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## CONTENTS

Messages from the Chairpersons of the PAI Board 3  
A Word from the Executive Director 6

1. Who is PAI? 8
   - Background 8
   - Vision and Mission 8
2. The PAI Journey 9
3. Meet our Board Members 10
4. Meet Our Staff 11
5. Activities Report from the Executive Director 12
6. Report on the 4th Regional Conference 14
7. Going Forward 20
8. PAI Member Organisations 23
9. Resources and Finances 26

Annual Financial Statements 27
Our Poetry Corner 31
Abbreviations and Glossary 33
Co-Chairpersons - 2018 to 2020

It was indeed a proud moment in my life when I was elected as Co-Chair of the PAI Board for the period 2018 to 2020. For me, it was an affirmation of the contribution I have made to the development of PAI as a major network on our continent, having previously served on the Board for the period 2016 to 2018. After a period of consolidating the organisation, I am thrilled to be part of taking the next steps of growing the network.

Being elected as Co-Chair means having the opportunity to ensure, through the Secretariat, that the network is better placed financially and strategically, to be a major LGBTQ+ organisation in the African region. PAI endeavours to partner with member organisations to co-ordinate, organise and engage in advocacy that enables visibility and access to LGBTQ+ knowledge and rights across the African continent.

The network is in the ideal position today, having gone through a process of consolidating its status and capacity as an organisation, to ensure that beyond advocacy and activism, members of the Board are able to enact their primary role of oversight and monitoring.

Through its new 2019–2022 Strategic Plan, PAI has developed an ambitious canvas for the organisation. It is clear that change will take time, but together with the Board, member organisations, and the Secretariat, as well as our partnerships with human rights organisations and allies, I am confident that PAI will maintain its position as a proactive voice on the continent.

The remarkable road that PAI has travelled down to become the biggest LGBTQ+ in Africa is something to be proud of.

Building good communication is paramount to the success of the PAI network. For this reason, we have created posts for an Advocacy and Communications Officer, and a Coordinator based in a Francophone region. We believe that this will increase communication with PAI membership across the continent.

An important mechanism for good communication is the monthly PAI newsletter. Member groups need to know about activities taking place in other countries, as well as in their own. The use of all forms of social media has given the network an added strength. However, a vast number of member organisations do not have access to social media, this means there is a need to continually research alternative means of communication.

Another significant role PAI plays is in providing advocacy training for member organisations to enable members to participate in human rights processes taking place on the continent, as well engage in policy changes within their own countries. In this regard we need to continually communicate positive legislative and constitutional changes taking place on the continent. For example, the recent positive shifts in Angola and Botswana, as well as Tunisia, need to be made known throughout the network.

It is equally important to document and record cases where repression has increased, such as Senegal, Zanzibar and Egypt.

The question is, how can we learn from processes that are taking place across the continent? Documentation and archiving play an enormous role in a network such as PAI.
Spreading our influence across the continent in a real and positive manner is important to our network. The fact that the next biennial Regional Conference is taking place in Accra, Ghana in 2020, is a positive development as it is the first time PAI will host a conference in the West African region. We welcome this.

During the past financial year, we said goodbye to our Board Co-Chairpersons, who represented PAI so well during their 2016 to 2018 term of office.

**Co-Chairpersons - 2016 to 2018**

The great strength that was built up during the time that I was Co-Chair of the Board from May 2016 to May 2018 was the way in which we communicated with our membership. The introduction of the PAI newsletter has been important, as has the PAI website, which can now grow from strength to strength.

But it has also been the growth of communication between board members that has been most significant. This has been achieved through an excellent staff retreat, attached to a Board meeting, in December 2017. This gave the opportunity for Board Members to spend time together and get to know each other. It is this kind of growth and development that makes being a member of the PAI Board important and valuable.

Another major development during 2016 and 2018, was the gaining of ground in all five regions of the continent. From its inception, PAI has had a strong base in Eastern and Southern Africa, and it has been a challenge to bring in participation from all regions. In this regard a very critical training took place in July 2017 in West Africa. The training focused on human rights mechanisms within the African Commission and included many activists from West Africa. This was an important moment in PAI’s growth, as it was an opportunity for PAI to develop roots in the region.

Moving into the second year of my role as Co-Chair, we held the 4th Regional Conference in Gaborone, Botswana. This event was by far the largest LGBTIQ+ conference ever to be held on the continent. It was undoubtedly a positive reminder of the importance of PAI as a Pan African LGBTIQ+ network.

During my term, PAI agreed to partner with ILGA Asia in a joint capacity-building initiative, a very interesting global South collaboration. This work continues into the next financial year, and it gives PAI great pride to share our experience of network building with ILGA Asia.

As we hand over the task of steering the organisation to the next group of leaders, I would like to wish the new Board the best of luck with growing the organisation into a self-reliant network that will provide human rights guidance and leadership for the LGBTIQ+ community.

My period of tenure on the Board, from May 2016 to May 2018, was an important time for the network. PAI was registered in South Africa as a Non-Profit Organisation (NPO), with the Department of Social Development (DSD), and opened an office in Braamfontein, Johannesburg. By establishing a strong base for the organisation, and
formally registering the network, the Board was able to create a stable environment for PAI. This contributed to the development of a strategic planning process that was the catalyst for moving PAI forward into the formidable network it is today.

The greatest achievement of PAI during this period was organising the 4th Regional Conference in Gaborone, Botswana in May 2018, with more than 350 delegates from across the continent and the globe. This was the fourth of PAI’s biennial conferences, which the network has run so successfully since its implementation. The biennial Regional Conferences are an important forum for information sharing and learning from member organisations about different strategies to grow activism on the continent.

While we often look at the impact of conferences in a general way, evaluating the statistics, or number of workshops offered – it is the impact on the individual that should never be underestimated. For example, attending PAI conferences as a young activist myself, giving me the opportunity to learn from more experienced activists, led to me starting an organisation in Nigeria, of which I am the Director.

During my tenure as Co-Chair, the biggest challenge was keeping up with the changes taking place on the continent. New organisations were opening every day, with new ideas, and new strategies. The question is: how does PAI harness the energy, and share the experiences of its member organisations, while at the same time getting its own messages out? Equally important, how do we record processes around decriminalisation and the development of social movements taking place across the continent, and learn from them?

As our Board ends its tenure, PAI enters a new phase with a new Board. It is important to know that there is a solid stable organisation that will never be lost. It is important for each Board to understand that whatever we do in our network today, will impact on youth going into the future. We have a responsibility to future generations.

