
MozaiQ's Strategy

2019 - 2021



PURPOSE

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

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.

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.

AXES

01 /

Consolidating the organization

02 /

Community organization & growth

03 /

Services

04 /

Health

05 /

Communicating and informing

Consolidating the organization

MozaiQ is a developing organization, which, in the past three years, grew in terms of activity and visibility at a higher pace than its administrative capacity. Therefore, it is absolutely necessary to consolidate the organization towards a viable, sustainable, and capable to take on the needs of the community project.

NEEDS

- Solid structures: Board of Directors, Employees, Volunteers
- A good documentation of the internal processes
- More active members
- Consistent and predictable financing

ACTIONS

- A. Elaborating a centralizing strategies for: volunteers, membership, internal order regulation, financial regulations, data proccessing regulations, labor protection, etc.
- B. Training programs for the employees and the Board of Directors (project management, elaborating and writing projects)
- C. Developing a performance scale for monitoring the employees
- D. Developing a fundraising strategy (crowdfunding, 2%, 20%, fundraising events, annual targets)

Community organization & growth

In the last years, MozaiQ took on a role in growing the LGBTQIA+ capacity in Romania, work that helps the LGBTQIA+ community have a better life. In our work we focus on social capital, meaning developing a trust network within the community, to raise the level of respect among the community, self-worth, and civil involvement. Moreover, through the campaign for the Referendum, MozaiQ focused on community organizing as civil involvement for LGBTQIA+ people


GENERAL ACTIONS

- Organizing Cafe discussions on relevant topics for the community
- Identifying new LGBTQIA-friendly spaces and building relations
- Focus on safe spaces and their use
- Building a solidarity fund (mandated by the General Assembly)

ACTIONS FOR DEVELOPING A NEW GENERATION OF ACTIVISTS

- Organizing periodic community meet-ups
- Elaborating a continuous training program
- Supporting other groups from the civil society

COMMUNITY ACTIONS

- Q Sports Romania and Campus Pride events
 - Culture Crave - visits to museums and expositions
 - Film/Shows/Documentary projections
 - Parties - with grater MozaiQ visibility compared to the past
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Services

Support groups on different topics (trans, youth, local, etc.). Directing people to health services, therapy, and legal counselling.

During its lifetime, MozaiQ saw a need of services among the members of the community. Including para-legal assistance in cases of violence, legal counselling in specific cases, given the complete lack of a coherent program and the lack of funding to cover this basis. In fact, the situation is similar to other Central and Eastern European countries.

HEALTH

For over seven years now, the LGBTQIA+ community in Romania does not have access to STI prevention services, and the situation is not documented, due to the lack of studies in this regard. At the same time, HIV is a real problem for the community. Moreover, HIV positive people are stigmatized and do not benefit from enough state support. In addition, there are a series of specific issues when it comes to the health of the community, which are not addressed systematically and in a qualified manner.



ACTIONS

- A. Campaigns to inform and help prevent HIV
- B. HIV and other STI testing
- C. Informational website for HIV positive people
- D. Continuing the partnerships with other organizations interested in this domain: Sens Pozitiv, PSI Romania, ARAS
- E. Advocacy through the National Committee for Coordinating of HIV and TBC projects (ex CCM)

COMMUNICATING AND INFORMING

In order to change the general population's opinion on LGBTQIA+ people, we need visibility for our community, as emphasized by the last three years of our activity. Although MozaiQ focuses on work within the community, we also have a duty to represent it in different context. Continuing the communication campaigns of different projects, as well as developing new projects that emphasize the importance of LGBTQIA+ contributions to the general good. Greater visibility brings greater self-acceptance.



ACTIONS

- A. Public events, such as debates, protests, expositions, etc.) for Bucharest and Cluj Pride, LGBT History Month, 10th of December - Human Rights Day, 17th of May - IDAHOT, and Transgender Day of Remembrance - TDOR
- B. Organizing and participating in scientific communications sessions
- C. Online, accessible 360 campaigns
- D. Creating an information aggregator in Romanian about sexual orientation and gender identity

NEXT STEPS

The Board of Directors and the executive team have analyzed the internal situation of the organization and the context in which we perform our work, balancing the positive and negative aspects with which we deal. Following this analysis, we identified where MozaiQ stands today, the realities from which we begin.

The LGBTQIA+ community in Romania is in full development as a result of increased visibility, more access to information, and the consolidation of an important group of people that support the LGBTQIA+ community. Even so, the community still faces numerous problems: recognition for same-sex relationships, access to education, health, equal opportunity when it comes to work, family relations, specific services, safe spaces, bullying, etc.

MozaiQ developed a lot in the last three years, but there is still a need for consolidating the organization, which would ensure its sustainability. The professionalization of the organization in terms of leadership, fundraising, drafting collaboration strategies, as well as motivating members and volunteers to participate in the organization's activities is key for guaranteeing the sustainability and viability of MozaiQ in the following three years.

THE TEAM



Alexa Valianatos, Vicepresident

Răzvan Azam, Volunteer Coordinator

Alex, Palas, Board of Directors

Andrei Ion, Board of Directors

Mihnea Florea, Programme Coordinator

Robert Rațiu, Președinte

Alina Dumitriu, Board of Directors

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Lavinia Chirica, Censor

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