

Annual report – 2014ⁱ

Duration: March 2014- February 2015.

Reporting period: March 2014 – December 2014

(Report prepared in January 2015)

1. Introduction

The activities conducted by GAU in 2014 have played significant role in the development of LGBT movement in Ukraine. Almost all activities conducted last year were either way connected with SIDA. The activities which were not connected with SIDA were Informational Campaign within the framework of the project of Norwegian Helsinki Committee where mobilization and informational support were provided for Kyiv Pride 2014 events and phone support line for LGBT, informing about human rights, tolerance and discrimination, project on HIV and STI's prevention in Bila Tserkva supported by HIV Alliance Ukraine.

The successful implementation of “Queer home” direction in 4 regions plays important role against the background of the general situation in Ukraine with lack of financial resources for LGBT in regions, where usually all funds were one way or another connected to Global Fund resources, which were significantly cut down during the last year. It also has shown very good results and took an important position on the regional level as well as attracted an international interest.

The approach which was realized in Queer Home wasn't similar with other projects because it involves the community members themselves into events planning and implementing. That's why the events are most relevant to the community needs while prevention events toughly regulated and directed only for health related issues. Thus, many of the “Queer home” events were born from the visitors ideas, e.g., cycle and healthy lifestyle club, active meditations and others.

The work in this direction wasn't limited by only “Queer home” but expanded by organizing and conducting regular meetings and support groups for LGBT parents which wanted to bring something helpful into our work and LGBT activism and also overcome their own inner stigma and prejudices in relation to LGBT.

Also an important step in succeeding of assigned tasks was development of the informational resource upogau.org which with no doubt becomes now one of the main informational and resource web centre for LGBT in Ukraine and CIS countries. Due to the efforts of highly skilled specialists and major variety of unique copyright materials we achieved that this resource become a joint integrative platform for information materials about queer life, politics, advocacy and human rights issues in relation to LGBT in Ukraine and worldwide. At the same time upogau.org become an instrument of informing about GAU and Queer home activities and important events in local LGBT life and activism as well as giving us possibility to promote our vision among active members of the community. It helps us to find active volunteers, new associated members and potential stakeholders for our organization. As the result of this activity was improving the organizational capacity of the Ukrainian LGBT movement and Gay-Alliance Ukraine. Via instrument of community self-expression we get materials from the community which is an important platform for obtaining and distributing information which is valuable for regular community members.

The activities of international forum-festival “Kyiv Pride 2014” become the most prominent and loudest event of the year in LGBT movement of Ukraine. They were widely illuminate by the media and caused resonance in Ukrainian society. There were participating many new and young LGBT activists at the Pride activities in 2014. The event is growing up every year which is very important for Ukrainian LGBT movement.

In 2014 GAU conducted summer camp for volunteers and was a first NGO which launched lesbian feminist direction of work last autumn.

A new magazine Gayd! has been published 3 times in 2014 which becomes a bridge between apolitical part of the LGBT community and GAU and motivates the members of the community for cooperation.

As a part of work on team building and prevention of burnout effect was conducted a 9-day training in Grigoletti (Georgia) for the GAU staff members. This helped to improve general working climate inside the main office and to improve skills of personal communication, reduce tensions in working team and to work out on new GAU strategy for the future.

The capacity of GAU has been pushed forward after successful passing of System Based Audit (SBA). Also building of contacts with international organizations and networks such as GLAAD, RUSA, RFSL and national Ukrainian Helsinki Group, Centre UA and others has opened access to a valuable communication and advocacy resource. It gives us opportunity to make discussions and negotiations with Ukrainian Parliament deputy groups on LGBT agenda issues. Joint development of bills which aimed to improve living of LGBT community. Due to socio-political processes in Ukraine the high number of new public activists and journalists were integrated into Ukrainian Parliament, so the qualitative composition of the Parliament has been changed. With some of the new deputies we already had connections and some of them prove themselves as a very open-minded and liberal oriented including LGBT issues.

On the other hand, last year was a difficult year for all NGO's in Ukraine as well as for GAU because of the Dignityrevolution and the war at south-east of our country which leads to difficult socio-economic and political circumstances. The situation with human rights was significantly worsen at the occupied territories of Ukraine. The pro-Russian hetmans are extremely homophobic and because of this the need for refugee for LGBT from those regions is highly increased. On the other hand, LGBT issues become a topic for political speculation and non-priority and unimportant ones because of the war.

