

ANNUAL REPORT

20
22



WE HOPE THAT IN TIME, WHEN PEOPLE THINK ABOUT
A PLACE THAT HOLDS RICH AND VAST KNOWLEDGE AND
RESOURCES RELATING TO LGBTQI+ THEMES AND TOPICS,
THEY THINK OF IRANTI.

Jade Jacobs

CONTENTS

- 4 From the Director**
Reflecting on the past, looking to the future
- 6 From the Board Chairperson**
Achievements and new possibilities
- 10 Iranti at Ten:**
The First Decade in Review
- 12 Organisational Development and Capacity Building**
- 18 Working in Community:**
Community Partnerships and Covid-19 Response
- 28 Legal Gender Recognition and Intersex Genital Mutilation**
- 34 The SA-EU Policy Dialogue**
- 44 Margins to Mainstream**
- 52 Safety, Dignity and Freedom**
- 56 Documentation and Archive**
- 57 In Memoriam**
- 60 Staff and Board**
- 61 Donors**
- 62 Finances:**
Financial positioning & Auditor's report, TBA]



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**REFLECTING ON THE PAST,
LOOKING TO THE FUTURE**

Irantí Co-Founder and Director
Jabulani Pereira

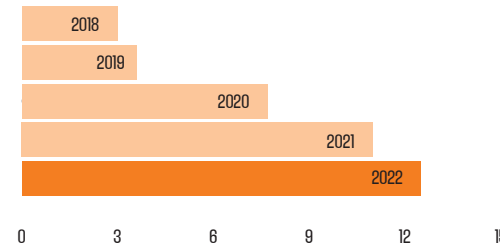
DIRECTOR'S STATEMENT

HIGHLIGHTS

Total reserves and liabilities **increased** by

46%  From 2021

5 YEARS IN A GLANCE
R Million



“Since our founding in 2012, there have been immense challenges and accomplishments.”

The past year has seen important transitions for Iranti. The most recent transition is a change in leadership. I founded and became the first Executive Director of Iranti in 2012 but having steered the ship through some stormy seas and numerous moments of achievement till 2022, I am now stepping down.

I have relished the challenges of Iranti's growth over the past decade and seen our positive impact on LGBTQI+ rights in the region. However a good leader knows when it is time to move on. On a personal level, this decision will allow me to focus on self-care. On an institutional level, it will allow Iranti to grow in new ways, making space for fresh

perspectives from different leaders and the staff team.

Iranti's various transitions would not have been possible without the support of our board and our donors. Visionary development, and institutional growth and change, require support and care. I am grateful for this support, which will continue enabling Iranti to grow during 2022 and beyond.

I am very proud of Iranti's achievements. Amidst a global pandemic, Iranti has been creative and responsive to its LGBTQI+ constituency and continued to work to protect their rights. Iranti has pushed ahead in the areas of policy and legal reform. The

organisation has also invested time and resources in building internal capacity: all units have been strengthened, there is a more powerful management team and more specialist roles have been created in the programmes.

Since our founding in 2012, there have been immense challenges and accomplishments. We have watched an idea grow into a significant movement. Having led Iranti through this period of growth, I identified several elements that contributed to our success. Most important is the support of the community — including the organisation's target constituency, partners and donors. Our community believes in what we do, and our team is fully committed to working through the difficulties of organisational growth.

Iranti has changed the lives of many people, both directly and indirectly. The past decade has consisted of really hard and important work. Our purchase of a home, Iranti House, in 2021, represents our commitment to the long-term. Iranti is proud of the gains that we have made and the fact that we are here to stay. There is a lot of work still to be done to protect LGBTQI+ rights and I am confident that Iranti will continue to contribute to this important work.



Jabulani Pereira
Iranti Co-Founder and Director



Iranti Board Chairperson
Tashwill Esterhuizen

**ACHIEVEMENTS AND
NEW POSSIBILITIES**

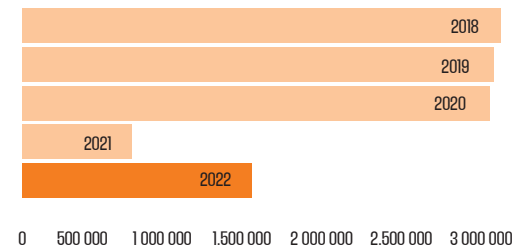
CHAIRPERSON'S STATEMENT

HIGHLIGHTS

Surplus for the year increased by

109% 
From 2021

5 YEARS IN A GLANCE R Million



“Getting to know Iranti in this way showed me some of what I most value about the organisation: its ability to innovate and adapt...”

As the fourth chairperson of Iranti's board, I am honoured to help lead Iranti into the second decade of its existence. Although I was appointed to chair Iranti's new board in June 2021, my work with Iranti goes back much longer. In my former capacity as LGBT and sexworker rights programme manager at the Southern Africa Litigation Centre (SALC), I first got to know Iranti through its media and documentation work.