As we, the founder members of PAI steps down, we offer both respect and solidarity to the next generation.
A WORD FROM THE EXECUTIVE DIRECTOR

When I was appointed to the post of Executive Director of Pan Africa ILGA (PAI) in January 2019, I was acutely aware of the enormous responsibility bestowed upon me. I committed myself to guide the largest, most important and influential LGBTIQ+ network on the African continent, to the best of my ability. In this regard my approach as a leader has always been to listen actively and with understanding before I speak.

As Executive Director I bring a range of skills to the organisation that are beneficial to building the network. I believe that with the support of the Secretariat and PAI Board, the organisation will strive to effectively represent all five regions within the continent.

During the past financial year, PAI’s focus has been on building administrative capacity in the organisation in order to implement programmes, as well as strengthen existing partnerships with member organisations and our partners in the sector. These changes are essential for the implementation of PAI’s new organisational plan.

The incoming Board, elected at the 4th Regional Conference in Gaborone, Botswana, May 2018, held its inaugural board meeting in Accra, Ghana from 19 to 23 December 2018. The Board had the opportunity to develop PAI’s Strategic Plan 2019–2022.

Guided by the Strategic Plan 2019 - 2022, together with the Secretariat, it will be my duty to implement the new vision and ensure that the organisation grows and flourishes.

As an important LGBTIQ+ human rights defender in Africa, PAI will be focusing on:

- Finding ways of counteracting the growth of right-wing politics across the globe and its impact on the LGBTIQ+ community on our continent.
- Challenging the intransigent position of some faith-based organisations on LGBTIQ+ rights and human rights.
- Developing strategies that counteract and protect PAI membership from shrinking global economic growth that impacts on African countries and on the lives of LGBTIQ+ youth and others.
- Strengthening civil society to strive towards sustainability, minimising donor dependency.
- Dealing with countries at war, where LGBTIQ+ persons are vulnerable and most at risk.
- Engaging with the 4th Industrial Revolution (4IR) technologies, while acknowledging that many of our member organisations across the continent do not have access to many of the 3rd Industrial Revolution (3IR) technologies. Our focus will be on bridging the digital divide – between those who have access to these technologies and those who do not.
- Building strong unity within the five regions of the continent.
- Creating strong communication and advocacy channels that challenge existing policies and oppressive legislation.

PAI has built its reputation upon holding biennial conferences, where LGBTIQ+ people from across the continent can come together and share experiences and stories, in a safe space. The conferences bring together human rights defenders to forge a strong African LGBTIQ+ identity. The conferences also provide a forum to hold a General Meeting and vote in new Board Members. The conferences are critical to PAI as participatory and consultative forums where our members can engage with the Secretariat and Board and guide PAI policies and strategies.
Arrangements are already underway for the 5th Pan Africa ILGA Regional Conference, which will be held in Accra, Ghana in 2020. Our host will be the Centre for Popular Education and Human Rights, Ghana (CEPEHRG).

During the past financial year three key members of PAI have left the organisation. We acknowledge the role that PAI’s previous Executive Director Monica Tabengwa, a founder member of PAI, played in bringing the organisation to its present status. We thank Anthony Oluoch, former Programme and Advocacy Manager for his insight, vision and commitment to the struggle for LGBTIQ+ human rights. Lastly, we acknowledge and thank our Communications Officer, Germaine de Larch, who left during the past financial year, for their amazing contribution to PAI over the past year.

Looking over the financial year 28 February 2018 to 01 March 2019, one realises how many achievements there have been. It is acknowledged that there is room for improvement, and I believe that with our committed Board, Secretariat and staff – we are up for the challenge!

We look forward to dynamic growth within PAI over the next financial year.

Nate Brown
Executive Director
1 WHO IS PAI?

Background

The Pan Africa International Lesbian, Gay, Bisexual, Trans and Intersex Association, also known as Pan Africa ILGA (PAI), is a network of organisations in Africa working to improve human rights of individuals on all grounds, including sexual orientation, gender identity and expression, and sex characteristics.

The unique strength of the network is that we are connected to a global movement through ILGA, International Lesbian, Gay, Bisexual, Trans and Intersex Association. ILGA international serves more than 1,300 LGBTIQ+ groups from around the world.

PAI currently has a permanent membership of 192 LGBTIQ+ organisations across the continent.

Our members are based in: Algeria; Burundi; Cameroon; Cote D’Ivoire; Democratic Republic of Congo; Egypt; Eswatini (Swaziland); The Gambia; Ghana; Kenya; Liberia; Libya; Malawi; Mali; Mauritania; Mauritius; Morocco; Mozambique; Namibia; Nigeria; Rwanda; Senegal; Sierra Leone; South Africa; Sudan; Tanzania; Togo; Tunisia; Uganda; Zambia; and Zimbabwe.

Vision and Mission

Vision

An Africa that promotes and respects the integrity, rights and autonomy of all her people regardless of culture, faith, sexual orientation, gender identity and expression and sex characteristics (SOGIESC).

Mission

To challenge and change mindsets of communities in Africa on SOGIESC issues and related work through unifying and strengthening LGBTIQ+ organising.
PAI has been on a 12-year journey of growth and development. Our road map shows how we have grown from strength to strength. We have developed from a first meeting of 60 activists to permanent membership of 192 organisations across the African continent.

**PAI Road Map**

2007 – Johannesburg, South Africa: The 1st PAI conference where 60 activists from across the continent came together to discuss the importance of creating a continental network that would form the African wing of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA).

2010 – Sao Paolo, Brazil: The ILGA World conference, the first steering committee of Pan Africa ILGA was formed.

2012 – Stockholm, Sweden: The ILGA World conference, the second steering committee was established. ILGA World, through funding from the Finnish government fund, supported the first PAI staff member, whose task it was to develop PAI membership and communication.

2013 – Johannesburg, South Africa: A Consultative Meeting was held with over 30 activists from across the continent. This consultative meeting resulted in the formation of a committee to organise the 2nd PAI Regional Conference in Nairobi, Kenya.

2014 – Nairobi, Kenya: The 2nd PAI Regional Conference brought together 200 participants from 34 countries and saw the election of a 10-member PAI Board.

2016 – Johannesburg, South Africa: The 3rd PAI Regional Conference was organised with local partner Iranti. The theme of the conference was African Bodies Breaking Ground, Building Bridges. It was attended by 184 delegates from 34 countries.

