



mozai

ACTIVITY REPORT

2022

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FOREWORD

Looking back on the year 2022, I am glad I don't have to mention the Covid-19 restrictions. Sadly, we could barely enjoy this freeing moment, when, in February, Russia invaded Ukraine, starting a refugee crisis.

MozaiQ proved once again that it has the capacity to react in crisis situation through attracting the necessary funds for helping the Ukrainian LGBT+ refugees. This would not have been possible without the new fundraising team.

These efforts brought about the consolidation of the social services department and the adoption of new work procedures for the entire organization. Among these procedures are the ethics code and the safeguarding policy, procedures that will become more and more important as the MozaiQ team and the number of collaborators grow. I was always one of the supporters of community organizing as a main direction for the organization, however, we cannot ignore the fact that a good portion of the Romanian LGBT+ community cannot cover their basic needs, necessary for an active civic participation, so the social services department must continue to develop.

The empowerment of the LGBT+ communities in Romania through the specific means of community organizing is what allows us to react promptly in crisis situations, along with other LGBT+ groups and organizations. In the last year, these critical reactions were necessary when the Health Ministry gone backwards on HIV prevention and treatment, in the case of multiple populist and socially harmful legislative initiatives regarding the use of psychoactive substances and in the case of the direct attack on the LGBT community: the bill initiated by a group of UDMR MPs that would make the community invisible under the pretext of protecting children. All this leads us to conclude that in the electoral year 2024 we will need to mobilize against homophobic or transphobic discourse and initiatives once again.

Community organizing work was sustained by a couple of projects. *Campus Pride*, a project lead by LGBT+ students, that has the capacity to develop and disseminate a national report regarding LGBT+ experiences in university and to organize the *Tradiția noastră e iubirea* march. *Restart* continued to support LGBT+ groups and organizations, while the *Engage&Empower* project set out to increase MozaiQ's capacity for advocacy, basing it on the work with a diverse set of LGBT+ communities throughout Romania and through the documentation of the priorities of the said groups.

MozaiQ's efforts to support the LGBT+ communities and their vulnerable members is emphasized by the doubling of the *LGBTQ+ Community Fund* as compared with last year. This was possible because of the kindness of the community surrounding us, the continued work of the fundraising team, and the engagement of private companies by the *Unicorns@Work* team, a project that begun in 2019 with the purpose of raising the level of employability of trans people.

During this term, the board of directors, in collaboration with the executive team, elaborated the ethics code of the organization and the proposal for the strategy 2023-2028. The proposal ends by defining MozaiQ as a "democratic, membership based, and in constant connection with the community organization". For this desideratum to remain a reality while the organization continues to grow, new methods and channels of communication between the members, board of directors, and the executive team, must be explored.

More work with a greater complexity awaits us. To conclude, I'd like to express my hope that this work will not exhaust the people performing it. I want to believe that the leaders of the organization will find a method to protect the wellbeing of the team, through counselling and mentorship, adequate compensation, clear tasks, conflict mediation, and offering the space and time necessary to recover.

Keep it up.
Alexandru Palas
President

ABOUT

MozaiQ is a community organization that is directed at LGBTQIA+ people living in Romania. MozaiQ aims to develop the LGBTQIA+ community in Romania through solidarity and mutual trust resulted from social activities, presence on the alternative cultural scene, as well as providing special attention to various groups in the community: Roma LGBTQIA+ people, trans people, HIV+ people, sex workers, LGBTQIA+ people finding themselves in a precarious socio-economic situation, people with different abilities, as well as seniors and young people.

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.

WWW.MOZAIQLGBT.RO

MOZAIQ'S TEAM

BOARD OF DIRECTORS



Alexandru Palas

President

Involved in the community for over 10 years, participated in the founding of MozaiQ and contributed to the development of the organization from different roles. He organized plenty of workshops and training sessions with activists from Bucharest and from the country. He is a community manager at the CeRe Foundation.



Carmen Gheorghe

Member

Roma feminist and activist for over 16 years. For the last 13 years she has been developing projects for Roma women in local communities and wants to make intersectional experiences as visible as possible. She is the co-founder and president of the E-Romnja Association and an independent researcher.



Bogdan Dogaru

Member

Ever since he was a student, he has been active within the LGBT community by working in the gay clubs from the capital city, promoting LGBT culture both through dedicated parties as well as through cultural, social and HIV/AIDS prevention projects. He is a founding member of MozaiQ and of the association „Eu sunt! Tu?”.



Ovidiu Anemțoaicei

Censor

After graduating with a doctorate in gender studies, he worked as an inspector, then personal adviser to the secretary of state within the National Agency for Equal Opportunities between women and men (Ministry of Labour). He is co-founder of the queer publishing house Hecate, manager in the EasyECO Association and founding member of MozaiQ.

Ioana Dumitrescu / Jerzy

Vice-President

After graduating from the Faculty of Journalism and having numerous professional reconversions, they found their calling in LGBTQ+ activism in 2019, at MozaiQ.



Cezara David

Member

She has over 15 years of experience in project management and advocacy in human rights organizations. She worked for over 11 years within the organization Romani CRIS – Roma Center for Social Intervention and Studies. Since 2016, she has been working at CRJ - Center for Legal Resources.



