

ASSOCIATION MOZAIQ LGBT

ANNUAL REPORT

2019



These days, willingly or not, we have enough time to look back and think about what 2019 meant for MozaiQ, what we did, how and **especially what we could've done better.**

2019 was, overall, an important year in the professionalization of our organization.

Having as a base tool the **strategy of the organization 2019-2021**, the Board of Directors, chosen in spring 2019, alongside the executive team, focused on a clear set of objectives that would ensure the organization grows and becomes more visible for the community and more focused on their needs.

If I had to choose an activity out of the one's MozaiQ has implemented in 2019 to mention, it would be difficult to only choose one, but I would probably pick the activities outside of Bucharest. **The continuation of community outreach programs in the main cities of the country has become one of the most important missions of the organization.** This mission concluded in visits in Timișoara, Brașov, Constanța, Iași, Sibiu, and in the MozaiQ Winter School, in which 20 youth members from all over the country participated in trainings and activist meetings in Bucharest. MozaiQ's initiative to empower the communities in the country and create a network of help and know-how was one of the three selected by the Brussels Circle of Donors.

On the same note of solidarity, MozaiQ made constant efforts to respond and rally up to the causes of underrepresented groups from the community, such as trans people, people that live with HIV, Roma LGBT people, seniors, queer women, and sex workers. In the cases of trans people, we launched TRANScendent, in partnership with IKEA, with aims to raise their level of employability. In this sense, in November, we organized **the first LGBT Job Fair - Unicorns@Work.**

The first edition of the Allies Gala took place on the 17th of May at House Qreator was a point of maximum audience for the organization, the Gala brought together approximately 200 participants and generated positive news coverage on mainstream media. In the European Parliament elections we managed to convince 14 candidates to sign Come Out 4 EU, through which they took on the promise that once elected to the European Parliament, they will fight for the protection and promotion of LGBT rights. In February, we organized a second edition of Football for Diversity. During Bucharest Pride, MozaiQ came with a generous proposal of community events and discussions, in partnership with Street Delivery, we painted the first rainbow crosswalk - in June 2019 in Bucharest and later in Bacău, and in partnership with House Qreator, MozaiQ distributed over 600 kits for Pride week. Another notable appearance was key people from MozaiQ in the Netflix documentary, The Family. On the other hand, the organization was nominated in the Civil Society Gala for the category The Best Campaign for "Iubirea nu se votează" (Love is not up for vote), and won the prize "Boicot la URnă" at the Public Participation Prizes Gala organized by CeRe, and the prize for responsible expression at the Hate Awards Gala, organized by Activewatch.

Behind all these projects, there's a handful of people that somehow manage to find the inner resources needed to keep MozaiQ vibrant and active.

Vlad, Mihnea, Ana, Antonella, Carmen, Jerzy, Tudor, Cristi, Alex, Ovidiu, Alina, Răzvan, Roxana, Oana, Mircea, Andrei, are only some of the people that make MozaiQ happen.

We owe our thanks to them.

Robert Rațiu
president

SUMMARY

Strategic axes

Team

Projects

Advocacy

LGBTI Community Fund

Media presence & Communication

Short Financial Report

Prizes

Partnerships

Photographs

Strategic axes

Purpose

Strengthening, supporting and representing LGBTQIA+ communities (lesbian, gay, bisexual, trans, queer, intersex, asexual) living in Romania through programs meant to meet their needs.

Mission

Improving the quality of life of LGBTQIA+ people living in Romania, protecting, supporting and promoting their rights and freedoms, thus ensuring that they can enjoy it fully and without discrimination from participation in key areas in society, family and community life, education, health, culture, the labor market and political participation.

Vision

A society in which LGBTQIA+ people participate actively, openly and visibly to social, political, economic and cultural life, and their needs are addressed through appropriate policies and services, for them to enjoy respect and acceptance in their communities and within society as a whole.



