



# ACTIVITY REPORT

**Transgender Europe's  
activities from  
June 2016 until June 2018**

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This report has been created with the greatest care, but it does not claim to be complete. Please send feedback and suggestions for amendments to [tgeu@tgeu.org](mailto:tgeu@tgeu.org).

### **Transgender Europe, June 2018**

Transgender Europe (TGEU) is a European-based umbrella organisation supporting, fighting, and advocating for the rights of trans people across Central Asia and Europe. TGEU is committed to intersectional justice and trans rights through advocacy, campaigning, researching, community building, and networking with alliances. TGEU represents more than 115 member organisations and groups in 44 countries and coordinates global projects such as the Trans Murder Monitoring. TGEU's vision is a world free from discrimination where every person can live freely according to their gender identity or expression without interference.



TGEU is grateful for the financial support received from the Rights, Equality & Citizenship Program of the European Union towards the design and printing of this Activity Report. Sole responsibility for contents lays with TGEU and can in no way be taken to reflect the views of the European Commission.

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## ACTIVITY REPORT: Introduction

Since the 6th European Transgender Council in Bologna in 2016, we have seen many changes both within TGEU and in the wider European trans movement. Advances in political positioning have been possible thanks to the work of the many activists who preceded us, as well as members of the staff, steering committee or activists working within organisations collaborate with TGEU. We can congratulate ourselves that that on June 18 2018 the World Health Organisation published the new version of the ICD where trans adolescents and adult identities have been depathologised (although still pathologising trans children and intersex people). While in April 2017 the European Court of Human Rights banned forced sterilisation as a requirement for legal gender recognition, 12 countries in Europe have reformed or are reforming their legal gender recognition procedures in this time, and 5 states in Europe now have legal gender recognition based on self-determination - to name a few advances and works that benefit our community.

But despite these advances, we still have a long way to go to achieve full respect for our most fundamental rights. TGEU is committed to being an organisation that leaves no one behind. Our identities and experiences are multiple, and our work must be rooted in deep awareness of and dedication to intersectional justice. Indeed, to our identity as trans people are added other discriminations and violence against those of us who do not enjoy the social privileges of the dominant positions in society. TGEU seeks to achieve objectives set by the global human rights movements, and in order to leave no one behind when leading progressive change, our organisation must actively fight racism, ableism, classism, xenophobia, and other forms of oppression and discrimination.

Presently TGEU has 116 members from 44 countries, and our organisation must reflect the diversity of our communities by persistently challenging attitudes and practices that perpetuate systems of oppression and directly harm trans people belonging to underrepresented groups.

Since the last Council, we've seen a lot of change internally. TGEU is currently composed of 11 staff members, and 7 steering committee members. In this time, 7 people left our Staff and Steering Committee team, while we welcomed 7 new people. These changes, and the passionate commitment in our staff to intersectional justice, have mobilised us to address the urgent and fundamental need to radically change our approach to leadership, representation and participation internally and in our wider communities.

Together, we must rise to the challenge of truly upholding the values of our organisation. This is not a distant hope, but our immediate, collective duty: to fight for social justice for our whole community, centring and amplifying the voices of the most vulnerable and most oppressed among us.

Our activity report looks at TGEU's work since the 6<sup>th</sup> European Transgender Council, which was held in Bologna, Italy in July 2016. We cover the different areas of TGEU's work and will highlight important developments in these areas. An outline of our activities in the last two years is found in the last section. This report should be read alongside our anti-activity report, where we reflect on our challenges and shortcomings.

## ACTIVITY REPORT: Highlights

The fight for trans equality and trans rights has gathered a lot of momentum in the last years. Over the last two years TGEU has grown significantly - our membership base now includes 116 organisations and groups from 44 different countries. We have also seen and been part of significant achievements since the 6<sup>th</sup> European Transgender Council, and among these we consider the following as some of the key highlights in the last two years:

- In April 2017 the European Court of Human Rights banned forced sterilisation in legal gender recognition;
- We have developed our health work and engagement on the international level with respect to the reform of the World Health Organisation's International Classification of Diseases - ICD;
- 12 countries in Europe have reformed or are reforming their legal gender recognition procedures in this time, and 5 states in Europe now have legal gender recognition based on self-determination;
- Many opportunities have also been created following the appointment of the UN Independent Expert on SOGI;
- In June 2017 we co-organised the First Trans Advocacy Week at the UN Human Rights Council with GATE, ILGA, RFSL, and APTN. The second Trans Advocacy Week at the UN Human Rights Council takes place in June 2018;
- We have increased our capacity towards campaigning on the Trans Day of Remembrance in 2016 and 2017 in partnership with project partners and other organisations;
- We have also contributed to the development of the new YP+10 (YP+10 are the extended Yogyakarta Principles: an accompaniment to the original Yogyakarta Principles created 10 years prior to the YP+10) document;