Victor Pînzariu

Membru

He has a long history in the field of activism, dating back to high school when he had the opportunity to collaborate and work in the non-governmental field while pursuing his studies. He has been a social worker for 6 years working with vulnerable groups, and a community mediator in the trans community since 2020.



EXECUTIVE TEAM



Vlad Viski
Executive Director

LGBT feminist activist and PhD candidate in Political Science at the University of Bucharest. He pursued his Master's studies at the Central European University, with a degree in Political Science. He previously graduated from California State University, Los Angeles, with a degree in Political Science. He also attended courses at University of Tel Aviv and University of Hong Kong. From 2015 to 2018 he was the president of MozaiQ.



Yvonne Irimescu
Project Director

From 2007 to 2019 she supervised all the projects of the NexT Cultural Society (NexT International Film Festival, NexT Caravan, Education à l'image and CinEd), first as coordinator, then as executive director of the association.



Sergiu Marinescu
Communication Director

Sergiu has been working with MozaiQ since 2018 and has been active in several non-governmental organizations. He has experience working with people with mental disabilities (within Fundacja Sprawni Inaczej in Poland), consumers of injectable drugs (within ARAS), people living with HIV (Sens Pozitiv Association), occupational therapy, HIV/AIDS information/prevention and testing as a volunteer at ARAS, diversity education and training, and art therapy.



Andrei Purice
Financial Assistant

Social Work graduate, Andrei met social activism, ever since the first year as a student. He has worked in an NGO that assists vulnerable people, carried out numerous volunteering activities in the social sphere, believing that each of us deserve equal rights. He is now learning about activism for LGBTQIA+ individuals, strongly believing that Romanian society must make an effort to acknowledge what acceptance, equality of opportunity and even love truly mean.

Ana Mohr
*Administrative and
Financial Director*



As a human rights activist, Ana has been working in non-governmental organizations for ten years; coordinated harm reduction services for sex workers, drug consumers, people living on the streets and/or people living with HIV. In 2007, Ana graduated from the Faculty of Theater at UNATC I.L. Caragiale, and in 2013, from the Risk Groups and Social Support Services Master's program.

Andrei Luca
Development Director



Since 2013, after completing his undergraduate studies at the Faculty of Film, Andrei wrote cinema articles for publications such as Film Menu, Cultural Observatory, Political Art Gazette, Scena9, Sub25 or Acoperișul de Sticlă. He curated queer film sections for NexT Film Festival and FAQiff. In 2017, he started a project dedicated to classic and contemporary queer film, Cineclub Queer, within which he organized several screenings with LGBTQIA+ films in Bucharest, Cluj and Iasi.

Roxana Marin
Advocacy Director



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

Maximilian Androne
Communication Assistant



Max has been active in the non-governmental field since he was 17 years old, gaining experience in three different organizations. The main causes he cares about are human rights and environmental conservation. Studying political science, he wants to use specific social sciences knowledge and tools to help MozaiQ build a united community in the face of a hostile society. Max is adaptable, pragmatic, hardworking and with a strong spirit of initiative.

EXECUTIVE TEAM



George Ionesi
Outreach Coordinator

George sought to get involved in civic activism since the beginning of his journey as a student. He volunteered in three NGOs fighting for human rights, later working in communication for Centrul de Resurse Juridice, the Pleoară pentru Demnitate program. In MozaiQ he began a volunteer, joining the team desiring to bring about grassroots change. He studied psychology, likes to write about his feelings and experiences, to garden in his concrete apartment and to enjoy the sun as much as possible.



Mihaela Cîrjan
*Coordinator of the
Triumph Amiria Museum*

As a co-founder and president of the MATKA Association since its establishment in 2016, Mihaela focuses on the development and management of the cultural projects of the association, at the same time collaborating with other non-governmental organizations or cultural collectives such as the Association of Roma Actors (Giuvelișen), the BlendIn Association Studios or CUTRA.



Ioana Gonțea
*Performative Arts Curator
at Triumph Amiria*

Ioana works as an independent cultural manager and theater producer. In 2019, she co-founded Cooperativa FIR, an artistic cooperative focused on projects with social impact, which uses art and culture as a development engine for different communities. She was the producer of the Bucharest International Theater Platform for 4 editions.



Dragoș Olea
*Visual Arts Curator at
Triumph Amiria*

Dragoș works and daydreams between Bucharest, Brussels and the Suprainfinit utopian universe as a member of Apparatus 22, transdisciplinary art collective engaged in processes of queering the future, by the queering of art institutions and as a member of the curatorial duo KILOBASE BUCHAREST (with Sandra Demetrescu), exploring three main topics: economy, queerness and Bucharest.



Ruxandra Grecu
*Press and PR Coordinator
at Triumph Amiria*

Journalist, communication person and pop culture critic, Ruxandra worked for Adevărul, Evenimentul Zilei and Digi 24 – for the latter she was a reporter for the show "Ca-n filme". She was a press & PR coordinator for two editions of the NexT International Film Festival. She wrote TV series chronicles for TV Mania and worked on the development of a TV series. She is concerned about everything related to the shapes the future can take: what it looks like and how it can be built further.

