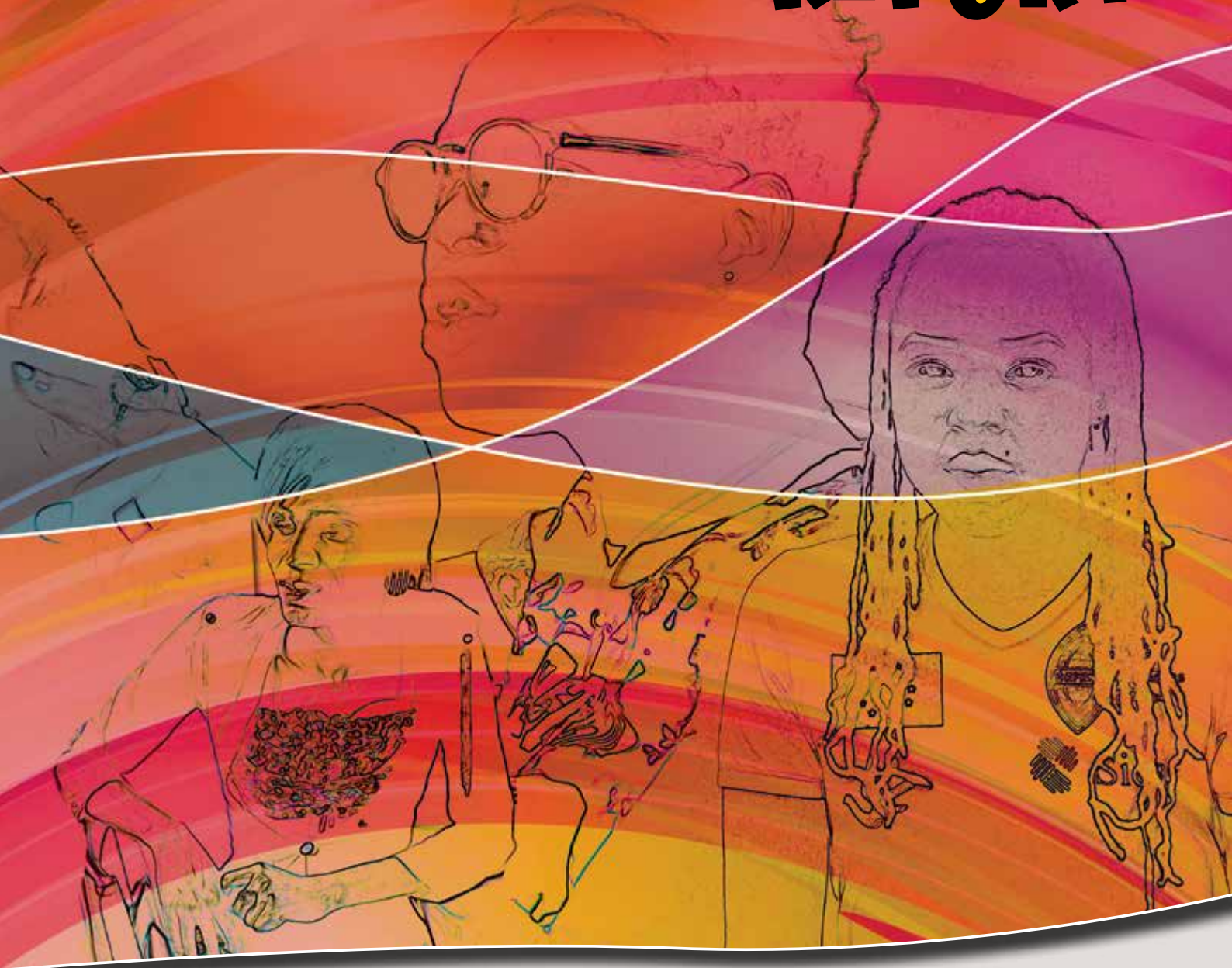


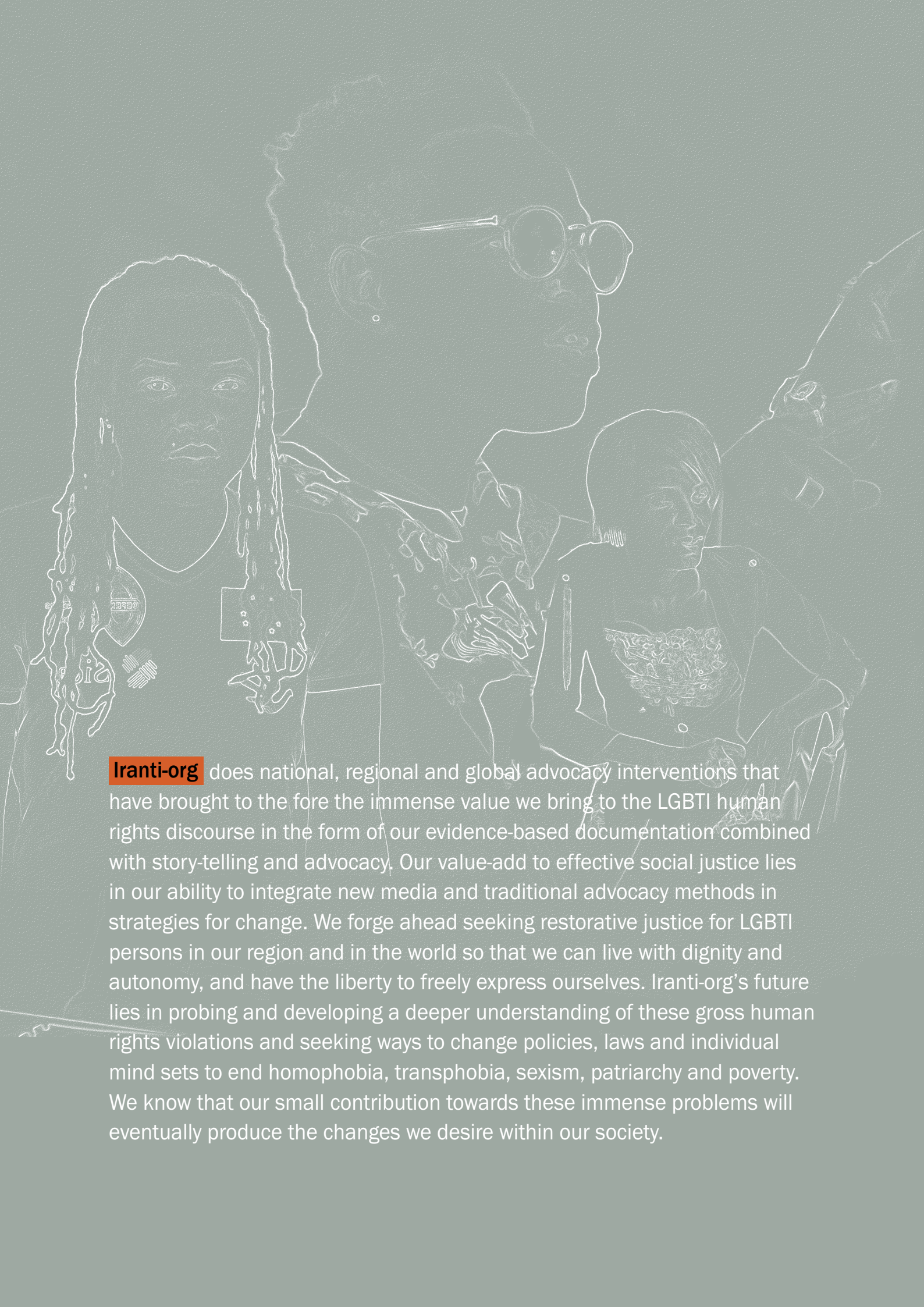
# 2016 ANNUAL REPORT



**iranti**  
**-org.co.za**

QUEER VERNACULARS  
VISUAL NARRATIVES





**Iranti-org** does national, regional and global advocacy interventions that have brought to the fore the immense value we bring to the LGBTI human rights discourse in the form of our evidence-based documentation combined with story-telling and advocacy. Our value-add to effective social justice lies in our ability to integrate new media and traditional advocacy methods in strategies for change. We forge ahead seeking restorative justice for LGBTI persons in our region and in the world so that we can live with dignity and autonomy, and have the liberty to freely express ourselves. Iranti-org's future lies in probing and developing a deeper understanding of these gross human rights violations and seeking ways to change policies, laws and individual mind sets to end homophobia, transphobia, sexism, patriarchy and poverty. We know that our small contribution towards these immense problems will eventually produce the changes we desire within our society.

# 2015 to 2016

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## MAPPING OUR GROWTH: VIEW FROM THE DIRECTOR

Dear Community of **Iranti-org**

It is rewarding and indeed a proud moment to present to you Iranti-org's 2015-2016 annual report. This report, in many respects, feels different because of the immense growth of the regional Trans and Lesbian led organisation. We are indeed proud of this indigenous documentation, media and advocacy initiative created by African Queers and designed to find innovative approaches towards many governments who fail to

protect and serve their LGBTI communities with dignity and respect. We remain powerful and resilient as we embark on amazing programmes that aim to chip away at homophobia and transphobia as we work towards inclusion, equality and dignity for all.

Over the past year, Iranti-org has truly moulded an approach that links human rights documentation and story-telling with a high level of advocacy. Our stories are changing lives and attitudes and, through our documentation work, we witness the shifting of norms. Over the past year, we supported LEGABIBO's fight for legal recognition in Botswana. We will never forget the elation in the Court of Appeal when the government was instructed to register LEGABIBO as an NGO.

We also mark a milestone of growth for the Transgender movement in Africa. What a pleasure and joy to work alongside organisations such as Gender Dynamix, Jinsiangu, TransBantu Zambia and to be part of supporting new Trans-led initiatives in Namibia, Zimbabwe and Malawi. Over the past year, Iranti-org, along with GDX, have revived the need to join the global call for the de-pathologisation of Trans health care by calling on a revision of the ICD codes on Transgender health. Over the past year, we have been working towards an all Africa Trans Network, a much needed space for trans activists to initiate collective actions of solidarity and to break the isolation of dominance of being inserted into generic LGBTI spaces. In 2015, we collectively initiated the first Africa Trans Day of Visibility.

Another significant moment was the move to our new space in Braamfontein. Iranti-org and PAI share a space that we are proud of and, in 2016, we will open a small exhibition space which we aim to use for our visual media and a hub for queer artists who wish to show work.

We have grown thanks to our partners across SA, the region and the international front. Our growth has come from a space of love, solidarity and commitment to see indigenous initiatives flourish. I hope you will enjoy reading about our programmes.

**We are committed to continuing our work on documentation and story-telling. We believe that we are making a difference, one gain at a time.**

**Jabulani Chen Pereira**  
*Executive Director*

## LETTER FROM THE CHAIR OF THE BOARD

It is an incredible honour to serve on the Board of Iranti-org. Over the past four years I have seen the growth of Iranti-org in achieving cutting edge work on the advancement of the rights of LGBTI persons in Africa. Iranti-org's documentation and story-telling approach in the advancement of social justice brings to the fore the many experiences we have in this diverse continent. Over these years, we have seen the impact that reporting has in exposing human rights violations affecting the lives of LGBTI persons.

Iranti-org has defined its role as an institution that builds collaborative and meaningful partnerships with other organisations working with a common agenda. The Board has, over the past years, worked towards strengthening the capacity of Iranti-org and ensuring that good governance and social justice go hand-in-hand. The result has been impactful and inspiring to everyone who witnesses and experiences its work in the region. We are proud of the immense growth and capacity that has occurred as a result of the appointment of new Board members who bring new ideas and important skills to the organisation beyond its founder phase.

As Iranti-org draws towards five years of existence, I believe that there is still much more work to be undertaken to shift laws and policies in our region. On behalf of the Board, I thank you for your ongoing support.

