

# ReportOUT Annual Review



ReportOUT



***Report. Inform. Defend.***

**Our Annual Review of 2022-2023**



ReportOUT is a global human rights organisation for sexual and gender minorities

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

Registered Charity Number (England and Wales): 1185887

**Report Editor**

**Drew Dalton**

**ReportOUT Founder and Chair of Trustees**



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# About ReportOUT

Since 2019, ReportOUT have been at the forefront of protecting the human rights of sexual and gender minorities in the United Kingdom and globally. As a registered charity in England and Wales (registered charity number 1185887) we are **fearless, determined and relentless** in our belief that human rights are fundamental to advancing the lives of sexual and gender minorities, and their communities.

We recognise that we need to succeed in our aims and objectives by also using principles from international development alongside human rights frameworks, and we believe that both of these approaches should **always include sexual and gender minorities as part of them**. We align all of our work with Agenda 2030, in that no one should be left behind.

## **ReportOUT's official aim and objectives are:**

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

- Eliminating infringements of human rights;
- Research into human rights issues;
- Raising awareness of human rights issues;
- Educating the public about human rights;
- Monitoring abuses of human rights;
- International advocacy of human rights;
- Providing technical advice to government and others on human rights matters.

## **Our guiding principles:**

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

# A Statement from ReportOUT's Chair

## **Drew Dalton: Founder and Chair of Trustees**

**This Annual Review was a joy to write. I say this, because ReportOUT has been a joy to be part of as a Founder and Trustee. For three years now, we have been at the forefront of protecting the human rights abuses of sexual and gender minorities. With our new Three-Year Strategic Plan, and our fourth birthday coming up in October 2023, it is time for a celebration!**

I must take this time to thank the Trustees who have been with us from the beginning, and who have either chosen to step down after their Trustee cycle has ended, or in the case of many of them, continuing for another three years. It has been an honour and I thank you from the bottom of my heart. Furthermore, I welcome our brand new Trustees to ReportOUT, and wish you every success in joining our family! I would also be remiss at this point, if I did not thank the extraordinary efforts of our volunteers, many of whom have been with us since day one. Thank you for your strength and time.

In the current climate, where it appears that the rights of sexual and gender minorities can claim to be advancing in some quarters, we must also look at areas of the globe where they are regressing. Whilst we celebrate success at ReportOUT, we must also caution a warning, as queer rights worldwide are increasingly used by nation states, governments, and communities, as a culture war or geopolitical tool. Therefore, our strength and resilience as an organisation is vital, and so is that of our Trustees and volunteers, who tirelessly give their time and effort. We will need this moving ahead, as we face a 'pink line' across the globe of rights both ascending, and descending.

But for now let's celebrate our growth as an organisation and look back on how far we have come through this Annual Review. I hope that you will enjoy reading this, as we truly have made an impact on the global stage, in our mission to **report, inform, and defend.**

**Drew Dalton**  
**Chair of Trustees**



# Report: Human Rights Research

During the past year, we have grown our research team to over 35 volunteers from across the globe, including dedicated, and passionate volunteers from countries as diverse as Brazil, Kenya, Japan, USA, Burundi, Portugal, Morocco, and Ghana. The shared learning between our volunteers and their commitment to improving the lives of LGBTQ+ communities within their own nation states (including many states where such activism carries untold risk), and across the globe, is a source of immense pride.

Each of our incoming volunteers wrote a blog pertaining to a topic relating to LGBTQI+ rights close to their hearts. Many of which have now been published on our website. From minority stress to activism in the face of appalling repression, to shifting laws on transgender rights, to the hidden shame of LGBTQI+ youth homelessness, these pieces superbly demonstrate the breadth and knowledge of our Researchers – do not take my word for it, have a read!

OUT In Mongolia is the first of our in-depth country profiles published in 2023. Written in partnership with the LGBT Centre of Ulaanbaatar, our study represents the largest and most in-depth study of the Mongolian LGBTQI+ community ever published. Everyone at ReportOUT is thrilled that our report has been cited within the UN Voluntary National Review for Mongolia, with our research demonstrating that the Mongolian LGBTQI+ communities remains at risk of being 'left behind' within the government's sustainable development agenda, a theme that is sadly all too common and which ReportOUT's research and SDG teams will continue to shine a light upon.

Over the coming year, I am equally excited to see our in-depth studies on Ethiopia, Belize and Morocco published, as well as our global conversion therapy survey, highlighting trend and practices of an odious practice that remains accepted in many geographies. We have overhauled our approach to research partnerships whilst re-affirming ReportOUT's commitment to only researching individual countries with local subject matter experts – not about us, without us. Original, high-quality, and meticulous research remains at the core of ReportOUT's mission and strategy and I could not be prouder to be part of this team.