THE CAMPUS PRIDE BUCHAREST TEAM



Ioana Păcurar
Coordinator

Born a feminist and with a deep spirit of social justice, volunteering within MozaiQ had a predictable purpose for Ioana: embracing the status of human rights activist. Idealistic by nature, passionate about art and philosophy, Ioana wants to conquer the world and destroy past obstacles through a dynamism specific to the age of 20.



Florin Ioniță
Community Facilitator

Florin loves art, beauty and community. Where else would he be a perfect fit if not in the middle of the LGBTQ+ community? He came to Bucharest as a student and began activism and community events organizing with Campus Pride and MozaiQ. He explored the Romanian ballroom culture and drag, does counseling and testing for ARAS. For Florin, the most important aspect of all is one on one interaction within the community.

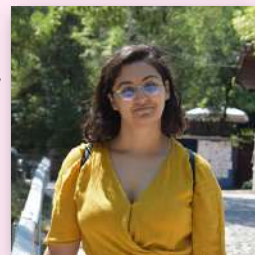


Maximilian Androne
Expert Social Media

We are thankful to the following individuals that contributed to MozaiQ activities in 2021:

Ana Isac, Mihnea Florea, Alina Dumitriu, Andra Manea, Aldessa Lincan, Adi Newell Paun, Alexandra Dobre, Mara Ion, Ioana Fotache, Ana Maria Stancu, Laura Sandu, Ruxandra Visan, Otilia Mihalache-Fiastru, Răzvan Ștefan Sorescu, Cosmin Grădinariu, Tudor Kovacs, Lavinia Chirică, Ileana Negrea, Paul Dogioiu, Roxana Miculaiciuc, Călin Ion, Lorena Lupu, Mihai Neagu, Matei Răzvan Ionuț, Cătălin Ponor, Oana Ungureanu, Mihai Lixandru, Sergiu Anton, Viorel Cojanu, Radu Apostol, Irina Zamfirescu, Fidelie Kalambayi, Marius Ghincea, Anca Vătășoiu, Emanuela Bozai, Alex Moisii, Alice Pop, Gabriel Ghioca, Ionela Băluță, Luciana Ghica, Răzvan Murad, Răzvan Rada, Doinița Grosu, Jascha Willimek, Ioana Moldovan, Oana Dumitrescu, Eugen Hriscu, Tudor Havriliuc, Andrei Duncă, Ella Davis, Cristina Rădoi, Alexandra Sasaran, Erika Păduraru, Michi Anton, Adina Alionte, Alina Aflecăilor, Joachim Umlauf, WRS, Ioana Iorgulescu, Georgiana Iorgulescu, Axel Dușcă, Gigi Mareș, Iulia Jugănar, Teodora Lica, Katia Bloț, Sabina Preda, Bianca Mihaela Cancea, Petru Țurcaș, Deeya Welter, Victor Handra, Francesco Di Maria, Miruna Bogdan, Diyaa Kholeh, Sînziana Mocanu, Bogdan Cărăușu, Adi, Maria Ofileanu, Aphrodite Heaven, Rayne O'Plasty, Rusty, Irina Lalcu, Răzvan Matei Jr., Barbie, Dj Magda.

Mădălina Bădăraș
Event Organizer



Mădă works in the field of activism and volunteers since she was a teen. She graduated in Anthropology and is currently pursuing a Master's degree regarding the problems of vulnerable groups from the perspective of social work. She wants to continue working in the field of activism because she understands the need for safe spaces for the community and wants to continue creating these spaces alongside the team she is a member of.

Miruna Șerban
Community Facilitator



Miruna has dreamt of community organizing ever since she realized she is part of the LGBTQ+ community, although at the type she wasn't familiarized with this term. She finds herself in working and interacting with the community, and believes that, through collective efforts, she truly contributes to beneficial systemic change. She believes in the indispensability of safe spaces and is passionate about social issues, arts and crafts, and believes that a lively and vibrant community space finds itself at the intersection of these three.

George Ionesi
Asistent Administrativ



PROJECTS

CAMPUS PRIDE COMMUNITY ADVOCACY CAMPAIGNS FOR SAFE UNIVERSITIES



Campus Pride is the first initiative in Romania that aims to create a welcoming, accepting and safe space for all university students in Romania. The project, dedicated to and created by LGBTI+ students, created the first safe space in which they can inform themselves, socialize, and develop their leadership abilities, in the context of a still profoundly homophobic reality.

CAMPUS PRIDE

In 2022 we found out what the realities of Romanian universities are from the perspective of LGBTI+ students:

- We launched the www.campus-pride.ro website
- We organized tens of events in the 3 student centers in the country
- We organized events during Pride 2022, and LGBTI+ History Month 2022
- We participated in the Pride March 2022
- We participated in an experience exchange with the National Queer Organization of Iceland - Samtökin '78, in Reykjavík
- We organized 3 dissemination events for the National Report in Iași, Sibiu, and Brașov
- We organized the protest "TRADIȚIA NOASTRĂ E IUBIREA" in Bucharest, for civil partnership, trans rights and against the anti-LGBTI+ legislative proposal made by UDMR
- We carefully analyzed the inclusion policies of the academic environment in Romania and gathered the experiences of LGBTI+ students, launching the Campus Pride National Report



The Campus Pride Center in Bucharest continued its activity for the entirety of the year, with weekly activities for queer students.