**Emilia Potenza**  
*Chairperson*

## THE IRANTI-ORG BOARD

Iranti-org is a registered non-profit and public benefit organisation. The board of directors provides governance, financial oversight and strategic direction. We are proud to announce our new board and welcome them to the organisation.

### Board Members:

- Emilia Potenza
- Janine Raftopolous
- Mpho Nefuri
- Sedica Davids
- Thembani Chamane
- Monique Solomon
- Lyn Ossome
- Robert Hamblin

# IRANTI-ORG'S STRATEGIC OBJECTIVES SUMMARY

- 1) To increase visibility and effecting the redress of human rights violations of lesbians, gender non-conforming (GNC), transgender and intersex persons
- 2) To build stronger organisations and movements of lesbians, gender non-conforming (GNC), trans and intersex persons working in media, documentation and advocacy
- 3) To conduct and collect evidence-based research, data and documentation that supports effective intervention
- 4) To strengthen national, regional and international advocacy initiatives
- 5) To develop good governance strategies and approaches.

## Our values and what we do

Iranti-org is a dedicated regional media and advocacy platform for lesbians, gender non-conforming, trans and intersex persons and their organisations which was formed in order to strengthen our collective visual, audio and written evidence based documentation and reporting on SOGI for the advancement of (all) human rights in Africa.

## Iranti-org key achievements

### Iranti-org: A pan African Voice uniting regional advocates for LGBTI rights

Iranti-org is expanding and advancing across the African continent. We are currently active in countries across the region, forming partnerships and making positive interventions in the following countries:

- Botswana
- Malawi
- Seychelles
- South Africa
- Swaziland
- Uganda
- Zambia
- Zimbabwe

## Our growth and impact online

Below is an indication of our growth year-on-year as an organisation, detailing online visitors to our website: [www.iranti-org.co.za](http://www.iranti-org.co.za)

	Unique Visitors	Number of Visits	Number of Hits
2012	1,151	1,583	12,010
2013	7,018	13,664	198,173
2014	12,363	22,159	484,122
2015	22,622	42,083	991,313

## Gender stereotyping and discrimination in Africa

Of all the sexual minority groups, trans people, as gender non-conformists, experience most of the violence on a regular basis. In most African countries, as for gay men and lesbian women, it is illegal for transgender people to live freely. The strong belief in rigid sex roles and gender stereotypes on the continent, rooted in so-called "African tradition", forces LGBTI people to live in secrecy and isolation.

Integrity and ethical practices, as we document and report these transgressions, are fundamental to protecting all persons at risk for speaking out about gender identities and sexual orientation.

Organisational focus and key areas of advocacy

- Documentation and reporting on human rights violations and human gains
- Fostering collaboration and movement-building for the advancement of human rights regionally
- Developing training programmes and resources to strengthen local and regional movements.

## Regional leadership

### Being an initiator and advocate for human rights, equality and dignity

Iranti-org is a regional leader for justice and media advocacy, and a voice uniting and capacitating trans, lesbian, gender non-confirming and intersex persons.

We continue to be vital and instrumental in connecting and growing resilient partnerships and networks between countries, and representing our continent globally.

Three years after its launch, Iranti-org has become a vibrant space for LGBTI activists in the region. We have made a considerable investment in the development of people and capacity while building on the success of previous years.

Development forms an integral part of our work, as does investing in skills and training for our team, activists and partner organisations.

## A year of milestones at Iranti-org

It has been a year of milestones in our third year of existence – a year of marked organisational growth and impact. We are working with committed, competent and reliable partners to advance our goals and visions, building on existing alliances and strengthening partnerships which is central for our growth and success. We are collaborating with funders, fellow activist communities and the youth cohort on media platforms with our multi-level programmes.



## Achieving our goals and growing rapidly!

In the past year, Iranti-Org has reached more organisations and activists through our media, advocacy, training and development work than at any other time. At country level, through our Zwakala Initiative, we initiated the following training and interventions in communities:

### Human rights knowledge training

- 19 CBOs reached
- 37 participants trained

### Organisational development training

- 8 CBOs reached
- 29 participants trained

### Media makers training

- 13 CBOs reached
- 37 participants trained

### Social dialogues, exhibitions and debates at local level

- 294 people attended the debates/dialogues
- We involved and reached local government, civic and religious organisations, media, members of the police and the judiciary as well as other key government departments.

### Social dialogues, exhibitions and debates at national level

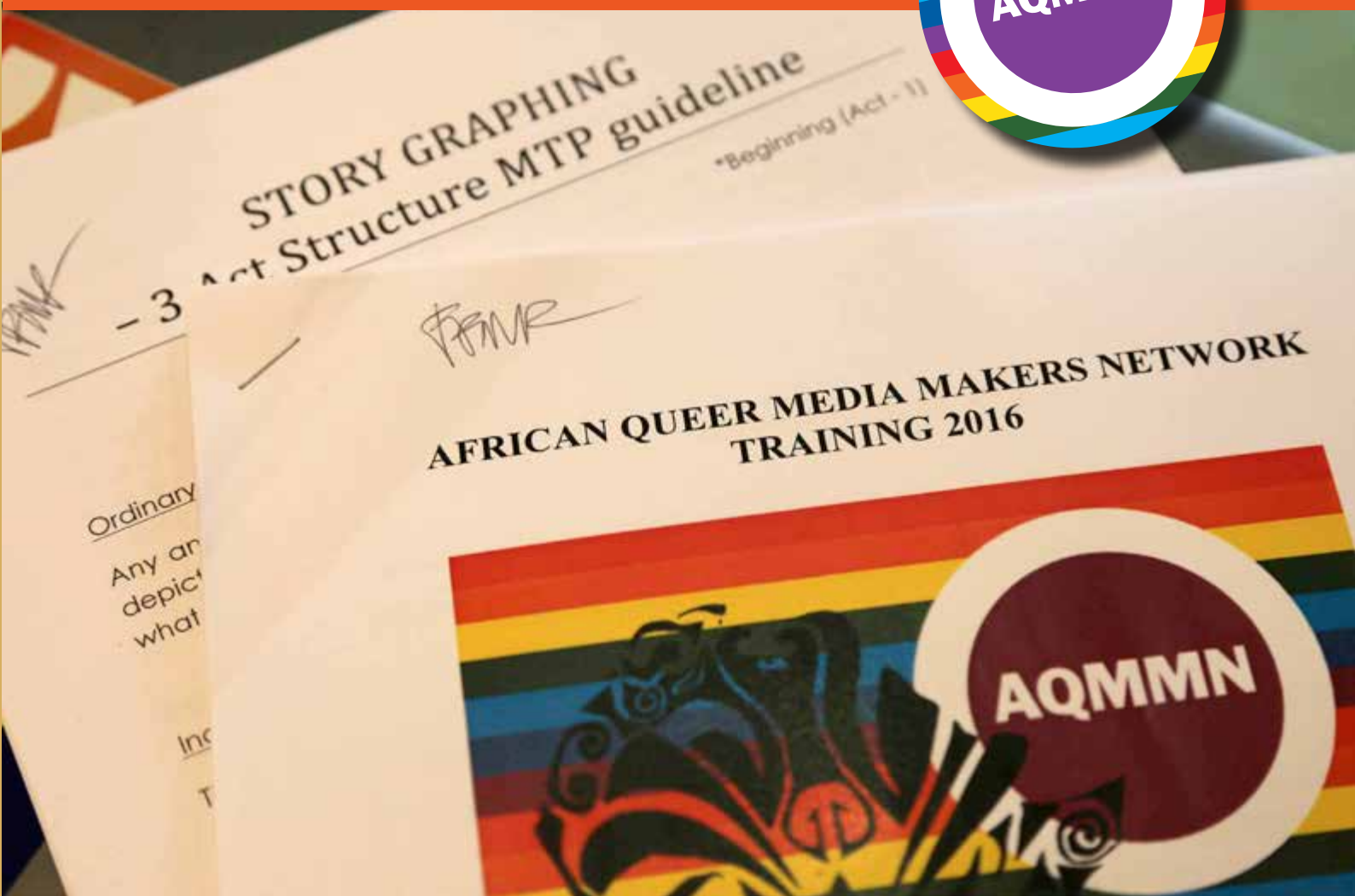
- 167 activists attended
- Lesbian and transgender members of the community, civil society organisations, government and faith based organisations participated.

## Regional impact via our African Queer Media Makers Network (AQMMN)

### Outcomes for our Media Training Programme

In May 2015, Iranti-org together with Witness brought together 22 participants from eight countries (Malawi, Zambia, Kenya, Botswana, Uganda, South Africa, Tanzania and Swaziland) to participate in video advocacy training. This unique skills intervention covered training in:

- Storytelling
- Pre-production planning
- Filming and camera skills with both a camcorder and smart phone
- Post-production planning and processes
- Distribution of the film.





*Meganthrie Pillay facilitated a media making training during the Africa Queer Media Makers training March 2016*

In March 2016, 21 activists met for five days of specialised training from 11 different countries (Zimbabwe, South Africa, Kenya, Malawi, Zambia, Mozambique, Namibia, Swaziland, Tanzania, Burundi and Botswana).

They were trained in:

- Storytelling and crafting the story
- PSA production under the AQMMN.

Six Public Service Announcements and 1 short film were produced by the group in five days.

The remainder of 2016 will be focused on pulling together trained media makers in one central venue to produce a web series on trans and intersex lives in Africa.

Iranti-org also documented and created advocacy for justice initiatives addressing hate crimes and violence against LGBTI persons in the region:

- Uganda Rights Violations (October 2015)
- Malawi Hate Speech education intervention (March 2015)
- The LEGABIBO Registration case in Botswana: Coverage and support of the case and activists involved.



# GROWING OUR REGIONAL IMPACT: ACHIEVING OUR STRATEGIC OBJECTIVES

The following outcomes are achievements based on our organisational strategic objectives and goals for the past year:

- We have developed a pan-African board and staff team for effective and sustainable governance, as resources permit
- We have escalated the training of activists in the region about their constitutional rights
- We are creating capacity development opportunities for affiliated CBO partners and staff in accordance with our goals and priorities
- We are achieving steady and sustainable growth, including adequate investments in organisational infrastructure requirements
- We are using media effectively for advocacy and change in real time on emergency cases in Eastern and Southern Africa
- We have an increased media presence and growth in our social media reach and performance
- We have improved our presence in the region through dynamic collaborations with partner organisations and communities through critical training, documenting and advocacy work
- We have strengthened our regional and global advocacy work and networks
- We have increased partnerships with CBOs and NGOs in Eastern and West Africa
- We are building and maintaining our strong donor and partner relationships
- We provide regular and accurate reporting to donors of our various programmes
- We promote an organisational culture that builds on our values and core beliefs, namely, social justice and equity, diversity, solidarity, shared leadership and the certainty that change is a constant
- We have developed excellent relationships with our collaborators, partners and stakeholders.

## **Building and expanding secure partnerships regionally and globally**

In this, our third year of existence, Iranti-org has had a year of growth working with committed, competent and reliable partners to advance our goals and visions. Partnerships with funders, media platforms, fellow activist communities, the youth and programmes across our strategic mandate, are central to how we grow the organisation.

## **Uniting voices, leadership and action**

Iranti-org is a regional leader for justice action, media advocacy and a voice uniting and capacitating trans, lesbian, gender non-conforming and intersex persons. Our Board, staff, volunteers, advisors, internal systems and good management of external relationships drive our ability to realise our mission. We have continued to be instrumental in connecting and growing resilient partnerships and networks between countries, representing our continent globally.

## **Existing as a vibrant project space that invests in people**

Development forms an integral part of our work, as does investing in skills and training for our team, activists and partner organisations. We have made a considerable investment in the development of people and capacity this past year and, three years after its launch, Iranti-org has become a vibrant project space for LBTI activists.