**Phil Thomas**  
Trustee with Portfolio for Human Rights Research

# 35+

Volunteers who make up our Human Rights Research Team, from a range of global nation states

# 2

Completed large-scale research projects, outlining the human rights and development needs of sexual and gender minorities in Mongolia, and another focused on the effects of the Climate Emergency on sexual and gender minorities in the U.K. and globally.

Completed Research (available online):

# OUT in Mongolia



ReportOUT

A Research Report Examining the Human Rights Abuses, and Development Needs, of Sexual and Gender Minorities in Mongolia



**Completed Research (available online):**

**A Crisis of Queer Invisibility:  
Climate Change as a Risk  
Multiplier for LGBTQ People**



ReportOUT



# Inform: Education and Training

Motivated by what we see across the globe, the mission of our EducateOUT Project is to educate the wider public about what is happening to sexual and gender minorities in different nation states. We also work directly with sexual and gender minorities.

In 2022-2023 we focused our attention on three key areas as part of our EducateOUT team. Firstly, we used our skills to offer Continuous Professional Development (CPD) to international development organisations, to give them the knowledge and skills to bring sexual and gender minorities into their work and around the United Nations Sustainable Development Goals. International development has tended to follow a heteronormative and cisnormative approach, and our training course was designed to tackle this. See our feedback!

Secondly, we offered our second year of our OUTAcademy Global Campaigner Training. From the successful feedback of our first cohort in 2021-2022, we chose another 20 candidates from 20 different countries to participate, with a focus on people who are new to campaigning and activism. We were thrilled with the enthusiasm and infectious passion from the attendees, we have since gone on to lead successful campaigns in countries as varied as Lebanon and the Maldives. We will continue to offer this in 2023. Please note that the screenshot below shows some of our attendees who consented to show their faces for this image.

Finally, our Flag in the Map project, with the Gilbert Baker Foundation, had great success. More of this is to come on the following pages...



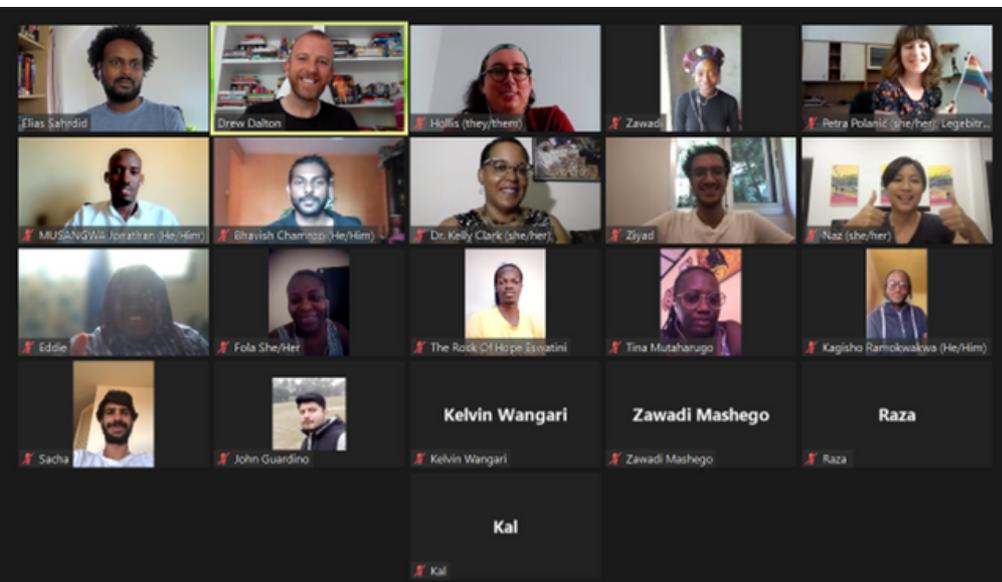
# 20

Successful candidates chosen for the OUTAcademy campaigner training, who have since enacted 20 separate acts of social change in nation states as a result

# 20

Countries represented as part of our OUTAcademy training - from Lebanon, Cameroon, Slovenia, Nigeria, India, Maldives, Sri Lanka, and more

"I am really arguing you to never stop this initiative because it educates and raises awareness to new campaigners for the sake of good society, safeguarding human rights for all and mostly for minority groups"  
(Campaigner Training Attendee)



# CPD: Queering International Development

“ReportOUT created a very welcoming, open environment where you could ask questions and learn from one another without fear of making mistakes or not having much starting knowledge. The links made between international development and human rights also helped me to think about how our policies and procedures could be made more inclusive, particularly with regards to MEAL tools and programme design”

**(International Development Organisation)**

“A really thorough course, starting right at the beginning with terminology and history, all the way through to practical steps that can be taken right now by my organisation - it covered so many useful things, actually exceeding my expectations for how much can be done in a day. The amount of information covered was extensive, but not so much that I felt overloaded, and I have been introduced to areas that I would like to research further.