The project was implemented by The MozaiQ LGBT Association in partnership with Associations Pride Romania, Identity.Education and Samtökin '78, funded by the Active Citizens Fund Romania program, funded by Iceland, Liechtenstein and Norway through the EEA Grants 2014-2021.

PROJECTS

UNICORNS@WORK



The Unicorns@Work project aims to increase the employability of transgender people from Bucharest, working side-by-side with transgender people (in order to improve their skills) and companies, being a source of information for employers and employees that are interested in diversity and the inclusion on Romanian labor market of trans people, LGBT+ people and allies of LGBT+ people from Romania. The project has been running since April 2019.



In 2022, through the Unicorn@Work project, we have organized multiple event, meant to increase the visibility of queer initiatives from multiple cities in Romania and to bring employers face to face with the LGBTI+ community. Representatives from multiple companies participated in these events, both to present the measures they have taken to promote inclusivity in their workspace, and to directly discuss with members of the community.

Project funded by the Netherlands embassy in Romania.



PROJECTS

RESTART

The objective of the RESTART program is consolidating the capacity of advocacy of six LGBTI+ organizations or informal groups of activists from all around the country, while at the same time facilitating a connection and the creation of strong relations between a plethora of civil society actors that act for the good of the LGBTI+ community. The project takes place from June 2022 to May 2023.

In August, we launched the call for applications in the Restart program, dedicated to organizations and informal groups of activists from all around the country. Multiple meetings have taken place thus far, strengthening the relations between the organizations, and community events have been organized through the micro-grants offered.

The project is realized with the financial support of the National Democratic Institute.



PROJECTS

LGBT+ REFUGEES

The project focused on the empowerment of LGBTI+ groups in Romania and Moldova, in order to support and assist the refugees fleeing the war in Ukraine generated by the Russian invasion. According to the UNHC, following the invasion in 24 February 2022, over 654.000 refugees sought help in Moldova, and 1.3 million entered Romania.

We operated in four major geographical areas: Bucharest, Iași, Timișoara, and Chișinău, the capital of Moldova.



Through this project we've opened the first space for LGBTI+ refugees, we've offered services such as: housing, transport, legal counseling, psychological counselling, access to healthcare services, assistance for social integration in Romanian society for those interested, access to contacts from other associations in foreign countries.

The project has been realized in partnership with the associations GENDERDOC-M, FILIA, and E-Romnja and has been funded by U.E., B.S.T., Oxfam, ILGA EUROPE, ALL OUT, and OutRight.



PROJECTS

ENGAGE & EMPOWER

ADVOCACY CAMPAIGNS FOR LGBTI+ COMMUNITIES

The Engage&Empower project, started in 2022, identifies the main priorities of the LGBTI+ communities in Romania. The project focuses on community work in six cities all across the country with the purpose of identifying advocacy priorities for the LGBTI+ community in Romania.

Our work in the six cities will help build an informal network that will develop during the course of the project. The project will then develop a national advocacy campaign based on an essential element of a research that includes information from the sessions in which the community has been consulted, to which we will add a national study regarding the attitudes of Romanians towards the most important LGBTI+ issues.

The advocacy campaigns will inscribe the three most important advocacy themes for the community, as identified during the consultations with the national network and the prior research, into the public agenda.

The project also entails a tool of monitoring in regard to LGBTI+ public policy by developing an Index regarding legislation and public policy directly connected to the needs of the community.

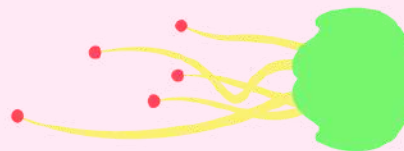
The project is implemented by the MozaiQ LGBT association in partnership with the associations Eu Sunt! Tu? and benefits from a funding of 149.995 euros, through the Active Citizens Fund program in Romania, funded by Iceland, Liechtenstein, and Norway through the SEE 2014-2021 grants.



PROJECTS

TRIUMF AMIRIA.

THE MUSEUM OF QUEER CULTURE [?]



A nomadic polymuseum, fluent in multiple artistic languages, TRIUMF AMIRIA – Museum of Queer Culture [?] researches, disseminates and puts queer culture and production from Romania (literature, visual arts, theater and performance, sound, etc). The project took place between March 2020 and March 2022.

In 2022 the Museum had multiple cultural queer events:

- The continuation of the queer visual arts exposition "SIMȚI, ALUNECI, CÂNTI"
- The queer literature festival "CONTRAR AȘTEPTĂRIILOR"
- A plethora of literature, poetry, film, theater, freedom of expression, translation and cultural discussion on queer subjects



TRIUMF AMIRIA. The Museum of Queer Culture [?] is a project implemented by the MozaiQ LGBT Association in partnership with the National Museum of Contemporary Art, The Replika Center for Educational Theater and artist Kjertsi Vetterstad (Norway).

The project was funded through the 2014-2021 EEA Grants of the RO-CULTURA Program.



