there is more awareness of the health needs of trans people than ever before, stigma and discrimination in healthcare settings continue to be a major challenge. Most countries are yet to implement the changes brought on by ICD-11 and training on trans healthcare for medical professionals is poor or non-existent. Moreover, there is a concerted effort to restrict access to trans-specific healthcare services in some countries in the region, especially for young trans people. TGEU's activities on access to healthcare approaches the issue from several angles, integrating policy and advocacy strategies (advocacy with EU and CoE institutions), research (Trans Health Map and reports), and movement building (Trans Health Network) to address various issues like depathologisation, waiting times, hormone shortages, and cost coverage for healthcare. Our key activities and achievements include:

- Developing two editions of the Trans Health Map, which is the only tool that tracks the availability and accessibility of trans-specific healthcare in the EU.
- Supporting members in Slovakia, Italy, Andorra, Czechia in national healthcare advocacy, including by breaking down the Cass Review Report published in the United Kingdom.
- Advocating for better access to trans-specific healthcare before regional processes, such as by developing and participating in the roundtables on LGBTI Health organised by the Council of Europe, including the roundtable on trans-specific healthcare and strengthening engagement with the EU Commission's DG-SANTE.
- At the Lisbon Addiction 2024 Conference, organised by the Council of Europe and the European Union Drugs Agency, TGEU advocated for enhanced preventive and corrective mental health services for trans people.
- TGEU, in collaboration with other civil society organisations and former MEP Cyrus Engerer, submitted a formal letter to the European Commission advocating for comprehensive healthcare reforms that support trans communities and integrate combination-HIV-prevention services, gender-affirming care, and preventive and corrective mental health support. This advocacy included calls for the implementation of trans-specific health laws, policies that prevent discrimination in healthcare, and the integration of gender-affirming care and legal gender recognition in HIV prevention strategies. The letter also urged the Commission to ensure affordable access to essential HIV medications (ART, PrEP, and PEP) for trans migrants, refugees, and sex workers, highlighting that unaddressed violence and discrimination significantly heighten vulnerabilities, particularly within high-risk environments.
- TGEU provided support for Kyrgyz LGBT organisation to submit a complaint to the UN special rapporteur on health due to the new Kyrgyz law on health with the

discriminatory condition of starting medical transition at age 25 only and containing pathologising language.

Dissemination of information

The dissemination of information has been essential in equipping TGEU's member organisations with comprehensive legal recommendations, effective advocacy tools, and proven practices. This approach empowers local organisations to counter anti-trans violence and discrimination with well-informed, actionable resources, fostering a cohesive and resilient stance across regions. Through systematic monitoring of anti-trans violence, TGEU provides empirical evidence on the urgent realities facing trans people, especially within further marginalised communities—such as trans sex workers, asylum seekers, migrants, and trans people of colour—and in subregions like Central and Eastern Europe and Central Asia. By sharing critical insights on rights protections, policy advocacy, and anti-violence strategies, TGEU strengthens its members' capacity to advocate for trans-inclusive policies, advancing safer and more equitable environments for trans communities throughout the region. Our key activities and achievements include:

- **Utilising the Anti-Trans Violence (ATV) project:** TGEU's ATV project systematically monitored cases of anti-trans violence, providing empirical data that reflects the lived realities of trans communities. This data equips member organisations with credible evidence for advocating anti-violence policies and protections across various regions.
- **Presenting at the Transposium in Skopje:** TGEU shared preliminary data on anti-trans violence and highlighted systemic barriers faced by marginalised trans communities. This presentation provided member organisations with a framework for understanding violence dynamics and actionable insights to counter discrimination and support trans advocacy.

Asylum and Migration

In 2024, TGEU's work on asylum focused on addressing the impact of the recently adopted Common European Asylum System (CEAS), which poses significant threats to the rights of vulnerable forcibly displaced communities, including LGBTI individuals. We released a comprehensive statement on our website in reaction to the adoption of CEAS outlining some of the foreseeable setbacks for forcibly displaced trans people. For years, TGEU has worked alongside partners to advocate for reforms to CEAS that uphold the rights and dignity of asylum seekers, highlighting the unique challenges faced by trans and other LGBTI individuals. Unfortunately, despite these efforts, CEAS was adopted with provisions that risk further

marginalising and endangering the most vulnerable. In response, TGEU has shifted its strategy toward monitoring the system's implementation over the next two years, working closely with networks such as the European Council on Refugees and Exiles (ECRE) and other civil society actors to ensure member states adhere to their human rights obligations.

A major milestone this year was TGEU's collaboration with the European Union Agency for Asylum (EUAA) to finalize and launch the SOGIESC Practical Guide. This tool is designed for professionals interacting with LGBTI asylum seekers during asylum procedures and in reception facilities, providing critical guidance to ensure their fair treatment and safety. TGEU also actively participated in the EUAA's annual Consultative Forum in Malta, joining civil society organisations to discuss strategies for monitoring the implementation of CEAS. These discussions emphasised the importance of protecting LGBTI asylum seekers in the face of restrictive asylum policies and underscored TGEU's role as a key advocate for trans-specific needs in these processes.

In addition to its EU-level advocacy, TGEU organised a workshop on asylum and migration at the ILGA World Conference in Cape Town, South Africa. This workshop provided a vital platform to explore the multifaceted challenges faced by trans people in forced displacement, from the root causes driving them to flee their home countries, through the dangers encountered during their journey, to the conditions they face in destination countries. By bringing these issues to a global stage, TGEU amplified the voices of trans asylum seekers and emphasised the need for international solidarity and policy change. This year's activities exemplify TGEU's unwavering commitment to advancing the rights of trans people in asylum systems in the EU, even in the face of significant political and legislative setbacks.