## DOCUMENTATION AND REPORTING

Media is a powerful tool for advocacy, documenting injustice, capacitating individuals to tell their own stories and for public education that informs and changes perspectives – even lives. Iranti-org's deployment of all media tools and platforms from digital to social media, broadcast and print as well as other mainstream media, allows us to reach and connect with our audiences using our advocacy campaigns and messaging as interventions and educational tools. We use technology and new media platforms dynamically for education and raising awareness, and to amplify advocacy initiatives.

### Hate crimes: Addressing the scourge of gender-based violence

Iranti-org has designed intervention and support mechanisms to address the violence committed against members of the LBTI community and also raised funds and embarked on national, regional and international partnerships dedicated to highlighting hate crimes and their fundamental disrespect for humanity dignity.

Incidents of violent attacks and the killing of activists and LBTI persons have again increased dramatically on our continent in the past year. We have witnessed and documented the pain of families who have lost their loved ones in brutal attacks against trans, intersex and lesbian persons who are increasingly targeted in communities and physically assaulted, raped and murdered. One life lost is one life too many. We aim to eradicate the scourge of hate crimes and to work toward a safer society that acknowledges the rights of LBTI persons as equal citizens.



*The community demand action from the police, Vaal March January 2016*



*Vaal LGBTI and community members took to the streets against the brutally murder of Pascalina Melamu, January 2016*





*The Late Lucia Naidoo's mother holds up her daughters Picture, March 2016*

### **Irant-org's approach to our documentation**

Irant-org supports voices, rights and actions informed by investigation, a rights-based framework, policy, knowledge of constitutional and human rights, and sound media and reporting skills.

Our reporting and documentation is accurate and extensive, and is guided by ethical, sensitive and compassionate principles that lend support to families and loved ones of victims. The documentation and advocacy teams engage compassionately with families, friends and the greater community in areas where cases of hate crimes are reported and are taking place.

These teams representing the organisation are, in many cases, the first contact with affected persons and families. We treat all persons with dignity, respect and understanding. In the past year, Iranti-org escalated its reporting on, and research around the causal factors of hate crimes by communicating with the family, friends and broader community of victims of hate crimes and thereby unmasking perpetrators.

Our documentations team can be viewed online at: [www.iranti-org.co.za](http://www.iranti-org.co.za)

### **Some hate crime cases**

Irant-org has documented, reported on, and is actively investigating the following cases toward securing police investigations and arrests:

#### **Securing justice for Pascalina Malemu**

Pascalina is a lesbian woman who was brutally murdered in Everton, in the Vaal region of Gauteng in December 2015. She was kidnapped, raped and brutally murdered with her genitals cut off. No arrests have been made.

Unfortunately, Pascalina Malemu's story is not a unique case but one of many increasing numbers of hate crimes against LGBTI persons in our South African townships.

In the Vaal region, another young woman, a friend of the late Pascalina, was kidnapped and raped around the same time as her friend. She has had to flee her community in fear of her safety. Iranti-org intervened and not only reported and documented the circumstances around Pascalina Malemu's death and her story, we also lobbied state justice departments and the police to effect a proper investigation into her death and to ensure justice is served. The investigating police officer says he is using informers to get information from the community but nothing substantial has been done yet to arrest anyone.

#### **Lucia Naidoo's violent death**

Another lesbian woman whose story we have documented and reported on is Lucia Naidoo. Lucia was raped after Vaal Pride in August 2015, a few months before the murder of Pascalina. After opening a case with the police, the perpetrator was released after three days and it is still unclear whether he was charged and why this has not been done. In March 2016, Lucia was stabbed to death with four knife blows to her body outside her home in Katlehong.

Lucia was murdered on her 19th birthday after she and her friends refused to share a cigarette with two men in Katlehong. She died in her mother's arms. She had been stabbed in the head, shoulders, waist and chest. Her pants were down to her knees and her valuable items had not been taken. A witness and her mother say that the perpetrator's pants had also been down to his knees.

Irant-org staff and local LGBTI activists followed up the case with the police. Prior to that, the police had made no attempt to get in contact with the family. According to the police, a suspect has now been arrested and will appear in court.



“In terms of media and advocacy, definitely what we are trying to do is **change perceptions** because, even if the law changes tomorrow, things are not going to change on the ground, people are still going to be killed, people are still going to be beaten up or whatever it is, but I would rather the population’s perception of the LGBTI community changes and then eventually other things can change.”

*(Community activist participating in Iranti-org’s rights workshop, 2015)*

### How we effectively address hate crimes

Iranti-org has documented all cases reported to us in the past year and done evidence gathering and an investigation around each of these to ensure that these crimes do not go unreported by victims and that police and the justice system act on reports and evidence, investigate reported cases and take action against perpetrators.

A significant number of important stories were documented in the past year as a result of this successful training intervention including Iranti-org’s often exclusive coverage of the stories of lesbian activists’ brutal deaths. The violent deaths of Disebo Gift Makau in North West, Thembelihle Sokhela and Pascalina Malemu in Gauteng are amongst the rising number in the country. These killings are grossly under-reported in the mainstream media. Iranti-org is also following up and reporting on a rape case in the Vaal Triangle and a hate crimes-based incident against a trans woman in Klerksdorp, in the North West.

Iranti-org has invested more significantly this year in capacitating and training its national media team at head office and training community activists in organisations to ensure greater awareness around human rights violations and mounting violence against transgender, gay and

lesbian persons that includes rape, physical and psychological abuse.


The organisation also supported families and loved ones and sought justice for victims where cases were reported.

### Empowering voices, intervention and action against violence regionally

Iranti-org is working with LGBTI groups to increase intervention and dialogue by:

- empowering human rights defenders to document and report on human rights violations
- strengthening LGBTI groups to undertake effective advocacy through training and support as well as partnering on intervention initiatives
- improving research and documentation on hate crimes and other human rights violations.

Other examples of Iranti-org’s documentation of hate crimes are on our website, social media platforms and in videos of important events and personal stories such as that of Disebo Makau.

 Watch this moving personal testimony at: <https://www.youtube.com/watch?v=xFbl63cGYC4>

## THE IRANTI-ORG DOCUMENTATION TEAM

Our documentation team is led by Gugu Mandla and Ayanda Mbhanga. It is an active and in-touch resourced unit which is supported regionally and nationally in three provinces by CBO partners previously trained by Iranti-org in our education outreach programmes. The team spends much of its time on the ground reporting on and capturing incidents, gathering evidence to support investigations and recording activists’ stories for sharing on Iranti-org platforms, on- and offline, and with our partner organisations.



*Iranti's documentation team  
in Swaziland, documenting  
the murder of Kaylar Glover,  
2015*



*Kaylar Glover  
last resting  
place at her  
family farm,  
Swaziland,  
March 2015.*

*The Botswana Court of  
Appeal ruled that the  
government should permit  
LEGABIBO to register as  
an NGO*





## Our documentation and reporting unit mandate

Iranti-org's documentations team is mandated to do the following:

- Increase reporting from Africa Queer Media Makers Network (AQMMN)
- Increase awareness of violations against LGBTI in Africa
- Produce accurate reporting to states in Africa, including South Africa, to influence policy and support prosecutorial processes
- Develop real time reporting using diversified media platforms, including mainstream media
- Analyse commentary and calls to action
- Publish and make known the stories researched and documented by the Research and Documentation team
- Ensure that a growing number of key stakeholders, including local communities and their leaders, governments, funders and human rights organisations perceive issues of gender, identities and sexualities in a positive light, acknowledge the rights of lesbians, gender non-conforming, trans and intersex persons, and take actions in favor of those rights.

“We believe in accurate and verified reporting guided by ethical, sensitive and compassionate principles. We engage with families, friends and the larger communities of the people whose stories we document. We treat people with **dignity and respect.**”

(@Iranti-org)

## Documentation and reporting unit outcomes

Summary of outcomes achieved for our documentation and reporting unit in the past year. The unit:

- reported extensively on gender-based violence and hate crimes regionally and nationally
- documented the individual stories of persons who have been discriminated against, killed, impacted by or become victims of gender-based violence and hate crimes
- gathered evidence around all cases reported to help secure justice for victims and to be able to help them present this evidence to the police to set in motion judicial action and investigation by the police
- created platforms for the voices, stories and experiences of LGBTI persons to express themselves and their feelings
- supported CBOs on the ground with creating education and advocacy initiatives to grow awareness of issues around personal safety and supported victims, families and loved ones of victims compassionately with legal advice and representation to seek out justice
- scaled up our regional and national education and advocacy efforts around injustice and violence significantly to create an awareness and understanding amongst members of the LGBTI community and activists around this important rights-based work and produced guidelines on how to address it.
- created education and awareness raising of sexual assault and gender-based violence against transgender learners in schools
- reported and documented gender-based discrimination and violence against trans and intersex individuals in Uganda, Malawi, Zambia, Zimbabwe and Swaziland
- worked on discrimination at schools, as another critical area, particularly on two cases where justice was sought and interventions made.

▶ Follow this link to see our regional work in Malawi: <https://www.youtube.com/watch?v=NHA-W7o9c00>

## Advocacy, empowerment and enabling rights and voices in the region

Iranti-org provides media and documentation trainings, advocacy strategy development and start-up support for organisations of lesbians, gender non-conforming, trans and intersex persons working in this area.

All countries in Africa are signatories to the Universal Declaration of Human Rights and to the African Charter on Human and Peoples Rights. Transgender persons across Africa need to be protected against violence, economic oppression and should enjoy full human rights – including the right to healthcare and legal rights.

▶ The following Iranti-org video illustrates the violence transgender persons are subjected to in Africa: [https://www.youtube.com/watch?v=L6vMR4d\\_dY](https://www.youtube.com/watch?v=L6vMR4d_dY)





*Iranti-org in partnership with Foundation for Human rights launched a campaign called Youth against homophobia and Transphobia*

## IRANTI-ORG'S EDUCATION FOCUS

### **Focus on Trans and intersex persons' rights**

**Invested in dignity, equality, education and exposing injustice**

In the past year, we have initiated and partnered successfully on various developmental and skills empowerment workshops and training programmes regionally and at local levels in South Africa. Education forms an important area of intervention and is a core output area for us as an organisation. In addition to providing focused training and skills in documentation and using media tools, over the past year we have also focused on key areas of intervention and advocacy.

#### **The Uganda Homosexuality Bill: Iranti-org's media advocacy and intervention**

We have escalated our advocacy and justice intervention work in the region to support more groups and the families of those affected by gender-based violence and adverse government policies which violate the rights of LGBTI persons. Uganda is one of the countries where the state has criminalised gender queer, trans and intersex persons' right to exist as equal citizens.

With instances of hate crimes in Uganda, we tried to get the victims support and emergency funding for medical and psycho-social support, relocation funding and to connect them to local organisations that can assist with legal recourse.

### **Iranti-org's education and advocacy unit online**

The Uganda Anti-Homosexuality Bill is the most downloaded document on the Iranti-org website with 1669 hits since it was uploaded. The AQMM Network builds the capacity of LGBTI activists to do media advocacy and interventions in the region. Iranti-org's African Queer Media Makers Network (AQMMN) is the page visited most often on the Iranti-org website at: [www.iranti-org.co.za](http://www.iranti-org.co.za)

### **Iranti-org tackles discrimination in schools as a priority**

Schools have emerged as places where young LGBTI learners are unsafe, exposed to high levels of violence, discrimination, sexual harassment and abuse from classmates and even teachers. This systematic victimisation leaves them no recourse for justice and they are forced to return to confront it daily in the interest of completing their education. School authorities turn a blind eye or plead ignorance of the situation. Iranti-org has prioritised education as a critical area for intervention.

### **Iranti-org advocacy unit interventions**

Last year in Mafikeng, North West, a learner was sexually assaulted by a teacher on the school premises because she is a lesbian. Iranti-org advocacy team report how the same learner was later victimised for refusing to wear a school gymslip.