And it was and continues to be very important for us to feel care and receive this support from SIDA at such a complicated time. Due to SIDA support we had an opportunity not to change much our plans and had a possibility to conduct our planned activities and to develop our strategic goals, systematically and purposefully follow up our mission and visions.

2. General analyses

The informational resource upogau.org achieved a significantly new level during the last year.

The number of "likes" in social networks has been increased as well as the number of materials reposts from the website at the social networks. Also the amount of daily visits was increased as well as the average time of visiting site.

We have entered into higher results in searching engines optimization. Besides that, the structure of website was largely developed in terms of contents. Design and general was updated, as well it was optimized in a technical way. The fundamental changes largely touched the informational content of the web resource. The professional team of editors and authors was involved in this piece of work. The content includes copyright authors' articles and publications, interviews with famous LGBT people and other celebrities and specialists, new of the GAU organization activities, national and international news about health, culture and other interesting topics in regards to LGBT theme.

KyivPride in 2014 became a permanent structure instead of just being a one single event which is important in regards of its survival and playing its key role as a large and permanently growing mechanism of changing Ukrainian LGBT and general society into a better way. Step by step the focus of GAU role in this event has been moving into a wider number of partners involved into Pride events and activities. The Norwegian Helsinki Committee has provided an opportunity for recruitment professional PR-managers for procuring media support of the event and to organize the number of mobilization visits to different regions of Ukraine. Also the International HIV/AIDS Alliance in Ukraine has provided financial support. We also cooperated with a wide range of human rights organizations such as Amnesty International, HRW, Freedom House, ILGA Europe, Coalition for combating discrimination. CSD Munich, Munich Kyiv Queer and others.

This is an important thing on the way of KyivPride to become an independent large event of LGBT community in Ukraine with a major number of activists involved into its preparation, implementation and its further support and development.

In the contents of feministic direction of work our organization becomes the first NGO which conducted women's feministic school in partnership with Heinrich-Böll-Stiftung fund. One of the achievements of this work was initiation of preparation of conducting Pride in Odessa in 2015.

Last year GAU was a leader in Ukraine and even in CIS countries by a number of conducted and realized activities. Also there were some changes in internal procedures and management of the organization. The new monitoring and evaluation system was set up. Changes also touched the Statute of the Organization – the Board becomes an independent organ.

To support team spirit was organized and conducted 9-day training camp in Grigoletti (Georgia) and 2 camps for regional activists in Ukraine. The purpose of the training in Georgia, first of all, were prevention of burnout effect, team building, improving personal and team communication skills and organization strategic planning. Training camp was facilitated by a professional trainer from LGBT organization from Georgia. Due to conducting of two camps for activists we had an opportunity to involve many new associated members and volunteers.

Work with LGBT in Ukraine is connected with a number of risks including physical violence, threats, blackmails, police lawlessness and other hazards. Besides that, every LGBT organization in Ukraine is facing with a big number of refuse in cooperation with state authorities, commercial companies, landlords etc. All these issues, eventually, reduces motivation to professional activity and is forming background stress. The events like burnout prevention training allow to restore internal resources and to dispose of accumulated stress.

Our organization becomes a strong NGO with good developments and strategic plans and ideas. Members of GAU staff have passed refresher courses, in particular: in accountancy, oratory and others. Thus, obtaining certain potential we are now ready and able to look into the future and to realize our strategic plans and goals.

3. Description of the activities

1. Launching of community-building projects in Kiev and in 3 regional branches.

One of important achievements of the project activities in overcoming of self-stigmatization and increasing self-respect among representatives of the LGBT community of Ukraine in 2014 become start-up and ongoing support of “Queer home” direction in 4 regions: 3 regional (Zhytomir, Kryvyi Rih and Odesa) and 1 in Kiev. This piece of work also helped to promote positive changes in attitude towards LGBT-people in Ukrainian society by involving into participation of some “Queer home” event friendly heterosexuals, friends of LGBT clients and also famous specialists from human rights protection field.

In April 2014 were launched 4 community-building projects called “Queer home” in Kiev and in three regions (Zhytomir, Kryvyi Rih and Odesa).

A bit more time needed for full-scale implementation of activities in Kyiv region due to different specific singularity of the metropolitan LGBT community. The rhythm of life in Kyiv as a capital city leaves very little of free time, so the people very selectively thinking about choices to spend it. Besides that there are some more services for LGBT then in regions as well as leisure opportunities. That is why we needed more time for developing proposals which will be relevant to the needs of local LGBT community.