Non-discrimination and the EU elections

In 2024, TGEU played a pivotal role in advancing anti-discrimination protections for trans people in the EU. One of the year's key milestones was the adoption of the Equality Bodies Directive in May, which strengthens the mandate of equality bodies to combat discrimination across the EU. Recognising the importance of raising awareness about these new protections, TGEU collaborated with EQUINET, the European Network of Equality Bodies, to strategise on informing marginalised communities, including trans people, about their rights under the directive. Over the next two years, TGEU will continue to actively support the directive's implementation, organising information sessions for our EU-based members to ensure trans communities understand how to engage with equality bodies and benefit from their enhanced powers.

TGEU also contributed to shaping the EU's political landscape during the commissioner confirmation hearings after the EU elections. Together with partner organisations such as OII Europe, IGLYO, and EL*C, TGEU submitted detailed briefings to MEPs and proposed questions for four commissioner designates whose portfolios are crucial for advancing equality. These included the commissioners responsible for People, Skills, and Preparedness; Democracy, Justice, and the Rule of Law; Internal Affairs and Migration; and Preparedness and Crisis Management. TGEU's coordinated efforts ensured that the concerns of trans and LGBTI communities were directly addressed during the hearings, emphasising the need for robust anti-discrimination policies and inclusive governance.

Building on this advocacy, TGEU organised a study visit for six trans activists to engage with policymakers in Brussels as part of its post-EU elections strategy. The participants met with parliamentarians and representatives from the Directorate-General for Justice and Consumers (DG JUST) to discuss the priorities of trans communities for the new parliamentary mandate. Among the key issues highlighted were the urgent need for legislation explicitly protecting individuals from discrimination based on gender identity and the importance of fostering inclusive policymaking.

Objective 6 – Strategic Litigation, Communication, and Resources to Tackle Opposition

Strategic Litigation

In 2024, TGEU continued its strategic litigation efforts to ensure that trans people not only have rights but can fully enjoy them. While our primary focus remained on legal gender recognition (LGR), TGEU also tackled data protection issues and a SLAPP case.

To adapt to a more hostile landscape and better support Central Asian members unable to access European mechanisms, TGEU began developing a new strategic litigation strategy. It also hosted two young legal experts through the Humboldt Law Clinic, producing an analysis on litigation entry points under the European Social Charter, such as the right to housing, the right to the best attainable healthcare services, and the right to employment. Additionally, TGEU convened the Trans Legal Network in Strasbourg, facilitating exchanges of activists and lawyers with an ECtHR judge and strategising on key national cases. We also held a webinar on CJEU cases, discussing the recent success in the *Mirin* case and pending trans cases.

At the national level, TGEU supported cases addressing non-binary recognition and inclusive data collection in Spain, gendered titles on travel tickets in Germany, divorce requirements in Poland's LGR process, and a SLAPP case against trans activists in Greece. In Czechia, TGEU celebrated progress as the Constitutional Court struck down forced sterilisation for LGR.

At the European level, TGEU engaged in third-party interventions at the ECtHR, supported supervision processes in multiple countries, and coordinated efforts to push for quick, transparent, and accessible LGR procedures in compliance with ECtHR rulings. Through these actions, TGEU reinforced its commitment to defending trans rights in increasingly challenging environments.

In 2024, TGEU continued its strategic litigation efforts, supporting several landmark cases before the Court of Justice of the European Union (CJEU) that could significantly impact the protection of trans people's rights in Europe. Notable cases included **C-4/23 (Mirin, Arian's case)** on freedom of movement and legal gender recognition (LGR), **C-247/23 (Deldits)** concerning LGR for refugees in line with GDPR, **C-43/24 (Shipov)** asking on compliance of an LGR-ban with EU values and equality rights, and **C-394/23 (Mousse)** addressing the removal of civil status on railway tickets and advocating for non-binary options.

TGEU provided extensive support in the **Mirin** case (2021–2024), advising on the tactics and framing of questions to the Court, particularly around how gender identity should be referenced instead of “gender reassignment.” We reviewed the applicant's submission and collaborated with ACCEPT on their media strategy. TGEU also was part of Arian's legal team at the hearing, and supported interested member States. Throughout the process, TGEU provided moral support, ensuring that the case was presented effectively and that the broader community was informed and engaged.

These cases underscore TGEU's role in advancing trans rights through strategic litigation, ensuring that the EU recognises and protects trans individuals' rights to legal gender recognition, equality, and privacy.

Our work on tackling the opposition took a two-pronged approach in 2024, one focused on TGEU's members and the other on political actors. In June, TGEU convened a group of members working to respond to the opposition to jointly develop a way forward and specifically to create resources and tools that TGEU's members can use along with the resources on strategic communications and safety and security developed in 2023. We are developing a strategy document laying out plans for network building, advocacy training, and exchange of good practice, knowledge and expertise. Additionally, in 2024, we are also developing a crisis response document that can be adapted and implemented by members in their respective contexts, complete with various tools to track steps taken, report on outcomes, and email templates.

Our focus on political actors revolved around the elections to the EU Parliament held in June 2024. In the run-up to the elections, together with ILGA-Europe, we conducted workshops with candidates and their staff on how to identify and react to anti-trans narratives while

campaigning. We held three sessions, one each with the Left political group, Renew Europe, and the Greens, which were very well-received. We also shared a written follow-up briefing note to provide candidates the written narratives and responses.

To better understand the Central Asian region among international actors, we participated in the EEAS consultations on human rights and provided detailed inputs with recommendations on Uzbekistan and Turkmenistan. We also wrote unique articles on the two countries and sent them to more than 10 stakeholders from the UN, EU and banks.