Consolidation

**Community
development and
organization**

Services

Health

**Communicating
and informing**

Team

Board of Directors



Robert Rațiu



Cristi Mușat



Tudor Kovacs



Alina Dumitriu



Carmen Gheorghe



Antonella Lerca Duda



Mihnea Florea



Mircea Ciobanu,
censor

Executive team



Ana Mohr



Jerzy Dumitrescu



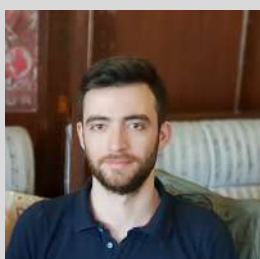
Oana Ungureanu



Vlad Viski



Răzvan Azam



Andrei Ion



Roxana Marin



Alexandru Palas



Ovidiu Anemțoaicei

Projects



TRANScendent

Funded by IKEA Romania, through the Bucharest Community Foundation, TRANScendent's objective is raising the employability level of transgender people in Bucharest, working with both the trans people, to develop their skills, and companies. In 2019, through the project, we have accomplished:

- A support group
- 8 Social events and community meetings
- 4 Workshops with trans people
- 27 One-on-one sessions
- Job fair with inclusive employers
- Website www.t-jobs.org
- Guide from employers and addendum of good practices

Funded by the Embassy of the Netherlands in Romania and the Tides Foundation, OUTcity's objective is to support LGBT people outside of Bucharest, and to support and assist LGBT organizations and informal groups from the target cities. In 2019, through the project, we accomplished:

- Visits and workshops for community organizing in Timișoara, Brașov, Constanța, Craiova, Bacău, Cluj
- Grants through the LGBTI Community Fund, totaling 10,000 RON
- Support groups in Constanța and Brașov
- Support for the organizing of Timișoara Pride
- Mobilities to Bucharest Pride
- Participation in Cluj Pride
- Participation in Street Delivery Bacău (rainbow crosswalk)
- Over 15,500 kilometers traveled all over the country



OUTcity



Engage & Empower

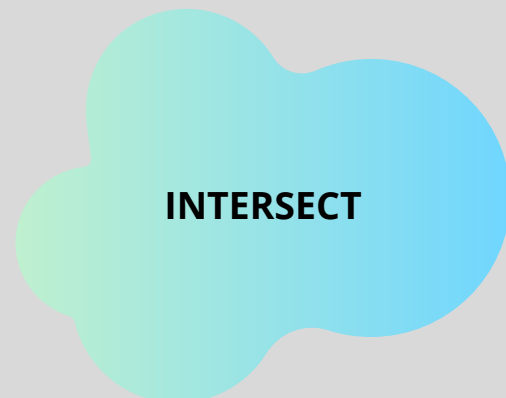
Funded by NDI, the Engage&Empower project brings attention to the needs of underrepresented groups in the LGBT community, namely Roma LGBT, people living with HIV, LGBT elderly, LGBT women, trans people, and sex workers. In 2019, through the project, we accomplished:

- 40 one-on-one sessions
- 12 social events
- 8 leadership workshops
- The first Pride Village in the form of a caucus for consulting the community
- A promo campaign during Bucharest Pride, including the first Roma LGBT contingent in Pride
- Human Rights Day, four days of events
- Grants, through the LGBTI Community Fund, totaling 5,000 USD

Projects

Funded by the European Commission, in partnership with CRJ, Actedo, and the Civic Union of Roma youth in Romania, the project INTERSECT's goal is to empower Roma LGBT, Roma, and LGBT people from five cities in Romania (Iași, București, Cluj, Timișoara și Brașov). In 2019, through this project, we accomplished:

- 5 needs mapping meetings with the local community
- Outreach to Roma LGBT people in the selected city and facilitating a national network



INTERSECT



FOOTBALL FOR DIVERSITY

Funded by FARE Network, the project Football for Diversity, aims to bring awareness to the importance of eliminating homophobia and transphobia from sport. In 2019 through the project a second edition of the championship "Football for Diversity", in Cluj Napoca, in which six teams participated with 45 athletes from Romania and Austria. A Q Sports Romania project..

