



mozai

ACTIVITY REPORT

2021

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2021 was yet another challenging year for our organization. The COVID-19 pandemic and the economic hardships it caused have filled everyone's lives with uncertainty and have affected the most vulnerable communities. In the absence of assistance programs from the state, the only possible support for LGBT+ individuals remained the community. In these circumstances and in a context that has made us susceptible to fragmentation and isolation, MozaiQ's efforts to support and strengthen LGBTQ+ communities are even more necessary.

One of the things that can bring us closer in moments of isolation is the culture that we share. The Museum of Queer Culture[?], which brought us together again in spaces dedicated to theater, visual arts and queer literature. Another project that contributed to the solidarity of the community beyond the things that make us different was the Intersect project, carried out with the aim of combating discrimination against Roma LGBTQ+ individuals.

Two MozaiQ projects that reached maturity last year, Unicorns@work and OUTcity, have supported LGBT communities: the first with the aim of increasing the potential for employment of trans people living in Bucharest and the second with the aim of supporting organizations and informal LGBTQ+ groups outside Bucharest. Through the OutCity project we were also able to support the organization of the first Iași Pride, thus increasing the visibility of LGBTQ+ people in Moldova.

The MozaiQ initiative I am most proud of is the LGBTQ+ Community Fund. In the third year since its creation, the Fund has distributed over 37,000 lei to the community, making community initiatives possible and helping the most vulnerable members of the community. The most outstanding aspect of the Community Fund from my perspective is that it is supported to a large extent by the donations of the community members, which comes as a real proof of solidarity.

Moments of crisis are also opportunities for consolidation and development. MozaiQ has proven its capacity, substantially increasing the number of members in the executive team and managing to ensure a new headquarters that is more adequate to the increased number of activities. Moreover, it managed to provide the infrastructure needed for the Campus Pride project, a complex project created by and for LGBTQ+ students, through which LGBTQ+ student centers were inaugurated in Bucharest, Cluj and Timisoara.

The executive team, along with the MozaiQ volunteers and the entire community that supports them, give me confidence in the future. With fresh energy and new resources, 2022 is the year for a comeback.

*To better times.
Alexandru Palas
President*

ABOUT mozaiQ

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 TEAM

THE 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?“.



Mihnea Florea

President (April-July 2021)

Human rights activist, worked in a diversity of fields such as disability, education and LGBTQ+. He has been working at GMF - German Marshall for several years. As a founding member of MozaiQ, he has been involved since the beginning, starting community organization and political communication programs in his youth, and raising non-reimbursable funds for MozaiQ.



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.



Ioana Fotache / Fen

Member (April-July 2021)

They left Bucharest in 2009 and became aware of the importance of activism when arriving in Japan. They were a volunteer at Nagoya Pride. They organized local events directed at the Lesbian community, awareness of the LGBTQ+ history or trans people issues. He has been a secretary of the Stonewall Japan organization for two years.



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.



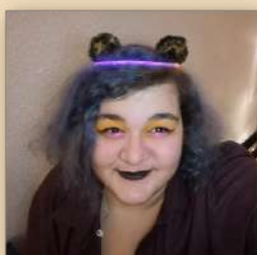
Yvonne Irimescu
Project Director

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.



Oana Ungureanu
Communication Assistant

Oana graduated from the Faculty of Anthropology, and has been doing activism since 2017 and art when inspiration comes to them. They dream of a utopian world and fight for queer, intersectional and anti-capitalist feminism and for anything related to solidarity and collective healing means.

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.

Alina Dumitriu
Social Media Expert



Alina is a human rights activist with an emphasis on health. She started to volunteer for the first time when she was 16, and she has never stopped. She works with individuals living with HIV, tuberculosis, chronic hepatitis B and C, individuals without shelter, consumers of injectable drugs, individuals that practice sex work, Roma and LGBTQ+ communities.

ECHIPA EXECUTIVĂ



Mihaela Cîrjan
*Coordinator of the
Triumf 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 (Giuvlipen), the BlendIn Association Studios or CUTRA.



Ioana Gonțea
*Performative Arts Curator
at Triumf 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.



Ioana Păcurar
*Coordinator of Campus
Pride Bucharest Center*

Being born 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.