Objective 7 – Implementation of the EU's LGBTIQ+ Strategy and Other Regional Processes

We participated in consultations and discussions to prioritise institutions and stakeholders. TGEU met with OHCHR Central Asia Office in late 2024 to discuss the situation of trans people and recommend priorities for their regional strategy. TGEU participated in a regional consultation with the independent expert SOGI to identify the expert's future priorities. As part of the consultation, we presented an intervention on the uneven development of rights for trans people across Europe and Central Asia, on manipulation of information and misinformation, on laws that target trans people, on the lack of trans data and on the situation of trans activism.

In 2024, TGEU actively engaged in advancing the EU LGBTIQ+ Equality Strategy through a series of targeted advocacy initiatives and collaborations. At the EU LGBTIQ Strategy roundtable in Brussels in March, TGEU brought critical issues to the table, emphasising the need for a deeper integration of trans people into the broader Gender Equality Strategy. Recognising the intersectional links between gender equality and LGBTIQ+ rights, TGEU highlighted the importance of trans inclusion in the work of the EU's gender equality unit, particularly through better alignment with the LGBTIQ Equality Strategy. This dialogue sought to ensure that future frameworks would address the unique challenges faced by trans and intersex people, leveraging every opportunity to enhance their legal protections despite obstacles posed by treaty language.

In addition to discussing EU-level strategies, TGEU explored ways the European External Action Service (EEAS) could collaborate with LGBTIQ+ networks to bolster rights beyond EU borders. This included identifying synergies in reports and events aimed at non-EU countries, particularly in Eastern Europe, the Caucasus, and Central Asia, to amplify support for LGBTI communities in these regions. TGEU also contributed to discussions on addressing external influences, including the impact of Russia's policies within the EU and neighboring regions, as part of broader conversations on foreign information manipulation and interference (FIMI). Simultaneously, TGEU advocated for greater prioritisation of trans and LGBTIQ+ rights in the

EU enlargement process, aiming to embed these rights into the agendas of candidate countries aspiring to join the Union.

One of TGEU's significant successes in 2024 was its advocacy for a renewed EU LGBTIQ+ Strategy beyond 2025. Through persistent dialogue with the European Commission, TGEU secured a commitment to develop a new strategy that would build on the existing framework while addressing emerging challenges. As part of this effort, TGEU will collaborate with the incoming Commissioner for Equality to ensure that the renewed strategy reflects the key priorities of trans communities, including advancements in legal gender recognition, anti-discrimination protections, and socio-economic inclusion.

Goal 3: Protect Our People

Objective 8 – Support Trans Groups and Activists in Responding to the COVID-19 Crisis, War in Ukraine, and Economic Downturn

Through its Anti-Trans Violence (ATV) project, TGEU has begun monitoring violence and discrimination against trans people in Ukraine, collecting data on incidents of psychological, physical, and systemic violence. This initiative highlights the heightened vulnerabilities faced by trans individuals, especially in crisis settings, providing crucial evidence for advocacy focused on securing protections and support services. By documenting these experiences, TGEU equips national and international stakeholders with the information needed to address anti-trans violence in Ukraine and reinforces its commitment to supporting trans rights.

In response to the continued impacts of various crises across our regions, TGEU has provided over 80 1-1 virtual consultations and tailored resources to trans groups and activists experiencing emergencies. In 2024, many of our members faced increased challenges due to the rising anti-trans and anti-LGBTI legislations and targeted attacks, which have further exacerbated the vulnerabilities of trans communities in several countries. During our consultations with trans activists, we provided wellbeing and advocacy support to those facing personal threats and threats to their work.

Objective 9 – Provide Tools to Respond to Intersectional Issues, Discrimination, and Violence

TGEU offered direct solidarity and support to members impacted by hostile environments, we focused on providing members with relevant support and equipping them with practical tools to navigate and safely organise in these volatile contexts. Additionally, we offered grant-writing and resource mobilisation training to help members continue their vital work under increasingly restrictive conditions.

On the EU policy front, TGEU achieved a major victory together with a coalition of organisations with the adoption of the Violence Against Women Directive which requires EU Member States to take steps to protect and support victims and survivors of gender-based violence irrespective of their gender identity and gender expression. Although the Directive does not cover trans-specific issues like forced sterilisation, it is a significant development in the landscape of preventing and addressing gender-based violence that is trans-inclusive.

The Research team has also created two new platforms using Uwazi to allow community members and organisations to report cases of both anti-trans violence and murders of trans people. Through the Anti-Trans Violence (ATV) project, TGEU has developed a responsive framework for documenting and addressing violence and discrimination faced by trans individuals across intersecting identities, such as race, migration status, and socioeconomic background. The ATV project equips member organisations with a flexible, data-driven reporting tool that captures various types of violence—psychological, physical, and systemic—and highlights specific challenges faced by trans folks, paying special attention to the needs of further marginalised communities. This tool not only provides essential data to advocate for legal protections but also enables local organisations to tailor interventions that account for the complex, intersecting factors exacerbating vulnerabilities within trans communities.



Picture: Kazakhstan trans activists protest against violence towards trans sex workers. The poster says "A trans woman is not a sex doll". Photo provided by our member TransDocha.

Objective 10 – Increase Awareness of Violence Against Trans People and Develop Violence-Reduction Strategies

The Research team has also created two new platforms using Uwazi to allow community members and organisations to report cases of both anti-trans violence and murders of trans people. Through the Anti-Trans Violence (ATV) project and the Trans Murder Monitoring project, TGEU has enhanced awareness of violence against trans people and developed targeted violence-reduction strategies using the Uwazi platform, which enables detailed

documentation of incidents, capturing the extent of violence affecting trans individuals across intersecting identities. The data collected through the ATV project was included in TGEU's 2024 hate crime report submitted to the Office for Democratic Institutions and Human Rights (ODIHR) and was presented at the “Under the spotlight” series, furthering international recognition of these critical issues. This information was also shared with the Council of Europe, informing European policymakers of the pressing need for anti-violence protections. These efforts have strengthened advocacy initiatives and supported systemic reforms against discrimination and violence targeting trans communities across Europe.