At the beginning, we rent premises to organize the local community and to involve volunteers into our work. After four months of work we have changed our strategy and started to work with Kyiv gay clubs and involve LGBT from other segments of society where was lack of information about our activities. In addition, we started to publish new small gay magazine called Gayd! where we also promote Queer home activities, volunteering and our organization. We started to conduct joint events with local gay clubs and invite our regional Queer homes from other cities to cooperate with us. Since October with additional support of Canadian Embassy in Ukraine we started the helpline for LGBT on the base of our Kyiv Queer Home. Besides providing support to LGBT this phone line is helping us to promote information about our activities among its clients. The total number of answered calls during period 15th October 2014 – 31st December 2014 is 801. From them 415 calls were complete consultations. The questions which are asked by phone line clients are very different. At first, clients are interested in places of meeting for LGBT: addresses of clubs and entrance costs, their contacts. On the second place – medical issues such as HIV and STI's testing, friendly doctors and psychologists counseling. The next category of requests is: job search in NGO's. Also there were question which are out of the competence of the counselors of the phone line, e.g. about sex services. The particular category of questions is about acceptance of own sexuality, partner search or difficulties in relationships with relatives.

At present Kyiv Queer Home is leading in the number of participants, associated members and involving gay friendly celebrities for our discussions. On the base of the regional Queer Homes we had: lesbian (mostly) group in Odesa which become one of the leaders of LGBT movement initiated idea of conducting Gay Pride in Odesa in 2015. Zhytomir and Kryvyi Rih regions are also actively participating in social and political life of their cities and at a national level.

The main tasks of “Queer home” project were uniting of Ukrainian LGBT community, volunteers search and preparing new activists. These tasks were achieved via creating comfortable atmosphere, safe meeting place for LGBT in the above-mentioned regions. In general, events were divided for a few subtypes: informational events and trainings, leisure activities, free communication evenings. Due to different thematic of conducted events it become possible to combine at one place representatives of different stratum of LGBT community and to engage new people for LGBT activism. Everything is happening in a few steps: the client comes for the “Queer home” event. If he is interested, he comes back again and become a permanent client, then become a volunteer and/or associated member of the organization. In such case they propose their own event and vision and involving into realization of GAU projects or start their own initiatives, Thus, the number of LGBT activists in Ukraine is increasing.

Regional “Queer homes” are also important for realization of informational campaign “Assistance to realization of fundamental human rights and freedoms and countering homophobia by raising of public awareness”. It is supported by the Embassy of Netherlands in Ukraine. This is very important in uniting financial resources in the current economic situation in Ukraine, especially when most local NGOs were supported by Global Fund money which has been cut support by almost 3 times.

The target groups of the informational campaign are: general population aged 18-35 and representatives of LGBT community, leaders and activists of LGBT movement.

Project goals are:

- Strengthening of the existing cooperation with human rights organizations and institutions at national and regional levels;
- Increasing the activity of LGBT community in upholding and protecting human rights
- Reducing the level of intolerance in the Ukrainian society
- Prevention and countering discrimination at the regional and national level.

The first community center was launched in Kyiv, then in Zhytomir, Kryvyi Rih and Odessa regions:

Opening of Queer Home Kyiv was on April, 4th, 2014 and passed in the format of friendly meeting of GAU members and friends of organization, potential volunteers and interested bodies. There were 14 participants in total on this event.

Opening of Queer Home Zhytomir was on April, 12th, 2014 and was also dedicated for the day of Cosmonautics. Meeting passed in the format of free communication evening with elements with presentation and some leisure elements with involving of actors. There were 20 participants in total on this event.

Opening of Queer Home Kryvyi Rih was on April, 12th, 2014 and was conducted in a very bright, graceful and well planned format including presentation about GAU and Queer home activities, plans for the future, actors action, official part and also competitions and quizzes. There were 20 participants in total on this event.

Opening of Queer Home Odessa was on April, 17th, 2014 and was conducted in a format of the game. There were 6 participants in total on this event.

2. Implementation of 4 community building projects within the frame of community centers

The most popular and regular events were: discussion clubs, trainings and seminars, informational events, meetings with celebrities. On the second place – informal meetings and evenings of free communication. Then – recreational city walks, theatre and cinema visits, exhibitions and galleries. Also popular were healthy lifestyle club, English speaking club, tea evenings and film evenings (not at the cinema). The variety of some events could also differ a bit from region to region.