Artists:

Apparatus 22, Alex Bodea, Ștefan Botez, Patrick Brăila, Cornel Brudașcu, Irina Bujor, Liviu Bulea, Andrei Chintilă, Lorena Cocioni, Raluca Ilaria Demetrescu, Georgiana Dobre & Kjersti Vetterstad, Paul Dunca / Paula Dunker, Julio Elvisey Pisiță, Vergine Santa Frida, Alex Horghidan, Luca Istodor, Hortensia Mi Kafchin, Katja Lee Eliad, Mihai Lukács, Mihai Mihalcea, Alex Mirutziu, Sebastian Moldovan, Paul Mureșan, Vasile Mureșan (Murivale), Ioana Nemeș, Mircea Nicolae, Adrian Oncu, Sorin Oncu, Ileana Pașcalău, Manuel Pelmuș, Adina Pintilie, Veda Popovici, Lea Rasovszky, Flaviu Rogoian, Miron Schmückle, Aris Tureac, Mihaela Vasiliu (Chlorys), Paul Duncă/Paula Dunker, Brynjar Bandlien, Despina Maria Ilinca Iorga, Edith Lázár, Ioana Cotinghiu, Irina Bujor, Iris Ordean, Liviu Bulea, Manuel Pelmuș, Otilia Fiastru, Raj Alexandru Udrea, Raluca Croitoru, Raluca Ilaria Demetrescu, Smaranda Ursuleanu, Ștefan Botez, Gabriella Torres-Ferrer, Aouefa Amoussouvi, Santiago, Bogdan Bălan, Răzvan Rotaru, Andreea David, Mihaela Cîrjan, Jasmina Al-Qaisi, Adrian Schiop, Adriana Chiruță, Eli Bădică, Ilinca Mănescu, Hyenaz, Bogdan Georgescu, Dani Prisăcariu, Ceza Bularca, Iris Horomnea, Antonella Lerga Duda, Alina Purcaru, Ioana Filat, Mara Cioroianu, Mișă Dragomir, Oana Ciobanu, Andy Andreea, Corina, Alina-Elena Fluțar, Andra Tâlpeanu, Flavius Sindie, Maria Martelli, Victor Horațiu Troșan, Nóra Ugron, Mădălina Oprea, Ada Eliane, Emilian Lungu, Tudor Pop, Răzvan Andrei, Nicoleta Onofrei, Carolina Vozian, Denisa Ștefan, Mihail Tamba, Nathan Moisii, Teona Galgotiu, Yigru Zelti, Medeea Iancu, Maia Șerbănescu, Bianca Ela, Grigore Șoitu, Claudiu Ioan Maftai, Elena Aerim, Horea Sibișteanu, Ștefan Iancu, Roxana David.

LGBTQ+ COMMUNITY FUND

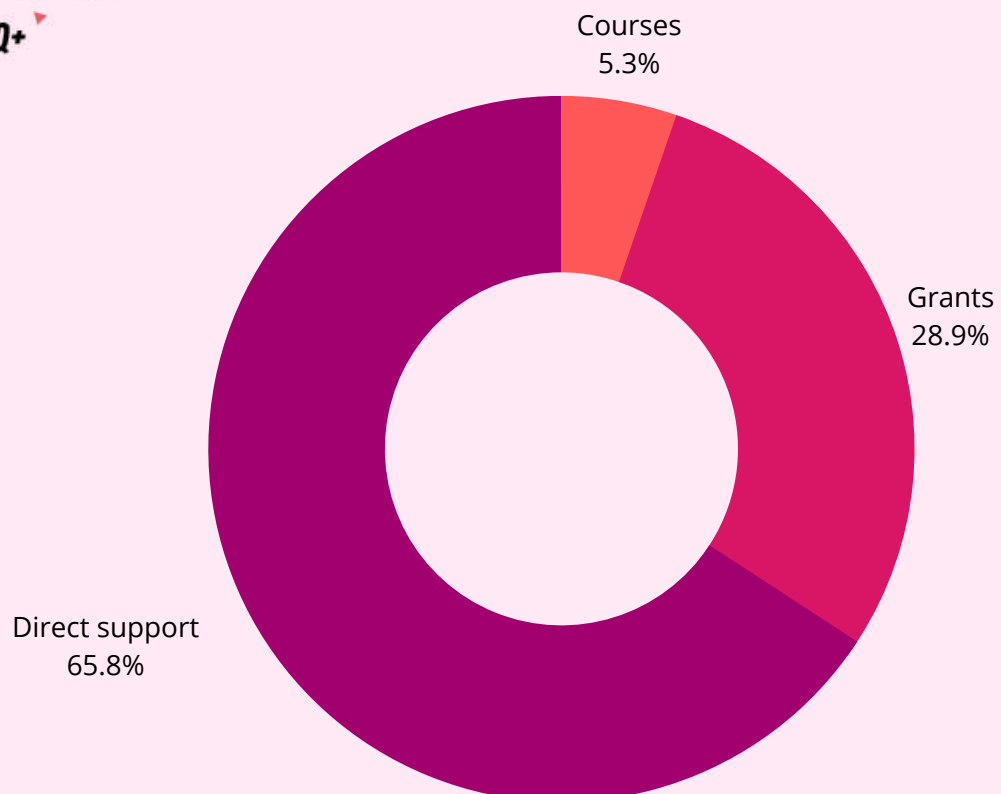
In **2019**, we launched the LGBTQ+ Community Fund, the first fund dedicated to LGBTQ+ community initiatives in Romania. LGBTQ+ Community Fund aims to support local LGBTQ+ community initiatives and their allies to ensure safety, visibility and equality to all people in Romania, regardless of their sexual orientation, gender identity or other characteristics.