Goal 4: Support Our Members

Objective 11 – Equip TGEU’s Membership with Skills and Resources to Respond to Intersectional Discrimination and Advance Fundamental Rights Across Europe and Central Asia

One of TGEU’s core priorities during the reporting period 2022-2024 was to continue enhancing the capacity of our members through targeted training programmes to empower activists to effectively respond to challenges within their organising efforts. We launched 2 programmes running for 2 cycles, namely Fundraising Empowerment and the Trans Feminine Leaders Academy (TFLA). Under both programmes, a total of 30 activists were trained in the first cycle and most of them are now in leadership positions in their organisations, including on the TGEU board.

We are pleased to share that in 2024, we launched the second cycle of both programmes. We managed to create a learning space for new cohorts of 30 activists from diverse backgrounds and experiences to strengthen their leadership and fundraising skills.

Fundraising Empowerment Program (2022-2025) aims to equip activists with advanced skills in fundraising, grant writing, donor engagement, and sustainable organising. The programmes were designed to cater to activists from grassroots organisations, often underfunded and working in highly marginalised and hostile contexts. The methodology included a first round which is a 3-day in-person gathering with a series of highly interactive workshops for participants to learn and also share

good practices from their own lived and learnt experiences. To follow up on progress and to offer support, A few months after the training, TGEU then organises individualised virtual consultations to participants. This is then followed by a second and final round with a more advanced focus.

Many participants expressed that the training gave them the confidence and knowledge to approach new funding opportunities with tremendous success.

“[This training]’ gave us a better, more consistent understanding of our opportunities. Learning from a team like TGEU, well, I cannot really imagine a better growing path for queer organisations.

I feel I now have a better understanding of the directions I can follow. Here is how to deal with institutional fundraising, here is what not to be scared of in crowdfunding, etc.”

– Georgy, LGBTQ+ Group ComingOut, Lithuania

“The training provided crucial insights into fundraising, equipping us with knowledge and skills needed to expand our reach, impact and adopt the right approaches and strategies for sustainability fostering both the movement's and the organisation's growth. The learnings significantly improved the way I approach and view fundraising. I now know that there are different ways to write compelling proposals. For instance one approach is to use storytelling, as it helps create a deeper understanding and connection between the organisation, its members and the donor. “

– Lissa, Queerstion Media, Sweden

Trans Feminine Leaders Academy: The TFLA has continued to be a vital platform for developing trans feminine leaders. The programme has a dedicated special focus on trans femme activists from further marginalised backgrounds, including migrants, refugees, sex workers, and activists from underrepresented regions. The Academy provided a mix of leadership development, strategic communication, and advocacy training tailored to the unique challenges faced by trans feminine leaders. Over the course of the training, participants planned individual leadership projects, supported by peers from the cohort and TGEU staff. A follow-up virtual consultation support was

organised for participants, and in 2025 the cohort will meet again for a retreat, which marks the programme's closing.

“Everyone in TFLA empowers me. The diversity we exchange helps me see myself and realise my value to society. TFLA is a space that, through our collaboration and solidarity, brings tangible change to the European transgender community” – Kath Khangpiboon, Thai Transgender Alliance, Czech Republic

“The Trans Feminine Leadership Academy served as a networking and training platform for me. We analysed several successful cases on trans advocacy in Europe and the results are inspiring. We also analysed the trans map of Europe and see that a lot of work has been done on trans advocacy in Europe. I am always inspired by people, their experience, their work. I leave inspired and with faith that we will succeed.” – Kanykei Kyzy, Trans Coalition, Germany

“Being in a room surrounded by policy-making, activist, creative and simply incredible trans women, many of which BIPOC, has been such a humbling and inspiring experience. By sharing resources, ideas and stories, I was once again reminded that the future is up to me and other young trans leaders like me.” – Misi Hoogvliets, Berlin Ballroom Pier, Germany*

In addition to the core training programmes, Between May and September, TGEU collaborated with other partner organisations to host a series of online webinars aimed at broadening members' skill sets and networks:

- Grant Writing and Resource Mobilization with FRIDA | The Young Feminist Fund - we held two online sessions focusing on practical grant writing and resource mobilisation techniques.
- Digital Safety and Security webinars with Access Now - two sessions, one in English and another in Russian were held to discuss digital privacy and security amidst increasing surveillance and online harassment.
- Exploring Migration: Challenges and Strategies for Supporting Trans Communities, held in collaboration with Rainbow Railroad, the session was held

in both English and Russian and explored best practices for supporting trans individuals facing displacement and persecution due to their gender identity.

The overall feedback from participants was overwhelmingly positive, with many reporting that they felt more empowered, connected, and prepared to take the lead in their roles within their communities and beyond.

These training programmes are part of TGEU's broader strategy to ensure that its members are equipped with the necessary skills and resources to effectively combat intersectional discrimination and advance the rights of diverse trans communities across our regions.

Financial support through subgrants

In 2024, we provided direct financial support to members through several continuing and new programmes.