Dragoș Olea
*Visual Arts Curator at
Triumf 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 Triumf 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.



George Ionesi
*Coordinator of Outreach for
Campus Pride Bucharest*

George has been active as a volunteer within three non-governmental human rights organizations, wanting a career in this sector with the purpose of helping as many vulnerable people and groups as possible. He studies Psychology and Psychotherapy, he likes to write about what his feelings and experiences, to garden in his concrete apartment and watch the sun as much as possible.

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

Teodora Lica, Maximilian Androne, Mădălina Bădăraș, Florin Ioniță, Miruna Șerban, Arlo Buta, Iulia Jugănar, Anda Giuclea, George Mareș, Teodora Păun, Kaira (Valentina Andreea Banutiu), Sabina Preda, Nicolescu Catalina, Andreea Hodisan, Axel Dusca, Irina Tanase, Mihai Preda, Mihai Demitrof, Otilia Fiastru, Andra Manea, Yigru Zelti, Ileana Negrea, Vlad Nastasiu, Sandra Demetrescu, Viorel Cojanu, Kjersti Vetterstad, Adrian Schiop, Alex Horghidan, Daniel Kozak, Andreea Drăghicescu, Alexandra Dobre, Aris Tureac, Vlad Răzvan, Adi Newell Paun.

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 2021, the Museum had dozens of queer cultural events, such as:

- The Queer Theater Festival: "Perle, Paradoxuri si Extazuri"
- Queer Visual Arts Displays: "Simti, Aluneci si Canti"
- The Festival of Queer Literature: "Contrar Asteptarilor"
- Many workshops related to literature, poetry, theater, free expression, translation, debate and queer-themes cultural discussions

TRIUMF AMIRIA. The Museum of Queer Culture [?] is a project carried out by the MozaiQ Association in partnership with the National Museum of Contemporary Art, The Replika Center for Educational Theater and artist Kjertsi Vetterstad (Norway). The project was financed through the 2014-2021 EEA Grants within the RO-CULTURA Program.



CAMPUS PRIDE - COMMUNITY ADVOCACY CAMPAIGNS FOR SAFE UNIVERSITIES

Campus Pride is the first initiative in Romania aiming to create a welcoming and safe environment, as well as a climate of acceptance for all students in the Romanian academic environment. The project, dedicated to and created by LGBT+ students, established the first safe space where they are able to get informed, socialize and develop leadership skills, even in the context of a deeply homophobic reality. In October 2021, we launched the initiative in Bucharest, Cluj and Timișoara with three LGBT+ student centers.

This year, the project started with several actions and events in Bucharest, Cluj and Timișoara, and online, including:

- Dozens of cultural and community events
- Initiative Fair
- Participation to the 2021 Pride March
- Rainbow Trolley (Tramvaiul Rainbow)
- Campus Pride Leadership Summer School
- The opening of the Campus Pride Centers in all three cities
- Social events, including in the Campus Pride Centers
- Events within PRIDE and LGBT 2021 history month
- Partnership with multiple student associations



The project is run by the MozaiQ LGBT Association in partnership with the Pride Romania Association, 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.



PROIECTE



UNICORNS@WORK

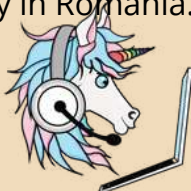
The **Unicorns@Work** project aims to increase the employability of transgender people from Bucharest, working side-by-side with transgender people (in order to improve their skills) and companies, being a source of information for employers and employees that are interested in diversity and the inclusion 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 2021, the project produced a national report on the state of trans and LGB+ inclusion on the labor market in Romania, the organization of the third installment of Unicorns@Work, with the support of the Canadian Embassy and the second edition of Rainbow Breakfast, offering support with qualification courses and the promotion of some professionals we are proud of.

The Trans Study on the Labor Market in Romania (Trans on the Romanian Labor Market), a national report on career, employability and workplace experiences of transgender, nonbinary and intersex people from Romania, was made by Ioana Fotache and coordinated by Roxana Marin.

The project was supported by the IKEA Fund for Gender Equality, financed by IKEA Romania and managed by the Bucharest Community Foundation. The project was supported by the Canadian Embassy in Romania.



unicorns@work



INTERSECT DIFFERENTLY ABOUT DISCRIMINATION

The project aims to combat the discrimination of LGBT+ Roma people by raising awareness through activities on the topic of discrimination and its negative impact in society. In 2021, we organized several webinars on equal rights, and at the end of the project we published a policy paper and an exploratory study about the situation of Roma and LGBTI+ Roma discrimination in Romania.