Iranti-org has documented the case and is now lobbying government to change the uniform policy. Also in North West, in Taung, another learner was expelled from school because she is a lesbian and refused to adhere to discriminatory uniform policies. The learner fears victimisation and has asked our team to follow up with her later in the year. Iranti-org is documenting the case and lobbying government to change the uniform policy. We are now working closely with the appointed lawyers (Webber Wentzel) and diligently following up on the case.

These stories reveal the infractions upon the rights of young people in a space that should protect them and their rights.

### **Human rights awareness and education implemented at schools**

Iranti-org has actively intervened and will continue to demand policy reviews and the enshrining of learners' human and constitutional rights in schools. The team conducted a workshop with different government sectors in Klerksdorp, North West, regarding how they can be allies of Iranti-org as it pursues uniform policy changes in the province and nationally.

### **Taking on governments in Africa to effect policy change: Reforming the South African government's discriminatory school uniform policy**

The national policy schedule that dictates uniform guidelines nationally in school is hetero-normative and young LGBTI learners are discriminated against and intimidated at school – in many cases they also experience personal and sexual assault, as well as other forms of violence.

The basis of this discrimination is their gender identity and school uniforms restrict their ability to express themselves freely at a fundamental level. These policies force LGBTI school learners into their gender binaries and their failure to comply often results in victimisation or expulsion.

### **Thabo's story: One learner's painful and dehumanising experience that exemplifies the scale of violence and discrimination happening in schools**

In Mafikeng, North West, Iranti-org is working with Webber Wentzel to assist a lesbian learner who was sexually assaulted and victimised for wearing the "wrong" uniform. Thabo, a learner, was sexually assaulted by a male teacher because she is a lesbian. She was also victimised by the school principal for refusing to conform to wearing the conventional uniform designated for boys.


Our advocacy team has met with Thabo, the affected learner, and her family about getting justice for her. Her lawyer and I will travel to the North West and meet with Thabo in order to pursue the case further in the Equality Court.

### **IDAHOT 2015 School Campaign**

In May 2015 we focused on discrimination in schools for our participation in the International Day of Action against Homophobia and Transphobia (IDAHOT).

We planned the campaign as an engagement with young activists and learners from schools in three provinces around South Africa to share their views and design the intervention with us.

The successful two-part workshop and engagement sessions saw an overwhelming sense of awareness, a need for justice, powerful voices, agency and inspiring creativity from the group of over 60 attendees.

 Hear young people speak out on the issues addressed via our IDAHOT School Campaign which was documented at: <https://www.youtube.com/watch?v=w537qsJmejY>

### **Iranti-org's advocacy and education team**

The Iranti-org education and advocacy unit investigates, reports and undertakes campaigns and interventions regionally and nationally in South Africa.

The unit is led by Iranti-org regional manager, Joshua Sehoole and advocacy officer, Wanelisa Albert who work at national and regional level doing training, awareness raising, advocacy support and online media advocacy.

The team works to our mandate around rights education and advocacy, in collaboration with national and regional programme partners and communities.

The unit also investigates and drives policy interventions exposing and challenging unjust governmental policies against LGBTI persons.

In the past year, our advocacy and education team spearheaded several critical campaign interventions, while also training activists via the AQMMN in the region.

### **Outcomes of our advocacy and education unit's work**

Iranti-org planned and executed several strategic education and advocacy initiatives for justice intervention and rights education in the past year throughout the region:

- The Zwakala project is a national and regional education and intervention programme that has delivered tangible impacts and successes this past year
- The African Queer Media Makers Network (AQMMN) has been active in creating and implementing successful education interventions
- Iranti-org has strengthened its relationship with the LGBTI CBOs in southern Africa and nationally
- The ICD Intersex Conference in October with Gender Dynamix (GDX) and GATE
- Iranti-org has improved the skills of human rights



**"MY SCHOOL MAKES THE EFFORT TO UNDERSTAND  
MY SEXUAL ORIENTATION"**



## **YOUTH AGAINST HOMOPHOBIA AND TRANSPHOBIA**

**Gender Identity** – is a person's inner sense of being male or female, regardless of their sex assigned at birth.

**Transgender** – is a term which describes people whose gender identity or gender expression is different from their sex assigned at birth.

**Gender expression** – refers to the way a person expresses gender to others in ways that are socially defined as either masculine or feminine, such as through behavior, clothing, hairstyles, activities, voice or mannerisms.

Gender non-conforming people are those whose gender-related identity and/or gender expression do not conform to the social expectations or norms for a person of that sex assigned at birth.



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IDAHOT 2015 School Campaign



Participants at the ICD Intersex Rights workshop, September 2015



defenders and CBOs to document and report cases of human rights violations as an Iranti-org achievement in a Limpopo, North West and Gauteng workshop

- The organisation increased knowledge of the southern African justice system, starting with the constitution
- Investment in training organisational leaders: This year, Iranti-org trained six young people as interns. Their training is part of capacitating CBO leadership in the three provinces. The interns were recruited and supported by the Iranti-org office and team to organise and manage all province-based activities
- Training and resourcing CBOs in the region: Intern Training (Kenya)
- Iranti-org hosted Leon Dolezal from Kenya as one of our trainees in 2015 and we continue to strengthen and build his development.

#### Gains made through our ICD and trans work with partnerships regionally

Our work and data collection is vital and recognised by bodies like the African Commission on Human and People's Rights (ACHPR) which is the AU's regional human rights mechanism. The following reflect our education and advocacy impact:

- Iranti-org co-wrote a key report about the human rights situation for transgender and intersex people in the region in 2015.
- South Africa's overall country report from government on human rights failed to include and reflect the situation of transgender and intersex persons in the country. We aimed to address this and successfully raised awareness and a focus around this at the UN. We lobbied the commissioners and placed the issue on the agenda for discussion and, together with a local CBO in Swaziland, Rock of Hope, we submitted our recommendations.

In Tanzania, we brought together the trans-related organisations which are currently largely unfunded and unregistered to create a cohesive movement in the country, to highlight the problems they face, and to raise and discuss the issues and challenges facing trans and intersex persons.

- We are committed to building movements in the region. We are a founding member of the Southern African Trans Forum (SATF).
- At Changing Spaces Changing Faces (CFCS) in Kenya, we advocated for the creation of the Trans and Intersex committee. Overall, we were able to amplify trans voices through this event very successfully.

“ICD doesn't include the word intersex. We don't necessarily want that word to be included as a diagnosis.

**What we need is that the categories that are included in ICD and that concerns intersex people have better names and we want them to have better definitions;**

definitions that are not stigmatising are not pathologising. The descriptions are so negative that even where there is nothing, the ICD prescribing surgery, that kind of definition, that kind of description of the bodies are really calling for intervention.”

*(Mauro Cabral, Co-Director, GATE – Argentina)*

# CREDIBLE INFORMATION, RESPONSIVENESS AND INFORMED RESEARCH

This organisational outcome area focuses on providing credible data in response to emergency situations that require immediate attention as well as building evidence to promote effective interventions over the longer term.

## In delivering on our strategic objectives Iranti-org does the following:

- Provides ethical and verifiable evidence of SOGI related violations to support advocacy efforts
- Provides analysis on causal factors in hate crimes
- Enhances our capacity to tell more nuanced and holistic queer stories
- Expands knowledge bases around local, national and international (African, global) SOGI issues
- Strengthens Iranti-org's digital archive
- Secures and protects all documentation from unwarranted leakages and theft

- Grows the number of lesbians, gender non-conforming, trans and intersex persons and their organisations that apply innovative approaches to gathering and presenting evidence based data for advocacy purposes.

## Strategic outcomes

This year we undertook important new baseline research with the support of funding through the Zwakala project. Iranti-org initiated a unique baseline study which was conducted in three South African provinces.

The research is aimed at establishing the key human rights issues in the three selected provinces in order to get an in-depth understanding of LGBTI organising in those areas and to assess what their needs are. This ground-breaking national study was conducted by independent researcher, Zandi Sherman, on behalf of Iranti-org.

# OUR REGIONAL FOCUS

## Training and supporting regional growth and organisational development in Africa

A key part of our organisational critical successes over the past year has been the building of partnerships regionally that enable programmes to train and develop activists' advocacy, capacitating CBOs and other NGOs through training in documenting and reporting, media, rights, advocacy and organisational leadership skills which are critical to bringing about a more just and equal society that acknowledges LGBTI persons as equal citizens.

## Strong partnerships with Regional NGOs and CBOs boost our work

Being active and involved at a local level outside of South Africa is possible because of our strong partnerships with CBOs and other NGOs in the region and donor support that enables us to execute critical programme interventions and training.

## Regional focus supporting trans and intersex persons


Our regional programs also amplify and enable African trans voices across global platforms. Practically, this manifests in engaging in media advocacy work and training

through the AQMMN, reporting at the ACHPR and UN levels, supporting the strengthening of the African trans movement and increasing knowledge and interaction with critical issues affecting the trans movement as a whole such as the revision process of the International Classification of Diseases (ICD).

## Increasing the visibility and participation of LGBTI persons

Iranti-org is working specifically with trans and lesbian focused groups to identify their particular challenges in accessing HIV/AIDS services and information, and to increase opportunities for visibility and participation for these populations. Our regional programmes focus on amplifying African trans voices in both regional and global platforms. We have been able to effectively intervene through awareness creation and advocacy initiatives, and enabling skills that increase capacity and the impact of justice and rights-based interventions.

## Profiling Pan African trans voices

 Hear the stories of trans persons in the region and see the challenges they face:

<https://www.youtube.com/watch?v=Ulo-dXNROE8>

## IRANTI-ORG ADVOCACY TEAM OUTLOOK

In order for us to effectively maintain our impact and our position as a voice for LGBTI activism and recognition on the continent, we rely on a dedicated team who are informed, active and connected to a larger global network that keeps us current, close to developments on the ground and informed.

Iranti-org's advocacy team works with a regional focus implementing programmes, managing interventions and creating campaigns and consultative forums with communities, fellow activists and organisations, policy makers and judicial and police representatives and institutions.

Iranti-org staff members, Joshua Sehoole and Wanalisa Alberts together with Iranti-org director, Jabu Pereira, are key to the success of our alliances.

### Key regional outputs and partnerships

In the past year, we successfully executed important and strategic regional advocacy, education and media interventions that fully support our organisation's commitment and mandate. They are:

- The inaugural Africa Trans Visibility Day
- ILGA (PAI) and Iranti-org regional UPR workshops
- A Intersex Rights Workshop with GATE and Gender Dynamix
- The LEGABIBO Registration court case appeal in Botswana
- A partnered a one-week video practical skills training program for LGBTI activists, media enthusiasts and human rights defenders hosted by Iranti-org and WITNESS from 4th-9th May
- Training and skills development workshops and interventions with our AQMMN.

### Lesbians, gays and bisexuals of Botswana (LEGABIBO)

Botswana's LEGABIBO was founded by Ditshwanelo, the Center for Human Rights in 1998 as a project and, after a period of underfunding, resurfaced under Botswana Network on Ethics, Laws and HIV/AIDS (BONELA), a non-governmental organisation (NGO). LEGABIBO has tried to register its constitution with the Registrar of Societies, Ministry of Labour and Home affairs, but this has been rejected because the constitution of Botswana does not recognise the human rights of gay and lesbian, trans and intersex persons. The latest attempt to change the constitution will see its result in March 2016. LEGABIBO is part of the movement to make the African continent safe for LGBTI. Iranti-org has supported the work of activists in this country and the campaign to expose the unjust policies in place. We travelled to Botswana and participated in protest and awareness campaigns, and we have created momentum around this case by documenting and creating an online media intervention.

