

# ReportOUT Annual Review



ReportOUT



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

**Our Annual Review of 2023-2024**



Registered with  
**FUNDRAISING  
REGULATOR**

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

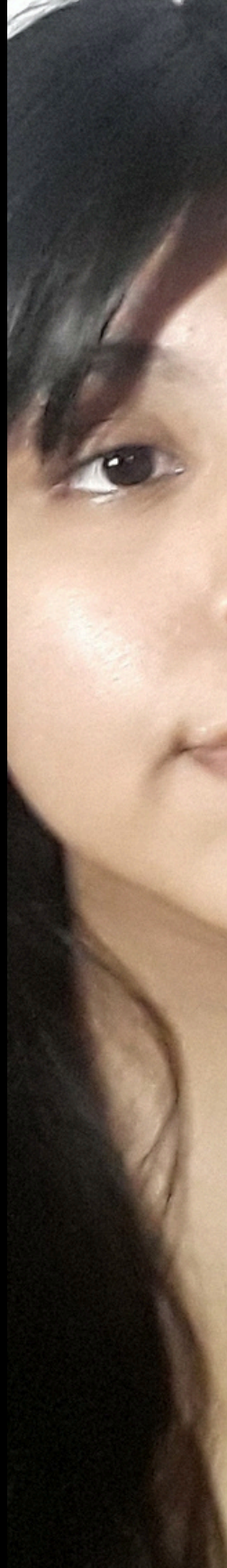
For more information, please visit our website: [www.reportout.org](http://www.reportout.org)

Registered Charity Number (England and Wales): 1185887

**Report Editor**

**Drew Dalton**

**ReportOUT Founder and CEO**



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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 CEO

## **Drew Dalton: Founder and CEO**

**Wow! What a year this has been! April 2023 to March 2024 was a busy one, as ReportOUT continues to grow and expand our impact across the globe. I am delighted to announce that we set some global standards in this year, from co-writing a global first declaration to protect LGBTQ+ seafarers, to running PhotoVoice projects, to hosting a global LGBTQ+ human rights and development symposium called #SaferToBeMe.**

Not only this, we expanded our research to include new partnerships in nation states across the globe, and started to show our strong impact at the United Nations. As a charity, we are growing increasingly more confident, strong, and skilled in what we do - which was clearly evidenced when we were put forward as Chair of the UK Alliance for Global Equality. Chairing this alliance of 14 LGBTQ+ organisations with a global remit, speaks volumes about our work and the trust put in us by others.

Our second pillar of our Three-Year Strategic Plan (2022-2025) was to achieve sustainability across the organisation, and we have certainly moved in the right direction. We have sustainable volunteers who are with us for the long-term, feeding into our projects. We have become more financially sustainable with our new Fundraising Strategy, and even our green credentials have moved toward the path of sustainability, as we pledge as an organisation to fight the Climate Emergency and the threat multipliers that go with it.

I am always thankful of our volunteers however, as they are the foundation of who we are, and what we do. Without their efforts, we would not be the same and so with that in mind, I extend my warmest thanks to all of them. Check out page 20, you will be surprised at their contributions!

Next year, when I write this Annual Review, we will have celebrated our fifth birthday. I cannot wait to see what we achieve then!

**Drew Dalton**  
**Founder and CEO**



**Drew Dalton**  
**Founder and CEO of ReportOUT**

# 'I Exist, Too' Conference and Declaration

## A global first launched in Panama

## A powerful declaration for LGBTQ+ people



## Protecting human rights at sea



In May 2023, ReportOUT were honoured to be asked to attend the ground breaking 'I Exist, Too' Conference in Panama. We were there to be the 'Global Witness' organisation for the first ever declaration for the maritime industry to protect the human rights of LGBTQ+ people at sea. With an industry of over 1.8 million people, this declaration was a global first and we were delighted to be a partner in constructing the wording of the declaration itself.

The declaration was signed at the conference (in English and Spanish) by a range of maritime industries ranging from trade unions, to training providers, and shipping organisations.

*"The #IExistToo declaration is a way for us to show our support for all our LGBTQI+ members and their families. The Norwegian Seafarers Union is proud to be able to join our brothers and sisters in this public statement to say that our industry is for everyone"*  
Kurt Inge Angell, President of the Norwegian Seafarers Union



# #SaferToBeMe Symposium Launch

## The Amsterdam Rainbow Dress



It's first time in the United Kingdom

The launch of Safer To Be Me



**In June 2023, ReportOUT, in partnership with the University of Sunderland, hosted the global #SaferToBeMe Symposium. After the UK Government cancelled their planned 'Safe To Be Me' Conference, and LGBTQ+ organisations withdrew (ourselves included), we hosted our own event to replace it.**

Our launch event at the National Glass Centre in Sunderland, hosted the stunning Amsterdam Rainbow Dress, which is made up of the flags of the 60+ nation states which criminalise same-sex love. It was a striking start to the Symposium.

At our reception party and launch, we had speeches from our CEO, Drew Dalton, and the organisers of the Amsterdam Rainbow Dress. We had over 100 tickets sold out for this event, and were joined by ITV News and the BBC.



# #SaferToBeMe Symposium Main Day

Over 20 countries represented

20 varied talks and workshops



A commitment to LGBTQ+ human rights



The main day of #SaferToBeMe sold 100+ tickets and featured a vast array of speakers discussing LGBTQ+ human rights in 20 different countries as varied as Bangladesh, Kyrgyzstan, Canada, UK, Morocco, and Kenya.