With courage and persistence, Iranti has documented litigation in the region, including two cases that I worked on that

won important victories for LGBTQI+ rights. These were Rikki Nathanson's 2019 victory in Zimbabwe and the decriminalisation of consensual same-sex sexual conduct in Botswana that was upheld by the Court of Appeals last year. Iranti played an important role in making sure the litigation processes were documented, and that people who were not physically present could see what actually transpired. These archives are important for future generations.

Getting to know Iranti in this way showed me some of what I most value about the

organisation: its ability to innovate and adapt, its responsiveness to the needs of the LGBTQI+ community and its dedication. Iranti's response to the Covid-19 pandemic demonstrates the organisation's ability to respond to a situation quickly and meet the needs of the community. Iranti secured funding and relief for LGBTQI+ individuals and organisations.

I have watched Iranti grow from a nascent organisation focused on documentation and media work, to a larger, financially sustainable organisation engaged in significant work in strategic advocacy as well. The commitment to the LGBTQI+ community has been constant, even as Iranti's work has grown and its remit expanded.

The decision of the current director to step down after a decade of service demonstrates that Iranti is flexible and values new ideas and new leaders. We need to remain innovative, empathetic and caring, through the changes and growth that will come. As we move into our next phase, Iranti remains committed to serving the LGBTQI+ community. I am honoured to be a part of this work.



Tashwill Esterhuizen
Iranti Chairperson



Nare Mphela, who won a landmark transgender discrimination case against her Limpopo high school in 2017.



Iranti house which is situated at Brixton in Johannesburg. (2021)



"Iranti purchases a property and **creates an Iranti home and work presence.**"

(2021)



iranti

Dignity, Equality and Freedom

2013 Iranti registers as an NPO

Iranti launched a Media Guide for the **Safety, Dignity and Freedom Study** with 5 Countries from Southern Africa. (2019)



There was a brainstorming session with Partner organisation and Journalist from Namibia on how to do proper reporting on LGBTIQ issues within the Region. (2019)



Intersex South Africa first Co-ordinator **Lungile Maquba** held a placard on being Intersex, Human rights Festival, Constitution Hill. (2017)

IRANTI AT 10: HIGHLIGHTS

Review of Highlights from the First Decade

Iranti was founded in 2012 and has grown enormously over its first decade. The organisation's initial focus was on the documentation of human rights violations against Lesbians and Transgender people, and on using the media to advocate for the rights of Africans of all sexual orientations and gender identities. From that foundation, Iranti has grown in both the scope of its work and in the breadth of the communities it serves. Transgender and Intersex people's rights and well-being have become a major part of Iranti's work. The organisation's remit has expanded to include substantial legal advocacy and community sensitisation training, in addition to its growing documentation and media work. In addition to ongoing collaboration with traditional media outlets and journalists, Iranti has developed a consistent social media presence and communications strategy.

- Iranti is formed as an all-volunteer project dedicated to using media to protect LGBTQI+ people's rights.
- The Iranti team documents its first hate crimes case, and advocates for justice in highlighting the facts associated with the murder of Thapelo Makhutle. Iranti raises global awareness on human rights abuses in South Africa and the region. The European Union passes a resolution (European Parliament resolution of 5 July 2012) condemning violence against lesbian women and promoting the rights of Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) persons in Africa (2012/2701(RSP))
- Iranti begins hosting interns from SA and the southern African region.
- Iranti's first board is formed with Lynn Ossome, Emilia Potenza, Monique Salomon and Tebogo Nkoana.
- Ellen Sprenger from Spring Strategies offers coaching and institutional guidance to Iranti.
- Iranti receives its first programmatic support from RFSL, HIVOS, Astraea Lesbian Foundation, Mama Cash and the Arcus Foundation.

- Iranti registers as a Non Profit Organisation with the Department of Social Development.
- The Iranti team grows as we document the impact of the increasing violence against Lesbian women in this period.
- For the International Day Against Homophobia and Transphobia (IDAHOT), May 17, and in collaboration with other South African LGBTQI+ groups, Iranti hosts a series of events — art exhibition, symposium and a flash-mob intervention — called 'Decolonising sexual and gender identity.'
- In December, Iranti convenes a meeting at the Hector Pieterse Museum for families who have lost LGBTQI+ relatives due to hate crimes.
- Iranti expands its media work by reporting on Soweto Pride. Durban Pride, and localised prides such as Ekurhuleni and Vaal.
- Iranti curates its first exhibition at the University of Johannesburg, titled, 'Critically Queer.'