The trainer is obviously very knowledgeable but also very personable and friendly, so his delivery of the course makes the topics very accessible. I've learnt a lot, and look forward to discussing further with my colleagues and implementing the next steps!”

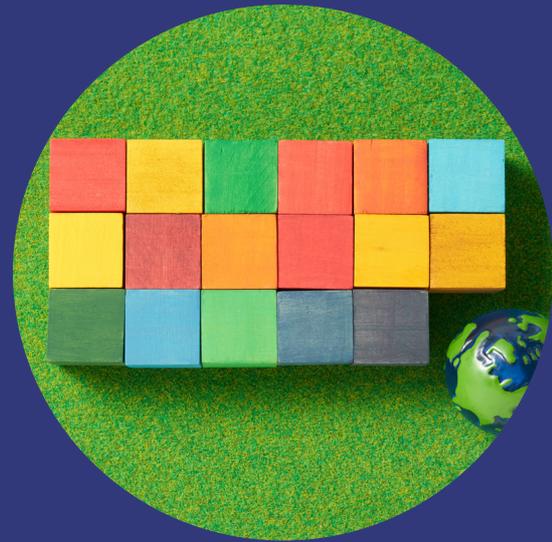
**(International Development Organisation)**

“This is a very important course that I believe there is need to bring on board more representatives and organisations from developing countries for more awareness”

**(International Development Organisation)**

“I did not feel exhausted at any moment during the 5-hour long workshop. Secondly, all content and presentations are well organized and demonstrated. Especially since English is my second language. I could understand all slides right away. Lastly, I love hearing about the experiences and case studies from the facilitators and classmates during the breakout rooms. I wish it was longer!”

**(International Development Organisation)**



# 100%

Of attendees rated the facilitators delivery of our Queering International Development course as 10/10

# 100%

Of attendees rated the resources used in our Queering International Development course as 10/10

# 100%

Of all attendees recommended our Queering International Development course to other international development organisations

# The Impact of our OUTAcademy: 2022

## 100%

Of respondents rated our OUTAcademy campaigner course as **'good'** or **'excellent'** overall (100% in 2021)

## 90%

Of respondents rated the teaching and facilitators on this course as **'excellent'** overall (100% in 2021)

## 100%

Of respondents rated the resources supplied and used on this course as **'excellent'** overall (100% in 2021)

## 90%

Of respondents said topics covered in this course were **highly relevant** to develop them as a campaigner (95% in 2021)

## 80.4%

Of respondents said their **skills** as a campaigner **improved significantly** as a result of completing this course (90% in 2021)

## 90%

Of respondents said their **confidence** as a campaigner **improved significantly** as a result of completing this course (90% in 2021).



"As a new beginner, I enjoyed every session of the course cause they were all relevant to the campaign objectives. The Trainers are flexible, humble and accessible and this made me feel comfortable in every session of course"  
(Attendee)

"The ReportOUT team was proactive and delivered the sessions well. I loved how interactive the sessions were and it was such an intensive and constructive training" (Attendee)

"I also enjoyed how every start of session is settled before by sharing PBL (Problem Based Learning) activities, presentation notes and further links) and a WhatsApp group for the alumni. I even enjoyed your Moodle platform, it is really well designed. Every session was insightful and comprehensive."  
(Attendee)

"I am grateful for the opportunity that was given to me. I am very confident and empowered with great skills and idea. Thank you OUTACADEMY"  
(Attendee)

# Our Flag in the Map Project

In 2021 we partnered with the Gilbert Baker Foundation to create the 'Flag in the Map Project.' This project asked the global public to submit their photographs of the Pride flag.

During 2022-2023, our Flag in the Map Project, in partnership with the Gilbert Baker Foundation, was our flagship project at ReportOUT, and a huge success for our EducateOUT team. From choosing the final photographs, submitted by the global public, we narrowed the submissions down to 50 photographs. These photographs, and their accompanying stories, were then made into large decorative placards, which are able to be displayed in schools, colleges, universities, businesses, and community spaces.

With successful submissions from China, Japan, Pakistan, Uganda, Brazil, Ukraine and Latvia (as only a taste of a few of them!) our truly global reach ensures that we can educate the public about the strength and meaning of the Pride flag itself, especially as it has come under attack in various parts of the world. The submissions have also been made into a beautiful and visual book, which is available for sale!