There were conducted 573 events in total in all regions during the reporting period which is equal to 90% of planned target for this period. 767 LGBT unique clients were involved into “Queer home” events and activities, which is equal to 80% of a planned target. The majority of difficulties were arised because the project was innovating. There was nothing significantly similar to this before in Ukraine. There were a bit difficult to develop the most effective methods and approaches to its realization. So, we expect that these difficulties will not recur in the future because new and current “Queer home” regions will use the experience of the first year of the project work.

By the end of 2014 there were 103 permanent clients of “Queer home” project (those who come twice or more per months) and there were 59 volunteers which is equal to 121% and 71% of the planned target accordingly. Also, beginning from the second half of the reporting year, the volunteers become to be actively involved into “Queer home” activities. Many of the events also came out as a private developments and ideas of volunteers and been conducted by themselves.

During May to December 2014 were conducted 26 monitoring visits in “Queer homes”. Among them: 15 in Kiev, 4 in Zhytmoir, 3 in Kryvyi Rih and 4 in Odesa. The high number of visit to Kyiv “Queer home” was connected to a difficulties of launching the project in this region and searching of the optimum concept format search.

The purpose of monitoring visit is to evaluate situation and need for technical support. After each visit a narrative report was submitted by specialist of monitoring and evaluation to the project coordinator, chief-executive director and regional development manager. Reports include situation analysis, stats and project implementation progress evaluation (on the moment of visit). Each report has its rating to evaluate the work of regional “Queer home”. This includes: punctuality of coordinator, operative record keeping, number of visitors and volunteers concordance to the average planned number, qualitative evaluation of the event (coordinator’s motivation and preparation, accordance of actual event subject to planned one and other indicators). The reports are helping to coordinate actions of the project manager and technical support&community development manager, allow to observe the general situation with project realization including qualitative and quantitative indicators. Also reports allow to plan further activities more relevantly.

Отчеты помогают координировать действия руководителя проекта и специалиста по технической помощи, позволяют видеть общую ситуацию с реализацией проекта в целом. Отчеты позволяют более релевантно планировать дальнейшие мероприятия.

Besides the monitoring visits were made 7 regional and a number of technical support visits to Kyiv by regional development manager. Purpose of visit was: capacity building and project implementation coordination.

We learned that LGBT communities in the regions are needed more educational events in the sphere of sexual orientation and gender identity, human rights and fighting against discrimination as well as necessity of increasing visibility of the community and its individual members (e.g. working of coming out groups).

The detailed stats on results of “Queer home’s” work in the regions are available in annexes, which are attached to the report. Besides the general data, we have big amount of information obtained during monitoring visits and routine monitoring such as forms, tables, photo reports, narrative regional coordinator’s reports and other data, which could be obtained by request.

3. Implementation of communication and informational strategy by GAU head office and 3 regional branches

During 2014 were developed new logo of GAU, guideline and souvenir promo productions for GAU and Queer home such as magnets, flags, leaflets and stickers.

The number of events were organized and conducted on the important public dates and LGBT related. E.g. – the independence day (in Kryvyi Rih), day of fighting against homophobia and transphobia in Odesa, Zhytomir, Kryvyi Rih, supporting of Sunny Bunny LGBT film festival (opening), Munich Queer-week in Odessa, summer camp for coordinators and activists in Carpathian Mountains, autumn feministic school, program of the associated membership presentation. GAU has currently 30 associated members.

Was developed information strategy for GAU, which also implemented on the website and in social networks (Facebook, Google+, Twitter and Instagram). The strategy includes mission, principles of the information strategy, target groups, strategic goals for 2014-2018, tasks and activities of the strategy, results indicators and anchors and working plan.

4. Support to the functioning and development of the GAU website www.upogau.org

A new design was created and web advertisement launched. Our web resource has passed through a technical audit for optimizing its work. A team of professional editors and authors was created. We had lots of own interesting copyright publications, individual interviews with national and foreign celebrities and famous persons, interested LGBT oriented materials, national and international news.

*Stats on publications monitoring monthly and for all year 2014 is available in the separate annex to this report.

The web-portal consists of the following parts:

- Ukrainian, world and organization news;
- Publications
- information about the organization;
- resource center (library, video, gallery, list of LGBT organizations of Ukraine).
- Queer home information page

Information about the organization (section of website in Russian) includes the following sections:

- General information about organization
- Information about tenders
- Information about GAU membership
- Information about volunteering
- Information about projects
- Information about partners
- Reports
- Contacts page

There is also an English version of website, which includes most sections of the Russian version.