- Iranti documents a Trans person's story for the first time (Nare Mphela).
- Iranti's new project, the African Queer Media Makers Network (AQMMN) begins with a media training attended by 25 Southern African LGBTQI+ activists.
- For IDAHOT, Iranti hosts a day of events in Johannesburg's Constitution Hill Precinct on topics relating to religion, and the rights to gender and sexual identity and expression.
- Iranti develops its first strategic plan (for 2015-2017).
- Iranti is a part of a major human rights victory when the UN Human Rights Council passes a resolution (27/32) affirming Sexual Orientation Gender Identity (SOGI) human rights.
- Iranti, in partnership with HUMA, University of Cape Town co-curates 'Reclaiming Afrika: Queer Perspectives on Gender.'

"Iranti is a part of a major human rights victory when the UN Human Rights Council passes a resolution (27/32) affirming Sexual Orientation Gender Identity (SOGI) human rights."

2012

2013

2014

- Irlanti initiates a regional campaign on Depathologisation of Trans Health Care, working in partnership with GATE and complementing the global campaign.
- Irlanti consolidates the African Queer Media Makers Network (AQMMN).
- Irlanti joins the global call for the UN to appoint a SOGI Independent Expert.
- Irlanti supports and documents the legal struggle of Lesbians, Gays and Bisexuals of Botswana (LEGABIBO) to register the organisation and gain legal status. The process has a positive outcome.
- Irlanti agrees to fiscally host and conduct administrative work on the legal registration of Pan African ILGA.
- Irlanti initiates the first Trans Pride, Africa Trans Visibility Day, at Constitution Hill in Johannesburg.

- AQMMN participants, consisting of 21 activists from 11 countries, receive specialised story-telling and production training.
- AQMMN launches Irlanti's first podcast series.
- Irlanti is part of a second international human rights victory for LGBTQI+ people. The UN Human Rights Council Resolution on Sexual Orientation and Gender Identity (32/3) passes.

"Irlanti is part of a second international human rights victory for LGBTQI+ people.
The UN Human Rights Council Resolution on Sexual Orientation and Gender Identity (32/3) passes."

- Irlanti agrees to fiscally host and provide administrative support towards the revival and reformulation of Intersex South Africa (ISSA).
- Irlanti hosts the first ever African Intersex Meeting, with support from the Intersex Human Rights Fund, bringing together 22 delegates from seven countries across the continent.
- In partnership with the Forum for the Empowerment of Women (FEW), as part of its work on South Africa's then-draft 'Hate Crimes bill', Irlanti co-hosts a national dialogue on the effects of increasing hate crimes and the need for preventative approaches to violence.
- Irlanti creates and produces a four-part 'Trans Health' video series aimed at educating healthcare providers. Irlanti celebrates a global Trans victory - the 72nd World Health Assembly (WHA) decision to officially adopt the International Classification of Diseases 11th Revision (ICD-11). In the ICD-11, Trans-related categories have been removed from the Chapter on Mental and Behavioural Disorders, which means that Trans identities are formally de-psycho-pathologised in the ICD-11.
- Irlanti launches a three week leadership development programme for Trans and Intersex founding directors in Africa.

- Irlanti's 'Safety, Dignity and Freedom' (SDF) media campaign is launched.
- Irlanti hosts an historic meeting with Transgender members of South Africa's deaf community in order to map out the experiences and needs of this community. The resultant research report, 'Trans(lation)? Experiences of the Deaf Transgender Community in South Africa,' is published.
- Irlanti participates in a global campaign to raise funds for chest binders for Trans masculine and non-binary persons.
- Irlanti integrates and organises a healing and wellness retreat for people impacted by anti-LGBTIQ+ violence.
- Irlanti's second board leads governance into its next level.

2015

2016

2017

2018

- Iranti's Media Guide is launched. It is an SDF publication to educate media-makers about sensitive representation of LGBTQI+ people and issues.
- Iranti initiates the South Africa-European Union Dialogue Facility Partnership for Improvements for Transgender and Intersex Policy Protections.
- Through the SA-EU Dialogue facility partnerships, Iranti initiates the first high level study tour of South Africa's Deputy Ministers of Justice and Home Affairs and their administrative leads. This study tour in Malta and Brussels focuses on Trans and Intersex legal and policy protections, focused on ending Intersex Genital Mutilation and obtaining Legal Gender Recognition.
- Iranti prepares and publishes a major report for the Arcus foundation on anti-LGBTQI+ violence in Southern and East African countries: 'Violence and the Rainbow: Data collection and reporting on violence perpetrated against LGBTQI+ persons in Botswana, Kenya, Malawi, South Africa and Uganda.'
- Iranti agrees to host the African Intersex Movement which was formed at CFCS in Kenya

- The Covid-19 pandemic begins. Iranti secures funding to provide much-needed Covid relief grants, allocating a total of \$10 000 to LGBTQI+ organisations and individuals;
- Iranti's LBQ Unit holds its first webinar, a virtual launch of 'Violence and the Rainbow: Data collection and reporting on violence perpetrated against LGBTQI+ persons in Botswana, Kenya, Malawi, South Africa and Uganda.'
- Iranti's Margins to Mainstream programme supports the development of an app for community members to report LGBTQI+ rights violations.
- Iranti creates an independent panel to review the first eight years of the organisation's existence.
- Iranti's first feature-length documentary film, 'There's Power in the Collar,' is produced. The film explores Botswana's 2019 decriminalisation victory and the role of the church in influencing social mores.
- Iranti agrees to fiscally and administratively host the formation of the African Trans Network (ATN).