We launched the Flag in the Map project in New York and in London, with the event attended not only by the public, but by activists such as the LGBTQI+ activist, Peter Tatchell, and Dustin Lance Black, LGBTQI+ activist and Oscar-winning screenwriter of the film, Milk.



# 10+

Global locations have now hosted our Flag in the Map exhibition, ranging from San Francisco, Leeds, and even EuroPride in Malta!

# 2

Simultaneous launch events of the Flag in the Map Exhibit, in both New York and London

# 50

Placards which are available for spaces to host our Flag in the Map project to continue to increase public awareness



# Flag in the Map: ReportOUT

“Try to be a rainbow  
in someone’s cloud”  
–*Maya Angelou*

## ReportOUT



Drew Dalton  
*Chair of ReportOUT*

As a global human rights organisation for sexual and gender minorities, we constantly monitor people’s lived experiences in different nation states, and we know the importance of the Pride Flag to people’s identities, and their resistance to often oppressive regimes. We constantly see and hear of the breadth of its ever-growing influence.

The Pride flag has taken on a symbolic power of global proportions. From being waved in Pride marches, to serving as a symbol of support from our growing allies, to becoming an image which transgresses national borders – it unites us as a global, connected, community. The Pride Flag has evolved, as we have evolved as a movement. It represents our love, our freedom and our growing consciousness for human rights for all.

Yet, we must never forget that in some nation states, flying the Pride Flag demands courage and can come with a severe backlash from the state. We have seen this in the

sad death of Sarah Hegazi in Egypt, who was arrested and tortured for flying the Pride Flag at a concert. In Russia, whereby flying the flag publicly can lead to arrest. And recently in Iran, where the state placed Pride Flags on the ground for the public to walk over.

Some nation states fear the force behind the Pride Flag. They fear our voices, our strength, and our power in numbers. The Pride Flag is our tool to unite behind, and the greater the storm that we face, the brighter the rainbow.

The Flag in the Map project represents a truly global way to proclaim the power of the Pride Flag, and to highlight to the world the bravery and social justice of everyone who made wonderful contributions to our project. ReportOUT are delighted to be co-founders and partners with the Gilbert Baker Foundation on this truly inspirational project. We stand in solidarity with you all.

## The Gilbert Baker *Foundation*

Charles Beal

*President of the  
Gilbert Baker Foundation*

Gilbert Baker, the creator of the LGBTQ+ Rainbow Flag, passed away on March 31, 2017. He died in his sleep at the age of 65. He had spent the previous few months furiously creating art: banners for the first Women's March and holocaust uniforms for a gallery exhibit in San Francisco.

When a friend called to tell me Gilbert had died, I rushed to his apartment in Harlem. There I found fabric scraps scattered around his living floor, scissors on his sewing machine, and an ironing board draped with 60 freshly ironed nine color rainbow flags -- the original flag's eight colors with a lavender stripe added for diversity.

Gilbert was always looking to the future, always creating art as a political tool to fight oppression in the only way he knew how: one stitch at a time. In the months that followed his passing, his friends and political allies created a foundation to keep his incredible legacy going. It is a daunting task. The Rainbow Flag he created in 1978 is the most recognizable symbol of liberation, diversity and inclusion ever created by human hands. Gilbert's art has touched every corner of this great earth.

This year we decided that the best way we could honor Baker's amazing legacy was to commemorate it on a global level.

We asked people around the world to tell us how they use the Rainbow Flag to fight oppression and celebrate liberation. We also asked them to tell us how it has helped them take that first brave step out of the darkness of the closet into the light of freedom.

The resulting responses are here, in this collaboration with ReportOUT called Flag In The Map. Together, we have collected hundreds of extraordinary photos and personal stories from around the world illustrating the power embodied in those simple strips of colored fabric that Gilbert forged into this powerful symbol, this beacon of hope, this Rainbow Flag.