The day started with a Keynote Speaker, Mark Gevisser, the author of the book, the 'Pink Line.' This was followed by a series of three parallel workshops for attendees, and finished with a powerful call to action in the plenary. The evening saw a film screening of 'Flee' with a panel discussion made up of LGBTQ+ activists and LGBTQ+ people seeking asylum, who reflected on their push drivers for safety and how we can be more inclusive toward LGBTQ+ people seeking asylum.



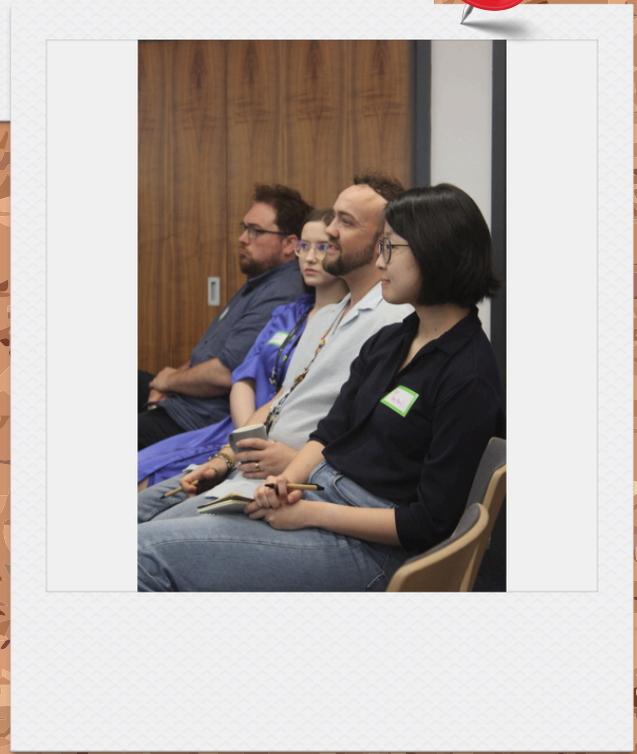
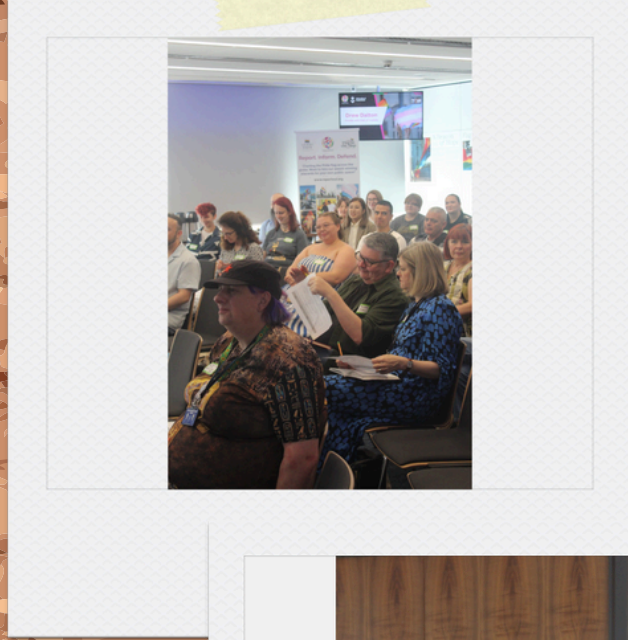
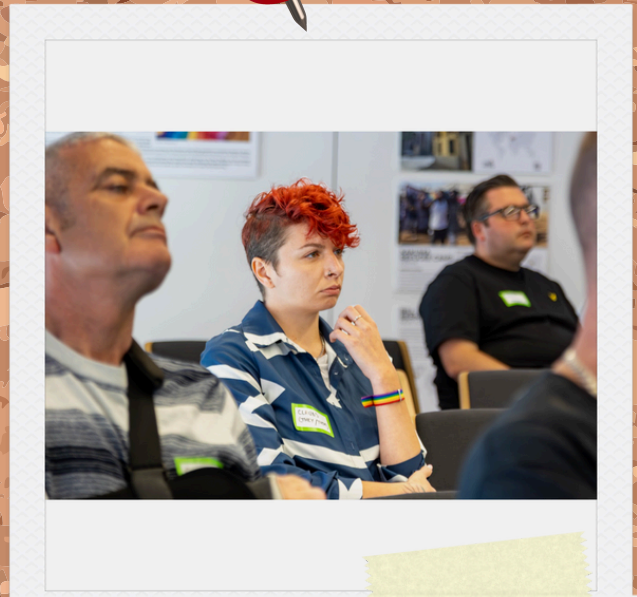
*"Superbly curated event that enabled participants "in the sector" to step out of the usual bubbles. Action-oriented, practical, human rights-based - it ticked many boxes for me!"*

Feedback from #SaferToBeMe





# #SaferToBeMe Photographs



# #SaferToBeMe Feedback

Ratings from 1 star (poor/No) to 10 stars (excellent/yes):

How well organised was #SaferToBeMe?



I found #SaferToBeMe to be an friendly and welcoming event:



I found #SaferToBeMe to be an interesting and varied event overall:



Overall, rating of #SaferToBeMe is:



Would you like to see another #SaferToBeMe in the future?