- We contributed to setting-up the International Trans Fund, which made its first grants in 2017;
- We were joined by 8 Regional Coordinators to restructure the Transrespect versus Transphobia Worldwide project in May 2018;
- On June 18<sup>th</sup>, 2018 the World Health Organisation (WHO) announced moving trans identities from the mental health chapter in the International Classification of Diseases. This means that WHO agrees that gender identity is not a mental illness. This is the result of a lot of work and effort by trans and gender-diverse activists from around the world;
- And of course, we are organising the 7<sup>th</sup> European Trans Council, which is being held in Antwerp, Belgium in June 2018. There will be over 300 participants, with more than half of the participants being trans black and people of colour, D/deaf and disabled trans people, trans refugees and trans sex workers.



## ACTIVITY REPORT: Community Building

Following the revision of our strategic plan at the last Council we have shifted the frame of our work with members from “**capacity building**” (of organisations) to “**community building**”. In practice this means we started focusing more on increasing the resilience and the empowerment of more diverse communities.



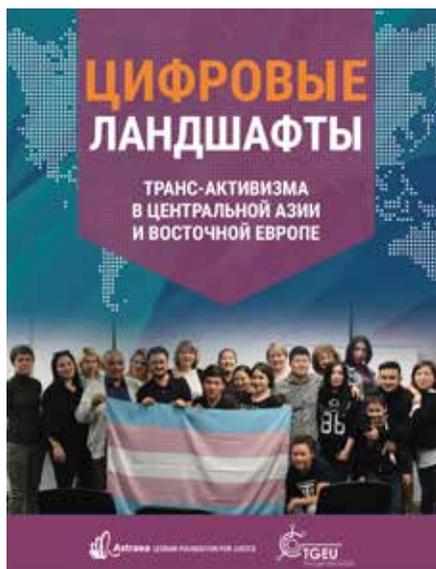
### Trainings & work with partners

In June 2017 we had a week-long **wellbeing training** for 20 trans activists. We managed to achieve a balance of 10 people from Eastern Europe and Central Asia, and 10 people from Western Europe. There were 7 people of colour and 13 white people. This training focused on giving trans people the tools needed to make activism more effective, avoid burnout, and help activists stay engaged, inspired, nourished and more creative in their work on the frontlines for social change.

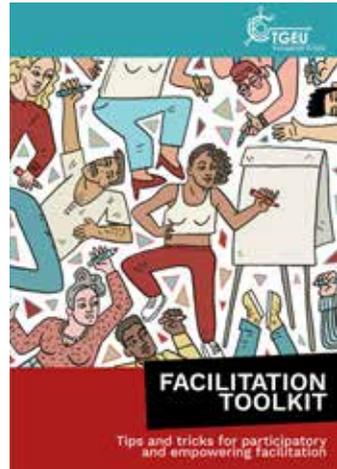


We also continued to develop policy skills and invited 7 trans activists to a **study-visit to EU Institutions** in October 2017 to speak about Depathologisation and the ICD-11 process.

In 2017 we started a project with Astraea Foundation, on supporting the digital activism of trans activists in Central Asia and Eastern Europe. We had a workshop with activists in October 2017 which resulted in a report, published in May 2018, in English and Russian called **“Mapping Digital Landscapes of trans activism in Central Asia and Eastern Europe”** which gives an overview of the state of internet freedom for trans activists in the region.



In June 2018 we organised a **facilitation training** for 13 members of the trans community, who along with 2 expert facilitators will be employed to provide facilitation at the Council. The results of this training can also be seen in the newly published **“Facilitation Toolkit - Tips and tricks for participatory and empowering facilitation.”**



### **Support for members and funding**

Within this area we have also provided ad-hoc support to our members when needed, be it with planning projects, advice when applying for funding, or feedback on campaigns.

On a global level TGEU has contributed to the development of the International Trans Fund (ITF). This process started way before 2016, however 2016/2017 were key years in which the interim Steering Committee of the ITF – a group of 9 trans activists and 2 donor representatives met four times in order to set up the ITF in practice – this included developing its structure, policies, priorities, funding mechanism, outreach as well as fundraising and hiring the initial staff. On December 1, 2016 the ITF had launched its first call for proposals and the first grants were made in 2017.

## The European Transgender Council

Our work so-far in community building in 2018 has focused mainly on the **7<sup>th</sup> European Transgender Council**. Evaluations from previous Councils highlighted that the Council did not offer enough possibilities for interactive engagement and discussions. Since we had tried to take this up in previous Councils with few results, we found it was time for a more radical shift in our approach. We therefore offer a new Council format for 2018, moving from the standard conference format towards an open space format.