At the present moment the web-portal works successfully, the main readers are from Ukraine, Russia, USA, CIS countries some East Europe and West Europe countries

In total in 2014 were:

- 167 169 unique visitors
- 291 042 views
- 1 min 43 sec – average duration of the visit

* Also available in annexes:

1. Geography of visits
2. Popular pages

The main goal of the website – is to encourage discussion about LGBT issues with purpose of delivering of truthful information to the society. The current audience of the website is diverse due to a wide range of themes of the publications. In general, we think that the goal is achieved successfully.

5. Participation of GAU in international workshops, conferences, trainings, working visits

During 2014 there were conducted a number of working visits, trips and so on. Part of them were covered by SIDA and other part – by other sponsors and partners organizations.

1. Working visit to USA (New York, 16th – 24th of May, 2014)

Purpose of visit: establishing partnership with RUSA LGBT, conducting working meetings with other organizations based in New York.

During the visit the meeting with leaders of RUSA LGBT took place. There also were conducted a meeting of organizing RUSA committee concerning participation in New York Pride. In the frames of this meeting were conducted consultations concerning messages from Ukraine which organization will use during the Pride. The purpose of consultations – formation of such texts that would be useful to Ukrainian side.

We participated in an annual charity action of raising funds for HIV treatment and prevention – AIDS Walk. This event usually involves about 40 thousand participants.

Also were participated in the following working meetings:

- With a journalist of famous in USA Internet online edition BuzzFeed. The purpose of the meeting – providing information about situation with LGBT in Ukraine for supporting material on this topic
- With other members of RUSA LGBT. Subject of meeting – singularity of obtaining refugee status in USA, personal experience of participants
- With GLAAD (Gay & Lesbian Alliance against Defamation). This organization is engaging in promotion of positive image of LGBT in media and has huge experience in this field. As a result of the meeting were reached some agreements. In particular, about possibility of distributing important information for LGBT movement in the Western media and also conducting trainings about building informational campaigns and formulation messages for general population and GAU specialist of communication.
- With organization Immigration Equality which is giving law support for LGBT and HIV positive which started process of obtaining refugee status in USA. Theme of the meeting was dedicated to specificity of obtaining refugee status for Ukrainians. There were also agreed about cooperation between GAU and Immigration Equality.
- With an extended team of RUSA LGBT. There were 30 participants on the meeting. On the meeting were discussed current situation in Ukraine and LGBT in this situation.
- With Human Rights Watch were discussed current events, searching of opportunities for expanding cooperation between the organizations.

Conclusions: in general, goals of the visit were achieved in full. Due to new contacts, GAU is ready to launch new direction of work – consulting of LGBT persons, which are needed asylum. Besides this, due to cooperation with GLAAD new opportunities are opening for increasing the potential of organization in the sphere of external communications.

2. Participation in “Euro-Pride” events (June, 25-29th Oslo, Norway)

Purpose of visit: participation in events of Euro-Pride and the conference From Vision to Action - Making Rights a Reality. Besides that were conducted working meetings with organizations LLH Oslo and Norwegian Helsinki Committee. The subject of the meetings was cooperation in the frames of preparing forum-festival Kyiv Pride 2014 and opportunity of further cooperation.

There also was a meeting with representative of LLH Oslo for discussion of possibilities of law support for asylum seekers from Ukraine and participation in the march during the Pride.

3. Participation in the events of Stockholm Pride (31th July – 3 August 2014)

Purpose of visit: participation in the events of Stockholm Pride, seminar Responding to Backlashes - Eastern European and Russian examples and conducting working meeting with RFSL organization.

During the visit we become acquainted with colleagues from RFSL and have discussed our plans. We participated and have our speech on seminar Responding to Backlashes - Eastern European and Russian examples. There also was an information piece of work done in the tent of the Government of the Kingdom of Sweden in the Pride Park together with colleagues from SIDA as well as participation in march via central streets.

4. Working trip to Munich (March 2014)

Purpose of visit: community building visit.

In the event were involved 6 participants including volunteers. 4 of them are now involved into activities of GAU.