*"I sincerely want to thank the organizers for a beautiful and impactful symposium. I felt enriched with the various lectures. Above all, the networking with co participants."*

Feedback from #SaferToBeMe

*"Incredibly interesting and thought provoking. Many "why haven't I heard about this before?" or "why haven't I thought about this before?" moments."*

Feedback from #SaferToBeMe

*"The film and panel discussion were eye-opening and everyone at that event was so warm, welcoming, and keen to learn."*

Feedback from #SaferToBeMe

*"The staff and delegates were marvellous. Everyone was smiling and approachable and I had many interesting conversations, which is what you want from an event such as this. I left the event feeling that there was a glimmer of hope in the world."*

Feedback from #SaferToBeMe

# PhotoVoice Training in Slovenia

## A powerful training course with real impact

## Trialed with Legebrita in Slovenia



## Want to sign up for it?

**PhotoVoice is visual storytelling. It offers an opportunity for all people to tell their story and highlight the needs of their communities. Marginalised communities, such as LGBTQ+ populations, can positively represent themselves, and their needs and issues, through the accessible medium of photography.**

In 2023, we delivered PhotoVoice training to the staff and volunteers of Legebrita, Slovenia's largest LGBTQ+ rights organisation. Since then, we have trained many of our volunteers in how to use the PhotoVoice method. Want to make social change happen using PhotoVoice for your own organisation? Book a place with us on our website!

*"Drew and Abbie were a joy to host at our youth centre. They introduced PhotoVoice in a way that was engaging, clear, and gradual. The sessions were perfectly balanced in offering support and information, while allowing the participants to shape a lot of the content."* Petra Polanič, Programme Coordinator Legebrita



# Chair of the UK Alliance for Global Equality

14 UK based LGBTQ+ organisations

All with an international remit



## UK Alliance for Global Equality

Influencing and lobbying for social change



In January 2024, we were delighted to be voted Chair of the UK Alliance for Global Equality (UKAGE). This alliance of 14 LGBTQ+ organisations, all with a global remit of LGBTQ+ human rights, seek to influence and lobby for social change for gender and sexual minorities everywhere.

Their vision is to see “a world where everyone can participate fully in their society whatever their sexual orientation, gender identity and expression, or sex characteristics.” They use their collective resources and influence to promote the human rights and equality of LGBTQ+ individuals and populations around the world, to end persecution and discrimination. To achieve this, they listen to and support LGBTQ+ activists, organisations, and populations in nation states. UKAGE serve as a collective voice for informing, campaigning, and lobbying decision-makers in the U.K. such as the FCDO, politicians, and the Foreign Office, and in turn, relevant global institutions. **We are delighted to be Chair!**



# Report: Human Rights Research

**It has been another successful year with our Human Rights Research team. I speak with a deep sense of pride about their accomplishments, as our team continues to produce outstanding, and globally recognised, work.**

In 2023, we published OUT In Mongolia, the largest ever study of Mongolia's LGBTQ+ population. The report went on to be cited by our partner, the LGBT Centre of Ulaanbataar in the 2023 Mongolian Voluntary National Review at the United Nations. We have also progressed our OUT In Ethiopia and OUT In Belize studies with a goal of publishing both by the end of 2024. The Moroccan and Belize projects were presented at #SaferToBeMe, receiving excellent feedback on their insights into LGBTQ+ lived experiences in countries typically 'off the radar' of contemporary studies.

We also commenced new deep-dive projects with partner organisations in Nigeria and Mexico, scheduled for publication in early 2025. Additionally, we have also commenced our first ever thematic studies, such as a report specific to Trans, Non-Binary and Intersex populations – a group chronically under-represented in research - with a Nigerian partner organisation. Alongside this, we have started study of mental health for gay and bisexual men in Pakistan (scheduled for commencement Q3 2024) with an academic partner. We submitted first responses to the UN Special Rapporteur on LGBTQ+ topics, including restrictions on freedom of speech, assembly, and expression. ReportOUT submissions have been cited several times by the final reports presented to the UN General Assembly and specific Working Groups, leading to us being invited to join roundtables with the UN Special Rapporteur for SOGI rights to help shape future agenda.

Furthermore, we overhauled our approach to research partnerships, creating a new formalised approach to attract partner organisations keen to work with ReportOUT and clarify roles and responsibilities. Launched in November and received over 35 proposals, of which 10 were shortlisted for consideration in 2025. We even found time for an event, as we held a successful LGBTQ+ history month event, titled 'We've Always Been Here' and focused on the little-reported but vibrant queer histories of Kenya and Ghana, presented live by two ReportOUT volunteer researchers.



**Phil Thomas**  
**Team Leader for the Human Rights Research Team**

# 14

High quality blog pieces published by our Human Rights Researchers on the ReportOUT website.

# 15

New Human Rights Researchers joined ReportOUT in 2024! This bolstered the team to 35 in total, with over 40 nations (heritage and lived experience) represented across five continents.

# Inform: Education and Training

Our Education and Training Officers exist to ensure that the wider public have awareness of what is happening to LGBTQ+ people and their human rights, across the globe. From creating events, educational videos, to running our Campaigner Training, they seek to 'shift the dial' so global LGBTQ+ rights become more prominent.

During 2023/24, our team at ReportOUT published a range of videos including a series of videos from our #SaferToBeMe2023 Symposium series, including:

- Combating Violence Against LGBT People in Bangladesh
- Analysis of the Human Rights of Trans and Non-Binary People in the U.K
- Covid-19: The Situation of Intersex People in Africa
- Conversion Practices: The Mental Health Effects on LGBTQI+ Persons in Nigeria

They also produced public talks, such as:

- Why the Climate Emergency is an LGBTQI+ Issue

They worked on a series of videos about global queer histories:

- We've Always Been Here: Queer Histories of Kenya and Ghana
- Fighting Back: Global Queer Histories

These videos not only inform but they also inspire action by shedding light on critical human rights issues from across the globe. They serve as valuable resources for educators, activists, and anyone interested in understanding and advocating for the rights of LGBTQ+ populations. The team also developed an operational plan for ReportOUT to become an Online Learning Centre and they started production of the first online course. The team has also sourced education-related content from ReportOUT's previously published videos and podcasts, to incorporate in the online course. Look out for the first online course in 2025!