INTERSECT took place between August 2019 - July 2021 in partnership with CRJ - Center for Legal Resources, ACTEDO - Action Center for Equality and Human Rights and UCTRR - Civic Union of Young Roma from Romania. The project was funded by the Rights, Equality Program and citizenship of the European Union (2014-2020).



OUTCITY

The OUTcity project aims to support LGBT people living outside Bucharest, and to provide assistance to informal groups and LGBT organizations. In 2021, we offered grants during PRIDE Month, intended for community initiatives run by LGBTQ+ informal groups and organizations from Romania. Using these grants we also financed the first Iasi Pride. Moreover, through this project we organized the Pride Bucharest 2021 campaign, and carried out several training and counselling sessions with LGBT leaders from outside Bucharest.

The project is funded by the Tides Foundation

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.

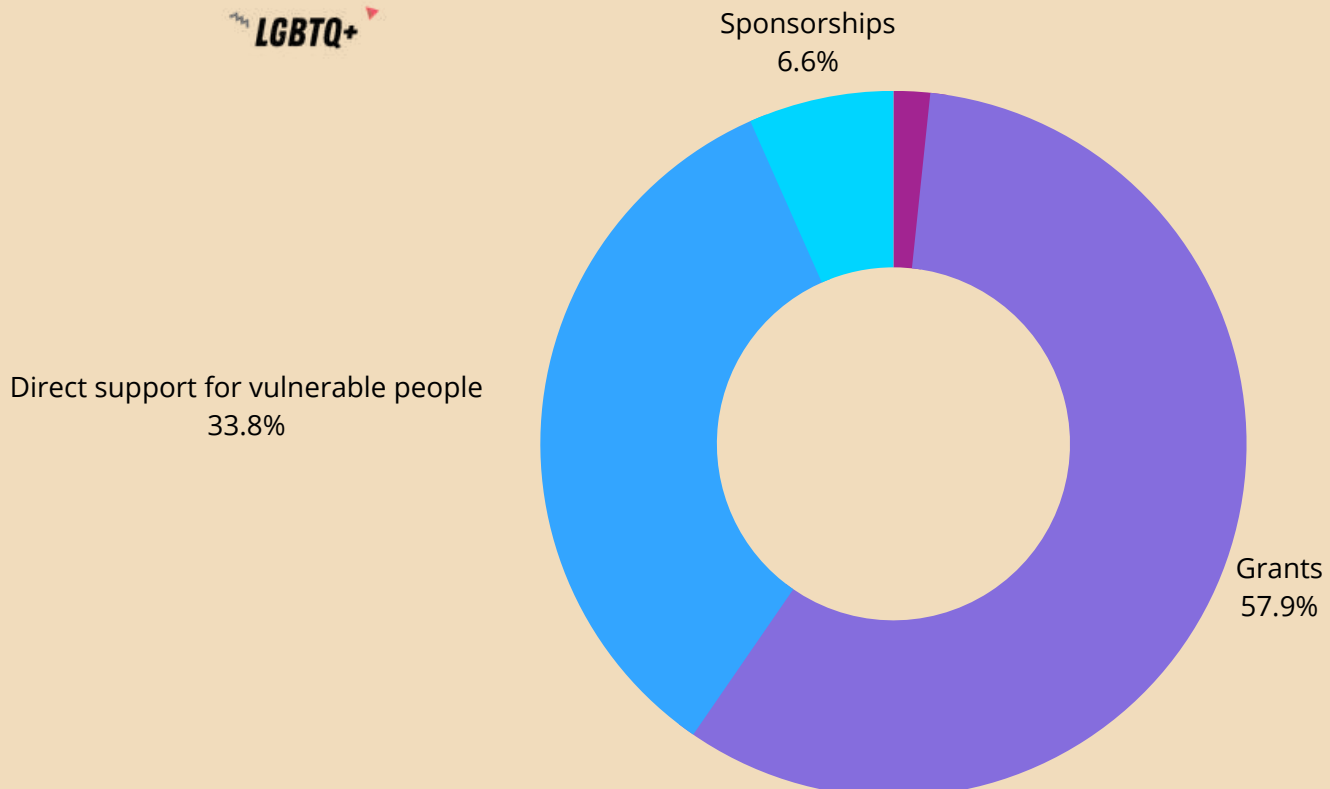
In **2021**, MozaiQ distributed to the community, through the LGBTQ+ Community Fund, the amount of **37,289 RON**:

Grants for LGBT groups and organizations: **21.601 RON**

Direct support for vulnerable people: **12.589 RON**

Sponsorships: **2.477 RON**

Professional reconversion courses: **622,22 RON**



ADVOCACY



2021 was a difficult year for everyone, especially in the context of the pandemic. However, MozaiQ's efforts did not stop and we all worked to advocate for the rights of the LGBTQ+ community. In January, we started with a press release related to the ECHR decision, which condemns Romania for violating Article 8 of the Convention, which established that Romania does not have a specific legal procedure set in place in order to facilitate the change of documents of civil status for transgender people.

In March, Marcel Ciolacu and Ludovic Orban openly declared their support for the so-called "traditional family". As a result, MozaiQ draws to the fact that Romania is already convicted at the Court of Justice of the European Union and will also be convicted by the ECHR since it does not respect its LGBT citizens via press release directed to the political class. In June, we invited the American philosopher Judith Butler to a discussion about queer culture in the Eastern European space, as well as the targeting of queer people by the anti-gender and anti-LGBTQ movements in the region.

Following the abuse of customs workers against a trans woman at Cluj airport, MozaiQ issues a press release and forwards an official letter to the border police.

In July, we published a Policy Paper at the end of the INTERSECT project, together with CRJ, ACTEDO and UCTRR, through which we proposed increased visibility on the problems encountered by the LGBT+ Roma community in Romania and the introduction of the principle of intersectionality as a transversal principle within public policy. Also, throughout the year, inclusion training sessions were held with the authorities in 5 cities from Romania.

In August, we participated in Bucharest Pride 2021 with 14 events, including the "Rainbow Trolley" event, in which we were not allowed to use the special trolley offered by STB under the pretext that it is defective. MozaiQ organized a protest in front of the STB headquarters, sent an official letter to the STB management and issued a press release. Following these actions, our request to use the trolley got approved and we had an unforgettable trip around Bucharest.

At the same time, we contributed with funding from the LGBTQ+ Community Fund for Pride Timișoara 2021 and Pride Iași 2021, the first pride in Iași.

ADVOCACY

In August, there were televised debates about sex and gender in the context of the recently launched identity card, in which MozaiQ participates through Vlad Viski, invited to the Antena 3 Sinteza Zilei show.

Through the Campus Pride project, we organized a round table with administration of multiple faculties in the country and we became partners with several student organizations, such as ANOSR, AUMAM, ASPSE, AS-SAS and many others.

The MozaiQ Association was also present during LGBT History Month with 10 events, such as guided tours through the queer history of Bucharest, workshops on different topics, a community lunch and online parties.

In October, we started the Every Love is Love campaign in partnership with Absolut, through which the world was encouraged to discuss and share their experiences with 5 voices from the community.

Also in October, Bogdan Adrian Nicolau, former local councilor of Suceava and deputy mayor of Rădăuți, current PMP president of Rădăuți, used defamatory language regarding gay families on a Facebook livestream, and we advanced a petition to the National Council for Combating Discrimination.

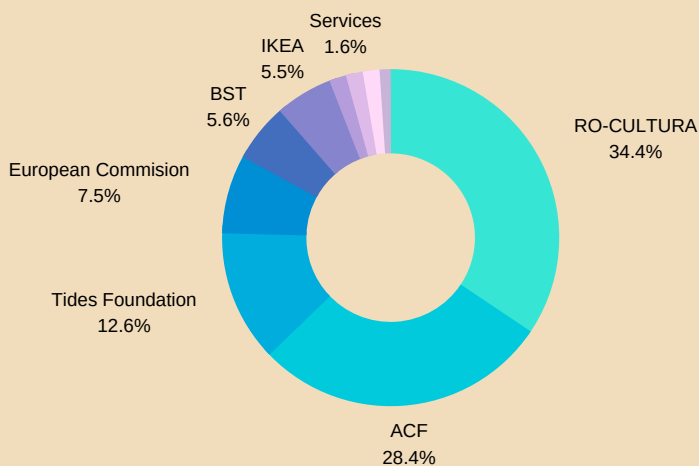
We also won the case against the former deputy mayor of Bucharest, Aurelian Bădulescu, against whom we submitted a petition to the National Council for Combating Discrimination in 2019.