Accomplished with support from IQos Romania, the first edition of the Allies Gala, brought over 200 LGBT celebrities and allies together to emphasize the importance of LGBT rights in Romania. The prizes were given to Andreea Bălan, Emil Rengle, Ioana Ulmeanu, Elle magazine and IBM, and the event was organized on May 17 on IDAHOT - International day against Homophobia and Transphobia.



ALLIES GALA

Organized with the financial support of the Embassy of the Netherlands in Romania and the National Democratic Institute, the MozaiQ Winter School brought together 20 young activists from multiple cities in Romania (Moinești-Bacău, Medgidia, Caracal, Deva-Hunedoara, Timișoara, București, Ploiești, Iași, Sibiu), which participated in workshops spread across three days, centering communication, community organizing, and LGBT history.



MOZAIQ WINTER SCHOOL

Along this year, MozaiQ organized and participated in a series of other projects, such as Bucharest Pride, Cluj and Timisoara Pride, the organization of watch-parties for RuPaul's Drag Race, visits to museums during Culture Crave, participating in Street Delivery Bucharest and Bacău, the organization of POSE - Lil' Paris is burning, launch of Romanian Bears Calendar 2019.



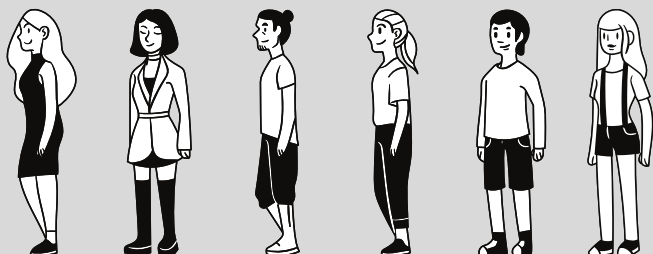
LGBT HISTORY MONTH

For the 8th edition of the LGBT History Month, a festival spread across the entire month of October, with the purpose of showcasing queer history and culture. In 2019, MozaiQ organized over 20 events such as film projections, workshops, parties, expos, social evenings, lectures, debates, and the „Tradiția noastră e iubirea” march for civil partnerships.