- Iranti's third board cycles in, with Tashwill Esterhuizen as Chair, Sally Shackleton, Duduzile Mkwana, Chivuli Ukwimi and Hiten Keshave.
- Iranti purchases a property and creates an Iranti home and work presence. The organisation is elated.
- 'Safety, Dignity and Freedom' culminates in #NoOnesOneThing. LGBTQI+ creators from across the region make a total of eight short films. Six journalists from three southern African countries are trained on better reporting practices on LGBTQI+ people and issues.
- There's Power in the Collar (2020), is screened at South Africa's international documentary film festival, Encounters, in June.
- Iranti co-hosts the SA-EU Policy Dialogue in Pretoria in November.
- Delegates from Iranti's Margins to Mainstream programme train over 100 people in communities across five South African provinces.
- Iranti's Founding Director, Jabulani Pereira prepares to step down. The board announces a transitional plan. The search begins for a new Executive Director.

- Iranti prepares a shadow report on the state of human rights in South Africa, as part of the Universal Periodic Review process.
- Iranti participates in a strategy for the mandate renewal of the SOGI independent expert.

2019

2020

2021

2022

Organisational Development and Capacity Building

The first decade saw movement building and the impact of Iranti's work with ordinary people and the government increase. Success is largely the result of consistent internal planning, strategic engagements, the creation of strong systems to build a dynamic, functional team. In 2022, Iranti proudly released its strategic plan 2022-2025. With a strengthened management team and hiring programme specialists, Iranti is on a solid footing to tackle the next decade.

The governance board has supported Iranti in growing the organisation. Iranti is the healthiest it has been in 10 years. This is because the intention to remain resilient and focused while expanding has been driven by the Iranti team as whole.

One of the most significant and intentional shifts over the past two years has been to move Iranti from a founder-centered culture to a strong decentralized management committee comprised of the Executive Director, Finance and Operations Manager, Programmes Manager, Media and Communications Manager, and the Knowledge and Research Manager. In addition, Iranti has hired significant and dedicated programme officers in LBQ, Trans, Intersex, and Interlinking Advocacy units. There are three new media officers added to the organogram as well. Iranti is both growing and strengthening capacity.

The organisation is also grateful to consultants who managed and co-created Iranti's media strategy at a higher level. Paula Fray, the CEO of fraycollege has been invaluable in building

Iranti's media messaging impact. High level facilitation by Warren Banks has helped Iranti develop its organisational strategy and shaped the workplan for the next three years. Eugene Southgate as Board Secretary and Human Resources consultant to Iranti, has kept governance up to date, ensured ethical practice and helped keep the work environment healthy. On page 19 Iranti lists additional consultants and the new staff who have come on board over the past year.

The new organisational structure, and the Communications team in particular, has been instrumental in achieving significant growth in Iranti's social media reach, as evidenced by data.

The 2021-2022 year has been one of transition, as well as of growth. Founding Executive Director, Jabu Pereira, prepares to leave Iranti and a transitional and recruitment plan is place. Iranti's strong team and secure financial position makes a successful succession possible. Multi-year grants provide general operating support ensuring fiscal stability for the coming years. Iranti's new board, appointed in 2021, will see the organisation into the second decade of existence.

Capacity depends upon diversity and mutual support. The 2021-2022 Iranti team is diverse in experience and background, and team members take care of one another. Through the hardships of the Covid-19 pandemic, and over a year of intermittent remote working, the staff members supported one another.



Iranti team meet for a Staff retreat on moving forward and planning ahead Iranti next 10 years and future.



Media communication specialist **Zoey Black** spoke on the vision of a new imagined Iranti in the next 10 years.



Iranti social media statistics (MARCH 2021-FEBRUARY 2022)

The new organisational structure, and the Communications team in particular, has been instrumental in achieving significant growth in Iranti's social media reach, as evidenced by data. Iranti appointed Nolwazi Tusini as the permanent Communications and Media Manager in January 2022.