▶ Watch the Iranti-org video documenting the LEGABIBO court case in Botswana:

<https://www.youtube.com/watch?v=fTWv9rbrl>

*Activists gather in front of High Court of Appeal. March 2016*







*LEGABIBOs victory is a celebration!*



*South African Litigation Centre Representative Tashwill Esterhuizen with LEGABIBO Co-ordinator Anna Chalmers. March 2016*



## **AQMMN: Africa Queer Media Makers Network activities and outcomes**

This programme focus at Iranti-org made significant gains over the last year which saw the organisation extend its reach and impact to more activists and communities in more countries and communities regionally.

### **Video advocacy training**

In May 2015, Iranti-org, together with Witness, brought together 22 participants from eight countries (Malawi, Zambia, Kenya, Botswana, Uganda, South Africa, Tanzania and Swaziland) to participate in video advocacy training.



*Frank Lileza from LAMBDA, Mozambique at the digital stories workshop, March 2016*

### **Unique media production and storytelling skills**

This unique skills intervention covered training in storytelling, pre-production planning, filming skills with a camcorder and smart phone, post production planning and processes, and film distribution.

### **Six new Public Service Announcement videos produced**

Participants were trained in storytelling and crafting, conceptualisation and production of PSAs under the AQMMN. The group produced six new Public Service Announcements and one short film over the five days of training.

### **First Iranti-org podcast series launched online**

In 2015, the organisation's AQMMN also set in motion an exciting initiative to create highly impactful and resonant audio storytelling interventions or podcasts which were launched on our website.

## AQMMN Regional Training

- **21** Activists participating,
- **11** African Countries represented:  
Zimbabwe  
South Africa  
Kenya  
Malawi  
Zambia  
Mozambique  
Namibia  
Swaziland  
Tanzania  
Burundi  
Botswana
- **6** New PSAs produced,
- **3** Key media training areas covered.
- Writing, storytelling and directing skills
- Production skills
- Pre-production planning,
- Making a PSA,
- Addressing stigma and trauma using media tools and video.

*AQMMN Facilitators:  
Makgano Mamabolo and  
Megathrie Pillay*

## New Iranti-org web series around trans and intersex identities

The remainder of 2016 will be focused on pulling together trained media makers in one central venue to produce a web series on trans and intersex lives in Africa.

### AQMMN Online

▶ See our African Queer Media Makers Network (AQMMN) online and watch examples of our documented regional intervention work in Malawi at:  
<https://www.youtube.com/watch?v=NHA-W7o9c00>

### The AQMMN's third media skills training initiative

Iranti-org hosted the third successful AQMMN media training workshop at the Birchwood Hotel in Johannesburg, South Africa in March 2016. Twenty activists interested in media-making from eleven countries in Southern and East Africa worked tirelessly on the pre-production and production phases of film-making, as well as Public Service Announcement (PSA) development.

### How to connect our stories to our advocacy and messaging

The workshop started with a session on how to connect our stories to our advocacy and how to use media as an advocacy tool. "Advocacy is standing up and refusing to be silenced", commented Madam Jholerina Timbo, Director of Wings to Transcend, based in Namibia, "writing and storytelling are a powerful form of that."

### Skilled workshop facilitators and relevant content

Facilitators Makgano Mamabolo, seasoned filmmaker, Magathrie Pillay and Jabu Pereira took participants through an engaging panel discussion on public media and disclosure and psychotherapist Casey Blake hosted a critical session around dealing with trauma related to re-telling your story, listening to the stories of others and coming out on different platforms.





“ AQMMN has been interesting for me in a very unique way because a lot of trainings around human rights, around advocacy are very boring but it’s one thing to move the conversation to actuality to actual action and that’s why AQMMN has been interesting to me because it wasn’t just boardroom boring but action packed fun! ”

(Workshop participant’s feedback input)

### Workshop a great success for participants

Participants strengthened an array of skills through writing, directing and producing their own short film. Participants also produced and edited their own PSAs all within the space of a challenging, fast-paced and rewarding week. Iranti-org is incredibly proud of this phenomenal achievement!

- ▶ View the AQMMN new PSAs online at <http://www.iranti-org.co.za/AQMMN/index.html#bibletransition>
- PSA Campaign online
- Podcast initiative online
- Birchwood media training for activists.

## Africa Trans Visibility

Reach, Impact and Numbers

- **135** Participants
- **35** Organisations from across Africa
- **12 955** Twitter impressions
- **291** views for our dedicated PSA on YouTube
- PSA viewed **1200** times on the link to our special *African Trans Stories* video
- **2139** impressions
- **201** shares on social media
- **2139** hits for our *African Trans Stories* video online
- Significant media coverage across other platforms such as print

### Africa Trans Visibility Day



On December 5th 2015, we held the first ever Africa Trans Visibility Day at Constitution Hill after much planning nationally and regionally by our education, advocacy and media and documentations teams:

The event was a resounding success and received with excitement and joy. We made incredible gains for activists and organisations in the region by providing a dedicated space to openly address issues affecting trans persons and discussing approaches around the way forward.

*African Trans\* Visibility Day panel discussion moderated by Jabu Pereira with Shawn Mugisha from Uganda, Ricki Kgositau from Botswana, Tampose Mothopeng from Lesotho, and Jholerina Timbo from Namibia*



# #hearme seeme includeme #africatransvisibility



*Iranti-org hosted its first Africa trans visibility day at Constitution Hill, Johannesburg, December 2015*



*Khwezi Ndlela performed for the crowd at the African Trans\* Visibility Day*



*Seo Mooketsi opened Africa Trans\* Visibility Day with a beautiful poem.*



*Representatives of the gays and lesbians of Rustenburg took part in the IDAHOT Plenary Meeting with the student theme, March 2015*



*Kaylar Glover, a young lesbian who was brutally murdered, funeral programme, Swaziland. March 2015*

*LGBTI activist and students gathered at Constitution Hill for the IDAHOT Plenary Meeting, March 2015*



There was a great spirit of unity and togetherness and Iranti-org's director, founders and team is proud of the support and participation the day reflected. This ground-breaking event represents a cornerstone of Iranti-org's commitment and role as a key advocate for rights, support, building cohesion and being an information resource for trans persons on the continent. The day was a milestone for uniting voices regionally.

### Trans voice, visibility and action amplified!

The Iranti-org Africa Trans Visibility Day effectively addressed the many critical issues faced by members of the trans community on the continent and was attended by 135 participants representing 35 regional organisations in Africa. This first ever African Trans Visibility Day in Africa featured a full and varied programme which included workshops, arts and culture, in-depth panel discussions and workshops, and entertainment.

“Globally on the international level I don't think there has been a strong African voice or any consultation and I think that is why a lot of us are feeling very removed from the conversations because these are the last stages of the conversations ... people are not even familiar with the terms or the language.”

**(Neo Musangi, Co-founder Iranti-org – Kenya)**

### Media coverage and dedicated PSAs created and launched

To promote the day and drive home the issues and themes we addressed at the Africa Trans Visibility Day, the Iranti-org team created a dedicated PSA and online media campaign via social media, which generated significant media interest and coverage. Alongside this, we created a hashtag: #hearme-seemeincludeme #africatransvisibility which achieved 12 955 Twitter impressions. The top tweet of the day was a picture advertising trans-inclusive HIV Testing and Counselling Services, which had 218 impressions.

“I am always in queer spaces but I have never been surrounded by so many transgender people before so it was a learning curve for me about terminology and being able to speak a certain way within certain context.”

**(Participant at Africa Trans Visibility Day, 2015)**

### Regionally representative discussion panels exploring transformation

An informative regional round table with key trans activists from Uganda, Botswana, Lesotho and Namibia was a focal point of the day. The panel addressed issues of health-care, legal recognition, societal stigma and discrimination,

violence and access to justice, as well as challenges of trans persons organising in different contexts.

### The Gender Name Change Clinic

Together with the LRC, Iranti-org ran a Gender and Name Change Clinic where community members were given free legal advice on their applications, were afforded the opportunity to join the current litigation by GDX and the LRC against the Department of Home Affairs, as well as participate in a survey on the challenges around the current act and the direction of future litigation.

### Dedicated platform for cultural expression at Africa Trans Visibility Day

A platform was also created to celebrate trans artists, including the launch of South African artist Mosa Mahlangu's new gospel album and poetry performed by prominent trans activist, Ricki Kgositau. Sam Ndlovu from Voices of the Voiceless (VOVO) in Zimbabwe, a hip-hop group, performed their new work and favourites.

There were also two photographic exhibitions, “Beyond the Binary”, and “Let me tell you who I am” by Wandile Dlamini of the UCT Trans Collective, as well as pieces by Robert Hamblin from SWEAT “visibilising” the struggles of trans sex workers.

“There is always that element of they are trying to correct you, they are trying to fix you.”

**(Amanda Simelani, Intersex activist – South Africa)**

### ICD Intervention: Growing a critical area of intervention in Africa

The ICD issues that face trans and intersex persons were also addressed with attendees made aware of the current and new developments at regional and international level by Iranti-org's advocacy team. We plan to make representations around the issue in the coming year, having gathered further evidence and data.

“Interactions from Africa with the revision process has been very sporadic and not very organised so we wanted to look at how to begin to change that and we thought that one of the first things we needed to do is to increase the knowledge of African activist of issues in the international classification diseases.”

**(Joshua Sehoole, Regional Manager, Iranti-org – South Africa)**

▶ Watch our video capturing the spirit of Iranti-org's Africa Trans Visibility Day:  
<https://www.youtube.com/watch?v=q923gEWT04E>



## Listen to our Stories

### The AQMMN launches Iranti-org's first audio interventions/podcasts online

Audio content and campaigns are very popular and successful media intervention tools. As an organisation, we have witnessed this with the popularity of our online podcasts and campaign content. This content is bold and honest and speaks directly to critical issues around stigma, trauma and very personal, yet shared struggles for intersex and trans persons.

### Our first podcast storytelling initiative

#### Audio and personal stories for audiences online!

In February 2016, Iranti-org's regional advocacy and media teams proudly launched our first podcasts – something we have been working toward and which represents a widening of our media advocacy tools and messaging and making them accessible to an even bigger footprint of users in the region.

#### Intensive radio skills training sets the scene for strong stories produced

Participants working on the podcast series underwent an intensive round of radio content production training before launching into their storytelling. This process prepared them for the creative storytelling and recording and was coordinated and planned by Iranti-org. The stories recorded are deeply impactful and engaging and represent the African continent as a whole. Themes covered are intensely personal and in the first person voice addressing important issues, for example: “My Journey as a Transman” from a participant in Botswana and “Love and Respect” from Zambia.

## ICD Facts

- International Classification of Diseases (ICD) is the international standard diagnostic tool for health management and clinical purposes.
- ICD is a healthcare classification system maintained by the World Health Organization (WHO).
- It is a system of diagnostic codes for classifying diseases, including nuanced classifications of a wide variety of signs, symptoms, abnormal findings, complaints, social circumstances, and external causes of injury or disease.
- ICD is revised periodically and is currently in its tenth revision; ICD-10, as it is therefore known, was developed in 1992.
- ICD-11 is planned for 2018.

## “I Keep Going”

### A deeply reflective personal story by Kenyan trans activist, Leone Dalziel

Leone Dalziel from Kenya is a young trans man, a social justice activist and blogger who shared his moving story on the Iranti-org website platform. He is also an activist committed to improving the lives of transgender people in Africa. In 2015, Leone received a fellowship from the Open Society Foundation, East Africa (OSEA) to be based at Iranti-org. During his fellowship, he learned and practiced how to use media tools for advocacy. This podcast is a product of his work.