**Jon Biggs**  
**Team Leader for the Education and Training Team**

# 16

New educational videos produced on YouTube.

# 3000

Views of our videos on YouTube.

# 60%

Increase in new YouTube subscribers.

# Our Campaigner Training increased!

With generous funding from the National Lottery Community Fund, we were able to scale up our annual OUTAcademy Campaigner Training through bringing on a consultant for the year. This meant that we did not offer it once, we were able to offer it both globally, and locally in the United Kingdom. We work hard to train up the next generation of LGBTQ+ campaigners and their allies!

Throughout the year 2023, ReportOUT's Campaign and Education Officer led this initiative to empower LGBTQ+ communities in England with the skills and knowledge needed for impactful human rights campaigning. Through a series of intensive five-day training courses, they provided participants with foundational campaigner skills, creative methods, and peaceful tactics. These courses were designed specifically for LGBTQ+ individuals new to advocacy and so enabled attendees to create and launch their own non-violent campaigns focused on advancing LGBTQ+ rights in their communities. The feedback speaks for itself...

*"I felt really empowered by the end of the day, it was informative and inspiring, motivating me to make an impact and strive to get my voice heard"*

*"This course has really lifted a cloud of worry around getting into this work, it's made me realise how much I love this work as well as all the experiences I never knew counted as campaigning! The course has made me really excited for the work that can be done over the next year or so."*

*"As a young LGBTQ+ activist, I have the ambition to create a change and awareness in my community. More importantly, be the voice of my peers who cannot able to speak for themselves and be visible due to fear of persecution. Before taking this course, I did not have much knowledge as being a campaigner as a result I was not sure how to launch my idea, however, after successfully taking this course, I can now say I can able to do my campaign with full confidence."*

Thank you  **COMMUNITY FUND**



**Abbie Riley**  
Consultant: Campaigns and  
Education Officer

# 3

Intensive week-long training courses were offered, both face-to-face and online.

# 42

Participants took part in these campaigner training sessions, allowing us to double our normal capacity!

# The Impact of our OUTAcademy: 2023

90%

Of respondents rated our OUTAcademy campaigner course as **'good' or 'excellent' overall**

90%

Of respondents rated the teaching and facilitators on this course as **'excellent' overall**

90%

Of respondents rated the resources supplied and used on this course as **'excellent' overall**

90%

Of respondents said topics covered in this course were **highly relevant** to develop them as a campaigner

90%

Of respondents said their **skills** as a campaigner **improved significantly** as a result of completing this course

90%

Of respondents said their **confidence** as a campaigner **improved significantly** as a result of completing this course





# Defend: Global Campaigns Team

In the last year, the Global Campaigns made substantial progress in enhancing our advocacy and campaign efforts, both internally and externally. The Global Campaigns Officers have succeeded in making strides both internally and externally, platforming ReportOUT's work on a global stage as well as developing strategies and learning materials to ensure success for the team's future.

A primary focus this year was the creation of a comprehensive 'Global Campaigns Officers' platform on SharePoint. This was designed to provide team members and new volunteers with easy access to clear, structured information about advocacy routes. We compiled a 'Global Campaigns Toolkit' related to UN, Council of Europe, and the European Union. Specifically regarding UN advocacy, the toolkit outlines the Sustainable Development Goals and the Voluntary National Reviews, the Special Procedures, the Treaty Bodies, and the Universal Periodic Review. In addition, we included guidance on advocacy bodies that ReportOUT holds membership to: ILGA World, UK Alliance for Global Equality (UKAGE), the Equal Rights Coalition, and The Commonwealth Equality Network (TCEN).

The newly established 'Global Campaigns Team' has begun recruiting new volunteers who possess the skills, knowledge and experience necessary for the effective advocacy and campaigning of ReportOUT's work. Following our rebranding to 'Global Campaigns', we have broadened our remit. As such, we are developing a strategy that reflects this. While we continue to engage with the UN's Agenda 2030, our expanded scope allows for exploration of diverse advocacy avenues at both national and global levels. Our team successfully contributed research findings for Belize's Voluntary National Review at the High-Level Political Forum (HLPF) 2024. Further to this, we successfully hosted a meeting with the Mexican Embassy in Rabat, following the launch of our OUT in Morocco report. These were both major successes for the team, and we hope to build on these partnerships further. In summary, this year has been marked by proactive content development, strategic recruitment and a focused engagement strategy, positioning us to make impactful contributions to the campaigns and advocacy landscape for LGBTQ+ populations.



**Ilia Hionidou**  
Team Leader for the Global Campaigns Team

# 150+

Stakeholders contacted for our OUT in Morocco launch.

# 4

Memberships of international organisations and federations

# 13

New pages of SharePoint content

# Our Communications Team

The past twelve months have seen a strengthening of the communications team through working across all of the ReportOUT teams, all of which have helped to diversify and strengthen our messaging. Our three main achievements within this time have included the following.

**Increased cross-collaborations between other teams with the communications team, especially the human rights research team:**

This has included the working closely with the team of Human Rights Researchers, to ensure research projects such as OUT In Morocco and OUT In Belize are supported with clear comms messaging in line with the guidance provided by the individual research teams. Our positive open dialogue between the two teams has strengthened the relationship and acts as something we are committed to rolling out to other teams within ReportOUT as well.

**Increased the visibility of ReportOUT externally, especially across our own social media platforms:**

In the previous 12 months we have been extremely proactive on our external platforms such as via our social media, our blog, and our newsletter, making the public, supporters, and peers, aware of cutting-edge news and events which the ReportOUT team have been involved in.