2018 – Gaborone, Botswana: The 4th Regional Conference was held with local partner LeGaBiBo. The theme was Empowering LGBTIQ+ Youth: Uniting for an Inclusive Future. The conference was attended by a total of 327 delegates from 37 African countries. It was the biggest ever gathering of LGBTIQ+ people on the continent.

2020 – Accra, Ghana: The 5th Regional Conference is currently in its planning stage, in collaboration with local partner, Centre for Popular Education and Human Rights – Ghana (CEPEHRG).
According to the PAI Constitution, a new Board is elected every two years. This takes place at a General Meeting held at the biennial PAI Regional Conference.

The 2016–2018 Board handed over to a new Board at the Gaborone, Botswana 4th Regional LGBTIQ+ Conference in 2018, and the new Board will serve from 2018 to 2020.

We said goodbye to our 2016–2018 Board:
1. Akudo Oguaghamba – Co-Chair
2. Richard Lusimbo – Co-Chair
3. Kanyanta Kakana – Alternate Co-Chair
4. Star Rugori – Alternate Co-Chair
5. Caine Youngman – Treasurer
6. Naoufal Bouzid – Secretary
7. Frida Wahrania – Board Member
8. Nnedinma Ulanmo – Board Member
9. Isaac Mugisha – Board Member
10. Jay Muluchu – Board Member

And we welcomed in our 2018–2020 Board:
1. Nnedinma Ulanmo – Co-Chair
2. Naoufal Bouzid – Co-Chair
3. Sheba Akpokli – Alternate Co-Chair
4. Jean Paul Enama Ossomba – Alternate Co-Chair
5. Sandra Kwikiriza – Treasurer
6. Barbra Wangare – Secretary
7. Frida Wahrania – Board Member
8. Jennifer Henshaw – Board Member
9. Henry Sakala – Board Member
10. Kevin Mwachiro – Board Member
Nate Brown has been involved with Pan Africa ILGA since 2017 as a Financial Manager and was in the position of Acting Executive Director from 25 June 2018 to 31 December 2018. After a recruitment process, Nate was appointed Executive Director, in January 2019. Nate has a BA (Hons) in Accounting and Finance and BA (Hons) in Business Administration from Greenwich University, London, United Kingdom. He grew up outside South Africa and on his homecoming in 2012, joined the working force as an Accountant. 

Nate’s heart was always set on making a meaningful contribution to human rights and social justice and he left the corporate world in June 2016 to further his dreams. This happened through joining Iranti in 2016 as Financial Manager. The exposure Nate gained at Iranti paved the way for his move into a management position at Pan Africa ILGA. Motivated by the opportunity to grow, Nate chose to take up the position of Executive Director of PAI, the leading regional LGBTIQ+ networking organisation on the African continent. Nate has committed himself to strengthening the fight for human rights for LGBTIQ+ persons.

Delisile Mavuso joined PAI in April 2016 as an administrator and she currently serves as front of office staff. This role involves working closely with the entire Secretariat. Delisile is a community activist and a co-founder of Ihawu, a community-based organisation based in Katlehong on the East Rand in Gauteng. She works mainly with lesbians and bisexual women, standing against all forms of exclusion, oppression and victimisation, including homophobia, transphobia, domestic violence, sexual harassment and bullying.

Having completed a learnership at POWA (People Opposed to Women Abuse), Delisile is able to monitor court cases and provide support for survivors of hate crimes in Gauteng province. Her dream is to open an orphanage to help the community and the children in her area.

Germaine de Larch is an activist for transgender rights and has spoken nationally and internationally on the issues of transgender rights, non-binary and queer identity as well as toxic masculinity and gender based violence.
During the period under review, the key focus of the organisation was on:

Consolidating the Capacity of the Secretariat in the Johannesburg office

Having registered as a Non-Profit Organisation (NPO) with the South African Department of Social Development (DSD) and established an office in the conveniently situated suburb of Braamfontein, the process of consolidating PAI was undertaken. This was done through development of policy, employing staff with legal contracts, and other legal frameworks and documentation pertaining to the development of a legal, strong and functional organisation.

Holding the 4th Regional Conference in May 2018, Gaborone, Botswana

Most of the energy during the past financial year was centred on the successful planning and managing of the conference, which is reported on in this report. For PAI, the fact that it was the biggest LGBTQ+ conference ever to be held on the Africa continent, was an enormous achievement for the organisation. As a regional network, one of the most significant forums PAI organises is the biennial regional conferences. This is where partners, donors, funders and decision makers meet on a biennial basis. It is of paramount importance that PAI maintains a strong voice for the LGBTIQ+ community on the continent, in order to improve engagement with regional and international networks and engage with human rights processes.

ELECTING A NEW REPRESENTATIVE BOARD FOR 2018 – 2020

A representative new Board was elected in June 2018, at the Annual General Meeting, held at the 4th Regional Conference, in Gaborone, Botswana. The Board is very diverse and reflects all stakeholders in the movement, including youth and Francophone members. Of the 10 board members, four are from Francophone territories. It is critical to have all regional and linguistic voices heard as PAI develops its presence in all five regions on the continent and develops its Strategic Plan 2019 – 2022.

DEVELOPING THE NEW PAI STRATEGIC PLAN 2019 – 2022

The development of the new Strategic Plan took place at a special Board meeting in Accra, Ghana, in December 2018, and gives guidance and direction to the organisation over the next three years. A very critical process to undertake with the new Board.

CREATING A NEW FORWARD-LOOKING COMMUNICATIONS AND MEDIA STRATEGIC 2019 – 2022

Recognising the critical importance of communication within the PAI network, as well as communication with stakeholders and partners, a new Communications and Media Strategy 2019 – 2022, was developed in line with the values and objectives of the PAI Strategic Plan 2019 – 2922. Emphasis will be on researching the best media platforms for communicating with the sector and PAI membership. This will include the re-design of the PAI Website.

ESTABLISHING THE PAI FILM AND AUDIO-VISUAL ARCHIVE

The PAI FILMs collection was launched after the PAI’s 4th Regional Conference and will continue to be developed over coming years. This film archive is very important as it gives authentic voice to the experiences of PAI members and creates an historical archive of where the movement has come from and where it is going.

ENGAGING WITH PARTNERS AND OTHER HUMAN RIGHTS ORGANISATIONS

During the year under review, PAI attended several conferences and events. Two key conferences were: The 63rd Ordinary Session of the African Commission on Human and Peoples’ Rights held in Banjul, The Gambia from 24 October to 13 November 2018, attended by PAI Programme Manager Anthony Oluoch and
Acting Executive Director Nate Brown. The 22nd International AIDS Conference from 23 to 27 July 2018 was attended by PAI Programme Manager Anthony Oluoch. Report backs were made to the Secretariat.