Eastern Europe and Central Asia

Eastern Europe and Central Asia (EECA) remain an underresourced and underrepresented region, which is at the same time severely affected by Russia's war against Ukraine and overall increasing militarisation, an ever more aggressive anti-trans and anti-gender rollback, and economic hardship. All this requires targeted and sustained support, especially for groups working to protect the rights and wellbeing of trans communities. TGEU is proud to have expanded both our engagement with our EECAC members and the direct support we provide them. In 2024, 11 trans-led groups in EECAC received subgrants for advocacy, community building, and trans movement strengthening. Besides financial support, all EECAC subgrantees received tailored capacity building support through group and individual trainings, consultations, and mentoring sessions.



*Picture: Trans people and parents at a leadership camp in the mountains of Kyrgyzstan.
Photo provided by our member Myrzaiym.*

In 2024, 7 of our EECA subgrantee partners completed their projects with us. We announced a new call for applications and selected a new group of subgrantee partners to be supported in 2025. Both in the previous and current sub-granting cycle under this program, we are particularly proud and excited to support emerging trans-led groups in sustainability. We also issued a separate subgrant to our member TransFormA (North Macedonia) to support the organising of Transposium, a key subregional trans community gathering in the Balkans, which was hosted by TransFormA this year.

“TGEU’s mentoring was very important. We have learned new skills, we now have a strategy and understand how to create change. You have also supported us with contacts and connected us with donors. The TGEU project staff was amazing and very supportive, and you taught us a lot. We were lost, we didn’t know how to do anything, we just had energy and ideas. But in collaboration, we are now more focused.” – Luana Myrto, Ylberofilia, Albania

European Union

To drive meaningful change in the lives of trans people across Europe, for the first time, TGEU embarked on an EU subgranting programme which is held through 2 cycles. The first cycle in 2024 saw three member organisations selected in a competitive process. The groups Trans Autonomija (Lithuania), FLIRT (France), and Trans Network Balkan (Western Balkan regional initiative), were each awarded a one-year grant of €30,000. Funding these projects was made possible by the European Commission’s Financial Support to Third Parties (FSTP) under the Citizens, Equality, Rights and Values Programme (CERV).

“The TGEU grant has enabled us to improve our support for trans migrants, asylum seekers and refugees by setting clear long-term goals, organising impactful community events, and beginning the development of essential resources through expert consultations. The funding has strengthened our capacity to meet community needs, enhancing the support network for trans individuals navigating complex social and legal challenges.”—(Migle, Trans Autonomija, Lithuania.

“One significant achievement we’ve made with the help of this grant is the successful facilitation of a capacity building training and coordination of a regional campaign that has brought together newer activists and established advocates for trans rights in the Balkans. This collaboration is crucial to our continued work on building solidarity and shared purpose, emphasising the importance of cross-country collaboration on bigger initiatives that can significantly advance the rights and wellbeing of all.” – Trans Network Balkan

Additionally, the Research team had:

- Updated Trans Rights Index & Map
- Introduced new Uwazi platforms for reporting on ATV in Eastern Europe and Central Asia and TMM globally
- Shared results of Fundamental Rights Agency's 3rd LGBTIQ survey
- Participated at the Transposium.

Objective 12 – Ensure Members Feel Supported and Engaged in TGEU's Work

We continued to prioritise direct engagement with our members through 1:1 consultations, on-site country visits and informal gatherings aimed at fostering stronger connections within the community.

1:1 Virtual Consultations: This year, TGEU held 10 online consultations with both new and longstanding members. These sessions allowed TGEU staff to connect with members, better understand their unique challenges, and provide tailored support. Discussions during these consultations spanned a variety of topics, from strategic planning and advocacy efforts to wellbeing and community organising.

On-site visits: TGEU also provided in-person consultations during country visits to get to know more about their work, and context, support and connect with their communities as well as to explore collaborations. Our Senior Programmes Officer visited our members kolekTIRV in Croatia for a Health Symposium, using the time to also meet with two other members - QueerUp and K-Zona. The second member visit this year by our SPO was for a TBPoC retreat in Amsterdam organised by our

members, Manish Cave. Per invitation from our Belgian member group Rainbow House, we also participated in the International Pride Conference dubbed the Meaning of Prides.

Our staff also visited 4 trans-led members in Kyrgyzstan and Kazakhstan. During the visits, they discussed members' ongoing projects supported by TGEU, provided support in financial and organisational management, and held strategic discussions in light of the changing country contexts and plans for organisational development.

Member crisis support: TGEU provided crisis support to members facing threats or severe political deterioration. In 2024, major crises experienced by our members included crackdowns on civil society and trans and LGBTI communities in Russia, Georgia, and Kyrgyzstan, police raids on the homes of trans and LGBTI people in Belarus, and in Italy. In all cases, TGEU reached out to our members in the respective country and offered relevant support. This included alerting regional and international decision-makers, supporting members' fundraising efforts, researching and connecting to members in other countries to facilitate access to hormones, and amplifying our affected members' communications through our communications channels.

As the state of human rights for trans people is increasingly threatened by the growing right-wing and antigender rollback across Europe and Central Asia, we strengthened our approach to crisis response by developing an internal crisis support manual for staff to coordinate smoothly and align on how best to support members facing crises and threats.

PeerNetz: In response to the turbulent times many activists face, TGEU also organised an informal virtual gathering through PeerNetz, an online space designed to foster connection and provide a sense of community. During the PeerNetz event, members gathered to play a quiz together and engage in lighthearted, informal conversations, providing a much-needed space for relaxation and fun amidst the challenges many are confronting in their activism. Feedback from members emphasised how these

moments of informal connection helped to alleviate stress and build solidarity across the network.

Goal 5: Strengthen Our Networks

Objective 13 – Ensure TGEU’s Network of Members Reflects the Full Diversity of Trans Communities in Europe and Central Asia

TGEU made a coordinated effort to engage members from further marginalised communities, including trans refugees, BIPOC, sex workers, and Deaf/disabled trans people.