*Photo by Charles Beal*

# Our Flag in the Map Launch (London)



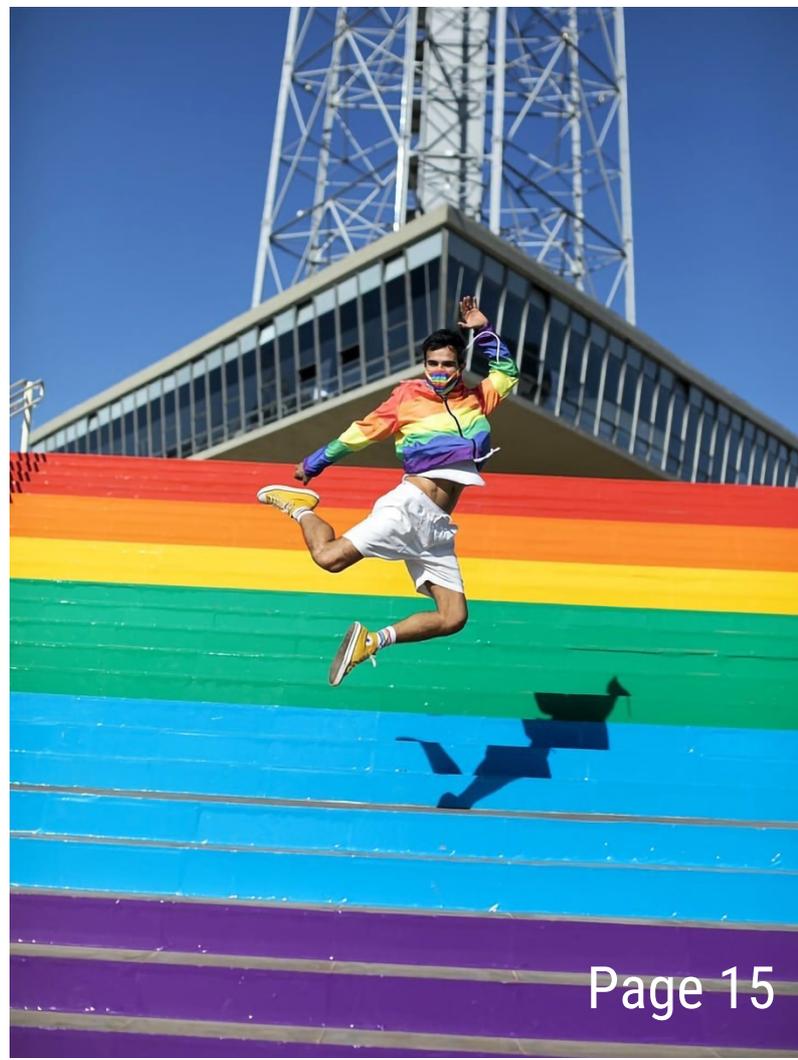
**Our Flag in the Map Book (available online)**



# Flag in the Map

Charting Rainbow Flag Stories

# A Sample of Some Flag in the Map Images



# A Sample of Some Flag in the Map Images



# A Sample of Some Flag in the Map Images



# Award Season at ReportOUT!

We do not do our work at ReportOUT for awards, however we were pleased to be nominated for some, and even win a global award in 2022-2023!

After the huge success of our Flag in the Map Project, we were nominated for the Second Annual Anthem Awards in the United States of America. Our partnership project won an award (gaining gold) for the best 'Global Awareness Campaign.' We were delighted to see that our hard work was recognised at such a prestigious and global awards ceremony!

We were also shortlisted at the 2023 Rainbow Honours Awards, where we were shortlisted for 'Charity of the Year' and 'Community Initiative of the Year.' This was a tremendous honour, as we sat with other LGBTQI+ organisations from the U.K. and beyond at the event.



# Defend: SDG Team

The Sustainable Development Goals (SDG) officers have made significant strides towards achieving set objectives and visions for 2022-2023. In September 2022, the team held its first public online event, a discussion on engagement and action with the Sustainable Development Goals. This event provided the public with valuable insights into the essence of the Sustainable Development Goals, their significance, and how individuals can contribute to their attainment in different settings such as homes, workplaces, and educational institutions.

The team have made exceptional progress in their knowledge of Agenda 2030, the Sustainable Development Goals and United Nations monitoring mechanisms such as the Voluntary National Review (VNR) and the Higher-Level Political Forum (HLPF).

Networking has been a key achievement of the SDG officers this year. The team have established connections with stakeholders, professionals, and civil society organisations to receive assistance with work and campaigns. A significant highlight for the team has been acquiring vital support and information about the necessary actions and steps the team would need to take to get involved with the VNR process. This was the first time the team had a clear plan of action on what they would need to do to ensure the research completed by the research teams could reach a global monitoring platform and be included in a nations review of progress on the achievement of the Sustainable Development Goals.

In July 2023, the SDG officers successfully engaged in the VNR process. Together with civil society organisations in Mongolia, the team wrote a statement that showcased Mongolia's progress in achieving the Sustainable Development Goals. The statement used the OUT in Mongolia research to highlight how sexual and gender minorities are being left behind in terms of healthcare, education, employment, and law enforcement. On July 19th, 2023, during the United Nations Higher-Level Political Forum on Sustainable Development in New York, the statement was read out during Mongolia's National Review of Progress on the Sustainable Development Goals. This forum is the core platform for United Nations member states at a global level to review and follow up on the progress of the Sustainable Development Goals.