Embarking on a Recruitment Drive to Build the Capacity of the Secretariat

Currently PAI is engaged in a recruitment strategy to ensure that during the next financial year, the organisation is operating at full capacity. This includes the following positions: Programmes Manager; Advocacy and Communications Officer; Membership Officer; and a French speaking Coordinator to be based in a Francophone country, to ensure better communication and engagement with French speaking countries.

With increased capacity within the Secretariat, PAI is committed to:

• Gaining more members in regions where there are not many or any member organisations;

• Building unity among LGBTIQ+ members within the five regions on the continent;

• Designing a new framework to upscale training of LGBTIQ+ activists and organisations across the continent to participate in the United Nations Human Rights Council (UN HRC) Universal Periodic Review (UPR) process; as well as engage with the African Commission on Human and People’s Rights on human rights;

• Strategising around the positive use and intervention of future digital and technological platforms for the LGBTIQ+ sector in Africa, as digital networks grow;

• Pursuing partnerships with African and global organisations; and

• Researching possibilities in income-generating activities in order to ensure long term sustainability.

PAI operates in a complex and dynamic environment in which current and emerging trends continue to present new challenges and opportunities. As a network it is imperative that PAI addresses these with vigour and foresight. During the next financial year PAI will do exactly that, with the capacity to meet every challenge that comes its way.
The 4th Regional Conference, Empowering LGBTIQ+ Youth: Uniting for an Inclusive Future, took place in Gaborone, Botswana, from 02 to 4 June 2018. The conference was attended by a total of 327 delegates from 37 African countries, making it largest ever gathering of LGBTIQ+ people on this continent.

Our conference partner was LeGaBiBo (Lesbians, Gays and Bisexuals of Botswana), an independent organisation operating in Gaborone, Botswana. This is in line with PAI’s policy to always work with a host organisation from the country in which the conference is held.

The first two days of the PAI Regional Conference, 02 and 03 June, offered Plenary Sessions in the morning and a range of 20 workshops offered for delegates to select from, in the afternoons. These sessions were followed each day by cultural events and official dinners in the evenings.

The PAI Annual General Meeting was held on day three, 03 June, where the new Board for 2018 - 2020 was elected and afforded the opportunity for member organisations to make changes to the mandate of the Board and Secretariat and generally discuss the future direction of the organization. The Annual General Meeting is a closed session for PAI members only.

The central aim of the Main Conference during the 4th Regional Conference was to facilitate inter-generational conversation on ways of empowering LGBTIQ+ youth in Africa. PAI is strongly committed to empowering youth as it is integral to building the movement across the continent.

Millions of youth on the continent find themselves unemployed, under-educated, and in vulnerable socio-economic positions. In the LGBTIQ+ community these conditions are exacerbated and there is limited ability to access services that are available in the community. In addition, the LGBTIQ+ sector of the society is often prone to mental health issues, substance abuse, minimal access to policy-making bodies and very limited economic or employment opportunities.

By focusing on youth empowerment, PAI aims to contribute to:

- Building a more unified LGBTIQ+ youth voice;
- Increasing participation of LGBTIQ+ youth in decision-making, particularly within PAI;
- Establishing clear channels of communication; and
- Developing a unified and clear message from young people with guidelines on youth activism.

The general objectives of PAI Regional Conferences are:

**Objective 1:** Seek common ground to engage around regional strategies to achieve change in policies discriminating against people based on sexual orientation, gender identity and expression, and sex characteristics;

**Objective 2:** Exchange best practice; and

**Objective 3:** Share successes and explore opportunities for effective advocacy on the African continent.
Before the official conference commenced there were six thematically structured Pre-Conferences held between 31st of May and 1st of June. These Pre-Conferences are always hosted at the PAI Regional Conference, hosted by organisations in different fields, which offer an opportunity for invited delegates to focus on specific needs and interests of both their organisations and the demographic they represent. The six Pre-Conferences during this Regional Conference were: Key Populations Pre-Conference; Transgender and Gender Diverse Pre-Conference; LBQ Women’s Pre-Conference; Intersex Pre-Conference; Interfaith Pre-Conference; and Human Rights Mechanisms Pre-Conference.

For the first time, a regional conference hosted an Inter-Faith Pre-Conference. This was held in collaboration with Nigerian based House of Rainbow. It was very well attended, and delegates reflected a diverse range of faiths. Another ‘first’ was the Intersex Pre-Conference, hosted by ISSA (Intersex South Africa). PAI is paving the way!

During the course of the five days 31 May to 04 June, where over 300 people passed through the doors of the Pre-Conferences, Main Conference, and Annual General Meeting, a number of key themes emerged that were captured to give direction to the organisation and help in shaping the Strategic Plan 2019 - 2022. These were:

- The need for the African LGBTIQ+ movement itself to become more inclusive. Lesbian, bisexual, transgender, intersex and queer women continue to experience male dominance in focus, leadership, decision making, and access to funding. Transgender and intersex people stated that they still need to fight for their voices to be heard among their allies.

- Economic challenges facing LGBTIQ+ youth as a result of oppression, discrimination and persecution from governments, communities and families, is a key concern. Many young LGBTIQ+ Africans are disadvantaged and lack access to educational and economic opportunities. These factors also affect young LGBTIQ+ people’s access to health services and mental health.

- Working with faith-based organisations and religious leaders has proven to be one way in which social and legal realities can be challenged.

- Access to adequate health services and capacitated medical practitioners remains one of the most primary issues raised across the continent.

- There is a need to strengthen networks and conversations within the sector, in order to strengthen the movement on the continent.

- Social media presents new opportunities for organising, advocacy, and gathering evidence – a topic which was covered in many of the Conference’s panels and workshops. However, it was also emphasised that conversations and personal contact remain the most powerful ways to advance the rights of LGBTIQ+ people.

- There is a need to keep shaping new narratives and policy development in relation to the continued shrinking of resources available to civil society.

- It is becoming more and more important to mainstream LGBTIQ+ or SOGIESC issues across development programmes and policy agendas of governments, organisations and other spaces.

- LGBTIQ+ civil society advocates and organisations should be actively involved, alongside private foundations and donors, in shaping donor strategies and structures to maintain effective coordination of responsive funding.