March '21 to February '22

f 590 K views

(The number of people who saw any content from your Page/about your Page)

▲ 56%
Followers/likes

♥ 5.8 K likes

280.1
% Increase in Reach

@ 83 K accounts

(The number of people who saw any content from your Page/about your Page)

▲ 49%
Followers/likes

♥ 1.4 K likes

1.0 K
% Increase in Reach

🐦 1 M impressions

▲ 26%
Followers/likes

👤 3.2 K followers

in 9.3 K impressions

▲ 50 300%
Followers/likes

👤 504 followers

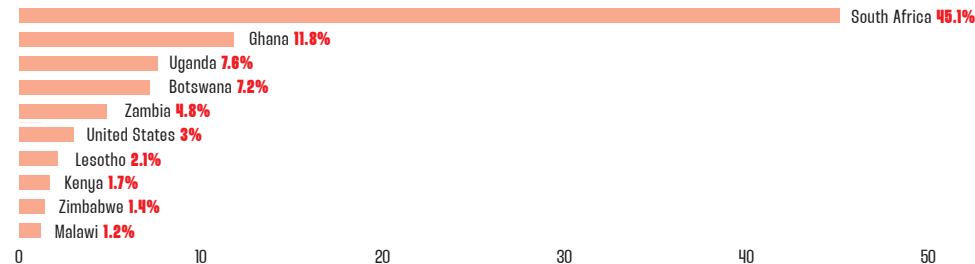
"As a team, we've helped each other in good times and bad. We care for each other. We're powerful."

Programmes Officer, Nomsa Manzini, looking back over the year,



TOP COUNTRIES

%



The majority of the page reach is attributed to the *#NoOnelsOneThing* campaign that ran between June 16 and July 1 2021. The campaign was boosted (paid for) and had a 375 269 page reach, The page reach peaked on June 30 with 106.4K Facebook users who viewed the post that promoting the *#NoOnelsOneThing* Short Story Premiere YouTube video.

The ad ran between 29 and 1 July. 149.7K Facebook users saw the ad at least once on the social media platform. **1 382 people interacted** with the ad by reacting to the post, sharing it and clicking the link that leads to the Iranti page.

The best-performing post of the period in terms of likes and reactions was a “Meet the Team” post about Iranti’s new Communications and Media Manager Nolwazi Tusini posted in January 2022. The post **reached 4 848 Facebook profiles**, received **421 reactions, 45 comments** and **12 shares**. The tweet was organically posted (not paid for).

The post also received **100% more link clicks** than 50 posts and stories. In total The post redirected **848 times to the profile feature** on the Iranti website.

Similar to Facebook, almost half of the Iranti Instagram followers are from South Africa. United States, United Kingdom, Kenya and Zimbabwe conclude the top five countries where Iranti followers come from.

The highest reach was in June 2021 (*#NoOnelsOneThing* campaign) and February (*#QueerSONA* campaign). On 19 June 2021, the Iranti Instagram **reached 5.3 K** accounts and on 14 February 2022, the page reached 22 K accounts.

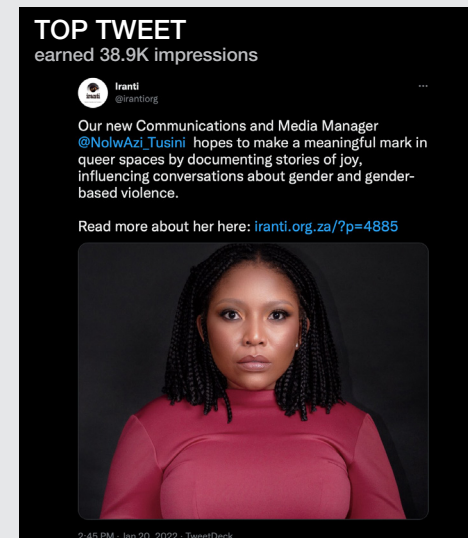
The “We are more than our sexuality. We celebrate that we have multiple roles and identities this *#pridemonth* *#NoOnelsOneThing* *#instapride* *#lgbtq* *#loveislove* Share who you are in the comments” ad is the top-performing post of the 12-month period. The ad ran from 16 June and **reached 17.2 K accounts**.



The Iranti page has 3616 followers. Between 1 March 2021 and 28 February, Iranti tweets **made over 1 073 100 impressions** (total tally of all the times a tweet has been seen). Most impressions were made between September 20 and November 2021 (**302.6K**).

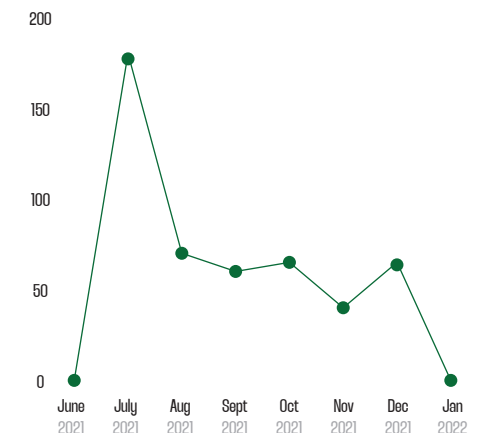
During that period, the tweet sharing Gender Coalition’s statement about the public seminar hosted by UCT Vice-Chancellor Mamokgethi Phakeng gained a total of **36,3K impressions**. The tweet was organically posted (not paid for).