**Caitlin Martin**  
**Lead Volunteer for the United Nations Sustainable Development Goals at ReportOUT**

# 1

Significant statement, using ReportOUT's research, read out at the United Nations Higher Level Political Forum on Sustainable Development held in New York.

# 6

Dedicated volunteers who make up our SDG Team, ensuring that all of our work not only accounts for the human rights of sexual and gender minorities, but also, their development needs. No one should be left behind in development.

# Our Communications and Events Team

**I must start by saying that it has been such a blessing to witness the ongoing evolution of the Media and Communications team over these past twelve months.**

The continuous work and dedication of our social media volunteers have been so proactive in ensuring the visibility of ReportOUT across various social media platforms. The content being produced, not only shows the important side of our work as a charity as a whole, but it also gives the public the opportunity to see us via platforms such as TikTok and Instagram, and some of the other things that happen behind the scenes in the life of ReportOUT.

One of the other main ways that we keep communication and engagement on going with our supporters is via our newsletter, which again has seen vast improvements by ensuring that we are sharing fresh and important content, and also acts as an opportunity for us as a charity, to focus on the invaluable work of different teams such as the Research or Education teams.

Our Blog content is an opportunity to share the lived experiences from different communities from around the globe, so this is an area that helps us to highlight a number of important issues, presented in a tone of voice which is accessible to all types of audience.

I must also give recognition to the work of our internal comms volunteers, which has included the development of ReportIN. Other than being a digital space to share important resources, the SharePoint page plays a vital role in the ongoing development of all of our volunteers, especially during our recent training of new volunteers.

As a team, the Media and Communications team have so much more to look forward to, and as lead Volunteer, I am honoured to work alongside such a hardworking and exceptional team who all shine in their own way, as we continue on a daily basis to go from strength to strength.



**Thushara Chandrasiri  
Lead Volunteer for the  
Communications Team**

# Boom!

Growing social media followers, with over 2000 Facebook, Twitter, and LinkedIn followers, and 1,600 Instagram followers!

# 1

Brand new TikTok account - reaching ReportOUT further than ever before.

# 50+

Blogs on our website, on a range of global LGBTQI+ topics.

# Our Events Team at ReportOUT

Since our inception, ReportOUT have believed that a vital part of our communications and public education on the human rights of sexual and gender minorities, should be through online events. We reach out to activists from across the globe to document what is happening in different nation states.

In 2022-2023 we arranged a number of online events, examining topics such as the human rights of sexual and gender minorities in nation states as varied as Serbia, Zimbabwe, Mexico, Ukraine, and Haiti. We also hosted a number of public talks focused on the UN SDGs, panel talks on conversion treatments, and even author events such as Oscar-winning Director David France and his documentary 'Welcome to Chechnya.'

Utilising the skills of our global volunteers, we have started to offer events in different languages. We started with interviews of activists in Panama, hosting our events in Spanish. We hope to build upon this in the future, introducing a wider range of events in different languages so we can make them more inclusive, and spread the reach of what we do.

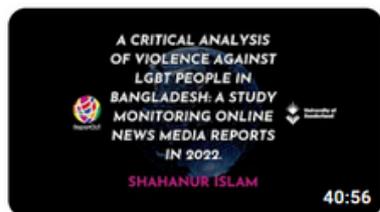
Working closely with our Communications Team, we now have the beginnings of a vibrant YouTube channel, where all of our events can be viewed. Check it out and subscribe to our channel and sign up to our newsletter to find out about our events first!



**Lauren Renton**  
Lead Volunteer for Events Team

# 27

Events hosted on our YouTube platform for you to view, representing over 23 different nation states through lectures, talks, and interviews with global activists.



Combating Violence Against LGBT People in Bangladesh |...

46 views • 1 month ago



ReportingIN: Life for Sexual and Gender Minorities In Panama...

17 views • 6 months ago



ReportingIN: Life for Sexual and Gender Minorities in Panama...

12 views • 6 months ago



Public Talk: Engagement and Action with the Sustainable Development...

12 views • 6 months ago



#MeetTheHumans behind ReportOUT!