Our social media has included the promotion of projects such as a series of weekly blogs called 'Voices From Around The Globe' and 'Love In A Time Of Populism,' as well as our research projects, our events, and our 2023 volunteer recruitment drive.

**Strengthening of our internal communications within ReportOUT:**

We have also seen positive steps within our internal communications which has helped to raise awareness of what we do to our volunteers and Trustees. This includes, but is not limited to, weekly bulletins to all volunteers across all teams and the development of a SharePoint intranet to host of all of our guides and policies.

The communications team continues to work as the 'social glue' of ReportOUT. We are small but mighty!



**Thushara Chandrasiri**  
Team Leader for the  
Communications Team

# 9500+

Social media followers across all of our platforms and our newsletter.

# 476%

Increase in website site sessions from over 160+ countries.

# 10/10

Score from volunteers when asked how well we communicate to them.

# Our Geographical Trustees



**Jaba Kaplanishvili**

**Focus: Southern Mediterranean States**

**I am responsible for overseeing the influence of the organisation within this region. Between March 2023 and April 2024, I had been in contact with various activists and other formal or informal bodies in the region working towards gender and sexual minorities' rights.**

I have been in touch with several Academics from Greece and Italy to expand the work of ReportOUT and discuss potential collaborations, such as a research project that would focus on the challenges faced by sexual and gender minorities in higher education in South Europe. Except from these duties, I also represented ReportOUT to the The Bank of London Rainbow Honours Awards 2024 in London along with other colleagues and collaborated in informal and formal discussions for the benefit of the organisation



**Maurice Mabiriizi**

**Focus: Asia and Pacific States**

**Earlier this year, I represented ReportOUT at the Sydney Mardi Gras/World Sydney Pride. The Department of Justice and Attorney General Just Pride Working Group, of which I am a member, lead Queensland preparations group. On 28th February 2024, I attended the Policy Research symposium titled, "Transforming Tasmania: Lessons in LGBTIQ+ Health, wellbeing and Equality", organised by Dr Lynn Jarvis CEO of Working it Out. I am in touch with Dr Jarvis ironing out ways in which our sister organisations can interact and collaborate.**

On 11/06/2024, I attended an Outright International conference in Canberra, Australia. The conference was titled , "Ensuring LGBTIQ Inclusion in Humanitarian Action in Asia and the Pacific". On the sidelines, I was able to hold private discussions, concerning ReportOUT, with Speakers: Ruslana Hnatchenko from Ukraine; Tarek Zeidan, from Lebanon; and Wilson Castaneda, from Columbia. Follow up discussions are ongoing.

I attended the Trans Rights advocacy conference organised by the Asia Pacific Transgender Network in Chiang Mai, Thailand. I have since been in contact with the organisers and I look forward to officially working together. Going forward, I have made inroads within the Indigenous LGBTIQ Australians, specifically with the Sister Girls in the far north Australia. I have also made contact with Rural Rainbows and hope for fruitful collaborations.

# Our Geographical Trustees



**Kelly Clark**

**Focus: North America**

Over the past year, I focused on two key initiatives to advance ReportOUT's presence in the U.S. First, I hosted Drew Dalton for a human rights primer to educate LGBTQ+ leaders on the Universal Declaration of Human Rights (UDHR). While the U.S. champions human rights abroad, few Americans are familiar with the UDHR. This primer empowered leaders to use it as a tool to advance gender and sexual minority rights, inspiring new perspectives within our movement.

Additionally, I collaborated on a Photovoice Project proposal with Howard County Pride. Although we were not awarded the grant, the project aimed to document spaces in Howard County, Maryland, where LGBTQ+ people feel safe and welcome. Photovoice, a form of participatory photography, allows marginalized communities to visually represent their experiences, fostering connection and highlighting community need



# Award Season at ReportOUT (Again!)

Winner of 'Gold' global Anthem Award (2023)

Shortlisted twice at Rainbow Honours (2023)

Shortlisted again at Rainbow Honours (2024)



# Our Volunteers

According to the specific methodology of the 'Do Good Institute' (2023) the value of a volunteers hour is worth £24.52.

Across our 80 volunteers over the year (each giving their 12 hours per month), they have contributed the equivalent of:

PERIOD FROM APRIL 2023 - MARCH 2024

**£282,470.40**

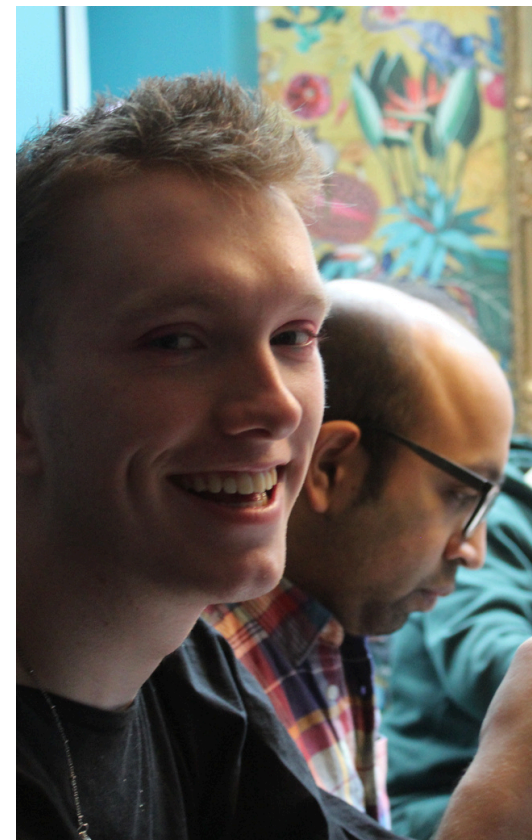
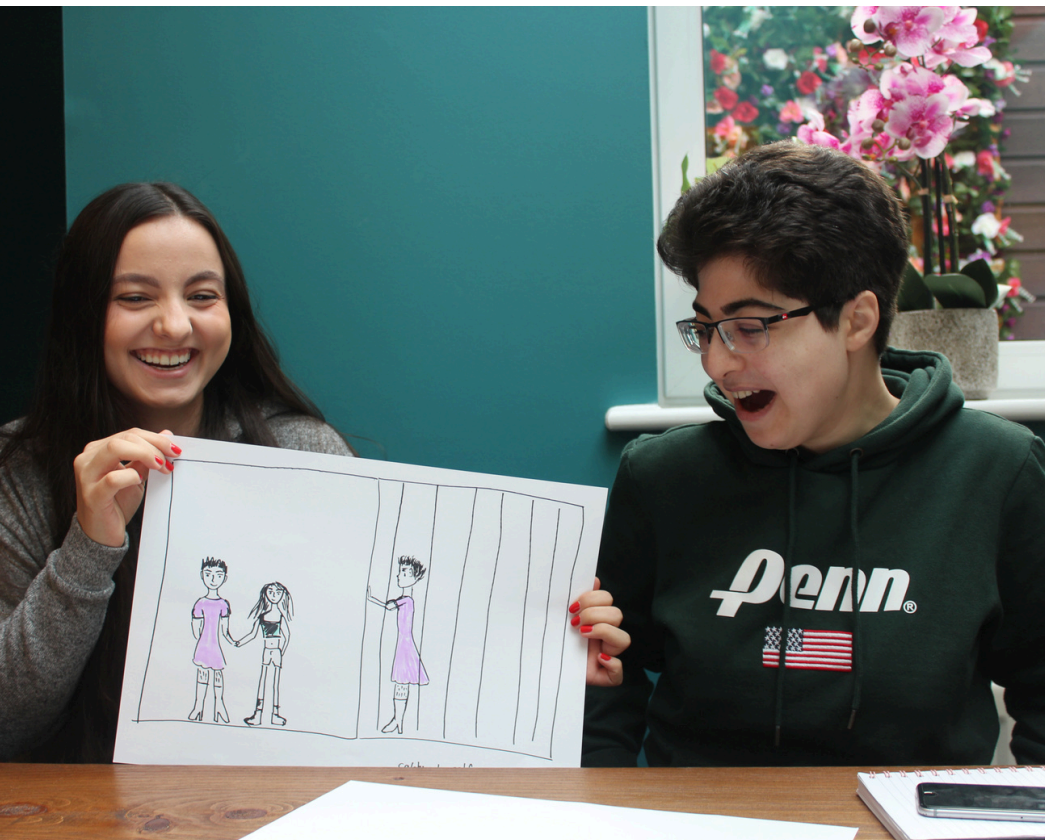
**WORTH OF VOLUNTEER TIME HELPING  
REPORTOUT TO ACHIEVE OUR GOALS!**

# Our Volunteers

**Other than an occasional consultant, ReportOUT is volunteer-led. Our 80+ volunteers, from over 40+ nation states, give their time, skills, and effort, to ensuring that we produce high quality work. It has been remarked about ReportOUT by external people, that they are surprised what we achieve with no staff members!**

We like to ensure that our volunteers are safe, valued, and that their contributions make impact to our work at ReportOUT. We also like to thank them for their efforts through Volunteer of the Month peer-nominated awards, long service awards with a glass trophy, regular praise and feedback, supervisions, and our volunteer residential. In 2023, we took some of our volunteers to Brighton to take part in a two-day residential. This day was filled with workshops covering everything from blog writing, to learning new research methods, working on rapid response simulations, and a lot of team bonding.

**We also awarded our first long-service awards (for people who have volunteered with us for 3 years or more) to 4 of our volunteers who have been with us since day one. What an achievement!**



# Meet Some of Our Global Volunteers



**Kondwani (Malawi)**



**Ryo (Japan)**



**Arnold (Kenya)**



**Taha (Morocco)**



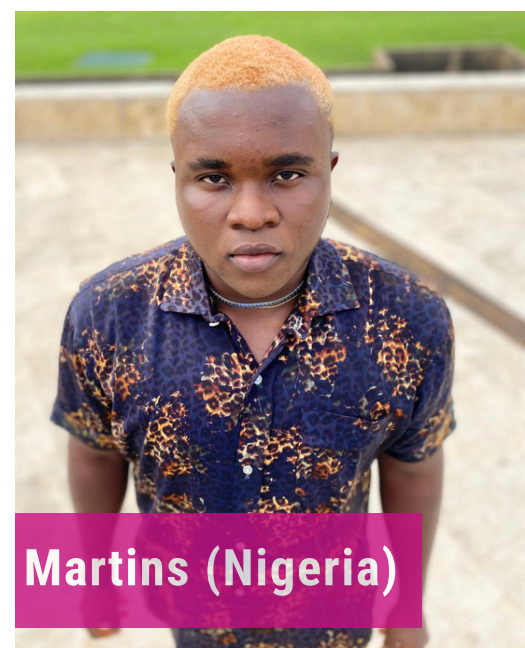
**Arnaldo (Brazil)**



**Daniel (Portugal)**



**Flaminia (Italy)**



**Martins (Nigeria)**



# Our Annual Volunteer Survey (2024)

9 out of 10

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

9 out of 10

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

9 out of 10

**Volunteers:** How effective has your Team Leader been in giving you direction in your volunteer role?

9 out of 10

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

10 out of 10

**Volunteers:** How well do ReportOUT communicate with you?

9 out 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.