To restructure the Council, we attempt to centre missing voices and ensure that all people, especially trans black people, trans people of colour, sex workers, migrants, and/or D/deaf and disabled trans people can attend and contribute to the full program. This is reflected in the use of open-space facilitation methods; a pre-meeting for trans black people and trans people of colour; a day dedicated to well-being and self-care; and cultural events and performances which tell stories of queer and trans disabled people, trans sex workers, migrants, and black and people of colour.



# ACTIVITY REPORT: Policy & Advocacy



## TRANS RIGHTS EUROPE MAP 2018

34 COUNTRIES IN EUROPE REQUIRE A MENTAL HEALTH DIAGNOSIS IN LEGAL GENDER RECOGNITION

**THE TRANS RIGHTS MAP & INDEX**

The Trans Rights Europe Map reflects the advancement for a mental health diagnosis in gender recognition procedures in Europe. The Trans Rights Europe Index provides detailed country information in 21 legal categories such as legal gender recognition, access, full identity, insurance, non-discrimination, health and family (using a specific format, the Trans Rights Europe Map & Index do not capture the entire complex legal situation that trans people face).

**Mental Health Diagnosis Requirement**

34 countries in Europe require a mental health diagnosis before adapting identity documents. Such a requirement violates the right of every person to self-determine their gender identity. A mandatory diagnosis further stigmatizes, pathologizes and dehumanizes trans people on the basis of their gender identity. It is not a disease, which is not gender identity.

The World Health Organization (WHO) proposes to stop categorizing gender identities as mental disorders in the International Classification of Diseases (ICD-11). The World Professional Association for Transgender Health (WPATH) strongly advised against any mandatory mental health requirement or diagnosis in legal gender recognition.

**States should have legal gender recognition procedures solely on the self-determination of the person.**

Full Trans Rights Europe Index can be found at [www.transrightsmap.org](http://www.transrightsmap.org) and also our report [www.transrightsmap.org](http://www.transrightsmap.org) and also our report [www.transrightsmap.org](http://www.transrightsmap.org).

Learn more about legal gender recognition and what you can do: [www.transrightsmap.org](http://www.transrightsmap.org)

The European Union is a partner of the Trans Rights Europe Map & Index project.



## Legal Gender Recognition

Our **Trans Rights Map & Index** most visibly documents the great strides the trans movement in Europe has been taking in the last years. Tracking the legal progress for trans rights across the region, it has been documenting for the last five years the fundamental shift towards self-determination in legal gender recognition procedures. In the first edition of the map (2013) 24 countries forced trans people to undergo sterilising surgeries. In 2018 this number is reduced to 14. In the last two years alone, nine countries removed this grave human rights violation from their law or practice.

However, a mandatory mental health diagnosis remains a prerequisite in 34 states. Trans pathologisation and forced mental health diagnoses remain powerful obstacles on the road to self-determination and full equality for trans people.

Therefore, we introduced a new map illustrating where trans people have to subject themselves to such unwanted diagnostic assessment of their mental health before their gender identity is recognised. Pathologisation is particularly problematic for those not identifying (completely) within the gender binary, as well as for young trans people. Standard protocols and skills most often ignore their specific situations, resulting in blocked or hampered access to legal gender recognition. Psychiatric assessments often rely on gender stereotypes held in mainstream society. Trans people with a different cultural background expressing their gender identity differently may face extra obstacles in passing the mental health gatekeeping. Hence, we have been focusing on and will continue to look particularly in how to make legal gender recognition procedures more accessible for marginalised groups in the trans community.

### **Advocacy for the rights of Asylum Seekers**

We provided trainings, information and support to organisations working on the rights of trans asylum seekers. Towards the EU we have been advocating for a better Common Asylum System that recognises the needs of trans asylum seekers for recognition, security and healthcare.

### **Advocacy for the rights of Sex Workers**

The **Sex Work Policy** adopted at the 6<sup>th</sup> European Transgender Council guided our work in the last two years. We have developed cooperation with sex worker organisations, campaigned on the International Day to End Violence Against Sex Workers (December 17), and provided support to trans sex workers in the framework of our ProTrans project. In **“The Vicious Circle of Violence: trans and gender-diverse people, migration, and sex work”** publication we analyse how anti-trans hostility, discrimination of sex workers and racism intersect providing the framework for the lethal violence against trans sex workers of colour.

## **Oppression Squared: D/deaf and disabled trans experiences in Europe**

In July 2017 we held an expert meeting of D/deaf and disabled trans and queer activists. The results of this meeting are presented in our report **“Oppression Squared: D/deaf and Disabled Trans experiences in Europe”**. The report lays out the various challenges that D/deaf and disabled trans people face in accessing their human rights, and discusses the barriers that D/deaf and disabled trans people experience when engaging with LGBTIQ organisations. The report includes an extensive list of practical steps that organisations can take to overcome or reduce these barriers.