Ukraine: Effects of the Russian invasion on the LGBTQI+ community

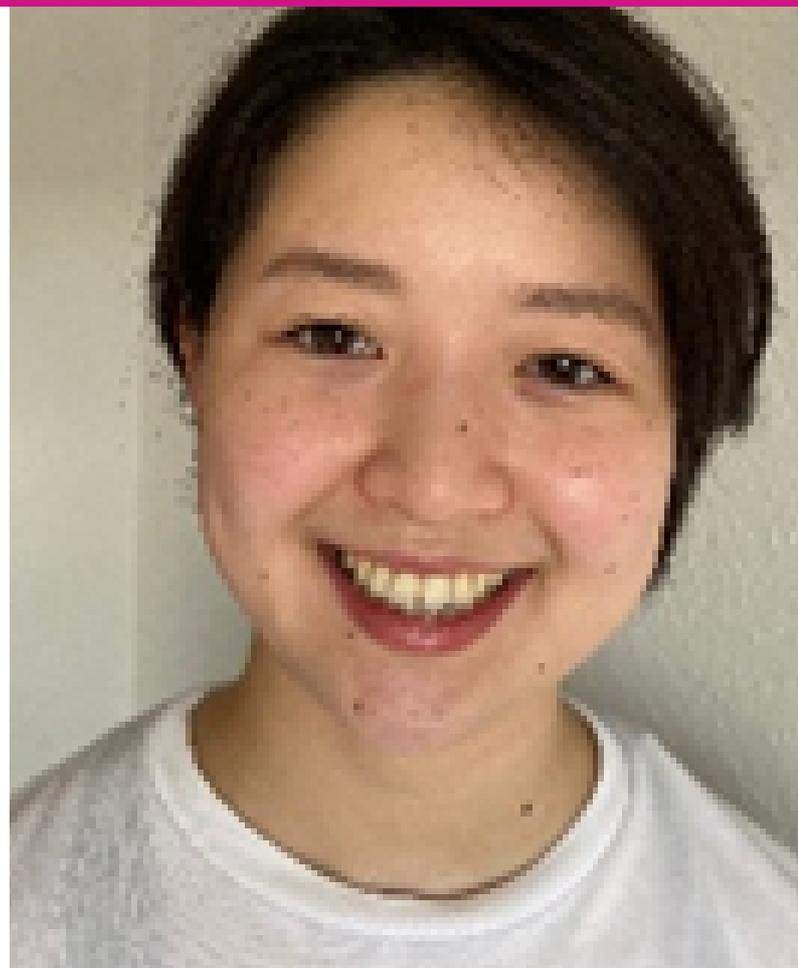


'The Flag in The Map' Pre-launch Livestream



ReportingIN: Life for Sexual and Gender Minorities in Haiti

# Our Volunteers



Our volunteers are the life-blood of ReportOUT, and we are largely volunteer-led as an organisation. We have 80+ volunteers, who give their time, energy, skills, and enthusiasm to advance our cause at ReportOUT, to report, inform, and defend, the human rights of sexual and gender minorities.

Volunteers take part in professional projects such as human rights research projects, developing education and training programmes, SDG campaigning at a United Nations level, and coordinating our communications and events. They come from a wide range of countries, such as Japan, Ghana, Morocco, Panama, Lithuania, Iran, USA, U.K. and Saudi Arabia.

# Our Annual Volunteer Survey (2023)

**9.3 of 10**

**Volunteers:** How satisfied are you with your volunteering experience at ReportOUT?

**9.4 of 10**

**Volunteers:** How well do you understand what is expected of you in your volunteer role?

**9.2 of 10**

**Volunteers:** How effective has your Lead Trustee or Lead Volunteer been in giving you direction in your volunteer role?

**9.4 of 10**

**Volunteers:** How valued and supported do you feel as a volunteer at ReportOUT?

**8.6 of 10**

**Volunteers:** How much impact do you feel your work has?

**9.7 of 10**

**Volunteers:** How likely are you to recommend ReportOUT to other people as a place to volunteer?



**80+**

Volunteers and Trustees who make up who we are at ReportOUT.

**30+**

Different nation states represented at ReportOUT amongst our volunteers.

**1**

Consultant member of staff, who worked on our Green in the Rainbow research, documenting the effects of the Climate Emergency.