In **2022**, MozaiQ has distributed **85.304 RON** to the community, though the LGBTQ+ Community Fund:

Direct support for vulnerable individuals: **56.134 RON**

Grants for LGBTI+ groups and organizations: **24.667 RON**

Courses for professional reconversion: **4.502 RON**



ADVOCACY

The year 2022 came with an unexpected set of challenges. The beginning of the Russian invasion in Ukraine has overwhelmed the European countries. At the same time, the end of the pandemic restrictions has allowed for a more ample organization of the community. MozaiQ was deeply involved in the wellbeing of civil society, and especially in the wellbeing of the LGBTI+ community.

The month of January begun with a press release regarding the homophobic and transphobic bill proposed by the seven members of UDMR. The bill proposes the modification of Law nr. 272/2004 regarding the "protection and promotion of children's rights", by the introduction in legislation of the interdiction to "broadcast, through any channels, of content regarding the deviation from a person's sex assigned at birth or the popularization of sex change or homosexuality".

In February, MozaiQ signed the Charter of Diversity in Romania, and after the beginning of the war, we have begun the LGBT+ Refugees by opening the first LGBTI+ space for refugees. Moreover, we have offered social services, psychological assistance, therapy, housing, social integration, and facilitated relations between the refugees and partner NGOs in different countries.

On the 7th of April, on World Health Day, MozaiQ and Sens Pozitiv published a press release regarding the outdated and devolutionary technical standards aproved by the Health Ministry, which increase the risk of AIDS and death by 57%. We continued to fight for an inclusive healthcare system, that is transparent and democratic, in which HIV programs are not set aside.

In April, we launched Unidar - The LGBTI+ radar for Romanian Academia, a questionnaire addressed to LGBTI+ students in Romania with the purpose of evaluating the inclusion of LGBT+ people in the universities and faculties in the country.

In June, after the homophobic and transphobic bill of the UDMR deputies passed the Senate, MozaiQ launched a mailing campaign through which we asked Parliament not to pass it. Together we sent over 1500 mails to the Chamber of Deputies.

In July, we organized 12 events during Pride București 2022, among which Pride in the Garden, which promotes LGBTI+ initiatives from all over the country, and Pride in the Tram, an event that became a MozaiQ tradition which aims to increase the visibility of the LGBTI+ community.

MozaiQ also published a press release in July, regarding the aforementioned bill and Viktor Orban's speech in Băile Tușnad, a racist, xenophobic, anti-LGBTI+, anti-E.U, and pro-Russian speech. In this context, the American Senator Tammy Baldwin visited Bucharest and meet with the leaders of MozaiQ to discuss the community's issues in Romania, before meeting with Parliament members in order to express her opposition to this bill.

ADVOCACY

In August, MozaiQ published a press release in regard to violence and hate speech targeting the LGBTI+ community, warning that the trend of homophobia and transphobia has heightened, with multiple cases of hate speech and violence targeting the LGBTI+ community, and, in some cases, targeting the association, deeds for which MozaiQ has filed a criminal complaint.

At the end of the month, MozaiQ, Sens Pozitiv, ACCEPT Romania, ARAS, and Parada initiated a petition against the bill regarding harsher punishments for drug possession for own consumption. Punitive measures have proved inefficient and even harmful for drug consumers, and are in disagreement with numerous studies proving that there is no connection between harsher punishments and a lower level of drug consumption.

LGBTI+ History Month, October, has been a full one for MozaiQ, during which we have organized 11 community events, such as:

- Conference for the launch of the Campus Pride National Report, a report showcasing the inclusivity level of the academic environment in Romania
- The Tradiția noastră e IUBIREA protest, with 2000 participants out in the street and through which we demanded civil partnerships, the rejection of bill PL-x nr. 243/2022 for the modification of the child protection law, and a legal procedure for document changing in the case of transgender individuals
- Parliamentary forum with deputies of multiple parties, during which we discussed the PL-x nr. 243/2022 bill, civil partnership, a procedure for document changing in the case of transgender individuals, and many other subjects

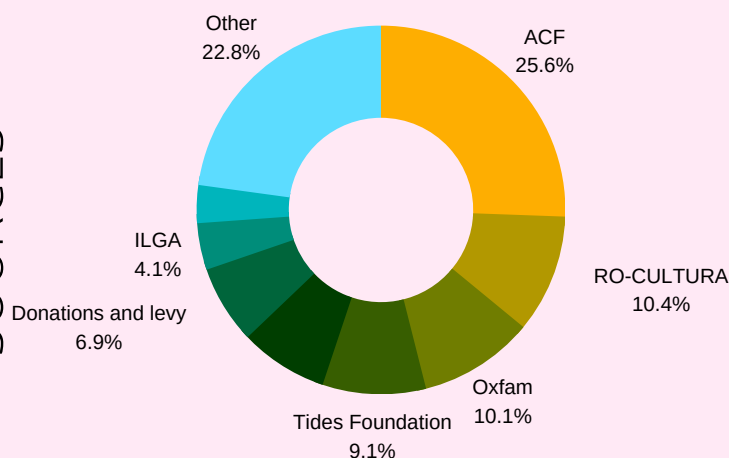
In November, we reopened the Campus Pride center in Bucharest, with weekly events meant to build a stronger LGBTI+ student community in the city.