40+

Different nation states represented at ReportOUT amongst our volunteers.

1

Consultant member of staff for 12 months, who worked on delivering our Campaigner Training course in the United Kingdom.

# Our Annual Volunteer Survey (2024)

“

*“I am very happy with my volunteering experience at ReportOUT. The organization gives me a chance to make a real difference in supporting the rights of LGBTQ+ people. I have learned a lot and feel that my work is valued. The team is supportive, and I enjoy being part of the important work we do”*

*“I really finding my volunteer experience so rewarding, These are exciting times to be a volunteer at ReportOUT so being able to support and celebrate the important achievements of the organisation is an honour”*

“

*“ReportOUT has been a fantastic organisation to volunteer for. Volunteers get brilliant exposure to the great work of a young, energetic charity. My experience has been nothing but good, and I've felt supported, valued and pushed”*

”

*“Volunteering opportunities are varied, enriching, and worthwhile. The organisation is excellent, and I feel fully listened to and respected”*

“

*“As a volunteer who joined ReportOUT this year, I've felt a warm welcome and an ease in settling into my role at ReportOUT. The team has been incredibly supportive, making the onboarding process smooth and helping me feel like a valued member from the start”*

”

*“There is a culture of raising volunteers up, and recognising their value and worth”*

# Our Sustainability Commitment

## **Bridging the Rainbow and the Green: ReportOUT's Intersectional Approach to Sustainability:**

ReportOUT continues to lead the charge in understanding and addressing the complex interplay between sustainability and LGBTQ+ rights. Through regular presentations, it provides an audience the opportunities to learn about the disproportionate impact of the Climate Emergency on sexual and gender minorities. The urgency of the climate crisis is undeniable, as evidenced by alarming data on Antarctica's mass variation, rising carbon dioxide levels, and global temperature changes. Our analysis of COP28 outcomes, including the establishment of a Loss and Damage Fund and commitments to renewable energy, demonstrates our commitment to staying at the forefront of global sustainability efforts. ReportOUT's unique contribution lies in our focus on the intersection between sexual and gender minority populations and Climate Emergency. We have highlighted how environmental issues can exacerbate existing inequalities and potentially increase risks for LGBTQIA+ individuals in certain countries.

By introducing concepts like solastalgia and eco-anxiety in our presentations, we are pioneering discussions on the psychological impacts of climate change on marginalised communities. Our presentation serves as a clarion call for including LGBTQ+ perspectives in climate action and sustainable development.

## **Green Governance: ReportOUT's Revolutionary Sustainability Policy:**

ReportOUT has launched a comprehensive Sustainability Policy, demonstrating our leadership in environmental responsibility while addressing the unique challenges faced by sexual and gender minorities. Our policy is built on the understanding that climate change is a risk multiplier, disproportionately affecting marginalised communities. We have implemented a robust sustainable procurement framework, focusing on reducing Scope 3 emissions and encouraging our suppliers to adopt sustainability practices. This approach not only minimises our environmental impact, but it also promotes innovation and resilience throughout our supply chain.

By signing the **Queer X Climate Pledge**, we have committed to significantly reducing our yearly carbon footprint by 2030, aligning our efforts with the United Nations' Sustainable Development Goals. Our policy also addresses the often-overlooked carbon impact of digital activities, promoting "digital sobriety" in our online events.

Our Sustainability Policy represents a significant step towards integrating environmental concerns into human rights advocacy. By recognizing the intrinsic link between social justice and environmental sustainability, ReportOUT is leading the way in creating a more equitable and sustainable world for all.



**Louis Chan**  
**Trustee with Portfolio for**  
**Sustainability and Climate Change**

# Our Sustainability Commitment

## Putting Our Money Where Our Values Are: ReportOUT's Fossil-Free Future:

ReportOUT is taking a bold stand for sustainability by signing the **Fossil-Fuel Future Agreement with NCVO**, demonstrating our commitment to aligning our financial decisions with our values and the communities we serve.

This move sees us divesting entirely from fossil fuels and pledging to maintain a fossil-free investment policy going forward. We're proud to confirm that ReportOUT currently has no investments in fossil fuels, setting an example for other organisations in the voluntary sector. Our decision is rooted in our understanding of the Climate Emergency as a risk multiplier for sexual and gender minorities. By divesting from fossil fuels, we are not only reducing our environmental impact, but we are also protecting the very communities at the heart of our mission. This commitment goes beyond mere symbolism. It is a tangible step towards creating a more sustainable future, and it sends a powerful message about the possibility of aligning financial decisions with ethical values, even when addressing complex, intersectional issues like LGBTQ+ rights and climate change.

As we move forward, ReportOUT invites our supporters, partners, and fellow organisations to join us in this crucial step towards a more sustainable and equitable world. By leading the way in fossil-free investment, we are demonstrating that it is possible to create meaningful change and ensure that **no one is left behind in the face of the climate crisis**.



100%

**100% compliance with environmental guidelines in their industry**



100%

**100% compliance with paying living wages and eliminating child labour**



100%

**100% compliance with regulations, applicable laws, anti-bribery, and anti-money laundering terms**

The above are also all in line with the UN Sustainable Development Goals. By shifting to (mainly) virtual conferencing, our carbon footprint can be estimated to be lower by 94% over in-person activities (based from third party data).

# Our Finances

## **Financial overview:**

In FY 2022/23, ReportOUT faced a challenging financial landscape yet demonstrated resilience and adaptability. Total income for the year was £7,110, down from £17,047 in the previous year, while total expenditure was £14,751, resulting in a net deficit of £7,641. The trustees took the decision to defer income achieved at the end of this financial year in order to realise a new ambitious budget set for 2023/24. The decrease in income and the rise in financial pressures reflect broader trends within the sector, as many charities are navigating financial uncertainty post-pandemic. This underscores the need for sustained, diversified income to support ongoing human rights work for sexual and gender minorities both in the UK and globally.

