

ANNUAL REPORT 2020



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2020 is the year we will think about for a long time, one that has changed each of us and the world we live in in countless ways, some of which we have not even found out yet.

The pandemic locked us in our homes and turned our lives and the way we relate upside down. **The LGBT community in Romania has been even more vulnerable during this period**, facing problems related to housing, access to health or education, lack of jobs, ceasing of the physical activities of organizations, depression, anxiety and lack of therapy services.

However, **MozaiQ was born in the midst of a full crisis generated by the Family Referendum**, and when it comes to working with vulnerable communities, crises are the order of the day, not just in the pandemic. The fact that **MozaiQ works well in crisis situations** was very clear in the spring of 2020, when it quickly recovered and adapted without wasting too much time.

We started the pandemic with the #MozaiQuarantine program and with the launch of the Queer in Solitude program, both of which so necessary at times when Zoom meetings were the only possibility for interaction for some people in the community.

Also in the cultural area, MozaiQ started the most ambitious project of this kind, and we talk about Triumf Amiria. Queer Culture Museum ?, a project in preparation for almost more than a year, which was launched in April and which will dominate the LGBTQAI cultural scene and beyond, in 2021.

Another excellent example of how MozaiQ can act in times of crisis would be **the organization's extremely prompt response to the vote in Parliament on a law banning the study of gender identity in schools and universities**. MozaiQ started a petition that exceeded all our expectations by collecting 50,000 signatures that MozaiQ representatives submitted to the Presidential Administration. This action is also part of the strengthening of the advocacy actions that MozaiQ undertakes, the complete list can be consulted in the following pages.

OUTcity, Transcendent, Intersect, Together, Stronger Together, Engage & Empower are all **projects that build, strengthen and grow both this organization** and the number of those who benefit from the efforts of an incredible team that writes the history of MozaiQ daily and continues our fight for rights: **Board of Directors: Tudor, Carmen, Antonella, Cristi, Zamfi and Mihnea; executive team: Vlad, Ana, Alina, Alex, Oana, Mihaela, Roxana, Ovidiu, Jerzy, Sergiu, Ioana and Dragoş.**

The vote in the General Assembly on April 17 also means the end of my term as president of the organization. **I was honored to be part of two MozaiQ Boards of Directors and to represent MozaiQ as President whenever needed**, as I saw fit. In the last 3 years that I spent in this position, I noticed great changes in the level of perception regarding the LGBTQAI community, especially after the Referendum in 2018. Since then, the community has created contexts and started conversations, it has also acted on the offensive, not just defensively as we were used to.

This may lead us to believe that we are in a better place. **Our community is as it may be at the moment, more self-aware, more reactive, but also unprepared to accept itself in all its diversity, unsupportive of the needs of the most vulnerable of its members, confused about its future** taking into consideration the fact that we are going through a global backlash against pro-LGBTQAI policies, a regression of pro-LGBTQAI policies, the rise of the AUR party and the lack of a real dialogue at the local political level on the need to adopt a form of recognition for couples in the community.

Over time, some of our problems change in the same way that those who represent us change. The history of local activism is fragile and is written by us all, through involvement, presence, participation, sometimes scandal, but also through absence, silence, conformity. Just like 15 or 20 years ago, the community needs to claim back space in the public conversation, the community members need to exist in the public space, to participate and start conversations and to count.

Robert Ratiu
presedinte

About MozaiQ

The goal

To strengthen, support and represent the LGBT (lesbian, gay, bisexual, trans, queer, intersex, asexual) communities in Romania through programs that meet their needs.

Mission

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

Vision

A society in which LGBT people actively, openly and visibly participate in social, political, economic and cultural life, and their needs are addressed through appropriate policies and services so that they enjoy respect and acceptance in their communities and in society as a whole.

Strategic directions

Strengthening the organization

Community development & organizing

Community services

Communication & Information

Health

The MozaiQ team

Board of Directors



Robert Rațiu, president

A psychology graduate, former journalist, and current creative director in a PR agency, Robert is known as an LGBTQI+ activist before personally identifying with this label. Robert supported the community in all the positions in which he worked, especially as a journalist and later editor-in-chief of Beau Monde magazine. Articles or files about the LGBTQI+ community have generated a general discussion in the local press and a trend of correct and diverse representation that still continues today.