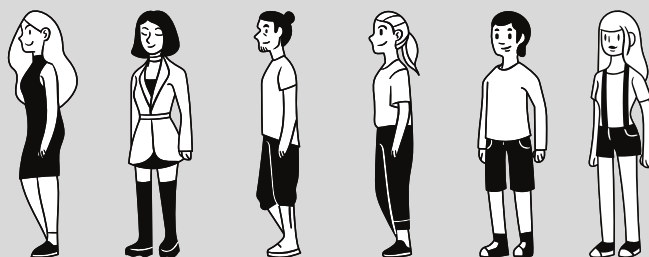


OTHER

ADVOCACY



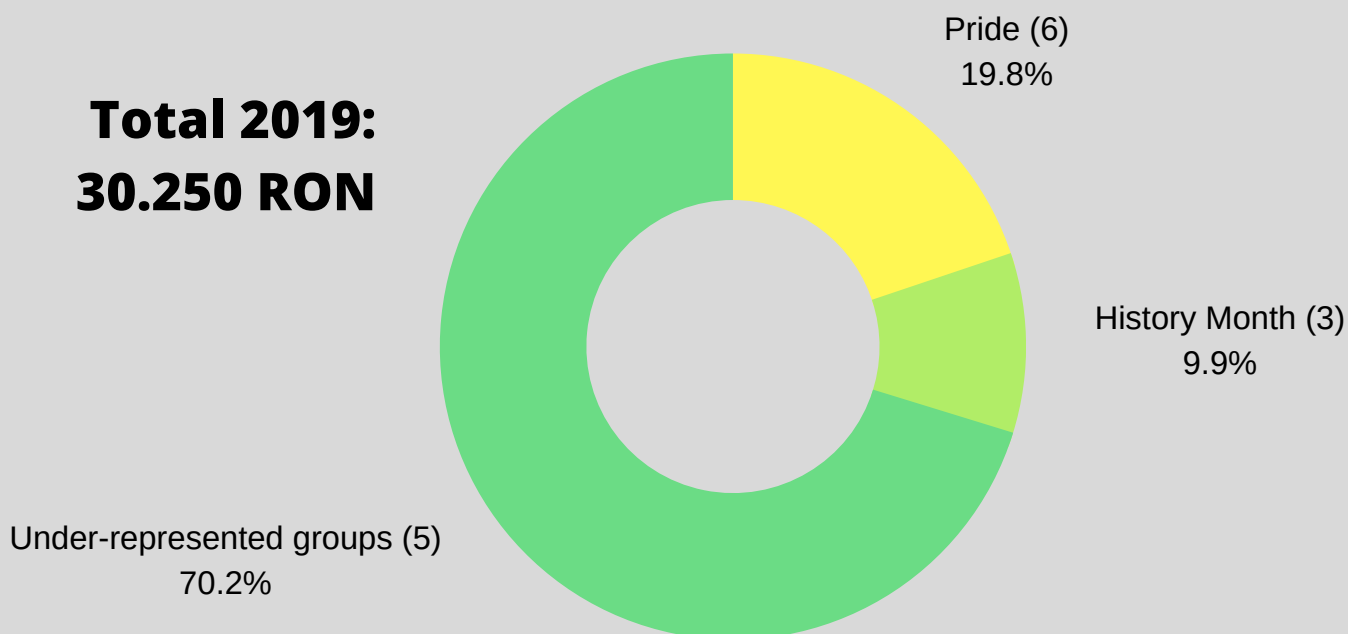
In 2019, with help from CeRe, we rallied up to the Come OUT 4 EU campaign, initiated by ILGA Europe, who's objective was to invite candidates to the European parliament elections to sign a promise that they will take up a pro-LGBT agenda. For the first time ever, a series of Romanian candidates signed, from USR-PLUS, PSD, and ALDE. Moreover, Nicu Ștefănuță, from the USR-PLUS alliance won a spot in the EP. During the campaign MozaiQ organized, on the 15th of May, a European parliamentary forum



In October 2019, following homophobic declarations from the vice mayor of the capital, Aurelian Bădulescu, MozaiQ filed a complaint to the National Council Against Discrimination and coordinated the collective effort of 10 civil society organizations which filed similar complaints

LGBTI COMMUNITY FUND

**Total 2019:
30.250 RON**



In 2019, we launched the LGBTI Community Fund, the first community fund dedicated to Romanian LGBTI initiatives.

The LGBTI Community Fund supports the local initiatives of the community and their allies to ensure the safety, visibility, and equality of all people in Romania, regardless of their sexual orientation, gender identity or any other characteristics

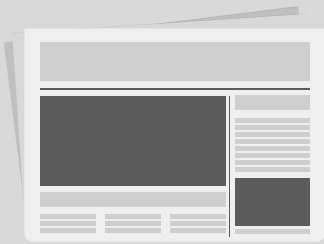
In the first year we offered 14 grants totaling over 30,250 RON through 3 calls for projects.

The launch of this fund was made possible with the financial support of the Embassy of the Netherlands in Romania, NDI - National Democratic Institute, as well as the donations from individual members of the LGBTQ community and their allies.

MEDIA PRESENCE & COMMUNICATION



In August, Netflix launched their documentary "The Family", about the influence of American conservative groups in several countries around the globe. Episode 4 takes a look at Romanian supporters of the Family Referendum. The documentary closely analyzes MozaicQ's work against the Referendum of October 2018.