The needs of D/deaf and disabled trans people are often overlooked in many human rights spaces, and as we realised, have also been largely missing from TGEU’s advocacy. Thus, we undertook the efforts to learn what the advocacy priorities of D/deaf and disabled trans people are, and to integrate these in our work and approaches. We organised an expert meeting which helped TGEU define the steps we need to be taking in order to empower, support, and serve our D/deaf and disabled trans community.

## **European Court of Human Rights**

In 2016 and 2017 we have seen an overwhelming increase of cases brought to the European Court of Human Rights relating to the rights of trans people. We submitted 6 Third Party Interventions as part of our strategic litigation work to help clarify and advance human rights protections for trans people. Indeed, 2017 was an important year as the European Court for Human Rights for the first time told member states that there is a limit to requirements in legal gender recognition: asking a person to undergo a medical intervention that leads with a high probability to sterility is violating the European Convention on Human Rights.

## ACTIVITY REPORT: Health & Depathologisation

In 2016 we started our health research project with partners from five European Countries: WISG in Georgia, Transfuzja in Poland, Gayten-LGBT in Serbia, Fundación Daniela in Spain, and RFSL in Sweden. This ground-breaking research project collected and analysed data from nearly 900 trans-healthcare users and nearly 900 healthcare providers across Europe. Research findings are published in our report **“Overdiagnosed but Underserved. Trans Healthcare in Georgia, Poland, Serbia, Spain, and Sweden: Trans Health Survey.”** and it is no surprise that the research found that access to health care for trans people is scarce and that health practitioners are rarely able to deliver quality trans-related care to trans people and especially to non-binary people.

On June 18<sup>th</sup>, 2018 the World Health Organisation (WHO) announced moving trans identities from the mental health chapter in the International Classification of Diseases. This means that WHO agrees that gender identity is not a mental illness. This is the result of a lot of work and effort by trans and gender-diverse activists from around the world.



## ACTIVITY REPORT: The ProTrans Project



The ProTrans project monitors violence and human rights violations against trans people in Eastern Europe and Central Asia. The project increased from 5 to 10 project partners in 2016 and these are: Gayten-LGBT (Serbia); GENDERDOC-M (Moldova); Insight (Ukraine); Labrys Kyrgyzstan (Kyrgyzstan); LAVERNA (Russia); MSM Armenia and Right SIDE NGO (Armenia); Red Umbrella (Turkey); Transvanilla (Hungary); and Women's Initiatives Support Group – WISG (Georgia).

Since 2016 we have added a campaign element to this project, and along with our partners we organised campaigns for the International Day Against Homophobia, Transphobia (IDAHOT) in 2017, the Trans Day of Remembrance in 2016 and 2017, and for the International Day to End Violence Against Sex Workers in 2016 and 2017. Additionally, to monitoring violence and campaigning elements of the project, our project partners have also offered community-based support services for survivors of violence, and increased their knowledge about possibilities for redress among the trans community.

A summary of the reports collected by the project was submitted to the Office for Democratic Institutions and Human Rights (ODIHR) of the Organization for Security and Co-operation in Europe (OSCE) in 2017 and 2018.

## **ACTIVITY REPORT: The Transrespect vs. Transphobia Worldwide Project**

Transrespect versus Transphobia Worldwide (TvT) is a comparative qualitative-quantitative research project that seeks to provide an overview of the human rights situation of trans and gender-diverse people in different parts of the world and to develop useful data and advocacy tools for the trans movement, international institutions, human rights organisations, and the general public.

Our **Trans Murder Monitoring** archive includes more than 2600 reports of murdered trans and gender-diverse people in 71 countries. This data is updated every year and used in our Trans Day of Remembrance campaigns and in our annual research reports.

Our **TvT research questionnaire**, which collects data and maps the legal, health, and social situation of trans and gender-diverse people worldwide, have been sent out to 124 country experts in 2017.

An external assessment was carried out in 2017, and the report identified a number of challenges for the project, including with regards to the methodologies, the approach, the volume, reliability, relevancy and use of data, and the impact of the project on the well-being of researchers and/or activists. Based on this document we have started **restructuring the project** by, as a first step, welcoming 8 Regional Coordinators to the TvT team, who will assist in this process, as well as coordinate and implement the project in their region. Many of the Regional Coordinators will be at the 7<sup>th</sup> European Transgender Council, as they are scheduled to hold their first in-person meeting in June 2018.