6. *Organizing of KyivPride2014 (a series of non-public activities with a limited list of participants)*

From 2nd to 5th of July 2014 in Kyiv were held events of International LGBT forum-festival “Kyiv Pride 2014” which united its participants around the idea of solidarity, freedom, equality and safety not only for LGBT, but also all people of goodwill which are sharing the same valuables. Were conducted a number of events: pre-conference and conference, exhibitions, round table with Commissioner for Human Rights in Ukraine. In total there were 140 official participants in this event. There were less Westerns partners then we expected due to a complicated political situation in the country.

Despite of that the public event – March of Equality was cancelled because of refuse of Kyiv City Council and local police to protect the event, all other events were done. The participants of the Pride had opportunity to communicate, visit national conference of LGBT-movement of Ukraine, and express their opinion about protection against discrimination on the round table in the office of Ombudsman of the Verkhovna Rada, pre-conferences and visit a few exhibitions.

In 2015 the conducting of the March of Equality is planned, but it depends of the number of factors: general situation with safety in the country, the political will of the city council and central government and other. From those on which we could have influence are: expanding of a partnership network, including state institutions, involving of the international community and experts for participation, active collaboration with new structures of the ministry of internal affairs.

Events of the international forum-festival Kyiv Pride 2014 become the most prominent and loudest event of the year in Ukrainian LGBT-movement. They were widely shown in the media and caused resonance in the Ukrainian society. In 2014 were participated many young LGBT activists in the Pride event which is crucially important for Ukrainian LGBT-movement.

The Pride was important by that even in such difficult circumstances we could show by a slogan “Ukraine – we are united” that step by step it becomes more and more easy to build a dialog with the society and in such a difficult times Ukrainian LGBT-community found its strength and potential to declare about themselves in the adequate form and find and points of contact.

It is very important to emphasize 2 events within the Pride agenda: National LGBT conference and national strategic planning. The event was organized together with our partners International HIV Alliance Ukraine, LIGA, UNDP Ukraine. This was very important to

continue due to lack funding in Ukraine for national events as they mostly were covered by Global Fund money which is currently reduced by almost 3 times less.

7. *Implementing professional training for management of GAU*

The regional development manager and the public relations and media specialist have passed training course on PR and marketing.

Chief Accountant participated in Congress of accountants and a number of target trainings and the Accountant Assistant has passed accountancy refresher course.

The Head of the Organization have finished school of public speaking plus a number of free trainings on financial management and communication, which were granted by such organizations as ILGA-Europe.

8. *Development of document about history of LGBT community in Kiev and LGBT-movement in Ukraine*

Currently the book is not finalized yet, but over 50% of materials already gathered. The book will consist of two parts: private stories of the gay community members from a different time periods, and the second – about the history of Ukrainian LGBT-movement (4 stories and analytic review).

9. *Implementation of recommendations of SDA*

We got 26 recommendations after the audit. Currently all recommendations are implemented and in the beginning of March 2015 the commission from SDA for follow-up will be held. The difficulties which we were expected were connected to state registration procedures bureaucracy. This was a question of time. Then we had difficulties with choosing Board members because it is difficult to find persons in Ukraine which could be involved into organizational work at a sufficient involvement level and not to be just a formal member. Hopefully, our experience of work with different people and organizations helped us to choose adequate candidates which have been approved by General Assembly. Among them – the key person of Kyiv AIDS centre, leaders of LGBT movement, co-founder of GAU Stanislav Naumenko and one of the leading specialists of the institute of sociology which is working with LGBT issues.

During developing of GAU Statute the involved specialists helped us. We involved the lawyer which has been working with All-Ukrainian Network of PLWH. Procedures were developed on the base on a knowledge which were obtained by our staff members on the professional trainings (organized by “Compas”) and international trainings (e.g., conducted by ILGA-Europe).

Besides the examination and verification we also got a good toolkit of consulting services. At the moment of passing SBA we already had a clear understanding on how should function civil society organization.

Some difficulties were with formalizing question about second signature with the bank as it is not common procedure, but finally we found a joint understanding of the issue and this question was sorted out.

But in general, these recommendations comply with the natural course of development for GAU. That's why its implementation did not cause significant difficulties.

10. Summer school on prevention of professional burn-out of GAU team, hosted jointly with Russian LGBT Network

Because of the complicated political situation in Ukraine due to Russian invasion, we had no opportunity to host Russian LGBT Network members. Instead we conducted professional burn-out training for extended GAU team. The place of meeting was also changed from Crimea to Georgia due to force-major annexation of Crimean peninsula by Russia.