Protest „Tradiția noastră e iubirea”
[Ziare.com](#) | [G4Media](#) | [DCNews](#)

Timișoara Pride
[Vice România](#) | [PressAlert](#) | [DOR](#)

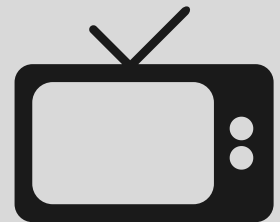
Zebra Rainbow la Bacău
[Libertatea](#) | [Deșteptatea](#)

Turneu „Fotbal pentru Diversitate”
primetime [Observator](#) Antena 1

Târgul de joburi „Unicorns @ Work”
primetime [Știrile Pro TV](#)

Gala Alianților
[Star Matinal](#) Antena 1 | [România TV](#)

Parteneriatul civil
primetime [Știrile Pro TV](#)



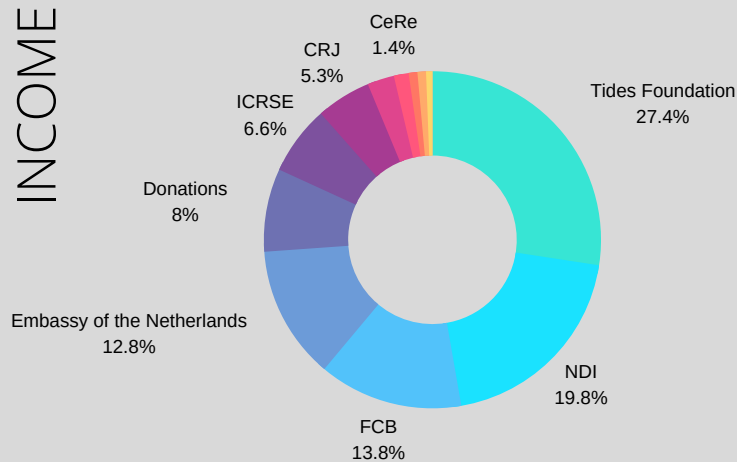
Followers: +1.800 (+55%)
Reach top 3: 46.400 (aprilie)
27.200 (iunie)
10.200 (aprilie)



Likes: +4.567 (+26%)
Reach: 2.935.582
Engagement: 258.900

SHORT FINANCIAL REPORT

INCOME



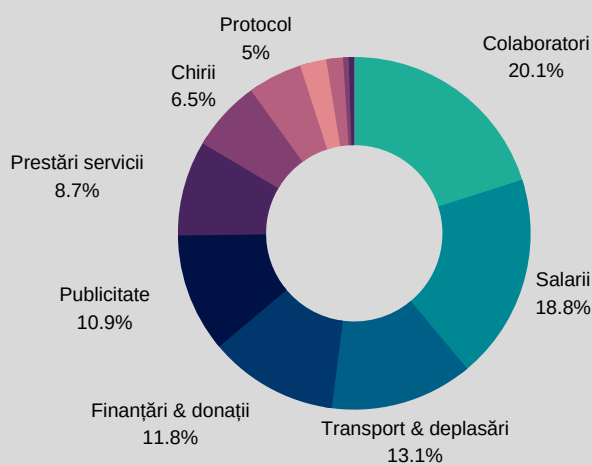
INCOME

	SUM (LEI)
Tides Foundation	127.680,00
NDI	92.378,00
FCB	64.400,00
Embassy of the Netherlands	59.532,50
Donations	37.109,00
ICRSE	30.948,00
CRJ	24.477,00
Services	12.000,00
CeRe	6.618,00
2%	3.910,00
FARE	3.800,00
Sponsorships	2.839,00
TOTAL	465.691,50