The top performing tweet for the period was the tweet announcing the appointment of Iranti’s Communications and Media Manager, Nolwazi Tusini which **earned 38.9 K impressions** in January 2022. The tweet was organically posted (not paid for).



The Iranti LinkedIn page is the youngest Iranti account (opened June 2021) and had **504 followers** at 28 February 2022. During the 12-month period, the Iranti LinkedIn page made a total of **9359 impressions**. None of the posts were sponsored.

Below is a breakdown of how the Iranti LinkedIn page gained followers through June to February. The spikes of followers are attributed to jobseekers following and responding to Iranti job ads.



Between 1 March and 16 February, the Iranti LinkedIn page had **608 unique visitors**. Below is a breakdown of the visitors and the predominant job functions they are in. Media and Communication personnel topped the list.

COVID-19 Wellness Support

“We are a caring organization; we don’t just do media and advocacy.”

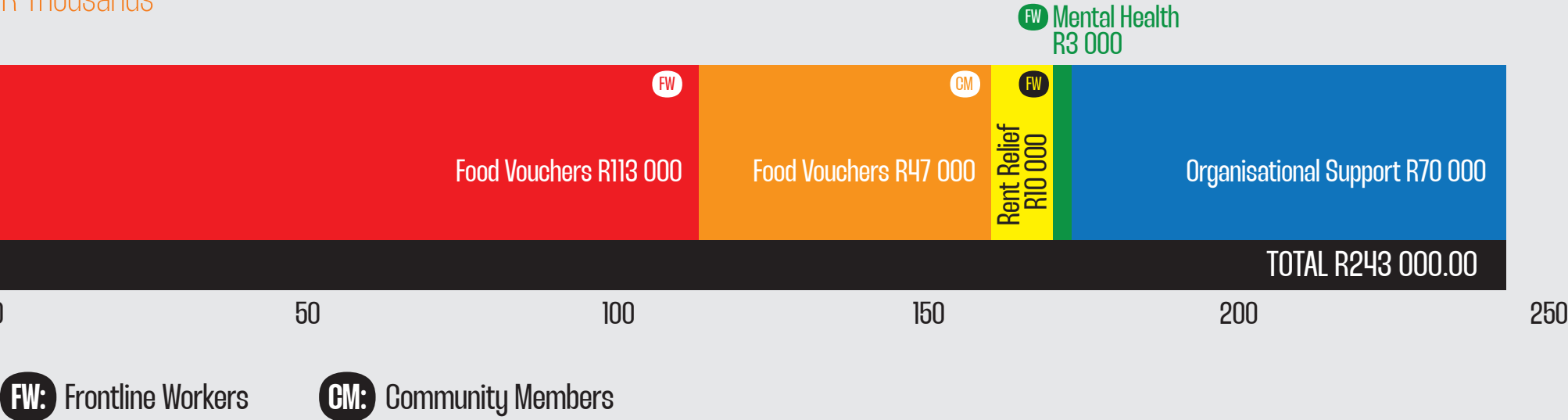
The ongoing Covid-19 pandemic has meant numerous challenges for society generally, and particularly for LGBTQI+ people and community groups on the continent. In December 2021, with the support of Outright Action International, Iranti provided Covid relief funds to both individuals and LGBTQI+ organisations. Forty frontline activists received financial support to the value of R2000 and 55 community members received R1000

vouchers. Fourteen organisations also received financial support. For Gugu Mandla, Iranti’s Documentations Officer, the Covid relief work was also important because it showed the wider LGBTQI+ community that Iranti does tangible work in and for the community. Gugu states that “We are a caring organization; we don’t just do media and advocacy.”

Iranti has assisted **Joe Hlophe**, a transman who shelter homeless LGBTIQ youngsters in Umlazi, Kwa-Zulu Natal.

COVID RELIEF

R Thousands





Legal Advocacy Work: Intersex Genital Mutilation (IGM), Legal Gender Recognition (LGR), and Decriminalisation

Iranti has been leading the way in creating legislative change that improves the lives of Transgender and Intersex people in South Africa. Iranti's efforts in two areas in particular -- the banning of IGM and the establishment of legal gender recognition based on self-determination -- have been central to Iranti's national-level legal advocacy work. In November 2021, that advocacy culminated in the South Africa-European Union Policy Dialogue Conference. (See the following page for more about the SA-EU Policy Dialogue.) Depathologisation, bodily autonomy and self-determination of LGBTQI+ people's lives are at the core of both these advocacy struggles.