Trans Refugee Network: Through our work with the Trans Refugee Network, we conducted 2 virtual gatherings for the network members. An in-person planning retreat for partners and Trans refugees will be conducted in Malta. In partnership with ORAM and GATE we also co created a panel for ILGA World conference in Cape Town titled: Coping from the margins amplifying the lived realities of rainbow refugees. The session focused on strengthening connections and amplifying the voices of Trans and Gender Diverse and LGBTQ refugees globally.

We were proud and glad to strengthen our engagement with our member, National Trans Coalition (Armenia), who visited TGEU at our office. During the visit, we exchanged insights into each other’s work and discussed possibilities for collaboration and expanding our strategic work in the Caucasus.

Along with financially supporting our members TransFormA to organise Transposium, TGEU staff - including Research Officer Amanita Calderon Cifuentes, attended the event and contributed directly to the program. Amanita led a session on data collection and reporting methods for TGEU’s Anti-Trans Violence Project, presenting critical insights from recent research. This session held particular significance as many attendees had contributed directly to this project, making this an invaluable opportunity for them to engage with the data and see firsthand the impact of their work.

Objective 14 – Increase Active Support and Allyship from Other Movements and Networks

TGEU has built a strong network of allied organisations whom we collaborate with regularly in our policy advocacy work, research projects, as well as in capacity-building activities. We have continued to deepen our collaborations with cross-movement organisations and networks, recognising that building strong alliances with other social justice movements is essential for amplifying trans rights. Through partnerships with organisations working on feminist, migration, refugee, and human rights issues, we expanded our reach and impact.

In 2024, we worked closely with a group of feminist and LGBTI organisations and successfully advocated for the adoption of the Directive on Violence against women by the EU. In addition, we collaborated with ILGA-Europe to conduct workshops with EU Parliamentary election candidates to prepare them for anti-trans narratives in their campaigns, joined the THRIVE consortium to strengthen our work on HIV policy and advocacy, and joined the new Liminality Consortium at the Gender Centre of the Geneva Graduate Institute, leading research on gendered vulnerabilities and repercussions for queer and trans people in forced displacement. We continued to partner with international LGBTI organisations in key research projects such as the Trans Rights Map and Index, Trans Day of Remembrance, and for UN advocacy in relation to reports released on sports.

More details of new partnerships we cultivated in 2023-2024:

FRIDA | The Young Feminist Fund: TGEU partnered with FRIDA for a series of fundraising and grant-writing webinars to empower trans activists with essential skills in resource mobilisation. This collaboration enabled our members to access insights from the feminist movement and apply innovative strategies for securing funding for their work.

ORAM: TGEU participated in the ORAM stakeholder consortium. This event aimed to create a space for open dialogue, collaboration and partnerships among stakeholders working to enhance LGBTIQ inclusion in displacement contexts across Central and Eastern Europe. As a result TGEU managed to gather more information and created networks to include in the Refugees and Asylum seekers support resource guide, which will be included on our website to ensure easy access of information, mapping organisations and allies supporting the refugees and asylum seekers.

Rainbow Railroad: Through our partnership with Rainbow Railroad, we organised an informational webinar on migration and the challenges faced by trans communities fleeing persecution. This webinar provided practical guidance for activists on supporting displaced

trans people and was another step in connecting members to the broader network of LGBTI refugee support groups.

GATE - Global Trans Conference: TGEU was represented by our Senior Programmes Officer and also facilitated a session on intersectional movement building at the event held in Munich in July. This was an opportunity to network, share and learn from other global trans activists allies and partners.

PICUM and ENAR: TGEU has also been steadily building relationships with organisations with an anti-racism focus and approach, as well as those working with asylum seekers and migrants. To strengthen relations with strategic allies and partners, we continued to diversify our network base by engaging in peer learning and exchange meetings and collaborations with the Platform for International Cooperation on Undocumented Migrants (PICUM), European Network Against Racism (ENAR), Safe Passage, as well as GATE and ORAM refugees. We also continued our cooperation with Front Line Defenders and AccessNow by referring interested members to them for tailored support around holistic and digital protection.

These are just some examples of TGEU's ongoing work that emphasizes allyship and intersectionality – we aim to find common ground and work with organisations to build broad-based support for key advocacy and programming priorities.

Through the communication team's contribution to the EU Elections campaigning, TGEU became the official communication partner of the European Parliament.

Other Victories and Campaigns

TGEU Communications Strategy

The first TGEU Communications Strategy adopted in August 2024 provides a clear overview of TGEU's key audiences, guiding principles, practical implementation, and tactics developed over the years at TGEU, with a focus on external communications.

It is created to guide our communication efforts for impact, consistency, and long-term sustainability, with the main objectives:

- Ensure consistent messaging across all platforms and channels.
- Serve as a tool for recording and transferring knowledge to maintain long-term continuity in communications.
- Function as a practical guide for TGEU staff and subcontractors.

- Act as a comprehensive onboarding resource for new communications staff.

New visual style and website launch

In March 2024, we unveiled TGEU's fresh visual identity and revamped website. These updates signal a significant step in accurately reflecting our mission, values, and you – the people we serve.