Over the next financial year, the PAI office will be working on the 5th Regional Conference, planned for Accra, Ghana in 2020, working with host organisation, the Centre for Popular Education and Human Rights – Ghana (CEPEHRG).
The Main Plenary Sessions at the 4th Regional Conference.

**Shifting Gears: Development Policy, Human Rights and Current Realities**
- **Moderator:** Alice Mogwe
- **Panelists:**
  - Maina Kiai: Former UN Special Rapporteur of Freedom of Assembly & Association
  - Prof. Sheila Tlou: Chair Of Global Hiv Prevention Coalition

**Delivering Justice using Human Rights Mechanisms**
- **Moderator:** Lesego Nchunga
- **Panelists:**
  - Justice Edwin Cameron: South African Constitutional Court
  - Njeri Gateru: National Gay And Lesbian Human Rights Commission
  - Tashwill Esterhuizen: South African Litigation Centre

**Organising against all odds**
- **Moderator:** Richard Lusimbo
- **Panelists:**
  - Yahia Zaidi (Algeria), Frank Mugisha (Uganda), Marvelous Tambwe (Tanzania), Ricky Nathanson (Zimbabwe), Sudanese Activist

**Queerying The Boxes: Intersecting Identities**
- **Moderator:** Barbra Wangare
- **Panelists:**
  - Activist From Zambia Jean-Eric Nkurikiye (Burundi/South Africa)
  - Imma Reid (Kenya)
  - Nthabiseng Mokoena (South Africa)

**Who’s shaping the agenda? Money, Power and politics**
- **Moderator:** Paul Jansen
- **Panelists:**
  - Cleo Kambugu, Rits Nketiah, Kim Mukasa, J. Andrew Baker, Botho Maruatona

**Re-imagining the Future and Pre-conference feedback**
- **Moderator:** Anthony Oluoch
- **Panelists:**
  - Richard Lusimbo (PAI), Anna Mmolai-Chalmers (LeGaBiBo)
  - Representatives: Pre-Conferences
PAI 4TH REGIONAL CONFERENCE, GABORONE, BOTSWANA
During a special Board Meeting in Accra, Ghana, in December 2018, the new three-year Strategic Plan 2019 – 2022 was developed, that will guide the network over the next three years.

**Background**

The Pan Africa International Lesbian, Gay, Bisexual, Trans and Intersex Association also known as Pan Africa ILGA (PAI) is a network of organizations in Africa working to improve human rights of individuals on all grounds including sexual orientation, gender identity, expression and sexual characteristics (SOGIESC).

Its strengths lie in being connected to a global movement through the ILGA network, a network that serves more than 1,300 LGBTI groups from around the world.

The Membership, Board and Secretariat having looked critically at the work that Pan Africa ILGA has done in the last three years based on the Strategic Plan of 2015-2018 have established a need to re-strategize for the future which will consolidate, build and improve on the first Pan African ILGA Strategic Plan of 2015 -2018. A mid-term review of the Strategic Plan which was conducted in February 2017 showed that the Membership, Board and Secretariat of PAI were working towards fulfilling the PAI mandate.

In July 2018, PAI secretariat undertook a survey that was opened up to activists and organizations on the African continent working on LGBTIQ+ issues. 47 respondents, 27 of whom came from francophone countries, responded. A framework of questions was agreed upon which covered the role of PAI in the continent, the importance of being a member of PAI, the work that PAI has done to date and how that has affected, positively or otherwise, the functioning of the member organizations. The survey also sought ideas and suggestions for the next strategic plan.

PAI members contributed to the development of this strategy through an electronic survey that was distributed in August 2018. Responses from this survey were fed directly into the strategic planning session held in Accra Ghana from 19 to 21 December 2018. A key aspect highlighted by membership was the need for more regular communications.

**Current Challenges**

Africa is a very diverse continent with many different cultures and languages. This creates a challenge for language inclusion as the secretariat is often unable to adequately communicate with organizations that use languages other than English or French. A future expansion into Arabic, Portuguese and Swahili is based on intermediate steps to engage with the French speaking population on the African continent for the period covered by this strategy. PAI is addressing this through an inclusive recruitment and selection process for key posts it intends to fill in 2019. PAI will start to be more inclusive by engaging with Francophone and Northern African countries as part of this strategy so that it solidifies its presence in these regions.

PAI has been a partner in capacity building of LGBTIQ+ human rights defenders on the continent. PAI will continue to engage with the UN and its mechanisms while it builds its footprint on the continent, strengthening regional mechanisms for human rights with the aim of obtaining observer status at the African Union.

LGBTIQ+ organisations in Africa are often in need of emergency funding and basic support, areas that PAI need to address in a more systemic manner. PAI is aware that donor focusses shift and networks such as PAI need to be in the forefront of advocating for appropriate funding for the continent.
Environmental Scan

Legal instruments in place in African countries that criminalise homosexuality

A large number of African states have laws criminalizing homosexuality with imprisonment and life sentences. These criminalizing laws are used by state actors to deny LGBTIQ+ people dignity, services and opportunities in life. They have been used by society to justify not only violence but also discrimination and stigma faced by people of diverse sexual orientation and gender identity, expression or sex characteristics.

Even though South Africa has laws that allows for the existence of LGBTIQ+ persons and is the only country that allows for gay marriage on the continent, there have been many instances of violence faced by LGBTIQ+ persons on the basis of their sexual orientation, gender identity, expression or sex characteristics especially lesbian and bi-sexual women despite the protection that the laws are supposed to provide.

The majority of African countries do not have provisions in their policies for protecting LGBTIQ+ persons from persecution on the basis of their sexual orientation, gender identity, expression or sex characteristics. This means that there are no safeguards in these African states protecting persons from suffering violence, discrimination or stigma. LGBTIQ+ Youths and LBTQ women are particularly vulnerable to abuse. PAI intends to develop a focused niche to deal with LGBTIQ+ Youths and LBTQ women-led organisations. It also intends to address decriminalization in at least 2 African countries.

Resources

PAI is a continental membership-based organization. It has been in operation from 2014 and though still fledgling, is at a stage of consolidation and stabilization. The organization has been impacted by the untimely passing away of its Programme Manager in 2016, the change of leadership and a largely new Board, in 2018. Despite this, it continues to attract a cohort of highly experienced and committed activists who form part of its membership, its board and its secretariat.

PAI raises core funding for operations through the secretariat. The secretariat supports the capacity building of its board, at least two board meetings per year and it raises funding for a biennial regional conference from international donors. In serving its members more fully, PAI wishes to partner with key robust member organisations as capacity building partners.