## MY STORY

*Have you ever woken up one day and decided, “This name doesn’t feel right; I am gonna change it”? I guess I’ll get more no’s than yesses.*

*For most people their name matches who they are. They feel comfortable with the name they were given at birth. But for trans people, the case is often, if not always, different. Most of us choose to change our names to represent who we truly are.*

*We are on edge with the names we were given. As I sit here today, I go down memory lane, back to the moment that I changed my name. Life was pretty challenging before I changed it. I was disheartened and beleaguered most of the time. I wouldn’t present my ID in public and I would shun all places that necessitated my national identification card.*

*A couple of times I was accused of impersonation when I presented my ID card. It was clear that the name on my ID card did not match the person who was presenting it.*

*Typically, we are given names according to our assigned gender at birth. On most occasions, when I present my ID card, the reaction would be more or less the same. It would vary from, “Why are you using your sister’s document?” to “Are you really a girl? You don’t look like one!”*

*Subsequently, I would go into an endless loop of vindicating who I am and why my documents don’t match who I am. Some would empathise and grant me the service I was seeking; others would chuckle and give me the cold shoulder, claiming I should seek psychiatric help. Others would be curious and want to know more. Such scenarios act as a window to educate people about the variations of gender identity beyond the binaries.*

*I had just been enrolled for my bachelor’s degree. My first semester was hell on earth. Throughout my life, I never looked like a typical female. So having a “female name” was a big challenge. I did as little as possible at school. I was invisible. I avoided joining clubs or doing any extracurricular activities.*



*I pushed people away, especially those who tried to get close to me. I only showed up for classes and would immediately get out of school right after that. I did not want anyone to know my “official names”. During roll calls or when the lecturer would return CAT papers (of which the routine was to call out names loudly and one-by-one we would stand and go pick up our papers), I would just sit and wait for the lecturer to get done, place the remaining papers at the table and leave.*

*Then I would go up and look for my paper. Occasionally the lecturer would point at me and ask what my name was. I would say Chayton (my preferred name).*

*“I have never come across that name in my register. Are you sure you are a registered student here?” he would ask. Such instances would bring a lot of emotions to the surface. For most of my life, all I wanted was to vanish from the face of earth. I wasn’t recognised. I was an alien. During this period, I had already met a number of other trans people. I couldn’t live with my given name.*

*I still recall sitting on a hard wooden chair in a restaurant explaining to her how I really wanted a name a change as soon as possible. Audrey, from Transgender Education and Advocacy, knowing the struggle I was going through at school, didn’t have qualms about helping me go through the process. She explained to me what I would need and the procedure I would take.*

*The organisation would pay for the legal fees and other costs incurred. The following week, I met with her again to sign my affidavit. The next couple of days I spent looking for the documents needed, such as the letter from the chief, an ID printout and so forth. On 19 April that year, I finally got my name change. Yes! My preferred name was official. I couldn’t contain the elation I felt. It can’t be put into words. I was finally set free! I was like a bird in a cage being freed for the first time; like a prisoner gaining his magical freedom after being sentenced for an indefinite period of time! I shared the news with my friends. I celebrated. Finally I was free to be me!*

*The following day, I immediately rushed to school to change my documents. The academics registrar was very understanding and granted me my request. I got a new student’s ID card after a week. I felt brand-new, as if I had just been born again. Wherever I went, folks pointed out the joy in my eyes, my aliveness. And yes, I was ultimately alive. I had felt dead for years, being imprisoned with a name that had put me in a cage.*


*However, the struggle didn’t end there. Despite being able to change my name legally, the government hasn’t implemented it everywhere. I haven’t been able to effect the change on my ID card. After several visits to their offices, still they claim they can’t change it on the ID card because it doesn’t make any sense to them, mainly because there are no laws stating how to go about such a change. It makes absolutely no sense for the same government to allow you to change your name legally, give you a new passport and deny you an identity card.*

*This makes navigating through issues even more difficult. Having names that don’t match on my documents poses a huge challenge. Getting employed in the corporate world, let alone NGOs, is not easy, since they ask for an ID card. Very few of them will consider your passport. It’s also impossible to invest anywhere ... you can’t buy property, you can’t get medical or life cover – because your names don’t match.*

*Most of the time, it feels as if you are a stranger in your own country. You don’t belong. What other people enjoy freely and get with so much ease is denied to you, and you have to fight so hard to get what should be freely yours. For most people, their ID card is just another document. I hold my passport close to my heart. When I look at it, I feel a sense of accomplishment; I feel alive. It shows that I exist, despite being legally a partial alien!*

“I think for me being classified as an ill person for who I am and to express myself for who I am, it is not within my right set of mind. It is disheartening and it is painful to think about it as well.”

**(Jholerina Timbo, Director,  
Wings to Transcend  
– Namibia)**

 Listen to Iranti-org’s full series of podcasts online at <https://www.youtube.com/watch?v=Kg8kxnnCAr4>

## Creating unity in addressing HIV, stigma and discriminatory laws and policies affecting LGBTI persons

### Iranti-org spearheads Regional HIV Intervention Planning Meeting

In October 2015, we hosted the multi-country consortium and planning meeting addressing HIV, Stigma and Discriminatory Laws and Policies Affecting LGBTI Persons.

The organisation is part of a multi-country LGBT HIV documentation project in the region. It is active in Malawi, Zambia and Zimbabwe and is being undertaken with Hivos, Benetech and five other partner organisations that came together in Johannesburg to set the project in motion.

The initiative will increase the capacity of civil society organisations to document how stigma and discrimination, including discriminatory laws and policies, impede institutional efforts to address and treat HIV/AIDS and undermine the human rights of LGBT persons.

### South Africa, Zambia, Malawi, Zimbabwe and the US

Within the consortium, Iranti-org is working specifically with trans- and lesbian-focused groups to identify their particular challenges in accessing HIV/AIDS services and information, and to increase opportunities for visibility and participation for these populations. The workshop focused on strengthening the capacity of organisations to use media in relation to advocacy around HIV/AIDS in the LGBTI community. The project will be implemented in 2016.

## African trans and intersex voices in global advocacy

### A workshop co-hosted with partners, Gender Dynamix and GATE

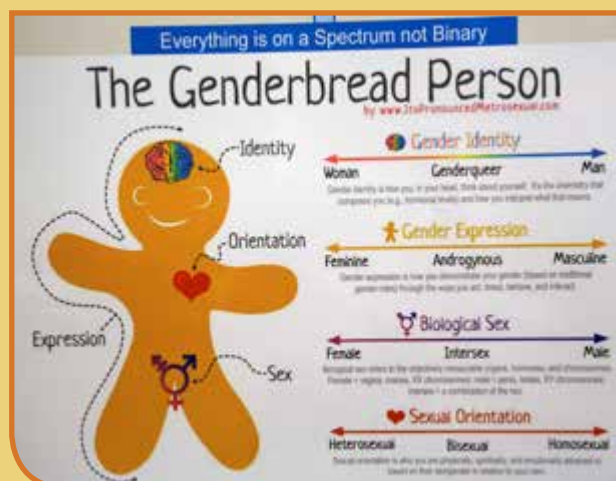
Iranti-org co-hosted an International Classification of Diseases (ICD) awareness workshop together with partners Gender Dynamix and GATE from 28 to 30 September 2015 as a vital education intervention. The training formed part of our work of amplifying African trans and intersex voices in global advocacy around the revision process of the 10th version of the ICD. The training consisted of an intersex workshop with 11 participants and a trans conference with 30 participants. Both of these brought together activists from different sub-regions in Africa to engage with each other around access to health care for their respective communities, specifically in relation to the ICD coding system. Participants had the opportunity to meet with individuals active in Global Advocacy around ICD as well as to network and exchange knowledge with other African activists and NGOs. ICD is revised periodically and is currently in its tenth revision, called ICD-10. ICD was developed in 1992 and ICD-11 is planned for 2018.



*The overall view of the participants listening to the presentation of one of the speakers, ICD Conference, October 2015*



*Iranti's regional human rights manager, Joshua Sehoole at the Africa ICD depthologisation and advocacy workshop, hosted by Iranti.*



*Dr Simon Pickstone-Taylor's session was based on this Genderbread Person, October 2015*



### Key outcomes of the 2015 ICD Workshop

- Increased capacity of organisations to participate effectively in global advocacy around ICD revision
- Greater knowledge about ICD-10 and its revision process
- Improved understanding of current advocacy methods within the WHO
- A better understanding of human rights considerations around access to healthcare
- Participants were able to develop a strategy for operationalising the African trans depathologisation campaign.

### Regional focus on UPR and human rights violations and education

#### Our 2015 Regional Training Workshop in Swaziland and Tanzania

Iranti-org and Pan Africa ILGA (PAI) hosted two UPR workshops in 2015 – one in Swaziland in July and the other in August in Tanzania. The Swaziland workshop was co-hosted with regional partners, Rock of Hope and Gender Dynamix.

The Tanzanian workshop was co-hosted with the Tanzania Trans Initiative. The Universal Periodic Review (UPR) is an instrument of the United Nations Human Rights Council (UNHRC) aimed at improving the human rights situation on the ground of all 193 member states. Under the UPR mechanism, the human rights situation of all UN Member States is reviewed every four and a half years.

#### Iranti-org co-hosts the Regional Training Summit

As a partner organisation, Iranti-org co-hosted and enabled the training of 25 participants from Swaziland and Tanzania to consolidate their knowledge about the UPR process and to discuss local challenges that the community wanted reflected in the report.

In Swaziland, this culminated in a shadow report by Rock of Hope, GDX, PAI and Iranti-org, and in Tanzania trans organisations contributed to a broader LGBTI and SW report headed by CHESA. The UPR is one of the key elements of the Council, which reminds states of their responsibility to fully respect and implement all human rights and fundamental freedoms.

The ultimate aim of this mechanism is to improve the human rights situation in all countries and address human rights violations wherever they occur. Each year 42 states are reviewed during three working group sessions, usually held in January or February, May or June and October or November each year.

The review includes the following documents:

- A report prepared by the state under review
- A compilation of the state's recent reviews by UN agencies
- A "Shadow" report – information compiled by NGOs, National Human Rights Institutions and other relevant stakeholders
- An agreement amongst attendees that shadow reporting is an important tool for NGOs supporting LGBTI rights. It is an opportunity for civil society organisations to highlight issues not raised by their governments or point out where the government may be misleading the committee from the real situation.

“A question we receive all the time is that why not take out all trans-related categories from ICD and the main answer for that is because many people in the world lose access quicker and we believe that people should have **access to healthcare based on human rights** so in this, health insurance is not a good argument but it's a reality.”

(Mauro Cabral, Co-Director, GATE – Argentina)



# IRANTI-ORG'S NATIONAL PROGRAMMES

In the past year, we have worked closely with and enhanced capacity within our partner organisations nationally to address and document hate crimes, discrimination and gender-based violence against LGBTI persons more effectively and to tell more accurate and nuanced queer stories. These interventions include:

- CBOs are receiving training on how to use social media more effectively for information and knowledge sharing, community mobilisation and for advocacy
- Successful use of Iranti-org media strategies and products including videos, podcasts and press statements
- Heightened training activities imparting media skills and improved advocacy skills
- IDAHOT Campaign in schools
- Zwakala Social Dialogues.

## Outcomes of key national interventions in provinces in South Africa

- Escalated capacity building work with a greater number of CBOs receiving training on how to use social media more effectively for information and knowledge sharing, community mobilisation and for advocacy purposes
- The creation and strategic use of targeted Iranti-org media strategies and products that include videos, podcasts and press statements as mobilisation, training and advocacy tools
- An enhanced focus in our training activities in media product design, creation and distribution across social media, print and broadcast
- The creation and launch of our podcast series of engaging stories
- Participation in and support of the international IDAHOT campaign
- Advocacy and mobilisation in schools with CBO partners
- Successfully enacting the Zwakala Social Dialogues sessions.

## Local programme reach and impact

### The Zwakala Programme: A partnership with the European Union and Community Based Organisations

The programme is one of Iranti-org's biggest growth points in the past year reflecting our impact at national level. The Zwakala project has supported Iranti-org training, advocacy and documentation work in three local provinces and in the region. It has enabled us to work closely and successfully with CBOs at local level in the past year, offering them training and support. We are proud of the gains made by the programme which is the result of our partnership with the European Union that makes this work possible through its continued support as a funder.