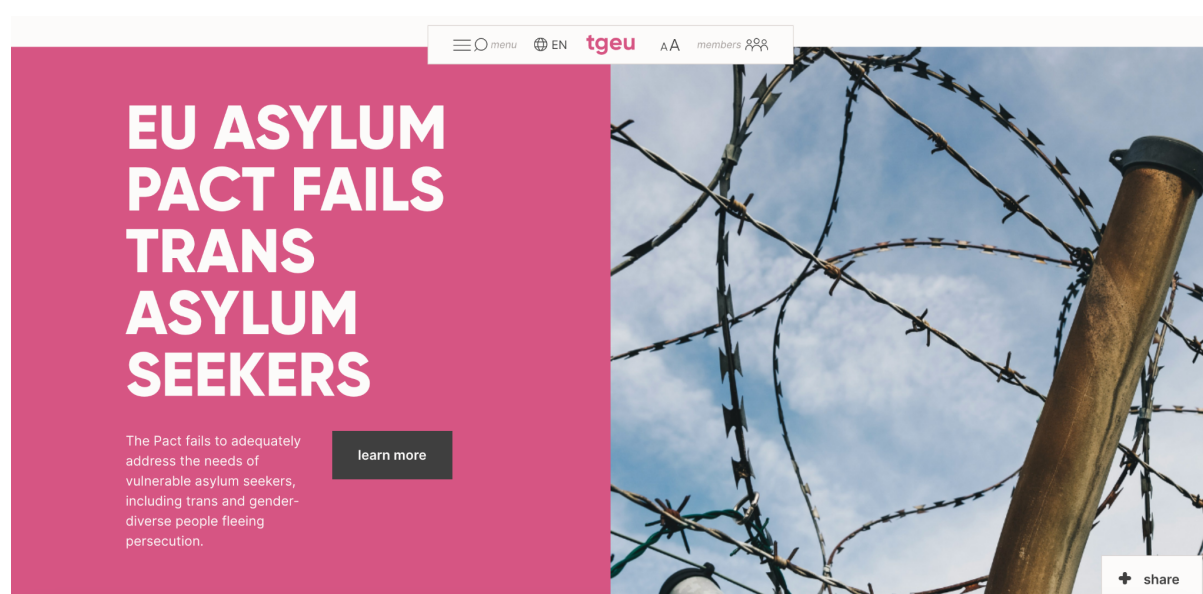


The heart, the resilient network of interlinked organisations and individuals, and the diverse voices of trans and non-binary communities in Europe and Central Asia are the metaphors from which our new visual style draws inspiration.

Anchored in the colours of the trans flag, our palette embodies inclusivity. Our colours reflect our commitment to embracing people and communities facing intersecting oppressions and fostering solidarity in our pursuit of human rights, wellbeing, and justice for all. All of our work is geared towards creating legal, social, and political change to improve the lives of trans

people. With all our knowledge, capacity, and passion, we strive to make a difference. We hope you see this reflected in our new visual identity.

New Website



Our redesigned website prioritises accessibility. It features a simplified structure, bold fonts, and a responsive mobile version to enhance user experience and facilitate smooth navigation through key advocacy and research topics. Aligned with the Web Content Accessibility Guidelines, our website structure and navigation are designed with people with disabilities in mind.

Language accessibility is very important for us to strengthen the movement across countries, cultures, and continents. Our website now offers important materials in five additional languages: Russian, Spanish, Portuguese, German, and BCMS. This is just the beginning. We remain committed to expanding our non-English language resources in the future.

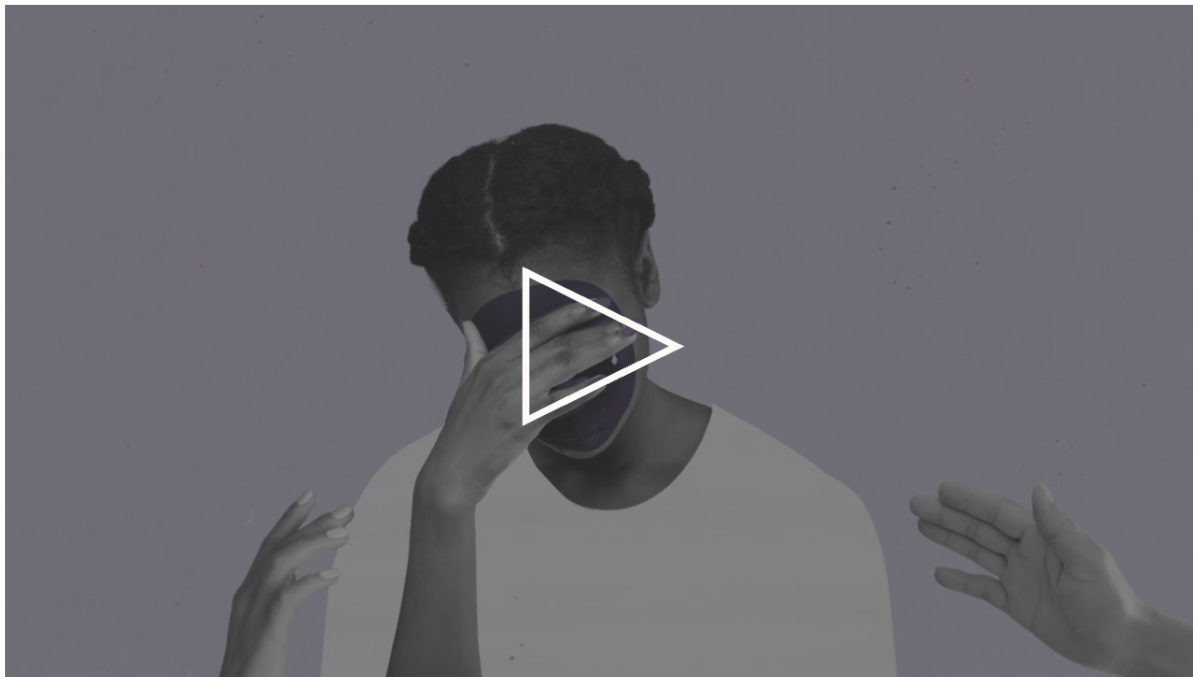
Awareness and Campaigns

The key channels for awareness-raising and campaigns are social media, press relations, and amplifying campaigns and narratives through the networks of collaborators—organisations, activist groups, and individuals.