December began with a Unicorns@Work conference which brought employers face to face with LGBTI+ people, during which there were multiple panels: on inclusive leadership, inclusivity on the labor market in general, and sharing the experiences of LGBTI+ employees. All this with the purpose of raising the rate of inclusion of LGBTI+ people on the Romanian labor market. Representatives of multiple companies from all around the country were present at the event.

We end the year with multiple in person meetings with informal groups and association from a couple of the Romanian cities in which we want to help mobilize the community: Brașov, Sibiu, Timișoara, Cluj. Meetings through which we intend on building an informal network of LGBTI+ people, interested in getting involved and promoting human rights and the relations between the community and the state.

SHORT FINANCIAL REPORT

SOURCES



SOURCE

SUM (RON)

EEA Grants (ACF)	515.755
EEA Grants (RO-CULTURA)	209.322
Oxfam GB	203.847
Tides Foundation	182.847
OutRight International	156.138
Donations and levy	138.563
ILGA	82.747
Sponsorships	66.996
NDI	59.100
Embassy of Netherlands	58.806
IKEA (FCB)	52.492
All Out	48.870
Americares	46.885
BST	43.731
ITF	32.890
ARC	32.500
Choose Love	21.521
Safe Places International	11.252
Provision of services	10.242
Currency exchange	1.225

TOTAL

1.975.730

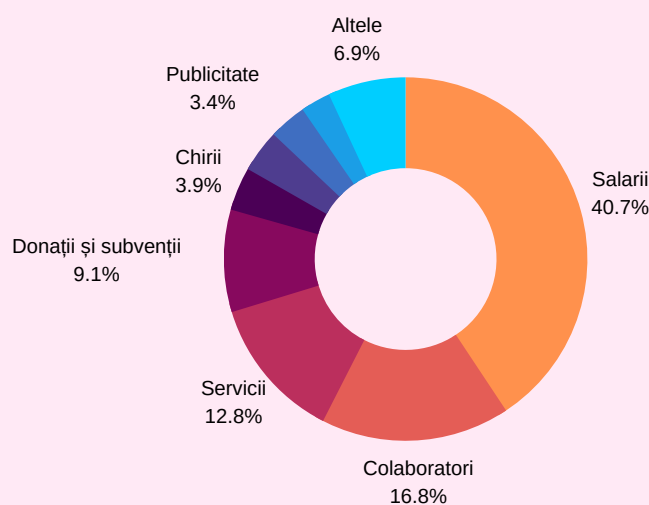
DESTINATION

SUM (RON)

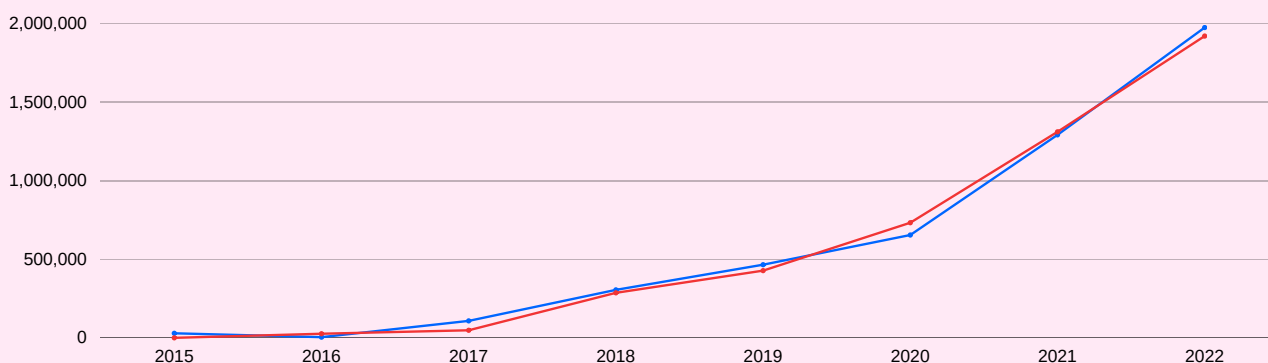
Wages	781.586
Collaborations	323.321
Services	245.590
Donations and grants	175.002
Rents	74.154
Stock materials & inventory	72.867
Publicity	64.467
Transportation & travel	51.175
Protocol	40.670
Currency exchange	32.817
Maintenance and exploitation	25.545
Taxes, contributions and insurances	20.670
Banking services	13.602