# Our Annual Volunteer Survey (2023)

“

“Volunteering at ReportOUT gave me the kickstart and experience I needed to get my dream job. As well as this, the role has provided me with the opportunity to connect with some amazing and supportive people”

“I am very satisfied with my volunteering experience at ReportOUT. I have gained in knowledge, have worked on advocating for human rights outside my country (for once) and, most important thing, I have met beautiful people with beautiful souls. Therefore, I am so pleased to be working (as a volunteer) with ReportOUT”

“

“A fantastic balance of independence and knowing that support is always available for researchers. Great that project updates are frequent so that everyone is kept in the loop of what's going on. There is such a wealth of knowledge and enthusiasm due to how diverse the teams are”

”

“ReportOUT continues to be a blessing to be part of. It is incredible to be part of a team which continues to thrive and go from strength to strength”

“

“Working with people from different nations and backgrounds all bringing their valuable insights and experience. Having the opportunity to spend time and bond with volunteers at residential. Receiving training that not only boosts your CV but is valuable to your role at ReportOUT and can be used in my job”

”

“ReportOUT moves mountains. I believe it can bend rivers”

# Our Future in 2023-2024

We have had a very successful year! ReportOUT continues to grow from strength to strength after our first three years. With a new Three-Year Strategic Plan in place, we will continue to grow further and measure our impact even further. This plan is informed by our annual Action Plans, to ensure that we measure the public benefit of everything that we do. Please note that this Annual Review covers the time period of April 2022 to March 2023.

**Projects launched in 2023-2024 will include:**

## **Growing our visibility:**

We will aim to grow our communications even further, from YouTube to our traditional social media.

## **#SaferToBeMe:**

This will be our first global conference, bringing together people with a shared purpose for the human rights, and development needs, of sexual and gender minorities.

## **Police Brutality Project:**

We will work with police forces to ensure that police brutality toward sexual and gender minorities, is reduced and eliminated, where possible.

## **Research projects:**

We will complete our agreed research projects and will develop a new partnership approach, with new partners and further nation state reports. We have unique ideas to present all of our work to the public, which will be appearing on our website soon!

## **Training MOOCs:**

We plan to introduce free training MOOCs (online courses) which will offer insights to the public, organisations, and businesses, about global human rights and development.



**Thank you to the National Lottery 'Together for Our Planet Programme' for funding our Green in the Rainbow Project.**



# 100%

Of people who attended a ReportOUT event, said they would recommend a future event to others!

# 3

Award nominations for ReportOUT, winning one of them for Global Awareness Campaign of the Year!

# 1

Signatory of the Queer X Climate Pledge, to measure and eliminate our carbon emissions as an organisation.

# Thank You to Our Supporters

**Thank you to all who have supported us in 2022-2023. This time period marked the end of a three-year cycle for some of our Trustees, who decided not to stand again for another three year cycle. We wish them the very best and thank them for all of their support! ReportOUT took this time to recruit new Trustees and give new strategic responsibilities ('portfolios') to our new and existing Trustees.**

## **Current continuing and new Trustees:**

- Drew Dalton: United Kingdom - Chair of Trustees (Continuing)
- Steven Irvine-Duffy: United Kingdom - Treasurer (Continuing)
- Lorato Botshabelo: Botswana - Administration Officer and Portfolio for Equality, Diversity, and Inclusion (New)
- Kotryna Kairyte: Lithuania - Trustee with Portfolio for Communications (Continuing)
- Jodie Weatherston: United Kingdom - General Trustee (Continuing)
- Nyume Blaise: Cameroon - General Trustee (Continuing)
- Han Kahrizi: Germany/Iraq - Trustee with Portfolio for Geographical Region: MENA (Continuing)
- Suleyman Matos: Spain - General Trustee (Continuing)
- Louis Chan: Singapore - Trustee with Portfolio for Sustainability and Climate Change (New)
- Jayden Yoon: South Korea - Trustee with Portfolio for Sustainable Development Goals (New)
- Phil Thomas: United Kingdom - Trustee with Portfolio for Human Rights Research (New)
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- Jaba Kaplanishvili: Greece and Georgia - Trustee with Portfolio for Europe (Southern Mediterranean) (New)
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- Jon Biggs: U.K. - Trustee with Portfolio for Education and Training (New)
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- Sarah Bosnyak: U.K. - Trustee with Portfolio for Media and Public Relations (New)

## **Former Trustees:**

- Trustee: Kyuhan Shin: South Korea (October 2019 - September 2022) *Full term of Trusteeship complete*
- Trustee: Salman Khan: USA/Pakistan (October 2019 - September 2022) *Full term of Trusteeship complete*
- Trustee: Matthew Blaise: Nigeria (October 2019 - September 2022) *Full term of Trusteeship complete*
- Trustee: David Larbi: Ghana (October 2019 - September 2022) *Full term of Trusteeship complete*
- Trustee: Tomo Obokata: Japan (October 2019 - September 2022) *Full term of Trusteeship complete*
- Nelly Mazarura: Zimbabwe (January 2022 - September 2022)
- Carlson Luhazo: Kenya (January 2023 - June 2023)
- Dannie Kyle: USA (January 2023 - June 2023)
- Innocent Alubo: Nigeria (January 2023 - August 2023)

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