## TvT Regional Coordinators 2018-2019

### Africa

Carter Honorée

Islèm Mejri

### Asia

Regiel Arcon

Simran Shaikh

### Eastern Europe and Central Asia

Timofey Shenker

### Latin America and the Caribbean

Amaranta Gómez Regalado

Neish McLean

### The Pacific

Vaito'a Peletisala Toelupe



## **ACTIVITY REPORT: Our work at the United Nations**

The last two years have seen a significant increase in TGEU's engagement with UN mechanisms. Together with other trans led organisations from other parts of the world (GATE - Global Action for Trans Equality and APTN - Asia Pacific Transgender Network) as well as with the gender identity and expression program of ILGA and the UN programs of RFSL, we have started a collective effort to increase trans and gender non-conforming voices in UN spaces. We have persistently engaged with the Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity of the UN as well as with bodies of the UN Human Rights Council and Commission on the Status of Women (in 2018). To further increase the potential for engagement with the UN, TGEU has also applied for Special consultative status with ECOSOC, the UN body that houses the Human Rights Council, among many other things.

In June 2017 we co-organised the first **Trans Advocacy Week** at the UNHRC 35<sup>th</sup> Session in Geneva bringing together 17 trans and gender diverse activists from around the globe, which will have had its second edition by the time of the Council bringing 22 trans and gender-diverse activists to the space.

Further TGEU has significantly contributed to the revision process of the **Yogyakarta Principles** in 2017. TGEU's Executive Director was a member of the drafting committee of YPplus10 document, to which the new hire UN Officer was also an expert signatory, which defines additional principles and state obligation under international human rights law.

## ACTIVITY REPORT: Communications & Campaigns

### Joint campaigning & supporting members

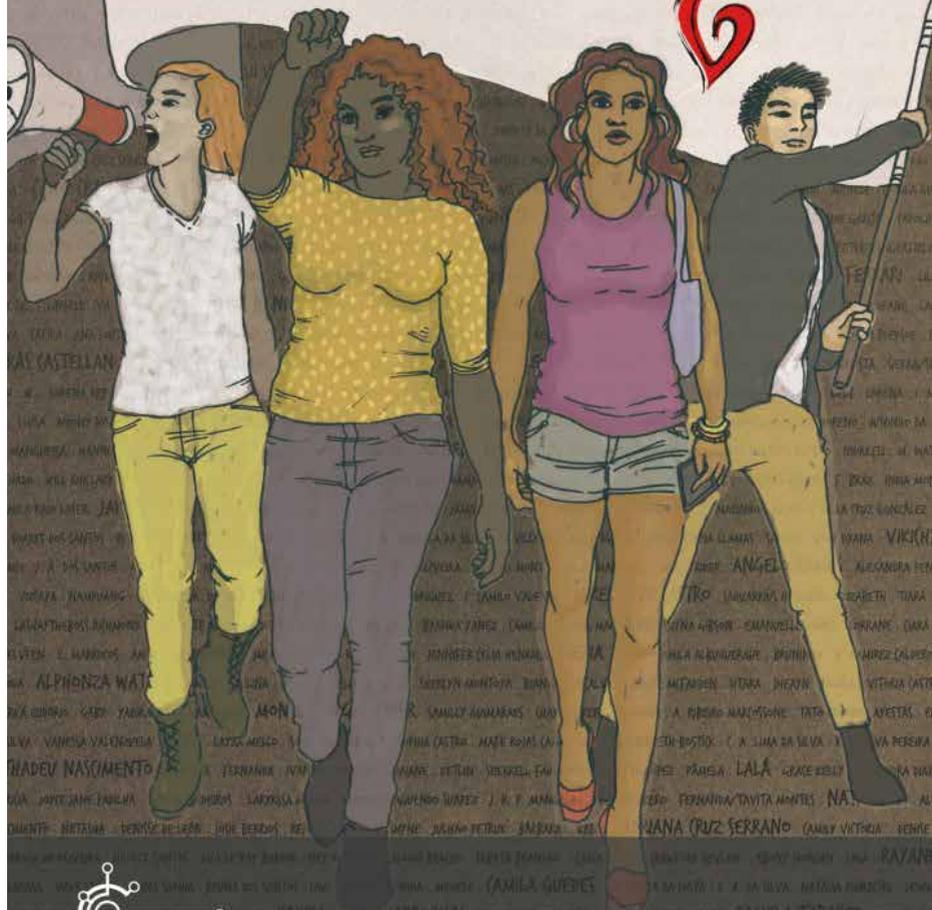
In early 2017 we joined the call of our member Transparent, from the Czech Republic, to demand a response from the National Geographic for a harmful translation of their Gender Revolution issue. This led to a joint response and review of the issue together with 6 organisations and individual activists. Together, we reviewed 14 translated issues of the publication and received a response from the editors of National Geographic in Hungary, Romania, and Germany.