TOTAL

1,921,466



CHELTUIELI



Evolution of **sources** (blue) and **destinations** (pink) 2015-2022, RONI

MEDIA AND COMMUNICATION

Some of MozaiQ's press appearances:

BalkanInsight: [Anti-LGBT Sentiments Flourish Online in South-East Europe](#)

G4Media: [45 de ONG-uri reacționează dur după ce președintele Iohannis a amenințat sursele G4Media](#)

G4Media: [Asociația MozaiQ susține că a primit numeroase amenințări cu moartea, mesaje și imagini înfricoșătoare, care includ simboluri naziste și detaliază modalități de a ucide persoane LGBTQ](#)

U.S. Embassy in Romania: [2022 Country Reports on Human Rights Practices: Romania](#)

România Liberă: [MozaiQ: Creștere a numărului de mesaje homofobe](#)

DCNews: [Protest LGBT în București](#)

Mediafax: [ONG-urile care apără drepturile persoanelor LGBT cer parlamentarilor „să nu transforme România într-o nouă Ungarie și să respingă orice ideologii venite pe filieră ideologică ruso-ungară”](#)

Wall-Street: [Protest de susținere a comunității LGBTQ în București](#)

Ora de Sibiu: [Mesaje anti-LGBT în Sibiu](#)

Gay Times: [Human rights groups call on Romania to reject ‘LGBTQ+ propaganda’ law](#)

EuroNews: [Marș LGBT în Capitală](#)

Revista Cultura: [Cum a fost primul festival de literatură queer din România](#)

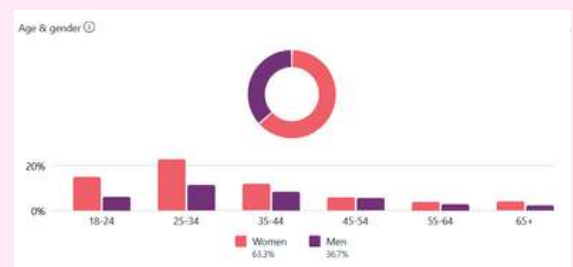
ALJAZEERA: [Thousands march in Romania as law censoring LGBTQ looms](#)



Likes: 30,368 (+4,038, +15.34%)

Reach: 805,883 (2022)

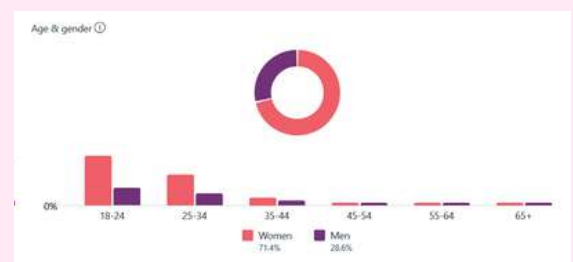
Page visits: 34,524 (2022)



Followers: 16,319 (+2,137, +17.54%)

Reach: 317,059 (2022)

Visits: 79,353 (2022)



PARTNERS



LGBTI+ organizations and groups: Pride Romania, Identity.Education, eQuiVox, RiseOUT, Q Society, [H] Braşov, Accept, Gender Talk, TransCore, Sibiu Pride, Club Sportiv Ocazional (CSO), Cenaclul X, Rainbow Prahova, Perspektiva Cluj, Queer Sisterhood Cluj, Carta Diversităţii, Gender-Doc Moldova, Samtokin 78, MOD, Kiev Pride, Budapest Pride.

Intersectional organizations: Centrul de Resurse Juridice, ACTEDO, Uniunea Civică a Tinerilor Romi din România, Romani Criss, E-Romnja, Centrul Filia, easyECO, Mental Health for Romania, FRONT, Girl Up Romania.

Health organizations: Sens Pozitiv, ARAS, Semper Musica, Eu Sunt! Tu?, Atelier PSY.

Cultural institutions and organizations: Goethe Institut, Centrul Ceh, Galeria Suprainfinit, CUTRA, A.R.T. Fusion, Institut français de Roumanie à Bucarest, Cinema Elvire Popesco, Cinemateca Eforie, Hecate, Fractalia, Asociatia Cinefocus, Asociatia O2G, Asociatia pentru teatru Liviu Rebreanu, MNAC, The Institute, Teatrul Educațional Replika.

Organizations for democracy: CeRe, Active Watch, CIVICA Iaşi, Greenpeace, German Marshall Fund.

Student associations: ANOSR, ASC-UB, ASPSE, AS-SAS, AUMAM, SSMB, AIESEC, ASB, ASUNAB, ASPS.

Locations: Q Club, Grădina Arthub, Manasia Hub, Delirio Sibiu, Delirio Cluj, Centrul Social Iedera, Club Fabrica, Step by Step, Tranzit Iaşi, Q Haus, Sauna Soho, Q Martinez.

Private sector: Societe Generale Global Solution Centre, Google, Westhouse International, Head Hunting IT, PTC, Ernst & Young, Manifest Film, Touchstone Creative, Accenture.

MozaiQ LGBT is a full-member of: ILGA World, ILGA Europe, EGLSF - European Gay and Lesbian Sports Federation, IGLYO - The International Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Youth & Student Organisation, TGEU - Transgender Europe.

We thank all donors and contributors of MozaiQ!

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