Iranti has advocated for the establishment of LGR based on self-determination and the abolition of IGM on a variety of forums, notably including in OutRight Action International's annual OutSummit in December. Iranti hosted two advocacy-focused panels during OutSummit 2021: 'Challenging Intersex Genital Mutilation in South Africa' and 'The Strategic and Diverse Struggle for Legal Gender Recognition'. Intersex Rights Programme Officer, Crystal Hendricks participated in the panel centered on IGM, Executive Director Jabulani Pereira in the panel on LGR.

Along with community partners, such as Intersex South Africa (ISSA), Iranti has been leading the struggle to abolish IGM in South

Africa. Stopping IGM (and other non-vital and non-consensual medical interventions) has also become an integral part of Iranti's training work. Margins to Mainstream trainings include information about Intersex conditions, Intersex people's lives and IGM. Educating and sensitising local government, community leaders and community partner organisations is essential to creating public support for national legislative change surrounding IGM. In addition, Iranti has actively supported

“As importantly, Iranti, alongside partner organisations, is successfully advocating for the repeal of Act 49...”

ISSA's work to abolish IGM. In October 2021, ISSA held its first in-person all-membership conference since the Covid-19 pandemic began. The full agenda included a discussion with Commissioner Busisiwe Deyi, from South Africa's Commission for Gender Equality (CGE) about the CGE's efforts to challenge IGM. ISSA members and their parents provided statements to Norton Rose Fulbright Attorneys, intended for use in possible future

litigation to challenge IGM in South Africa.

In coalition with other members of the Gender Diversity Coalition, Iranti has been a key part of advocating for the adoption of a Standard Operating Procedure (SOP) that will shape the implementation of the current South African legislation addressing legal gender change (the Alteration of Sex Description and Sex Status Act 49 of 2003, or 'Act 49'). The new SOP will help ensure that T&I people are not subject to discrimination and pathologisation when they attempt to change the gender marker on their legal identification documents. As importantly, Iranti, alongside partner organisations, is successfully advocating for the repeal of Act 49 and for the creation of new legislation that mandates legal gender recognition based on self-determination. This is a person's own statement of who they are and it will be sufficient for the provision of legal identification containing a correct gender designation.

Iranti has also engaged in legal advocacy work on additional issues, and beyond South Africa's borders. Iranti and partner organisations achieved a major victory in November 2021 when Botswana's High Court upheld the 2019 ruling that decriminalised consensual same-sex sexual conduct. From depathologisation to decriminalisation, Iranti has fought for LGBTQI+ rights and well-being.



“When we talk about rights and what we want, we have to be clear about the power dynamics that are at play and give the power back to the individual.” – **Dr Tlaleng Mofokeng:** UN Special Rapporteur on the Right to Health.



What is clear from our discussions is that Act 49 still governs our lives, says Iranti Director **Jabulani Pereira** and **B Camminga** From Africa Centre for Migration.



The EU-SA Policy Dialogue on the Rights of Transgender & Intersex Persons had dignitaries from various government institutions held at Sheraton Hotel, November 2021

Legal Advocacy Work: South Africa-European Union Policy Dialogue

“...Iranti is now actively able to contribute to policy dialogue.”

On 4 and 5 November 2021, Iranti co-hosted the South Africa-European Union Policy Dialogue, along with civil society organisations and the South African Government Departments of Health, Home Affairs, and Justice and Constitutional Development. The aim of the conference was to promote exchange and dialogue about policy—and ultimately policy change—so that Transgender and Intersex rights in South Africa will be fully protected. Policy surrounding legal gender recognition and IGM was the dual focus of the gathering.

The SA-EU Policy Dialogue was not only a highpoint of Iranti’s legal advocacy work in the 2021 year, it was also the culmination of more than two years of planning, writing and exchange with government and civil society partners. This work began in 2019 when Iranti and South African government representatives traveled to Malta and Brussels on a study tour to learn about EU-wide and Maltese national policy protections for Transgender and Intersex people.

The Policy Dialogue resulted in tangible commitments from the Department of Home Affairs to policy change regarding LGR, including the repeal of Act 49, the crafting of new legislation that will mandate legal gender recognition on the basis of self-determination and the establishment of the option of a third indeterminate gender marker.

There was also new clarity regarding the next steps needed to achieve the abolition of IGM in South Africa. Iranti’s Media and Communications Team, led by Interim Media and Communications manager, consultant Paula Fray, ensured that the event had a strong media presence by promoting social media engagement and traditional media coverage, to create Iranti’s own documentation of the event through written stories, photographs, and video interviews published on Iranti’s website.

The SA-EU Dialogue Policy Dialogue was a huge achievement and a milestone for Iranti. As Theodelsea Goliath, Iranti’s Finance Manager puts it, “Iranti has grown from documenting within the community to now being able to [also] contribute to actually changing policy . . . Iranti is now actively able to contribute to policy dialogue.”