In December, we sent an open letter with other 23 organizations against the introduction of a new legislative article, more specifically Article 10, which unjustifiably broadens the scope and spectrum of the interception of electronic communications, including access to traffic data, content data and to the "content of encrypted transited communications".

We finished the year on a high note, on December 31, when 6 UDMR deputies submitted a policy proposal to the parliament, by which they try to ban any form of positive representation of homosexuality or trans identity under the pretext of "protecting minors", a project that extensively resembled the current law in Hungary and the "homosexuality propaganda" law in Russia. As a result, MozaiQ issued an urgent year-end press release.

FINANCIAL REPORT

SOURCES



SOURCE

EEA Grants (RO-CULTURA)	431.014
EEA Grants (ACF)	355.782
Tides Foundation	158.433
EC (Rights, Equality and Citizenship)	94.391
BST	70.352
IKEA (FCB)	69.191
Donations and contributions	59.448
Providing services	20.425
Sponsorships	20.117
Circle of Brussels Donors	12.960
Exchange rate differences	263

TOTAL

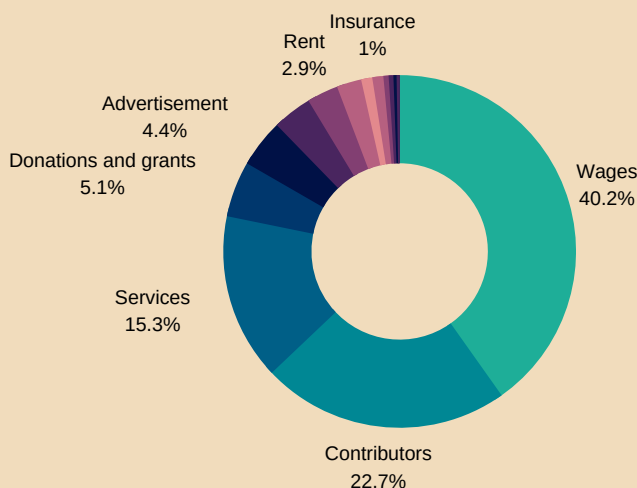
1.292.375,93

DESTINATION

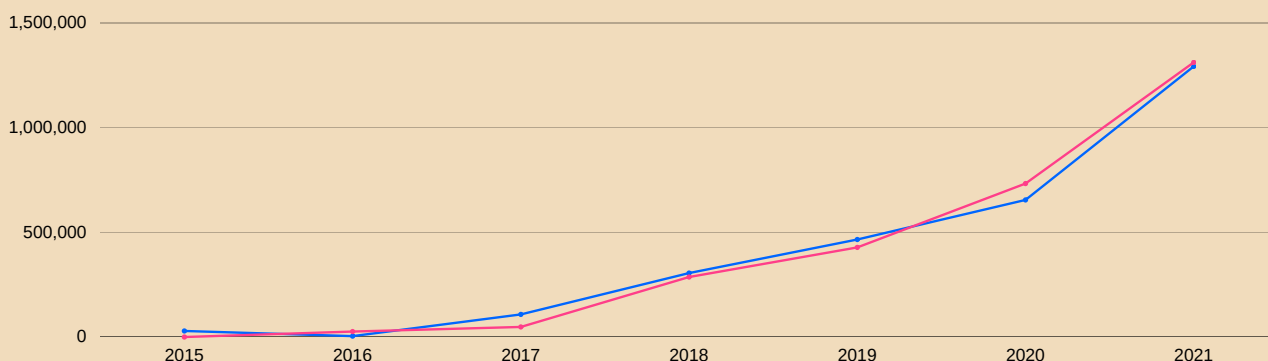
Wages	527.133
Collaborators	298.118
Providing services	200.611
Donations and grants	67.153
Advertisement	57.707
Transportation & travel	47.374
Rent	37.775
Stock materials & inventory	29.754
Protocol	13.376
Insurance and social protection	13.313
Banking services	6.263
Maintenance	5.682
Exchange rate differences	3.748
Other	3.695