Our campaigns for the **Trans Day of Remembrance (TDoR)** 2016 and 2017, **IDAHoT** 2017, and the **International Day to End Violence Against Sex Workers** 2016 and 2017 have involved partner organisations from our ProTrans and TvT projects and individual activists from the conceptualisation till the implementation stages.

Our **International Day of Action for Trans Depathologisation** campaigns in 2016 and 2017 have been developed with organisational partners such as GATE, STP (Stop Trans Pathologisation), and ILGA-Europe. This process of collaboration has meant that these campaigns and campaign materials have been developed in multiple languages, with our TDoR videos having subtitles in 24 languages, and our TDoR website being available in 14.



# FIGHT AGAINST VIOLENCE



For the Trans Day of Remembrance, in cooperation with Heinrich Böll Foundation e.V.



## **Accessibility**

One key challenge for communications on a European level is making our work accessible to as many people as possible. In 2016 and 2017 we have strived to translate publications to reach a wider audience. The “Know Your Rights! Guide for trans people in the EU” was translated into Easy-Read English in 2016, while our “Legal Gender Recognition Toolkit” was translated into Russian and German in 2017. Additionally, we have produced printed campaign resources in Spanish, Portuguese, Russian, and German, and online resources in many more languages.

We developed internal policies for improved accessibility, such as to not release videos without subtitles in at least English, as well as the use of alternative-text and correct headings on our website pages, newsletter, and social media where applicable.

## **Working with the media**

In 2016 we have promoted our Guide for Journalists, including reaching out to European journalist networks and organisations. This led to the organisation of two trainings for journalists in 2017 (1 in Hamburg, Germany in June, and 1 in Budapest, Hungary in September) as well as presentations and speeches given at two conferences on media and journalism.

## **ACTIVITY REPORT: Organisational Development**

From an organisational development point of view, the last two years have been rather eventful (also see the anti-activity report to that end). Since the Bologna Council three co-chairs have stepped down from their mandate, four members of staff have left the organisation, one member of staff is on a one-year sabbatical, and one member of staff is on parental leave. We have hired six new members of staff, two of whom were hired for newly developed positions (UN officer and a second policy officer position).

We had to reapply for all our grant agreements between May 2017 and May 2018 (all successful). On top of that, we developed another application to a new donor successfully. Other than a ton of work, this as well posed a significant financial risk to the organisation. In 2018 we have started a process to re-shape how the staff organises itself internally. With the recent growth in number of staff we have outgrown our structures and had already outgrown our office space in 2016 – which prompted us to move the office in early 2017.

The Steering Committee has invested significantly in rethinking their role within the organisation and developed a revised version of our Statutes for the 2018 General Assembly to reflect those developments. The Steering Committee and Executive Board held more than 50 meetings, out of which 11 were face to face meetings in this term (one is still pending in Antwerp). Further, TGEU has invested energy, time and money into improving the wellbeing of staff and has started to work towards building awareness with regards to reproducing systems of oppression from society at large within TGEU, and with a focus on addressing our internalised racism and ableism. This is also detailed in the accompanying anti-activity report.

## ACTIVITY REPORT: Financial Report 2016-2017 and Organisational Budgets 2018-2020

TGEU is in a sound financial position. With an anticipated income of 1,08 million € we have come close to exactly meeting the 1,11 million € budget for this year, as approved at the 2016 GA. Further, quite a significant portion of TGEU's budget is received through operating grants in 2018 (76% of total income), compared to approximately 50% of our income in 2016. This affords TGEU more flexibility in implementing activities. Further we have managed to increase the organisational reserves significantly in the last two years with approximately 100.000€ in reserves at the beginning of 2016 to approximately 300.000€ by the end of the year. The latter represents five months in operating costs (salaries and rent). In 2017, almost all grant agreements with donors were successfully renewed – including the successful application for a four-year framework agreement (2018 – 2021) with the European Commission.



TGEU's Reserves (€)

The table below shows TGEU’s actual income and expenses for 2016 and 2017, and a budget for 2018-2020, to be approved by the 2018 General Assembly.

	2016	2017	2018	2019	2020
	€	€	€	€	€
<b>Income</b>					
Operating Grants	474,950	808,065	826,224	880,000	780,000
Project Grants	485,473	369,240	228,000	250,000	350,000
Other Income	50,439	59,785	27,000	25,000	30,000
Income transferred to the next year	-70,227	-184,870	n.a	n.a	n.a
<b>Income Total</b>	<b>940,641</b>	<b>1,052,220</b>	<b>1,081,224</b>	<b>1,155,000</b>	<b>1,160,000</b>
<b>Expenses</b>					
Staff	448,562	464,503	492,040	560,000	580,000
Travel	181,020	133,361	203,643	185,000	210,000
Other programmatic work	176,667	264,525	221,217	230,000	200,000
Other Costs (Rent, office costs, admin)	58,937	103,349	125,204	130,000	130,000
<b>Expenses Total</b>	<b>865,186</b>	<b>965,738</b>	<b>1,042,104</b>	<b>1,105,000</b>	<b>1,120,000</b>
<b>Result of the year</b>	<b>75,455</b>	<b>86,482</b>	<b>39,120</b>	<b>50,000</b>	<b>40,000</b>
<b>Reserves at the end of the year</b>	<b>170,521</b>	<b>257,003</b>	<b>296,123</b>	<b>346,123</b>	<b>386,123</b>