### Zwakala online Interventions

The programme also draws a strong user and support base online where we generate awareness for individual projects and run important legislative and organisational developments for activists to access. Strategic messaging and intervention campaigns were also developed to focus on creating a more accepting and safer society and working as communities in contributing to the joint solutions.

### Zwakala Project enables funded baseline study into hate crimes

Iranti-org with the support of the EU initiated an independent baseline study into hate crimes as part of the Zwakala Project.

Our other donor partners include – The Foundation for Human Rights, ARASA, OSISA, Hivos, Action Aid and links with other EU Programmes – Hivos Peoples' Power Project.

### Skills training in Limpopo, North West and Gauteng Provinces in South Africa

The Zwakala programme conducted training for CBOs in the following areas:

- Human Rights Training
- Media Makers Training
- Advocacy Training
- Organisational Development.

## Positive participant feedback

Following our Human Rights training, participants shared their feedback.

“I now understand the Constitution and the Bill of Rights, Section 9 of the Constitution talks about our rights as LGBTI people and I can advocate for the LGBTI and use the constitution and keep it at all times.”

“I got to understand how the Constitution protects our rights and that, as the LGBTI community, we should know our Constitution so that when we face different secondary victimisation, we know which sector or acts we should use.”

 The following video link reveals the story of activist, Thembelihle Sokhela: <https://www.youtube.com/watch?v=ezYcFL-NyINA>



*Zwakala project, Parntership with Iranti-org and local CBO LGBTI activists conducted a baseline study on the organisational development in Daveyton, May 2015*



*IHAWU at Incala Park, Katlehong east of Johannesburg during the baseline study, May 2015*



*Zwakala Co-ordinators from Limpopo, Gauteng and North West meeting in Johannesburg, August 2015*



*Khotso Mashoba from Gay Umbrella presents on North West issues that are faced by the LGBTI community, August 2015*



*The Zwakala participants from Limpopo, North West and Gauteng, Johannesburg, August 2015*



### Quotes from Organisational Development (OD) Training Participants

“The I Leaders Forum was an important starting point to understand the OD issues facing my CBO and others.”

“I feel confident my knowledge of organisational development!”

“I feel able to present what I have learnt to other members in my organisation.”

### Social/community dialogues

These forums are an important way to connect with communities, activists and CBOs around what is happening to them as LGBTI persons in their living spaces. Iranti-org also uses this platform for workshops and training to share skills. Through these dialogues, we also establish links and partnerships with local and provincial branches of the South African Police Service (SAPS), Provincial Task Teams, key government departments (Social Development, Health, Education, Safety and Security) and other CBOs and NGOs working in the same locations

In the past year, Iranti-org organised and hosted five community dialogues in Limpopo, North West Province and Gauteng Province to enhance cohesion and to create awareness focusing on the following themes:

- Hate Crimes
- School Uniform Policy
- Human Rights Violations
- Knowledge on SOGI



*Zwakala Co-ordinator Nomsa Manzini welcomed the community of Lenyene, Tzaneen on Eradication of hate crimes social dialogue, April 2016*



*The Media and documentation officers at work.*



## Unique new community media internship programme

Supporting our philosophy of enabling via knowledge building, Iranti-org, this year, successfully facilitated the up-skilling of six interns at our main office in Johannesburg to assist them to plan and implement projects in their communities. Through the Zwakala network, our six Interns will be actively engaged in the recruitment and training of at least 20 volunteers.

The young people trained from communities around the country are:

- Ajax Sengwayo
- Cindy Molefe
- Deli Mavuso
- Goitse Nko
- Prudence Sedumedi
- Zachary Shimange



*Ajax Sengwayo and  
Delisile Mavuso Interns from the  
Zwakala Programme, 2016*

## Media Makers Training Workshop respondents share feedback

“Thank you so much for this opportunity Iranti-org. I feel like I am ready and recharged to go out there and start filming. The training was fun and very fruitful!”

“We should have a follow-up training and more of the technical part on video advocacy and storytelling.”

“It was a useful training workshop for me and I will take all that I have learnt back to my organisation.”



*Iranti-org advocacy officer Wanelisa Albert  
facilitated a session on Media advocacy,  
Human rights and advocacy training Limpopo,  
April 2016*



*Tshegofatso Mbanza of  
Gay Umbrella practising the use  
of a flip camera, North West,  
November 2015*



*How to use a flip camera; session facilitated by Ayanda Msiza and Gugu Mandla, November 2015*



*Kelebogile Tshwaedi, Goitseone Nko and Pro Sedumedi doing group work*

### **Strategic partnerships with key local organisations to effect change**

Also at local level, Iranti-org is working well with other organisations involved in implementing action and activities to combat gender based violence and discrimination. These include other NGOs such as Anova Health, Chapter Two, Lifeline, POWA, Victim Empowerment Centres, Lovelife and FEW.

# IRANTI-ORG GLOBALLY

## **Our international programme participation and involvement**

In the three years since our launch, Iranti-org has become a vital voice in the global landscape, participating in and accessing platforms to present the struggles confronting African lesbian, trans and intersex persons. In the past year, we were invited to participate in several important international advocacy and policy forums. This inclusion and recognition by global partners and funding organisations enables us to increase our reach and capacity on the continent and to distribute the insights and skills gained from our international engagement.

## **Iranti-org addressing ICD Issues in the Region Internationally: Outlook and approach to intervention**

In approaching ICD, we work with the vision to achieve de-colonisation, to de-pathologise African Queer identities and to challenge hegemonic Western biomedical understandings about our bodies. In the review of a classification positioned as “international”, we want to elevate African trans voices and see them reflect our lived experiences.

## **Immediate goals**

Following on from the successful activism work undertaken in 2015, our immediate goals are to ensure that African voices are heard in the run up to 2018 which is when the revision process of the current ICD version draws to a close. We also plan to see better definitions and language usage in the current proposal of “Gender Incongruence of Adolescence and Adulthood”. In the long term, we are committed to ensuring that we are proactive and involved in subsequent revisions and move toward the de-pathologisation of our identities.

## **International platform access and impact**

### **Iranti-org at the ISHR in Switzerland, 2015**

Iranti-org staff members attended the International Service for Human Rights (ISHR) Human Rights Defender Advocacy Programme in Geneva, Switzerland from 8th to 22nd June 2016. The ISHR coincided with the 32nd session of the UN Human Rights Council. Our team was part of a global cohort who received training on all the UN human rights mechanisms from a range of experts and engaged in smaller group education and sharing sessions with peers from a range of regions which addressed human rights issues. The Iranti-org team also used the opportunity to build our international networks and to canvas UN member states and UN staff.

## **Key outcomes achieved as a result of our Geneva trip in 2015**

- Setting up a meeting with the World Health Organisation (WHO) to discuss our engagement in the ICD process and civil society’s experience during the South African field study process
- Raising our concern around the continued pathologisation of gender-diverse children
- Gaining insight into developments at the WHO regarding their approach and process which culminated in a Letter of Concern being drafted and sent to key members in the WHO’s ICD field testing process
- The Iranti-org team also met with the Special Rapporteur on Health, highlighting the challenges facing the trans and intersex committee, specifically with regard to the impact of the category of Gender Incongruence in Childhood on transgender and intersex children, and the pervasive practice of harmful and medically unnecessary genital mutilation of intersex children
- We are determined to encourage and enable increased engagement around this issue in future.

## **Special Rapporteur on Human Rights Defenders**

Iranti-org also met with the Special Rapporteur on Human Rights Defenders (HRDs) from the African Commission on Human and People’s Rights (ACHPR) to discuss concerns, challenges and opportunities at ACHPR level around sexual orientation and gender identity and CAL’s observer status.

## **Identifying challenges around trans and intersex persons experiences**

We also met with the South African mission in Geneva and highlighted local challenges affecting trans and intersex persons. The high commissioner committed to including requests around trans and intersex issues in their country reporting.

Iranti-org also expressed concern around the lack of evidence showing their commitment to human rights and how that is evidenced at UN level, their lack of support of CAL at the AU and the worrying developments at the AU.

In response, they committed to streamline communication with the AU mission and engage in exploring ways to broaden support.



## **Addressing global SOGI issues**

### **Iranti-org at the international SOGIESC**

#### **UN Strategy meeting in Istanbul**

In February 2016 Iranti-org participated in the international SOGIESC UN strategy meeting in Istanbul as part of our commitment to representing regional voices and concerns at international level.

The meeting addressed the UN Special Rapporteurs mandates, which have been called “the jewel in the crown” of the UN human rights system and the way forward.

Special mandates are established to bring systematic attention to specific human rights issues or the human rights needs of a marginalised group.

In recent developments at the Human Rights Council, the five Latin American lead states (or “LAC 5”: Brazil, Argentina, Uruguay, Colombia and Chile) indicated that they are intending to present a follow-up resolution on sexual orientation and gender identity at the June or September session of the Human Rights Council in 2016.

The proposed resolution will be a follow up to the two landmark resolutions on sexual orientation and gender identity which were adopted by the Council in 2011 and 2014.

In 2011, the resolution led by South Africa and adopted by the Human Rights Council called upon the Office of the

High Commissioner for Human Rights to prepare a study “documenting discriminatory laws and practices and acts of violence against individuals based on their sexual orientation and gender identity, in all regions of the world, and how international human rights law can be used to end violence and related human rights violations based on sexual orientation and gender identity.”

In 2014, the resolution, which was initiated by the LAC 4 (Brazil, Colombia, Uruguay and Chile) and adopted by the Human Rights Council, called upon the Office of the High Commissioner to update the previous report of the High Commissioner on sexual orientation and gender identity.

A further call for regular reporting was dropped from the resolution by the LAC 4 before it was adopted.

## **The way forward**

The indication from the LAC 5 is that the proposed resolution in 2016 will build upon these past successes and propose the creation of an independent mechanism like a Special Rapporteur or Independent Expert on issues of sexual orientation and gender identity which can then give systematic attention to human rights violations on these grounds. NGOs engaged in the advocacy initiative have encouraged the LAC 5 to explicitly include reference to multiple grounds of discrimination and an intersectional approach as part of any mandate created.

# **PEOPLE MANAGEMENT, GOOD GOVERNANCE AND PLANNING**

## **Iranti-org’s organisational values, culture, people, teamwork and commitment**

Our board, staff, volunteers and advisors, internal systems, and our ability to manage external relationships are what drive our ability to realise our mission. Iranti-org is committed to an organisational culture that builds on our values and core beliefs, namely, social justice, equity, diversity, solidarity and shared leadership.

## **Sound governing policies and practices**

In creating an effective and motivated team that enables us to make an impact, Iranti-org has created a welcoming environment in which our staff and CBO partners can excel and grow. This embracing of sound policies around governance and management is part of our organisational commitment and is an important strategic goal that we have strived to achieve and reflect in our work with staff and partners since inception.

## **Increased efficacy guided by clear planning, strategies and processes**

During the past year, Iranti-org has successfully developed and implemented a detailed organisational work plan that has greatly improved our overall efficiency and output. Our strategic framework has guided and focused our attention on accomplishing our strategic outcomes as an organisation and a team. Work plans are annually revised and staff are fully involved in drafting and revising them through a consultative process that happens at the beginning of each financial year.

## **Good governance central to Iranti-org’s Strategic Framework**

Individual and collective work plans are grounded in the four outcome areas and are operationalised into outputs, activities, indicators, inputs, timeline and assumptions and are approved by the Board of Directors. Our strategic

framework is reviewed annually by our board of directors and revised following input from the team.

### **How Iranti-org successfully maintains our internal governance**

The organisational management team and staff have been able to deliver on our strategic mandate by ensuring that we:

- have scheduled board meetings
- invest in professional development and training for staff
- create and maintain a stimulating work environment
- move to our new offices in Braamfontein, Johannesburg
- capacitate Iranti-org Documenting and Advocacy team members to step into leadership positions across programme implementation as a priority.