Antonella Lerca Duda, vice president

Antonella is a trans Roma sex worker woman. International activist, she has participated in over 20 international and national conferences. She lived in Italy for 10 years where she practiced street sex work and became involved in local LGBTQ+ activism. She's fighting for intersectional and inclusive feminism. Independent candidate on the political scene and involved in Roma LGBTQAI+ organizations.



Tudor Kovacs, member

Tudor has been an LGBT activist for many years. He has had a presence on boards and committees at the international level: Global Forum on MSM and HIV (representing Central and Eastern Europe), Steering Committee for the European HIV and Hep Testing Week, UN working groups for various publications, textbooks and training programs, manager and initiator of the Eu Sunt! TU? of the PSI Romania Foundation, general director of the international organization ECOM, former member and president of ACCEPT. Tudor is currently Program Manager at IGLYO.



Carmen Gheorghe, member

Carmen is a Roma feminist and an activist for over 16 years. For the last 13 years she has developed projects for Roma women in local communities and wants to make the intersectional experiences as visible as possible. Co-founder and president of the E-Romnja Association (a Roma feminist NGO), an independent researcher and she occasionally teaches a course on Roma feminism and intersectionality at the master's degree in Roma studies at SNSPA or the master's degree in social inequities at the University of Bucharest.



Zamfi Pînzariu, member

Zamfi has a long history of activism, since high school, where he collaborated and worked in the non-governmental environment. A 6-year-old social worker, working with vulnerable groups and often with people at the intersection of several vulnerabilities, as well as as a community mediator in the trans community since last year.



Mihnea Florea, member

A human rights activist, he has worked in various fields such as disability, education and LGBTQ+. For several years, he has been working for an American foundation on consolidating democracy in the countries east of Romania by coordinating European and American grants. He is a founding member of MozaiQ, involved from the beginning in youth, community organizing and political communication programs, but especially in attracting non-reimbursable funds for MozaiQ.



Cristi Mușat, member

Cristi has a degree in social work, is a graduate of the master's program "Risk groups & social support services" (University of Bucharest) and a psychotherapist in training at the Romanian Society of Experiential Psychotherapy (SPER). He subsequently obtained additional training accredited by the Ministry of Labor and Social Justice in Vocational Counseling, Project Management and Trainer.

The executive team

Executive Director



Vlad Viski

Vlad Levente Viski is an LGBT feminist activist and PhD student in political science at the University of Bucharest. He completed his master's degree at the Central European University with a degree in political science. He previously graduated from California State University, Los Angeles, also in political science. He also attended courses at Tel Aviv University and Hong Kong University. During 2015-2018 he was president of the MozaiQ Association.

Managing Director



Ana Mohr

The human rights activist coordinated harm reduction services for sex workers, drug users, people living on the streets and / or people living with HIV.

Outreach Expert



Oana Ungureanu

Oana dreams of an utopian world and fights for intersectional anti-capitalist queer feminism, and for everything it means solidarity and collective healing. She is an empathetic, adventurous and curious person, interested in everything that means social sciences, mental health and political art, but also video games, witchcraft, plants and cats.

Community organizer



Alex Palas

Alexandru Palas works at the Resource Center for public participation as a community organizer and trainer. Coordinates exchanges of experience for activists and works with homeless people. Intermediates MozaiQ's relationship with the "NGO for Citizens" coalition and has worked with LGBT groups across the country on the [BST] project.

Museum coordinator, MCQ?



Mihaela Cîrjan

Co-founder and president of MATKA Association since its inception in 2016, she focuses on the development and management of cultural projects of the association, while collaborating with other non-governmental organizations or cultural groups such as the Association of Roma Actors (Giuvlipen), BlendIn Studios Association or CUTRA.

Visual arts curator, MCQ?



Dragoș Olea

Dragoș Olea works and dreams with open eyes between Bucharest, Brussels and the Suprainfinit utopian universe as a member of Apparatus 22 (together with Erika Olea and Maria Farcaș) transdisciplinary art collective engaged in processes of queering of the future, queering of art institutions and as member of the curatorial duo KILOBASE BUCHAREST (together with Sandra Demetrescu) who explores three main topics: economy, queer and Bucharest, drawing inspiration from the local context.

HR company consultant



Roxana Marin

Co-founder of MozaiQ and creator of the Unicorns@Work concept, with its three elements: the job fair for LGBTQIA + people and employers including Unicorns at Work, the inclusive human resources management conference Let's Walk the Talk, Romania, and T-Talks - a public speaking event with LGBTQIA + people on access to and experiences on the labor market.