## ACTIVITY REPORT: Funders, Donors and Supporters

The activities and work of TGEU would not be possible without the financial support of;

- The Rights, Equality and Citizenship Program of the European Union;
- The Government of the Netherlands;
- Open Society Foundations;
- Arcus Foundation;
- Global Equality Fund: Programs to Protect the Human Rights of Lesbian, Gay, Bisexual and Transgender people;
- The Heinrich Böll Foundation;
- The Federal Foreign Office of Germany;
- Sigrid Rausing Trust;
- US State Department;
- and the New Venture Fund.



Government of the Netherlands



Federal Foreign Office

## **ACTIVITY REPORT: Non-exhaustive list of activities (June 2016 - June 2018)**

### **Communications**

- From June 2016 – December 2017, almost 1000 posts on social media (Twitter, Facebook, YouTube).
- From June 2016 – December 2017, 9 Newsletters.
- From June 2016 – December 2017, 37 press statements or releases.
- 2 campaigns for the Transgender Day of Remembrance.
- 2 campaigns for the International Day to End Violence Against Sex Workers.
- Online campaigns for International Women’s Day and the International Day of Action for Trans Depathologisation.
- 1 ‘Art & Feminism’ Wikipedia edit-a-thon.
- Responding to an average of 3 media requests a month.

### **Trainings, Workshops, Representation, & Speeches**

#### **2016**

- Legal Practitioners Meeting.
- Panel at the Global LGBTI Conference Montevideo, Uruguay.
- Speech at the ILGA-Europe Equality Gala, Belgium.
- Workshops and participation at the annual conference of ILGA-Europe.
- Workshop and training on the TvT project and on organisational development and depathologisation at the ILGA-World conference.

#### **2017**

- Meeting with the UN Independent Expert on SOGI.
- Participation with ProTrans partners at the OSCE meeting in Hamburg, Germany.
- Panel on trans & family at the NELFA conference.
- ProTrans partners meeting & training, Chisinau, Moldova.

- Launch of the Trans Rights Europe Map at the IDAHoT Forum.
- Wellbeing training, 20 participants.
- Participation at the first Trans Advocacy Week at the UN Human Rights Council.
- UN side event on Depathologisation and trans human rights.
- Expert Meeting on D/deaf and Disabled Trans Experiences
- 2 trainings for journalists, in Budapest, Hungary and in Hamburg, Germany.
- Legal Practitioners Meeting.
- Study Visit to EU Institutions.
- Digital Landscape, meeting in Warsaw, Poland.
- Workshops and participation at the annual conference of ILGA-Europe.
- Keynote speech at the EPATH conference.
- Asylum roundtable and capacity building seminar.
- Meeting with EU Commissioner Jourova in Strasbourg, France.
- Participation at the Outsummit in New York, USA, and workshop on the YP+10.
- Speech at the first Brazilian Trans Health Meeting.
- Workshop at the ILGA LAC Conference in Guatemala.

## **2018**

- Speaker at the webinar on the YP+10 organised by the Williams Institute.
- Webinar, “D/deaf and Disabled Trans Experiences in Europe”.
- Speaker at the Global Festival of Action for Sustainable Development.
- Webinar, “ECtHR Sterilisation Ban”.
- Facilitation training.
- Participation at, and organisation of the second Trans Advocacy Week at the UN Human Rights Council.

## Organisational Development

- Many applications for funding and reports to funders.
- 1 staff-retreat in 2017.
- Trainings on disability and intersectionality for staff & steering committee in 2017.
- 1 training on critical white awareness for white employees in 2018.
- 1 empowerment workshop for Black and employees of Colour in 2018.
- 11 live meetings of the Steering Committee.
- 3 interns working on community building, communications and campaigns.

## Publications

### 2016

- TGEU's "Know Your Rights!" Guide for Trans People in the EU. In simpler English.
- Sex Work Policy.
- Política sobre el trabajo sexual.
- Welcome to stay! Building Trans Communities Inclusive of Trans Asylum Seekers and Refugees in Europe.
- Legal Gender Recognition in Europe. Toolkit. 2nd Revised Version.
- Human Rights and Gender Identity. Best Practice Catalogue. Second Revised Version.
- TvT Volume 14: TMM Annual Report 2016.
- TvT Volume 15: Informe anual del TMM 2016.
- For the Record, Documenting violence against trans people. Experiences from Armenia, Georgia, Germany, Moldova, Russia, and Ukraine.
- "Back me up!" Trans children paper.