The training has been held between 4th and 10th of September on the seaside near Grigoletti, Georgia. We have involved a professional trainer Nino Bolkvadze from local NGO "Identoba".

The purposes of the training were: acquiring new physical and psychological resources for the future working activity.

The following tasks for the training were set up:

- release from stress, anxiety and other conditions which prevent the full use of personal potential
- release of excessive physical (muscular) tension
- development of skills contributing to the prevention of occurrence of stress in the workplace
- elaboration of active life position, eliminating the fear of obstacles.

The sessions were conducted in the specific timeframes: working in the groups from 10am to 12pm and from 3pm to 6pm daily during 7 days. Individual sessions were held daily from 12pm to 1pm. During the sessions participants were encouraged exercises in form of games (mental or physical) which were adopted for the venue of training.

Were conducted individual sessions with participants during which the trainer helps participants to realize the sources of the stress and shown the ways of its elimination.

As a result of the training participants released from the excessive physical and emotional stress, declared their desire to use obtained methodic of stress release in the future. By the end of the training felt positive mood of each of the participants, as well as team spirit. The trainer also given her personal recommendation for the team and in person for each individual.

4. Risks analysis

Internal and external factors, which may be a threat for the implementation of the project:

External

- Maidan's events and radicalization of Ukrainian society
- Legislation changes (which were cancelled in summary)
- LGBT movement still is not engaged into mainstream civil society
- Absence of opportunities of lobbying national advocacy programs due to unwillingness of the government to be engaged in any dialogue on this issue
- Instability of the Ukrainian bank system
- Difficulties with re-registration of statutory documents in connection with the negative relation to the LGBT and complicated bureaucratic procedures

- Difficulties in building relationships with regional activists which are realizing HIV prevention programs on a regional level due to their limited understanding of the goals and objectives of our project
- Negative relation to LGBT of general society

Internal risks

- Absence of internal potential of organization for implementation SDA recommendations
- Motivational staff weakness because of external events (such as war, devaluation of the national currency, corruption in government etc.)

	<i>Main risks</i>	<i>Risk management</i>	<i>Result</i>
1	Difficulties in attracting community to community-building program due to disappointment in community centers based on HIV-prevention projects	Defining some of non-formal leaders of community in advance, cooperation with them to attract broad range of representatives of LGBT	We have succeeded in overcoming community frustration due to involvement informal LGBT leaders which have their authority and trust among the community
2	Limited number of qualified LGBT-leaders in regions, high level of self-stigmatization among them	Developing system of motivation and coaching of the leaders, support of psychologist/HR on regular basis	Conducted camps, community events, permanent support and motivation work with leaders as well as personal attention and participation of the management of the organization helped us to avoid this risk
5	Absence of experience of development of medium size NGOs in our country	Adapting and using experiences of European NGOs collected during working visits within the previous SIDA project	Our experience helped us to overcome this risk. We were in contact with medium and big size NGOs which also helped us
6	Results of working visits and business trips may be visible mostly in long-term perspective.	All the visits and trips will be held within frames of the Strategic plan of the organization	Partly risk was justified. Some global changes will be visible later. But also many changes are already visible in the ongoing work
7	Attack of the public event and closed events within KyivPride2014	Developed solid cooperation with Amnesty International, which is assisting in the process from inside and outside of Ukraine on different levels. Contacts with representatives of Kyiv City administration and police KyivPride. Inviting to events of KyivPride foreign diplomats, MP's, official delegations, representatives of embassies and international organizations with official notification about it Kyiv City administration and police; hiring a private security services for closed events	Analysis of this risk in not actual now, because march was cancelled. As for closed events – the risk has been overcome with support of partially closed registration system and involving security service
8	Refuse in holding of the	Developed solid cooperation	Analysis of the current risk in not actual