Projects manager



Ovidiu Anemțoaicei

He has developed and implemented projects co-financed by European Structural Funds in several public institutions and non-governmental organizations involved in supporting marginalized individuals and communities. He has published articles in national and international journals in the field of gender theory.

Events coordinator



Ioana Dumitrescu

A graduate of journalism and undergoing numerous professional reconversions (editor, chef, confectioner, pastry chef, ABA therapist), Jerzy found her true calling in LGBTQ + activism in 2019. She graduated from NextGen and became a member of MozaiQ.

Social media expert



Alina Dumitriu

Alina Dumitriu is a human rights activist with an emphasis on health. She started volunteering for the first time when she was 16 years old and has not stopped since. She works with people living with HIV, tuberculosis, chronic hepatitis B and C, homeless people, injectable drug users, sex workers, Roma and LGBTQ + communities.

Social media expert



Sergiu Marinescu

Sergiu Marinescu is an LGBT activist, social media specialist and event organizer at MozaiQ. He wants greater unity at the community level, an LGBT federation in Romania and support groups.

Performing Arts Curator, MCQ?



Ioana Gonțea

Ioana Gonțea works as an independent cultural manager and theater producer. In 2019, together with Roxana Crișan, Denisa Niță and Ioana Dadiciu, she founded the FIR Cooperative, an artistic cooperative focused on projects with an impact on society, which uses art and culture as an engine of development for different communities. rta și cultura ca motor de dezvoltare pentru diferite comunități.

Projects

OUTcity

Funded by the Tides Foundation, the OUTcity project aims to support LGBT people outside of Bucharest, but also to provide assistance to informal groups and LGBT organizations. In 2020, the project included:

- Grants for LGBT Organizations
- Organizing a four-hour Digital Pride marathon
- Community support for people in need in the community
- Organizing online campaigns during quarantine
- Community Building Online Events
- Networking with Organizations from other countries
- Supporting LGBT History Month Events

Muzeul Culturii Queer? (Queer Museum of Culture)

Funded by EEA Grants, through the Ministry of Culture, Muzeul Culturii Queer? focuses on three directions: visual arts, performing arts and literature. The project is an effort to expand the local queer culture, aiming at the same time to identify several directions for the future of queer cultural production. Developed in partnership with the National Museum of Contemporary Art, the National Museum of Romanian Literature and the Replika Educational Theater Center, the project proposes a series of events throughout 2021 designed to highlight the importance of queer culture in recent decades, but also to encourage cultural production through exhibitions, workshops, guided tours, theater performances and performances, public readings, parties and networking events. Public activities will be doubled by digital research and archiving of cultural artifacts produced by queer artists from 2001 until present. The year 2020 was a year of preparation for the 2021 program, doubled by research into recent queer history.

TRANScendent

Funded by IKEA Romania, through the Bucharest Community Foundation, the TRANScendent project aims to increase the employability of transgender people in Bucharest, working in parallel with both transgender people to improve their skills, but also with companies. In 2020, the project included:

- Community workshops
- Financing professional (re) conversion courses
- Organizing the second edition of the Unicorns@Work job fair
- Support and advice through a community mediator
- Making portraits of the trans community
- Organizing networking events with companies // Rainbow breakfast
- Creating an employment guide for trans people and a toolkit for companies

INTERSECT

Funded by the European Commission and developed in partnership with the Center for Legal Resources, ACTEDO and the Civic Union of Young Roma in Romania, the INTERSECT project aims to train LGBT Roma, Roma and LGBT people in five cities in Romania (Iasi, Bucharest, Cluj, Timișoara and Brașov). In 2020, the project included:

- A mentoring program that brought together five mentors and five young LGBT Roma, who worked together for two months
- Organizing trainings with local communities
- Organizing trainings with students
- Developing an anti-discrimination brochure
- Documenting cases, public reactions to abuse by the authorities during the quarantine period
- Organizing local awareness campaigns on intersectional issues

Projects

Împreună (Together)

Funded by The Black Sea Trust for Regional Cooperation, the # Împreună project aims to reset the LGBT community activities during the pandemic, digital literacy of ten LGBT groups across the country, and also the transition to online community work. During the project these were realized:

- Community development workshops and strategic planning sessions
- Acquisition of professional Zoom accounts for one year for the ten groups
- Organizing 10 online events on the occasion of LGBT History Month + supporting the organization of another 10 events developed by the groups
- Pride packages and products
- Organizing a parliamentary forum with candidates in the parliamentary elections
- A publication with texts, group interviews and initiatives, translated into three languages (Hungarian, English, Romanian)
- Making 10 anti-discrimination promotion videos
- Organizing 5 Caucus - Pride Village consultation sessions

Engage&Empower

Funded by the National Democratic Institute, the Engage & Empower project aims to work with under-represented LGBT communities: LGBT Roma, trans people, sex workers, LBT women, seniors. Carried out mostly in the previous year, the project focused at the beginning of 2020 on the transition to online activities since the early beginnings of the pandemic, representing a first calibration to the new conditions.

Queer in solitude

Funded by the National Cultural Fund Administration, the Queer in Solitude project aims to support queer artists, especially in difficult pandemic times. The project included:

- Four three-week residencies in the village of Richiș in Sibiu County, along with financial support, accommodation, meals, internet access, etc.
- A zina-type publication with the works resulting from the residency
- An artist talk with the artists in residence

Stronger together

Funded by the Brussels Donor Circle, the project aims to support LGBT groups in Brașov, Constanța and Timișoara, and the project included strategic planning visits as well as grants for local activities. Due to the pandemic, some of the activities were suspended.

Football for diversity

Funded by the FARE Network, the "Football for Diversity" project focused on organizing the third edition of the "Football for Diversity" national tournament, which focuses on the fight against homophobia and transphobia in sports. Even before the beginning of the pandemic, the tournament brought together dozens of athletes from several cities, including Austria.

Street Delivery 2020

In July, in the conditions of the slowly opening of open spaces, MozaiQ participated in Street Delivery, organizing a Queer Pharmacy and offering visitors drugs such as Homophobiol, Rasistop, Empathy or Transphobiol.

LGBTI Community Fund

The year 2020 has been a truly challenging one for LGBT communities across the country and everywhere. LGBT people have been forced to deal with all sorts of problems: **lack of treatment for people living with HIV, isolation and depression, lack of counseling services, job losses, inability to pay rents and therefore housing instability, fines from the police, the absence of rights for partners, the closure of schools and homecoming in homophobic and transphobic environments, suicide, etc.**

LGBT organizations and groups **have also faced** many challenges related to the loss of volunteers, lack of resources, the need to reorganize activities, etc.

The LGBTI Community Fund **has been a resource for both LGBT groups and the most vulnerable in the community.**

The funds available this year came from individual donations and support from the Dutch Embassy in Romania, the Bucharest Community Foundation, the Tides Foundation and the Brussels Donor Circle.

În 2020 we granted:

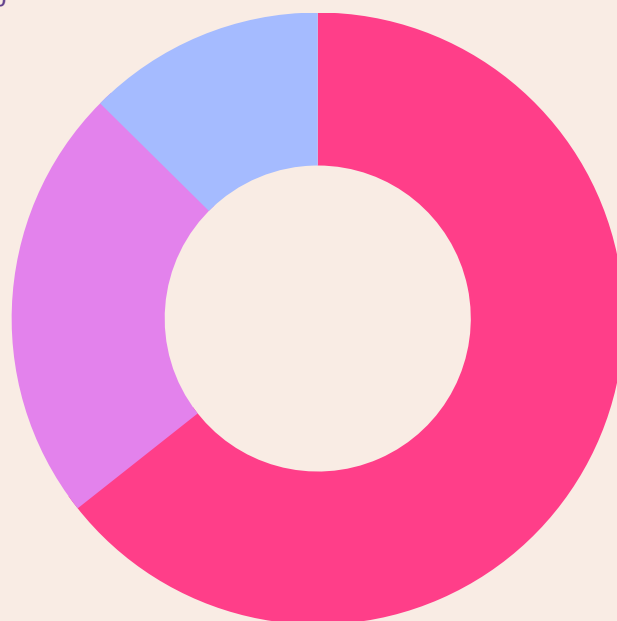
- 22 funding to LGBT groups and organizations amounting to **33,296 RON**
- 16 grants to people in need in the community amounting to **11,933 RON**
- 8 funding for professional (re) conversion courses amounting to **6,514 RON**

Collaboration partnerships (8)

12.6%

Donation contracts (16)