External Threats and Challenges

PAI’s mandate is to develop innovative ways of counteracting the growth of right-wing politics and its impact on our continent and our LGBTIQ+ community. It has the daunting task of engaging with often intransigent faith-based organisations that promote homophobia, transphobia and intersex phobia on the continent.

Africa is a continent at war with itself and PAI deals with individuals and organisations in countries at war, where the vulnerable sectors of the population are most at risk. PAI also has member organisations that work with migrants, refugees and asylum seekers. The global economy has taken a huge downturn and this has a skewed effect on African countries, and an even more skewed impact on the lives of LGBTIQ+ youth in these countries.

Countries on the continent are introducing laws that further criminalize same-sex conduct making it not only harder for organizations working on the rights of sexual and gender minorities to operate but also harder for sexual and gender minorities to identify themselves.
Opportunities

PAI has the distinct advantage of including the full spectrum of sexual orientation, sexual and gender identity and sex characteristics and expression on the continent.

PAI operates in a complex and dynamic environment in which current and emerging trends present potential opportunities, amongst which are:

- To gain more members in regions where it has not traditionally had members from;
- To build unity amongst LGBTIQ+ members within the 5 regions on the continent;
- To create and maintain an inclusive and representative secretariat;
- Due to the growth of digital networks across the continent, Africa and PAI’s future will increasingly use digital and technological platforms and solutions;
- LGBTIQ+ persons and organisations are developing our own participative, cooperative and inclusive digital platforms for LGBTIQ+ human rights defenders;
- Pursuing partnerships with African and global regional organizations; and
- Engaging in income generating activities for sustainability.

PAI’s Five Strategic Objectives

- **Strategic Objective 1**
  Enhance PAI organisational and governance capacity.

- **Strategic Objective 2**
  Expand PAI Networks to Francophone and North African Countries.

- **Strategic Objective 3**
  Increase and consolidated engagement with PAI membership and society.

- **Strategic Objective 4**
  PAI develops the capacity to become a strong voice for the LGBTIQ+ community and to improve engagement with regional and international networks and human rights mechanisms and to support them in this need.

- **Strategic Objective 5**
  Improve Programming for and Partnership with LGBTIQ+ Youth and LBTQI+ Womxn-led Organisations in Southern and Eastern Africa.
# 8 PAI Member Organisations

## Algeria
- Abu Nawas Algérie
- Alouen
- AKHAM – Algérie

## Botswana
- Lesbians Gays And Bisexuals Of Botswana – LeGaBiBo

## Burundi
- Movement Pour Les Libertes Individuelles – MOLI
- MUICO
- Urumuri
- Jeunes Actifs Development des LGBT Burundi
- APDEI
- Femmes Unies Pour La Paix/Fup – Burundi
- Humure
- Centre For Population Et Development Sanitaire Au Burundi/ Ceped – Burundi
- Rainbow Candle Light

## Cameroon
- ADEFHO
- Alternatives – Cameroun
- Colibri
- Humanity First Cameroon
- Cameroonian Foundation For AIDS – CAMFAIDS
- ACODES – Cameroon – Sex Workers
- Singaboud
- SID ADO
- ACHREDHO – Cameroon
- Association de Lutte – Violences aux Femmes
- Les Adolescents Contre La Sida
- Working For Our Wellbeing
- Avenir Jeune De I’ouest (AJO)

## Democratic Republic of Congo
- Rainbow Sunshine Mapambazuko RSM
- AC/DPV– Congo
- MOPREDS
- Men for Rights and Sexual Health – Dr Of Congo
- Artists for Humanity
- Coeur Arc-En-Ciel
- Une Femme Qui en Souvrive Une Autre
- Focus Droits Et Acces
- Groupe de Dvcfense et Promotion Des Personnes Homosexuel Uvira-Fizi en RD Congo

## Egypt
- NAZRA
- AHWAA
- Mesahat for Sexual and Gender Diversity

## Eswatini
- Swatini Sexual and Gender Minorities

## Gambia
- Hope Life International

## Ghana
- Centre for Popular Education and Human Rights of Ghana
- Interfaith Diversity Network of West Africa
- Priorities on Rights and Sexual Health

## Kenya
- Gay and Lesbian Coalition of Kenya – GALCK
- Queer Talk
- Gay Activists Alliance International Africa Kenya
- Minority Women in Action
- Gay Kenya Trust
- Persons Marginalized and Aggrieved Kenya
- Tamba Pwani
- SDA Kinship
- HIV/AIDS People of Kenya
- Changing Attitude Kenya
- Let Good Be Told in Us (LGBTI) – Nyawek Coalition
- EATHAN
- Picture Youth Group
- Nyanza Rift Valley and Western Kenya LGBTI Network

## Cote D’Ivoire
- Arc En Ciel Plus
- Lesbian Life Association Cote D’Ivoire – LLACI
- Maison De La Culture Des Diversity Humaines
- Cote D’ivoire Ryralle
- House Of Culture For Human Diversity
<table>
<thead>
<tr>
<th>Country</th>
<th>Organizations/Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liberia</td>
<td>Stop AIDS Liberia – SAIL, The Transgender Network of Liberia, Lesbian and Gay Association of Liberia</td>
</tr>
<tr>
<td>Libya</td>
<td>Full And Yasmin, Quzah Libya LGBT Rights</td>
</tr>
<tr>
<td>Mali</td>
<td>Coalition Anti Sida</td>
</tr>
<tr>
<td>Malawi</td>
<td>Centre for Solutions Journalism</td>
</tr>
<tr>
<td>Mauritania</td>
<td>Nouakchott Solidarity Association</td>
</tr>
<tr>
<td>Mauritius</td>
<td>Collectif Arc-en-Ciel</td>
</tr>
<tr>
<td>Morocco</td>
<td>Association de Lutte Contre la Sida, Association Akaliyat, Equality Morocco, Mouvement Alternatif Pour les Libertys Individuelles, Mantiqitna Network, Khomsa Network, Nassawiyat</td>
</tr>
<tr>
<td>Mozambique</td>
<td>Lambda Association Mozambique</td>
</tr>
<tr>
<td>Namibia</td>
<td>Out-Right Namibia, Namibian Planned Parenthood Association</td>
</tr>
<tr>
<td>Nigeria</td>
<td>Male Attitude Network, Alliance Rights Nigeria, Changing Attitude Nigeria, House of Rainbow, Queer Alliance Nigeria, INCREASE</td>
</tr>
<tr>
<td>Rwanda</td>
<td>Horizon Community Association, Human Rights First Rwanda Association</td>
</tr>
<tr>
<td>Senegal</td>
<td>AIDS Senegal, LGBT Senegal</td>
</tr>
</tbody>
</table>
• Diamond Gays and Lesbians
• IGLHRC Africa
• SHE Social Health
• Gay And Lesbian Network
• Global Interfaith Network for People of All SSOGIE
• Operation Self-Educate
• Outreach Social Care Project
• The South African LGBT+ Management Forum
• One Love LGBTIQ+ Community
• Holy Trinity LGBTI Ministry
• Access Chapter 2
• Al-Ghurbaah Foundation
• Accountability International