The growth of followers on Instagram, our key social media channel in 2023-24 was 50.45%
The communications team also began paying more attention to LinkedIn to strengthen collaborative networks between organisations, resulting in a 106.58% increase in followers. It is important to note that all of this growth and coverage is organic and non-paid.

Every year, we celebrate trans people resisting, building communities, and thriving and our siblings whose lives were lost to violence through dedicated awareness campaigns. TGEU's main campaigns are, as always, marking the days of the importance and announcing the research updates:

- Trans Day of Visibility in March.
- IDAHOBIT in May with launching the yearly update of the Trans Rights Map, the project that celebrated its 10th edition in 2023.
- Trans Advocacy Week in the summer, in collaboration with Asia Pacific Transgender Network (APTAN), East Africa Trans Health and Advocacy Network (EATHAN), Global Action for Trans Equality (GATE), ILGA World, and Swedish Federation for LGBTQ Rights (RFSL).
- Trans Day of Remembrance in November, with contributions from the community and announcing the yearly Trans Murder Monitoring update.



In 2023 and 2024, the new communications team is especially proud of the additional awareness raising campaigns like The EU Elections 2024 Campaign and The trans people in sports Campaign.

Press Relations revamped

We launched six campaigns that included proactive and orchestrated press pitching and addressed tens of press requests worldwide, with more than 90 prominent press mentions of trans advocacy work and research in both mainstream and LGBTI media. These outlets include: Forbes, Tagesspiegel, Xtra magazine, GQ Japan, Marie Claire, Times Malta, CNN Brazil, LA Progressive, La Vanguardia, The Independent, Metro, and Bloomberg. We have proudly established relationships with the Thomas Reuters Foundation and new connections with the key global LGBTI outlets like Them and Pink News, as well as collaborative relations with the Trans Journalists Association and Coalition for Women in Journalism.

Our communications team is always happy to support members with press contacts and consultancies on a regional level while keeping establishing TGEU for the press as:

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

Drop us a line at comms@tgeu.org when you need support with press relations or have a story to tell.

Publications

- Landscape Analysis: What we know on anti-gender movement measures and actors targeting trans people across Europe and Central Asia
- Messages That Build Support for Transgender Rights: A Toolkit for Effective Communication Strategies
- Supporting Those Who Speak Up for Trans Rights: Safety and Security Toolkit for Individual Activists
- Supporting Those Who Speak Up for Trans Rights: Safety and Security Toolkit for Trans Rights Organisations
- Diving into the FRA LGBTI II Survey Data: Trans and non-binary briefing (with ILGA-Europe)
- Anti-trans Violence Reporting Tool: Uwazi Guidelines for Trans Rights Advocacy

- The State of Trans-Specific Healthcare in the EU
- Trans Media Guide: A Community-informed, Inclusive Guide for Journalists, Editors & Content Creators
- Self-determination models in Europe: Practical experiences
- The EU LGBTIQ Equality Strategy 2020-2025 and its key action items for trans people
- Key Cases: Legal Gender Recognition in European and National Courts (2017-2024)
- Trans rights in Eastern Europe and the Caucasus: Armenia, Montenegro, Ukraine. Submission to the implementation review of the Council of Europe Recommendation on measures to combat discrimination on grounds of sexual orientation or gender identity
- Policy Recommendations: Asylum Procedures Regulation

You can find the publications [on our website](#) or contact comms@tgeu.org for your copy.

Trans Media Guide

TGEU's new Trans Media Guide provides tips on how to cover stories about trans and non-binary people ethically and respectfully. It contains references to reliable sources of verified data for journalists, editors, and content creators. Our Trans Media Guide is based on collective knowledge. It collects a diverse range of experiences on inclusive, trans and non-binary informed journalism and representation. It was created in close collaboration with TGEU members. The guide is available in English, Portuguese, and BCMS (Bosnian, Croatian, Montenegrin, and Serbian).

TGEU's Legal Gender Recognition Checklist

TGEU's Legal Gender Recognition Checklist is a tool designed to help assess whether national laws on gender recognition uphold human rights standards. Aimed at policymakers, trans activists, and those with some legal knowledge, this checklist supports the review or creation of laws that enable individuals to change their legal gender markers and names on official documents in a manner that respects their dignity and identity. Organised into three sections—Procedures, Requirements, and Effects—the checklist guides users to answer “Yes,” “No,” or “Don't know” for each criterion, providing a structured review of key factors such as economic accessibility, privacy protection, access for minors, and the principle of self-determination. Users can save, print, or submit their responses, and TGEU encourages feedback to tailor the checklist to various legal and political contexts. If users identify gaps in meeting these standards, particularly in areas crucial to human rights compliance, TGEU recommends prioritising improvements in those areas. A PDF version is also available for ease of reference.

Key Cases: Legal Gender Recognition in European and National Courts (2017-2024)

TGEUs *Key Cases: Legal Gender Recognition in European and National Courts (2017-2024)* toolkit is designed to support lawyers, activists, and NGOs advancing trans rights specifically within the field of legal gender recognition. It includes 50 landmark judgments from regional, international, and select national courts, covering vital topics like self-determination, non-binary recognition, minors' rights, parenthood recognition, and cross-border recognition within the EU. This resource builds on prior editions on legal gender recognition and provides a comprehensive overview of significant legal advancements, with detailed case summaries for both European Court of Human Rights (ECtHR) and national-level rulings. Readers can explore these cases in depth to understand evolving protections for trans people's right to get official recognition of their gender identity.