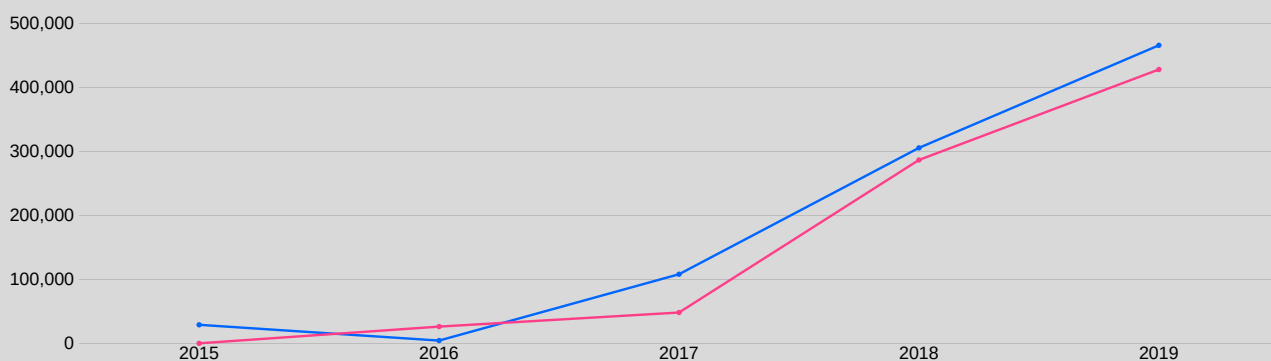
DESTINATIONS

	SUMA (LEI)
Collaborators	85.805,00
Wages	80.531,00
Transport & travel	55.997,00
Grants & donations	50.612,00
Adds	46.645,00
Services	37.248,00
Rent	27.863,00
Protocol	21.336,00
Currency exchange	10.300,00
Stock and Inventory	6.552,00
Banking services	2.197,00
Insurance and social protection	2.157,00
Other	662,00
TOTAL	427.905,00

SUMA (LEI)



DESTINATION



Evolution of *income* (blue) și *destination* (pink) 2015-2019, RONi

PRIZEZ



Public Participation Prizes Gala organized by CeRe, MozaiQ won the prize "**Boicot la URnĂ**"



Finalist in the **Civil Society Gala** in the *Communications Campaigns on social issues* category for the „**Iubirea nu se votează**” campaign



From ActiveWatch in the **Hate Awards Gala**, the “*Stați liniștiți pe voturile voastre*” prize for the “**Iubirea nu se votează**” campaign

PARTNERSHIPS

MozaiQ awarded for the first time ever the prize for *best LGBT film* in collaboration with the documentary film festival **One World Romania** during the **SUPER Festival**.

ILGA Europe, MozaiQ has full membership, and participated in the annual conference in October, in Prague. MozaiQ is also a member of **IGLYO** - International Gay and Lesbian Youth Organization, and **EGLSF** - European Gay and Lesbian sports federation.

Mad Pride, support for the organization of the first festival to take a destigmatizing approach to mental health.

ARAS, support in acquiring volunteers and social media promo.

Sens Pozitiv, outreach support for people living with HIV.

Collaborations with other LGBT organizations and groups: Identity.Education (Timișoara), eQuiVox (Timișoara), HLGbTQ+ United (Brașov), Asociația Accept, Gender Talk, Pride România (Cluj), Rise Out (Iași), Glia Queer (Cluj), Sex Work Call, Cluj United, TRANSform, Eu Sunt! Tu?, Club Sportiv Ocazional (CSO), Rainbow Prahova

Collaborations with feminist organizations and groups: Macaz, E-Romnja, Front, Filia

Spaces that hosted our events: Manasia Hub (casa noastră), BNAC, Qreator, Spațiul Public European, Institutul Francez, British Council, Apollo111, Romanian-American Foundation, Point, Centrul Ceh, ARTHUB, Goethe Institut, Muzeul Național de Artă Contemporană, 80east, Teahouse5

Thanks: Clinica Aliat, Molecule F, IBM România, Alina Bohoru, Andreea Chirică, Dan Perjovschi, Lia Perjovschi, Mădălina Dimache, Paul Muresan, Lea Rasovszky, George Roșu, Oana Barbonie, Sorina Vazelina, Dume de mestecat (Laura Ionescu și Zvâc Ioana), posh, Bogdan DMT, Collapsela, Ștefan Crăciun, Alina Medoia, Paul Dunca