23.1%



Non-reimbursable financing (22)

64.3%

Total 2020: 51,743 RON

Advocacy

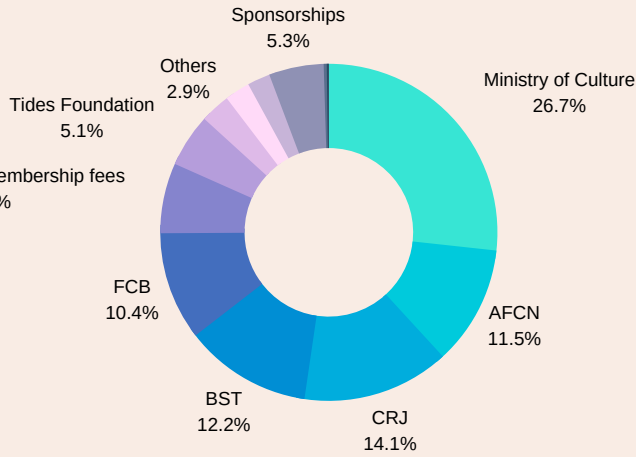
Although a pandemic year, **2020 has not spared us from the usual attacks on the LGBT community.** The adoption by Parliament in June of a law banning discussions on gender identity in schools and universities, practically trying to make the transgender community invisible, was a new blow to everyone. Also, **the accession to the Parliament, towards the end of the year, of the AUR extremist party was a surprise for everyone,** and the nationalist and transphobic outbursts were not lacking.

During 2020, MozaiQ conducted a number of advocacy activities, including:

- In June, immediately after the adoption of the anti-trans law, **we launched a petition** to the President of Romania, Klaus Iohannis, in which we asked him not to promulgate the law and to send it to the Constitutional Court. **The petition was signed by over 50,000 Romanians,** and the law was challenged at the RCC, later being declared unconstitutional.
- In the context of the same anti-trans law, MozaiQ, alongside Sens Positiv and SWC, **sent letters to the European parties, to the LGBTI Intergroup in the European Parliament, but also to the Commissioner for Equality within the European Commission, Helena Dalli,** to inform them about the situation in Romania.
- We organized a **mailing campaign** to President Iohannis, and several hundred Romanians wrote to the president to reject the anti-trans law.
- We worked closely with the **TAM-TAM Coalition - NGOs for citizens** and we took a position on various issues, from the state of democracy, changes in legislation, criminalization of poverty, we notified institutions such as the People's Advocate.
- During the quarantine period we worked within the **Alliance for Equality** together with colleagues from the Center for Legal Resources, ACTEDO and the Civic Union of Young Roma in Romania to **document, monitor and react to cases of abuse against Roma people,** abuses from the police .
- We filed **complaints with CNCD** against homophobic or stigmatizing slippages regarding people living with HIV, Cozmin Gușă, the journalist Dan Bucura, we supported people in the community to file complaints.
- We publicly condemned, alongside the colleagues from the ACCEPT Association, **police abuses against a transgender woman** and offered her support.
- We have publicly condemned homophobic speech in **the local election campaign.**
- We held **a debate with the candidates in the parliamentary elections** from the end of the year.
- We wrote to all the faculties within the University of Bucharest to report the **problems faced by the transgender persons** who were forced to log in online using the name in their ID.
- We supported our colleague Antonella Lerca Duda in her candidacy for a seat in the Sector 2 Local Council.

SMALL FINANCIAL REPORT

EARNINGS



SOURCE

SOURCE	SUM (LEI)
Ministry of Culture	174.969
CRJ	92.580
BST	79.855
AFCN	74.965
FCB	68.080
Donations and membership fees	44.145
Sponsorships	34.414
Tides Foundation	33.428
Other	18.864
Services	15.870
NDI	14.300
FARE	1.930
Brussels Donor Circle	1.293