### 2017

- Trans Rights Map & Index 2017.
- Oppression Squared. D/deaf and disabled trans experiences in Europe.

- Anti-Trans Hate Crimes in Central and Eastern Europe and Central Asia -Summary of Transgender Europe's submission to the ODIHR of the OSCE.
- Overdiagnosed but Underserved. Trans Healthcare in Georgia, Poland, Serbia, Spain, and Sweden: Trans Health Survey.
- Trans healthcare lottery: insurance coverage for trans specific healthcare.
- Claim Your Rights! Guide to legal aid for trans people in Europe.
- Trans-Inclusive Workplaces. Guidelines for Employers and Businesses.
- Rechtliche Anerkennung des Geschlechts in Europa. Handbuch.
- TvT Volume 16: The vicious circle of violence: trans and gender-diverse people, migration, and sex work.
- TvT Volume 17: El círculo vicioso de la violencia: personas trans y género-diversas, migración y trabajo sexual.
- TvT Volume 18: Порочный круг насилия: транс и гендерно вариативные люди, миграция и секс-работа.
- TvT Volume 19: O círculo vicioso da violência: pessoas trans e gênero-diversas, migração e trabalho sexual.
- Policy brief: Robust action needed to stop violence against trans people.

## 2018

- Trans Rights Map & Index 2018.
- Mapping Digital Landscapes of Trans Activism in Central Asia and Eastern Europe. Published with Astraea Foundation.
- ЦИФРОВЫЕ ЛАНДШАФТЫ ТРАНС-АКТИВИЗМА В ЦЕНТРАЛЬНОЙ АЗИИ И ВОСТОЧНОЙ ЕВРОПЕ. Published with AstraeaFoundation.
- Facilitation toolkit. Tips and tricks for participatory and empowering facilitation.

## ACTIVITY REPORT: TGEU's Team

### Executive Board & Steering Committee members

- Clémence Zamora-Cruz (Co-Chair since March 2018)
- Arian Kajtezović (Secretary until December 2016, Treasurer until March 2018, Co-Chair since March 2018)
- Ulrika Westerlund (Secretary since January 2017)
- Stein Wolff Frydenlund (Treasurer since March 2018)
- Vreer Verkerke
- Nicole De Leo
- Toryn Glavin (since April 2017)
- Arja Voipio (Co-Chair until March 2018)
- Tina Kolos Orban (Treasurer until December 2016, Co-Chair from January 2017 until March 2018)
- Alecs Recher (Co-Chair until December 2016).



## Staff members

- **Julia Ehrt** (Executive Director)
- **Richard Köhler** (Senior Policy Officer)
- **Moritz Sander** (Senior Financial Officer)
- **Boglarka Fedorko** (Project Manager)
- **Mina Tolu** (Communications)
- **Lukas Berredo** (TVT Project Coordinator)
- **Mari-Liis Sepper** (Policy Officer, since January 2017)
- **Annaliese van Delden** (Operations Officer, since September 2017)
- **Akim Giroux** (Community Building, since September 2017)
- **Cianán Russel** (UN Officer, since January 2018)
- **Akram Kubanychbekov** (Central & Eastern European and Central Asian Officer, since June 2018)
- **Chloé Vitela** (Intern, Community, 2018)
- **Carla LaGata/Carsten Balzer** (Senior Researcher, on sabbatical in 2018)
- **Nathan Gale** (Health Officer from November 2017 till May 2018)
- **Charlotte Rose Thompson** (Intern, Communications, 2017)
- **Náomhan O'Connor** (Intern, Communications, 2016)
- **Noah Keuzenkamp** (Capacity Building Officer until February 2017)
- **Adam Smiley** (Health Officer from November 2015 till October 2017)
- **Catie Carr** (Operations Officer from November 2015 till March 2017)
- and Interns in 2017 from Humboldt University, Berlin & Bard College, Berlin.



Transgender Europe (TGEU) is a European-based umbrella organisation supporting, fighting, and advocating for the rights of trans people across Europe and Central Asia. TGEU is committed to intersectional justice and trans rights through advocacy, campaigning, researching, community building, and networking with alliances. TGEU represents more than 115 member organisations and groups in 44 countries and coordinates global projects such as Trans Murder Monitoring. TGEU's vision is a world free from discrimination where every person can live freely according to their gender identity or expression without interference.

This is our activity report for June 2016 till June 2018.