TOTAL

1.311.602



DESTINATION



Evolution of **sources** (blue) și **destinations** (pink) 2015-2021, lei

MEDIA AND COMMUNICATION

These are some of MozaiQ's press appearances:

Kanal D: [Femeie transgender umilită pe Aeroportul din Cluj](#)

Realitatea TV: [Despre referendumul anti-LGBT al premierului ungar Viktor Orban](#)

Realitatea TV: [Bike4Pride și Pride în grădină // Bucharest Pride 2021](#)

B1 TV: [Protest STB pentru aprobarea Tramvaiului Rainbow](#)

Antena 3: [UDMR traduce politicile premierului ungar Viktor Orban în România](#)

Antena 3: [MozaiQ cere măsuri pentru respectarea drepturilor LGBTQ+](#)

Vice: [O cronică a comunității LGBTQ+ din România în ultimii 10 ani](#)

Mediafax: [Cât pierde România în fiecare an din cauza discriminării LGBT?](#)

Wall-Street: [Despre legea anti-LGBT din Ungaria](#)

Europa Liberă: [România, repetentă la a respecta drepturile LGBTQ+](#)

Retail-FMCG: [Campania "Every Love is Love"](#)

Ziare.com: [Femeie trans abuzată și umilită pe aeroportul din Cluj-Napoca](#)

Radio România Cultural: [Despre Triumf Amiria. Muzeul Culturii Queer \[?\]](#)

G4Media: [Anularea evenimentului "Tramvaiul Rainbow" reprezintă discriminare și abuz din partea STB](#)

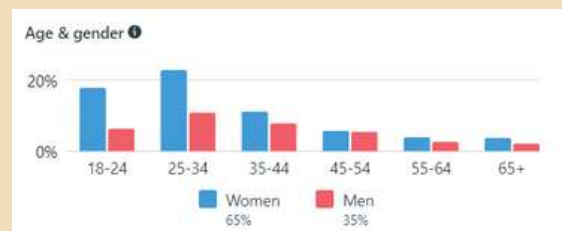
ILGA: [Despre grupurile de muncă cu tematică feministă și LGBTQ+](#)



Likes: 26,330 (+1,337, +5.07%)

Reach: 2,235,147 (2021)

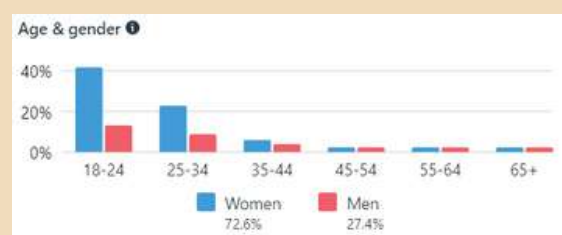
Page visits: 38,004 (2021)



Followers: 14,182 (+4,815, +34%)

Reach: 209,041 (2021)

Visits: 76,464 (2021)



PARTNERS

LGBTQ+ organizations and groups: Pride Romania, Identity.Education, eQuiVox, RiseOUT, Q Society, [H]LGBTQ+ United, Accept, Gender Talk, TransCore, Sibiu Pride, Club Sportiv Ocazional (CSO), Cenaclul X, Rainbow Prahova, Samtokin 78, Q Club

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

Sexual health organizations: Sens Pozitiv, ARAS, Semper Musica, Eu Sunt! Tu?

Cultural Institutions: Muzeul Național de Artă Contemporană, Teatrul Educațional Replika, Centrul Național al Dansului București, Goethe Institut

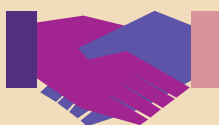
Organizations for democracy: CeRe, Active Watch, CIVICA Iași, Greenpeace

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

The MozaiQ Association is a full member of: ILGA World, ILGA Europe, EGLSF - European Gay and Lesbian Sports Federation, IGLYO - International Gay and Lesbian Youth Organization

MozaiQ awarded the LGBT Award at the SUPER festival

We thank all donors and contributors of MozaiQ!



Support MozaiQ's activity through a [donation](#).

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