## **Strategic development and fundraising initiatives:**

To address these financial challenges, ReportOUT has curated a robust fundraising strategy designed to expand funding sources, emphasising unrestricted core funding to sustain operations and increase flexibility.

This strategy aligns with the goals of our 2022-2025 Three-Year Strategic Plan to achieve full sustainability by 2024 and ensure a positive future for the organisation. Key pillars include diversifying income streams, enhancing event sponsorship, and tapping into potential revenue through donor-centric processes. The creation of the Fundraising and Income Generation Sub-Group has been instrumental in these efforts. This group, comprising key volunteers and trustees, is tasked with refining the fundraising strategy, seeking new funding opportunities, and building donor relations. Their objective includes creating corporate partnerships and exploring projects that align with ReportOUT's core mission.

## **Formation of a Business Development Group:**

To further strengthen ReportOUT's income stability, a dedicated Business Development Group was established, tasked with identifying new funding avenues and supporting strategic financial growth. This group will play a crucial role in ReportOUT's capacity to engage potential partners and donors, while ensuring alignment with ReportOUT's mission.

## **Fundraising landscape:**

In the UK, the fundraising environment remains challenging, marked by heightened competition for funding, longer assessment times, and a shift from COVID-era priorities to addressing the cost-of-living crisis. The sector has also seen a decline in direct contributions and restricted re-application opportunities, which limits access to consistent funding streams. Charities are increasingly reliant on diversified income channels, while facing significant inflation-related reductions in the real value of grants.



**Steven Irvine-Duffy**  
**Treasurer and Deputy Chair**

# Thanks to Our Supporters

## Looking ahead:

Through these structural and strategic priorities, ReportOUT is positioning itself to navigate financial uncertainties and remain a leading advocate for human rights globally. With a strong commitment to expanding income diversity and maintaining financial discipline, we are confident in our ability to sustain and grow our impact.

**Thank you to all of our Trustees who have supported us in 2023-2024. This time period saw a continuation of our excellent work from our Trustees, and we also said goodbye to some Trustees who stepped down - we send them all of a huge thanks for their support whilst in their role.**

## Current continuing and new Trustees:

- Drew Dalton: United Kingdom - Chair of Trustees
- Steven Irvine-Duffy: United Kingdom - Treasurer and Deputy Chair of Trustees
- Lorato Botshabelo: Botswana - Administration Officer and Portfolio for Equality, Diversity, and Inclusion
- Jodie Weatherston: United Kingdom - Trustee with Portfolio for Gender Equity
- Nyume Blaise: Cameroon - General Trustee
- Han Kahrizi: Germany/Iraq - Trustee with Portfolio for Geographical Region: MENA
- Louis Chan: Singapore - Trustee with Portfolio for Sustainability and Climate Change
- Jayden Yoon: South Korea - Trustee with Portfolio for Sustainable Development Goals
- Phil Thomas: United Kingdom - Trustee with Portfolio for Human Rights Research
- Kelly Clarke: USA - Trustee with Portfolio for North America
- Maurice Mabiriiz: Uganda and Australia - Trustee with Portfolio for Asia and Pacific States
- Jaba Kaplanishvili: Greece and Georgia - Trustee with Portfolio for Europe (Southern Mediterranean)
- Jon Biggs: U.K. - Trustee with Portfolio for Education and Training
- Daniel Peach: U.K. - Trustee with Portfolio for Corporate Partnerships
- Sarah Bosnyak: U.K. - Trustee with Portfolio for Media and Public Relations

## Former Trustees:

- Kotryna Kairyte (ended January 2024 at end of three-year term)
- Suleyman Mantos (ended April 2023 at end of three-year term)
- Laura Ospina Cerón (ended September 2023)
- Ruben Guerrero (ended September 2023)

# Thank You to Our 'Safer To Be' Sponsors



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**PRIDE ACTION  
NORTH**

Formerly known as  Northumberland  
Pride

# Our Future in 2024-2025

**With a strong Three-Year Strategic Plan in place, and sound annual Action Plans, we continue to grow on our success as a charity. Please note that this Annual Review covers the time period of April 2023 to March 2024.**

**Projects launched in 2024-2025 will include:**

## **Enacting our new Fundraising Plan:**

We will bring together a new Fundraising Plan to ensure that we hit our aim to be sustainable as an organisation. We will seek to localise more projects in the UK, so we can work in partnership with local and national organisations to increase our presence in the UK. We also want to introduce a sponsorship pack - would you like to sponsor the work of ReportOUT? Speak to us!

## **Deepen our research partnerships:**

Develop deeper partnerships with new partners in new nation states to further our documentation of human rights abuses against LGBTQ+ populations.

## **Changing our global campaigning and research:**

We have had enormous success in our engagement with the United Nations. We will continue to use the UN Sustainable Development Goals as our base guide, but will seek to also engage with other United Nations mechanisms to also amplify our work.

## **More events:**

We already have well-attended events, however, we are always scanning the horizon. We want to offer more events, both physical and online, and for these events to cater to new and different audiences.



# 3000+

People have come to a ReportOUT event so far!

# 1

Award shortlist for ReportOUT at the Rainbow Honours Awards!

# 12

New posters to download and print from our website. Check out our 'World Without' campaign...



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For more information, please visit our website: [www.reportout.org](http://www.reportout.org)  
Registered Charity number (England and Wales): 1185887



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