Sudan
• Freedom Sudan
• Shades Of Ebony SD

Uganda
• Freedom and Roam Uganda
• Icebreakers Uganda
• Spectrum Uganda Initiative Inc
• Sexual Minorities Uganda
• Queer Youth Uganda
• Transgender Equality Uganda
• Youth on Rock Foundation
• Rainbow and Diversity Organisation Uganda
• Femme of Varlour – FOV
• Fem Alliance
• Kampus Liberty Uganda – KLUG
• Forum for Minority Rights
• GEHO-Uganda
• Freedom Uganda Network
• The Good Samaritan Project
• SIPD
• Refugee Law Project
• The Youth Empowerment Foundation
• Equality Uganda
• Most at Risk Populations’ Society in Uganda
• Register for Peace
• Angels Refugee Support Group Association
• Tranz Network Uganda
• Access for All

• HER Internet
• Kigezi Media and Human Rights Center
• Uganda Youth Empowerment Organisation
• Empowerment Initiative for Women and Youth Uganda

Tanzania
• Community Health Education Services Advocacy
• Stay Awake Network Activities

Togo
• Afrique Arc-en-Ciel
• UNITY

Tunisia
• Arken for Minorities
• DAMI
• CHOUF Minorities
• Mawjoudin (WE EXIST)
• Association Shams
• Tunisian Association of Positive Prevention

Zambia
• Zakheni Traning and Development Centre
• Transbantu Association Zambia
• Friends of Rainka Zambia Umotto Centre of Culture for LGBT Zambia
• Women’s Alliance for Equality
• The Lotus Identity

Zimbabwe
• Gays and Lesbians of Zimbabwe
• Voice of the Voiceless
• Men Against Sexually Transmitted Infections Africa Trust
• Intersex Community of Zimbabwe
Donor Partners

PAI acknowledges and thanks its partners that provide fiscal and other support for the critical work that PAI engages in in the service of its membership base. Our partners in the reporting period included ILGA, The Arcus Foundation, Wellspring Philanthropic Fund, HIVOS Southern Africa and COC Nederland.

PAI wishes to thank the funders who contributed to the 4th PAI LGBTIQ+ Regional Conference held in Gaborone, Botswana in 2018.

Amongst these are:

- AMSHeR
- The Arcus Foundation
- African Queer Youth Initiative (AQYI)
- International Lesbian, Gay, Transgender and Intersex Association (ILGA)
- ISDAO
- MamaCash
- Open Society of Southern Africa (OSISA)
- The Baring Foundation
- The Ford Foundation
- UHAI
Independent Auditor’s Report

To the Directors of PAN AFRICA ILGA

Opinion
We have audited the financial statements of PAN AFRICA ILGA set out on pages 6 to 12, which comprise the statement of financial position as at 28 February 2019, and the statement of comprehensive income, the statement of changes in trust funds and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of PAN AFRICA ILGA as at 28 February 2019, and its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities.

Basis for Opinion
We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organisation in accordance with the sections 290 and 291 of the Independent Regulatory Board for Auditors’ Code of Professional Conduct for Registered Auditors (Revised January 2018), parts 1 and 3 of the Independent Regulatory Board for Auditors’ Code of Professional Conduct for Registered Auditors (Revised November 2018) (together the IRBA Codes) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities, as applicable, in accordance with the IRBA Codes and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Codes are consistent with the corresponding sections of the International Ethics Standards Board for Accountants’ Code of Ethics for Professional Accountants and the International Ethics Standards Board for Accountants’ International Code of Ethics for Professional Accountants (including International Independence Standards) respectively. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information
The directors are responsible for the other information. The other information comprises the information included in the document titled “PAN AFRICA ILGA Annual Financial Statements for the year ended 28 February 2019”, which includes the supplementary information set out on page 13. The other information does not include the financial statements and our auditor’s report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.
Responsibilities of the Directors for the Financial Statements
The directors are responsible for the preparation and fair presentation of the financial statements in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the organisation or to cease operations, or have no realistic alternative but to do so.

Auditor’s Responsibilities for the Audit of the Financial Statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organisation’s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors’ use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organisation’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the organisation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

N Hamid and Company

8 November 2019

Per: N. Hamid
Registered Auditor
PAN AFRICA ILGA

Annual Financial Statements for the year ended 28 February 2019

Director's Responsibilities and Approval

The director is required to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements satisfy the financial reporting standards as to form and content and present fairly the statement of financial position, results of operations and business of the organisation, and explain the transactions and financial position of the business of the organisation at the end of the financial year. The annual financial statements are based upon appropriate accounting policies consistently applied throughout the organisation and supported by reasonable and prudent judgements and estimates.

The director acknowledges that they are ultimately responsible for the system of internal financial control established by the organisation and place considerable importance on maintaining a strong control environment. To enable the director to meet these responsibilities, the director sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the organisation and all employees are required to maintain the highest ethical standards in ensuring the organisations business is conducted in a manner that in all reasonable circumstances is above reproach.

The focus of risk management in the organisation is on identifying, assessing, managing and monitoring all known forms of risk across the organisation. While operating risk cannot be fully eliminated, the organisation endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The director is of the opinion, based on the information and explanations given by management that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss. The going-concern basis has been adopted in preparing the financial statements. Based on forecasts and available cash resources the director has no reason to believe that the organisation will not be a going concern in the foreseeable future. The financial statements support the viability of the organisation.

The financial statements have been audited by the independent auditing firm, N Hamid and Company, who have been given unrestricted access to all financial records and related data, including minutes of all meetings. The director believes that all representations made to the independent auditor during the audit were valid and appropriate. The external auditors' unqualified audit report is presented on page 3.