## **THE IRANTI-ORG TEAM**



Iranti-org is an organisation by and for trans, lesbian, gender non-conforming and intersex persons. Our board, staff, volunteers, advisors, internal systems and our ability to manage external relationships are what drive us to realise our mission. Investing in organisational development therefore forms an integral part of our work and as does investing in skills and training for our teams.

### **Iranti-org staff**

- Gugu Mandla
- Ayanda Msiza
- Wanelisa Albert
- Joshua Sehoole
- Nomsa Manzini
- Jabu Chen Pereira
- Naseem Noormahomed
- Zikhona Gqozo
- Aldon Nzimande
- Maureen Majola
- Zethu Gqozo

### **Documentation and Advocacy Team**

- Ayanda Msiza
- Gugu Mandla
- Wanelisa Albert
- Joshua Sehoole

### **Zwakala Project Coordinator**

- Nomsa Manzini

### **Iranti-org Director**

- Jabu Chen Pereira

### **Iranti-org Consultants**

- Dolar Vasani

### **Our Finance Team**

- Naseem Noormahomed
- Jessica Gumede



## A YEAR OF OUTSTANDING TEAM WORK

Strategic goals achieved by the documentation and advocacy teams include:

- Establishing increased and strategic media reporting from the African Queer Media Makers Network (AQMMN)
- Continued training of activists at national level within community based structures with and for the AQMMN
- Collective campaigning around human rights themes and lobbying for action against rights violations through advocacy
- Reporting violations (online reporting crosslinking with other “SHES”)
- Publishing and recording more stories that have been researched and documented by the media and documentation team
- Increased dialogues with mainstream media
- Training programme for journalists
- Regular reporting on a quarterly reports
- More online reporting
- Highlighting violations within a political space, for example, governments and human rights bodies
- Training for team members and media training workshops in the provinces.

## IRANTI-ORG'S ORGANISATIONAL EFFICACY

### **Successful development and implementation of a detailed organisational work plan**

To accomplish our strategic outcomes as an organisation, Iranti-org developed detailed, annually revised work plans. This process commences at the beginning of each financial year.

The individual and collective work plans are grounded in the four outcome areas and are operationalised into outputs, activities, indicators, inputs, timeline and assumptions. They also come out of a consultative team process and are developed with staff and approved by the Board of Directors.

### **Our good governance strategies**

- Scheduling of regular board meetings
- Investing in professional development and training of staff
- Creating and maintaining a stimulating work environment which includes our move to new offices in Braamfontein, Johannesburg
- Capacitating Iranti-org team members in leadership roles as a priority
- In 2015, Iranti-org welcomed our newly appointed board members.

## CHARTING OUR FUTURE GROWTH

### **Looking ahead with Iranti-org in 2017**

Still coming in the year ahead – some exciting new developments at the organisation with partners in the region and nationally. Among them are:

- PAI Regional Conference in Johannesburg in May 2016 hosted by Iranti-org
- The National Day of Remembrance of LGBTI youth who have been murdered
- Hosting the first Black Queer Conference in South Africa in 2016
- Using taxi ranks and strategically placed inner-city locations to screen our films and advocacy campaign materials from our reporting work on hate crimes to effect greater awareness in the community
- Following up on hate crimes judicial processes and police efficacy in investigations to ensure justice is served for victims and their families
- Addressing the South African government's school uniform policy including design, intervention and advocacy
- Conducting a mid-term evaluation of the work done by our Zwakala project and continuing to implement programmes
- Hosting more forums across the continent based on our research, evidence-based work documenting hate crimes and the baseline study which is in progress
- Preparations are underway for Iranti-org's in-house art gallery which is to be launched in 2016. Culture is an important area of engagement and we plan to create an open space for cultural engagement using art to address the critical themes we already address in our programming
- Iranti-org is also conceptualising a set of unique lifestyle and personal development programmes for

our LGBTI community, partner CBOs and organisation members. The initiative takes a holistic approach to wellness that addresses some of the side effects of our work such as burnout.

### **Donors, partners and support globally**

Iranti-org would like to extend our heartfelt thanks to the partners regionally, locally and globally who enable and support our success and interventions. We also acknowledge the investment and support of donors and funding

partners who have worked with us. We look forward to a year of even greater impact and gains toward the rights and recognition of LGBTI persons in Africa.

### **Team voice, vision and spirit: Reflections**

Our team of activists and educators, and advocates for human rights and justice are the engine behind Iranti-org's growth this past year. We encourage our team to express and share their ideas and their passion for their work. These are their voices!

“It is a great feeling to know that I am contributing to policy change and a change of the attitude in the broader community. My work acknowledges my sexual and gender identity and allows me to be myself. At the same time, it challenges me to think outside the box while supporting my growth, like travelling to other countries to learn.”

*(Ayanda Msiza, Iranti-org staff member and documentations officer)*

“As an activist you become more humanitarian yourself with the work we do and you end up wanting real justice for all of LGBTI people who became victims and who have passed on. To me, I realise we also make sure they are never forgotten and that they are always in our memories. One of the most powerful aspects of Iranti-org's work is our use of media and communication to reach out to others. Through the use of powerful images, audio and writing we can allow a message to stay with someone forever. I am proud to have been part of the Iranti-org team and contributing to bringing forth justice for those affected by the hate crime cases we document.”

*(Gugu Mandla – Iranti-org Documentations Team Member)*

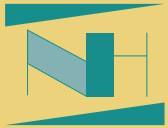
“I am moved by how everyone here at Iranti-org works like a well-oiled machine – without tiring. I hope we inspire others in the movement to join together in love and effort and to always remember the cause. I also realise I need to remain organised, efficient and precise in my work. I see how my role is important on all programmes that Iranti-org undertakes and that is teaching me to stay on top of my game!”

*(Aldron Nzimande, Iranti-org media and advocacy programme assistant)*

“Constitutional obligations to the LGBTI Community are unmet by the state. South Africa has constitutional obligations towards LGBTI persons that it is not living up to. If South Africa commits itself to upholding the human dignity of all citizens, then the deaths of Black lesbians in our townships should be treated as a rising crisis that needs urgent attention. As a queer human rights visual media advocacy organization, Iranti-org deals with an overwhelming number of cases regarding hate crimes. In the past few months, Iranti-org has seen a rise in hate crimes, especially the murder of lesbian women in our townships.”

*(Wanelisa Albert, Iranti-org Advocacy Coordinator)*





## N.HAMID AND COMPANY

Chartered Accountants (S.A.)

Registered Auditors

8-BBEE Registered Auditors

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8 September 2016

## OUR FINANCIALS

### Iranti-org's financial outlook

The organisation has experienced steady growth with \$300,000 in revenues in 2015, \$600,000 in 2016 and projects \$1,000,000 in revenues in 2020. Below are our audited financial statements for the organisation for the period March 2016 to February 2016.

## INDEPENDENT AUDITOR'S REPORT

### To the members of IRANTI-ORG

We have audited the annual financial statements of IRANTI-ORG set out on pages 7 to 14 which comprise the statement of financial position at 29 February 2016, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and the notes, comprising a summary of significant accounting policies and other explanatory information.

### Management Committee's Responsibility for the Financial Statements

The management committee is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards for Small and Medium-sized Entities and for such internal control as the management committee determines is necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.

### Auditors' responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free of material misstatement.

An audit includes performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the annual financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presenta-

tion of the annual financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the management committee, as well as evaluating the overall presentation of the annual financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Basis for Qualified Opinion

Cash donations are a significant source of fundraising revenue for the organisation. The management committee have determined that it is impracticable to establish internal controls over the collection of cash donations prior to the initial entry into its financial records. We were therefore unable to confirm whether all cash donations were recorded.

### Qualified Opinion

In our opinion, except for the qualification above, the annual financial statements fairly present, in all material respects, the financial position of the company as at 29 February 2016, and its financial performance and cash flows for the year ended in accordance with International Financial Reporting Standards for Small and Medium sized Entities.

### Other matter

Without qualifying our opinion we draw attention to the fact that supplementary information set out on pages 15 to 16 do not form part of the annual financial statements and is presented as additional information. We have not audited this information and accordingly do not express an opinion thereon.

*N. Hamid and Company*

N Hamid and Company, Registered Auditors

## MEMBERS' RESPONSIBILITIES AND APPROVAL

The management committee is required to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements satisfy the financial reporting standards as to form and content and present fairly the statement of financial position, results of operations and business of the organisation, and explain the transactions and financial position of the business of the organisation at the end of the financial year. The annual financial statements are based upon appropriate accounting policies consistently applied throughout the organisation and supported by reasonable and prudent judgements and estimates.

The management committee acknowledges that they are ultimately responsible for the system of internal financial control established by the organisation and place considerable importance on maintaining a strong control environment. To enable the management committee to meet these responsibilities, the board sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the organisation and all employees are required to maintain the highest ethical standards in ensuring the organisation's business is conducted in a manner that in all reasonable circumstances is above reproach.

The focus of risk management in the organisation is on identifying, assessing, managing and monitoring all known forms of risk across the organisation. While operating risk cannot be fully eliminated, the organisation endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The management committee is of the opinion, based on the information and explanations given by management that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss. The going-concern basis has been adopted in preparing the financial statements. Based on forecasts and available cash resources the management committee has no reason to believe that the organisation will not be a going concern in the foreseeable future. The financial statements support the viability of the organisation.

The financial statements have been audited by the independent auditing firm, N Hamid and Company, who have been given unrestricted access to all financial records and related data, including minutes of all meetings. The management committee believes that all representations made to the independent auditor during the audit were valid and appropriate. The external auditors' qualified audit report is presented on page 3 to 4.

The annual financial statements as set out on pages 7 to 14 were approved by the board on **8 September 2016** and were signed on its behalf by:

E. Potenza (Secretary)  
M. Salomon (Treasurer)  
M. Nefuri (Board member- Legal)  
T. Nkoana (Deputy Secretary)  
M. Ossome (Board member)



STATEMENT OF FINANCIAL POSITION			
Figures in R	Note(s)	2016	2015
<b>Assets</b>			
Non-Current Assets			
Property, plant and equipment	3	576,343	142,246
Current Assets			
Trade and other receivables	4	3,425	13,471
Cash and cash equivalents	5	1,778,134	1,182,659
		1,781,559	1,196,130
<b>Total Assets</b>		<b>2,357,902</b>	<b>1,338,376</b>
<b>Reserves and Liabilities</b>			
Reserves			
Accumulated surplus		2,286,219	1,321,373
Current Liabilities			
Trade and other payables	6	71,683	17,003
<b>Total Reserves and Liabilities</b>		<b>2,357,902</b>	<b>1,338,376</b>

STATEMENT OF COMPREHENSIVE INCOME		
Figures in R	2016	2015
Other Income	104,050	34,298
Income	6,722,582	2,603,244
Operating costs	(5,941,956)	(1,901,796)
Operating surplus	884,676	735,746
Finance income	80,170	8,134
<b>Surplus for the year</b>	<b>964,846</b>	<b>743,880</b>
Surplus for the year	964,846	743,880
Retained income at 29 February 2016	<b>2,286,219</b>	<b>1,321,373</b>



## **THANK YOU TO ALL OUR DONORS**

Iranti-org's work would not have been possible without the backing and support of the LGBTI persons who entrust us with their vulnerabilities and with their resilience. We are proud of our partners within the movement and our donors have been our strongest allies. The support that we have received has created a space of common solidarity and purpose to end violence and hate. We will continue to strive for a free and equal society in which all persons can enjoy their freedom and human dignity.

Astraea Lesbian Foundation for Justice

Beneficient Technology

Arcus Foundation

Anonymous Donor

Foundation for Human Rights

Freedom House /Dignity for All

Hivos

Monique Salomon

Open Society Foundation

OSISA

Mama Cash

European Union

## **COLOPHON**

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