	public events from side of city administration	with Amnesty International, which is assisting in the process from inside and outside of Ukraine on different levels. Preliminary contacts with representatives of Kyiv City administration, supportive last year KyivPride. Inviting to events of KyivPride foreign diplomats, MP's, official delegations, representatives of embassies and international organizations with official notification about it Kyiv City administration and police.	now, because march itself was cancelled due to refuse of city council to protect the event, but all closed events have been successfully implemented
9	Too long process of negotiation with authorities, submitting and agreement on holding the public event	Starting negotiation with authorities in advance.	Risk was justified so requests were sent with long time reserve before the event. But because of absence of political will all efforts come with no any result.
10	Adoption of legislation with prohibition of "homosexual propaganda"	To avoid prohibition of KyivPride's public event in case of adoption of anti-LGBT legislation, the public event will be positioned as March of Equality.	Risk wasn't justified because this bill was cancelled by a new pro-European government change after revolution
11	Lack of time for finding premises, logistic works, launching of the informational strategy.	Starting negotiation with authorities, preparing of informational strategy and logistic works in advance.	Risk was partially justified. However, it was a hardly predictable risk because of the Maidan's revolution events, but due to effective and strategic approach we successfully passed through these difficulties. There were no difficulties with finding premises.
12	Low interest to web-portal	Attraction to work on the web-portal skilled and experienced staff who have established themselves as competitive in other project and media as well as strategy of promotion through SMM, SEO, advertisements etc.	Due to advertisement, authors publications and other efforts the risk was successfully overcome
13	Difficulties in finding relevant information for the book	Involving NGOs, leaders and other representative of LGBT communities as those who have the information or were eyewitnesses of events or happenings.	Risk was partially justified because of difficulties with searching of proper authors, but we are working hard on this issue to finalize it during last two months
14	Adoption of legislation on "foreign agents"	Borrowing experience of Russian colleagues, using all legal tools to avoid having status of "foreign agent"	Due to Maidan's revolution events this article was declined by the Parliament and no longer exist
15	Introducing emergency state in the country	Relocation of activities which had to take part at the time of an emergency state to other periods.	Risk wasn't justified yet, but still hypothetically remains because of war in Eastern Ukraine

9	Creation of informational strategy	x										
10	Implementation of informational strategy		x	x	x	x	x	x	x	x	x	x
11	SBA recommendation implementation	x	x	x	x	x	x	x	x	x	x	x
12	Summer workshop with Russian LGBT Network (changed for burnout training)							x				
13	Technical development of the web-portal	x					x					
14	Working of the web-portal	x	x	x	x	x	x	x	x	x	x	x
15	Working of the press-service	x	x	x	x	x	x	x	x	x	x	x
16	Preparation to hold KyivPride2014	x	x	x	x							
17	Holding of KyivPride2014					x						
18	Creation the book			x	x	x	x	x	x	x	x	x
19	Book presentation											
20	Reporting							x				x
21	External audit											x
22	Consulting for staff				x					x		

Annex 2. Monitoring and evaluation of outputs and activities:

№	Indicator	Done	Hasn't been done	Comments
1	Minimum twice per week meetings of community building project in Kiev, and in three regions	x		Meeting were conducted 4 times per week in regions and 3-4 times per week in Kyiv
2	Involvement of 500 unique new clients in Kiev, 200 in Odessa , 300 in Kryvoj Rog and 150 in Zhitomir in community building project during the project duration	x		767 unique clients were involved
3	Building national GAU partner's network			

		x		
4	Creation of new organisation images/logo	x		
5	GAU's FaceBook page will have 1,000 likes			Currently 900 likes
6	GAU has 100 new associate members		x	Partially done, currently 30 associate members
7	Creation the book about Kiev LGBT-community and Ukrainian LGBT movement history		x	50% done, currently in progress
8	200 positive, accurate mentions of LGBT issues in media during April-June 2014	x		
9	100 LGBT community members are involved in KievPride	x		140 LGBT community members were involved in KievPride
10	At least 20 international partners will be involved in KievPride's events	x		Partially done. There were a bit less international partners due to tense in political situation in Ukraine
11	Submission of application to Kiev City administration to hold KyivPride 2014		x	City council rejected to protect the march, but all closed event were done
12	500 daily visits on web-portal			797 daily visits during 2014 (average) or 291 042 visits in total 548 daily unique visitors during March-December 2014 (average) or 167 169 unique visitors in total
13	Daily and weekly updates published on the web-site (at least 4 - 5 pieces of new content weekly)	x		
14	Weekly publication of 2 translated articles from global partners	x		
15	To hold for 5 GAU staff members education trainings	x		
16	8 GAU staff members have participated in workshop to prevent professional burn out; participants indicate that event was successful at reenergizing them	x		

Annex 3. Website annual and all months publications stats report – 2014 – see attached excel file

Annex 4. Queer home annual and mid-terms indicators data – 2014– see attached excel file

ⁱ The Project was supported by Swedish International Development Cooperation Agency (SIDA) and the Royal Norwegian Embassy in Kiev