TOTAL

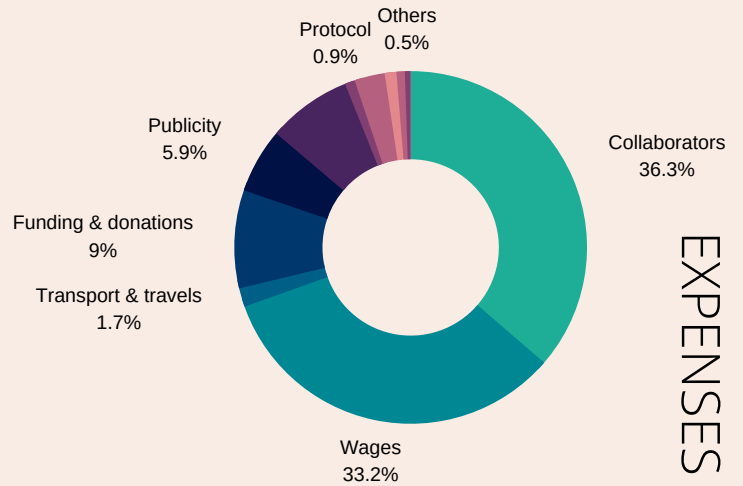
654.693

DESTINATION

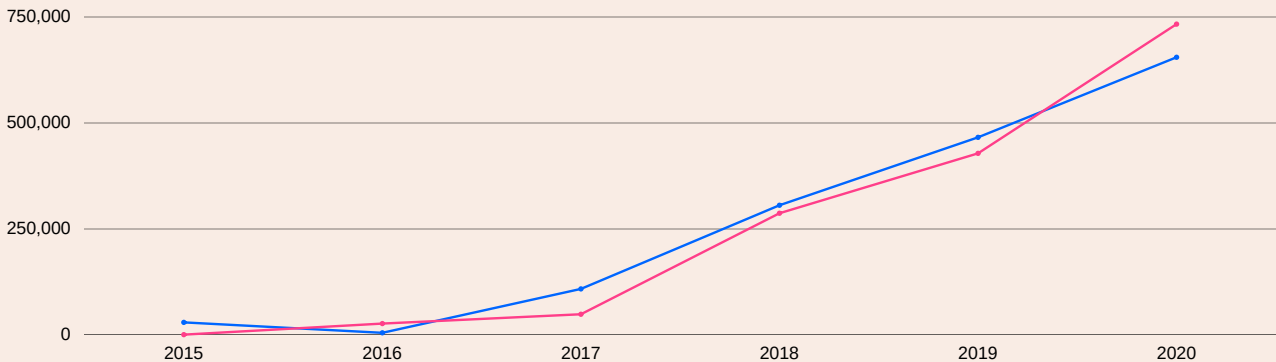
DESTINATION	SUM (LEI)
Collaborators	234.893
Wages	214.746
Providing Services	62.103
Funding & donations	58.071
Rents	49.966
Publicity	38.419
Rate differences	18.000
Transport & travels	11.157
Banking services	6.959
Protocol	5.961
Insurances and social protection	4.937
Stock materials & inventory	24.304
Other	3.411

TOTAL

732.927



EXPENSES



Evolution of **earnings** (blue) and **expenses** (pink) 2015-2020, lei

Media presence & communication

Libertatea | [Liberi să iubească fotbalul! Reportaj la turneul "pentru diversitate"](#)

Adevărul | [Băsescu, derapaj rasist. Fostul președinte, reclamat la CNCD](#)

Associated Press | [Calls for Romania's president to reject gender studies ban](#)

Digi 24 | [Proiect controversat adoptat de Senat. Este interzisă referirea la identitatea de gen](#)

Byline Times | [The Latest Battle for the Future of Romania's LGBTIQ Community](#)



Likes: 24.993 (+2.585, +12%)

Reach: 5.466.686

Engagement: 566.923



Follows: 9.367 (+5616, +149%)

Reach top 3: 21.700 (October)

14.500 (October)

11.500 (June)

Partnerships

LGBT organizations and groups: HLGTO + United Brașov, Pride Romania, Identity.Education, eQuiVox, Accept, Rise OUT, Q Society, Două Pupeze Negre, Sibiu Pride, Gender Talk, Club Sportiv Ocazional (CSO)

HIV Organizations: Senz Pozitiv, ARAS, Eu sunt! Tu?

Alliance for Equality: Centrul de Resurse Juridice, ACTEDO, Romani Criss, Uniunea Civică a Tinerilor Romi din România

TAM TAM - NGOs for democracy: CeRe, Active Watch, CIVICA Iași, Greenpeace
LGBT Award at the **SUPER** festival

ILGA Europe, MozaiQ is a member with full rights. MozaiQ is also a member of

IGLYO - International Gay and Lesbian Youth Organization and **EGLSF** - European Gay and Lesbian Sports Federation

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

Thanks also to **Manasia Hub**, our home