The annual financial statements as set out on pages 6 to 12 were approved by the director on 8 November 2019 and were signed on its behalf by:

Director - Nate Brown

Co-chair - Juliet Nnedimma Ulanmo

Treasurer - Sandra Kwiriza
### Statement of Financial Position

<table>
<thead>
<tr>
<th>Assets</th>
<th>Notes</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Non-Current Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>3</td>
<td>4,787</td>
<td>10,593</td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>4</td>
<td>349,472</td>
<td>9,350</td>
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<tr>
<td>Cash and cash equivalents</td>
<td>5</td>
<td>59,852</td>
<td>1,466,258</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>414,111</strong></td>
<td><strong>1,486,201</strong></td>
</tr>
</tbody>
</table>

| Reserves and Liabilities | | | |
| **Reserves** | | | |
| Retained earnings | | 414,111 | 1,486,201 |
| **Total Reserves and Liabilities** | | | |
| | | **414,111** | **1,486,201** |

### Statement of Comprehensive Income

<table>
<thead>
<tr>
<th>Figures in R</th>
<th>Note</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other income</td>
<td>6</td>
<td>7,645,671</td>
<td>4,428,470</td>
</tr>
<tr>
<td>Operating costs</td>
<td></td>
<td>(8,741,834)</td>
<td>(3,177,995)</td>
</tr>
<tr>
<td><strong>Operating (deficit)/surplus</strong></td>
<td></td>
<td><strong>(1,096,163)</strong></td>
<td><strong>1,250,475</strong></td>
</tr>
<tr>
<td>Finance income</td>
<td></td>
<td></td>
<td>24,073</td>
</tr>
<tr>
<td>Finance costs</td>
<td></td>
<td></td>
<td>-</td>
</tr>
<tr>
<td><strong>(Deficit)/surplus for the year</strong></td>
<td></td>
<td><strong>(1,072,090)</strong></td>
<td><strong>1,250,427</strong></td>
</tr>
</tbody>
</table>

Retained income at 1 March 2018 | 1,486,201 | 235,774 |
(Loss)/surplus for the year | **(1,072,090)** | **1,250,427** |
Retained income at 28 February 2019 | **414,111** | **1,486,201** |
We thank these members of our movement for sending in their poems

Dans la forêt sauvage de l’Est
J’ai laissé ma dulcinée se reposer
   Dans ses rêves,
   Je l’ai vue danser
   La danse du tigre
   Dans sa fantaisie
   Amoureuse
Caprices et quelques délires
   Cheveux à l’envers
   Baisers et quelques vers
Dans la forêt sauvage de l’Est
J’ai laissé ma dulcinée se reposer
   Dans ses rêves
   Je l’ai entendue chanter
   Le chant du papillon
   Dans sa métamorphose
   Transcendante
Sagesse et quelques moments de patience
Incarnation et renaissance
   Elle a dansé
   Elle a chanté
   Et dans un rêve lucide
   Elle s’est emballée
   De vagues bleutées
   D’un horizon si près.

Inés Bouallou

Flamboyant
I am Flamboyant
With bronze branches
Whose scarlet flames birthed a Phoenix.
Under blooms which beckon November rain
Long black pods hang fire.
Sing songs in the shade of the crimson canopy
Holy tree, holy tree, holy tree.

Nigel Timothy Mpemba Patel

Inés Bouallou
Colonisation
The colonisation of our minds
Our colonised minds
Calling for decolonisation with our colonised mouths
Dressed in colonised clothes
Choking on colonised food
Food for thought
We close our eyes
And pray to this colonised power
Who watched as our ancestors were being colonised
But we still kneel
And Harriet Tubman said,
"I freed 1000 slaves
and I could have freed 1000 more
if only they had known they were slaves."
We are calling for decolonisation
In a colonised language
Our colonised minds
Have led us to believe that this makes sense
And that it will lead to decolonisation
Our colonised minds
Have left our African history behind
Just as it intended to.

Charissa Cassels

The Runaway
I wasn’t born to stay
Love I’m sorry I gave you that illusion
I run, it’s what I do, it’s how I survive
To stay is to surrender and darling I just can’t do white flags

Michelle Otieno
ABBREVIATIONS AND GLOSSARY

- ACPHR: African Commission of People’s and Human Rights
- AC: African Commission
- AGM: Annual General Meeting
- AMSHeR: African Men for Sexual Health and Rights
- AU: African Union
- CAL: Coalition of African Lesbians
- CBO: Community Based Organisation
- CEDAW: Convention on the Elimination of All Forms of Discrimination Against Women
- CEPEHRG: Centre for Popular Education and Human Rights Ghana
- Cisgender: Denoting or relating to a person whose sense of personal identity and gender corresponds with their gender assigned at birth
- COC [Netherlands]: Federation of Dutch Associations for Integration of Homosexuality
- CRPD: Convention on the Rights of Persons with Disabilities
- CSOs: Civil Society Organisations
- CSW: Commission on the Status of Women
- FEW: Forum for the Empowerment of Women
- HIV/AIDS: Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome
- IAM: Inclusive and Affirmative Ministries
- ILGA: International Lesbian, Gay, Bisexual, Transgender and Intersex Association
- ISDAO: Initiative Sankofa d’Afrique de l’Ouest
- ISHR: International Service for Human Rights
- ISSA: Intersex South Africa
- ITF: International Transgender Fund
- LeGaBiBo: The Lesbians, Gays and Bisexuals of Botswana
- LBQ: Lesbian, Bisexual and Queer Women
- LGBTI: Lesbian, Gay, Bisexual, Transgender and Intersex
- LGBTIQ+: Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Plus
- M&E: Monitoring and Evaluation
- MTR: Mid Term Review
- NGO: Non-Governmental Organisation
- NPO: Non-Profit Organisation
- PAI: Pan Africa International Lesbian, Gay, Bisexual, Transgender and Intersex Association
- PFSAQ: Parents and Friends of South African Queers
- SADC: South African Development Community
- SALC: Southern African Litigation Centre
- SDG: United Nations 2030 Strategic Development Goals
- SOGIESC: Sexual Orientation, Gender Identity and Expression, and Sex Characteristics
- SRHR: Sexual and Reproductive Health Rights
- STIs: Sexually Transmitted Infections
- TERS: The Initiative for Equal Rights
- UHAI: East African Sexual Rights Initiative
- UN: United Nations
- UNAIDS: United Nations Programme on HIV/AIDS
- UNHRC: United Nations Human Rights Council
- UNFPA: United Nations Population Fund
- UPR: Universal Periodic Review
- WHER: Women’s Health and Equal Rights Initiative