Human rights violations on Intersex persons need to be investigated, and Sanctions should exist for healthcare workers who violate Intersex persons.” says Iranti Intersex Program Officer **Crystal Hendricks.**

Margins to Mainstream

“Simple, direct ways of speaking are the most effective.”

Established in 2019, the Margins to Mainstream project has worked for four years training and sensitising people to combat anti-LGBTQI+ violence in South Africa. Focusing on both prevention and reporting, Margins to Mainstream trains members of community organisations, faith leaders, traditional leaders and government officials. Trainings educate participants about LGBTQI+ lives. There is a special emphasis on Transgender and Intersex experiences. The project supported the creation of a free and downloadable phone app. Participants are taught how to use the Margins to Mainstream app in order to report human rights violations committed against LGBTQI+ people. The project expanded significantly in 2021: Margins to Mainstream began working in two new provinces, KwaZulu-Natal and the Eastern Cape, and trained over 100 people across a total of five provinces.

Iranti team members working on Margins to Mainstream emphasised the significance of the growth and expansion of the programme, and the importance of speaking to people in ways that are immediately comprehensible and useful to them. Simple, direct ways of speaking are the most effective. As Programmes Officer Nomsa Manzini puts it, “I always want to make sure that when I go to a training, when I walk out, I know people understood everything.”



Iranti Programme Manager facilitated a session on Transgender and Intersex 101 at East London Action Group training.



Participants engaging on group sessions on Transgender and Intersex 101 during the East London Action Group Training.



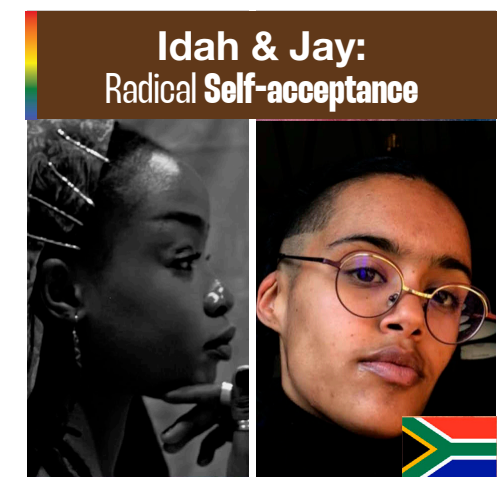
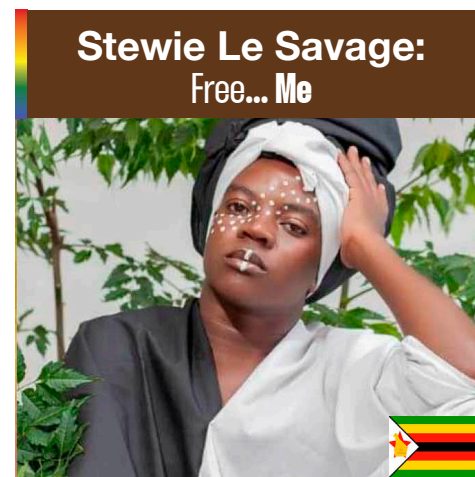
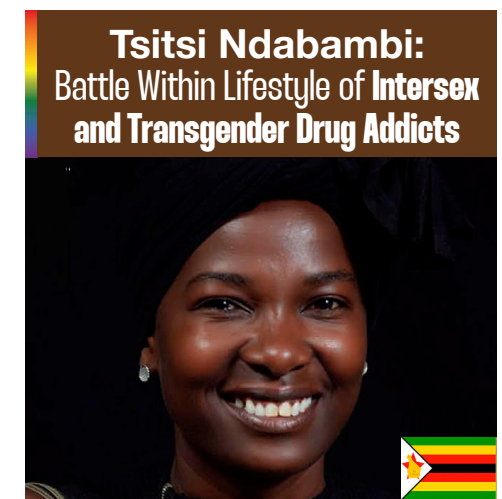
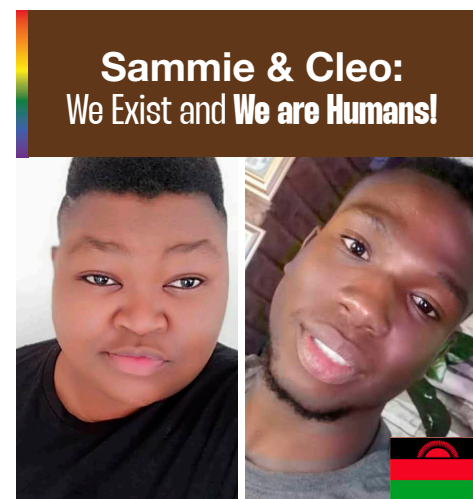
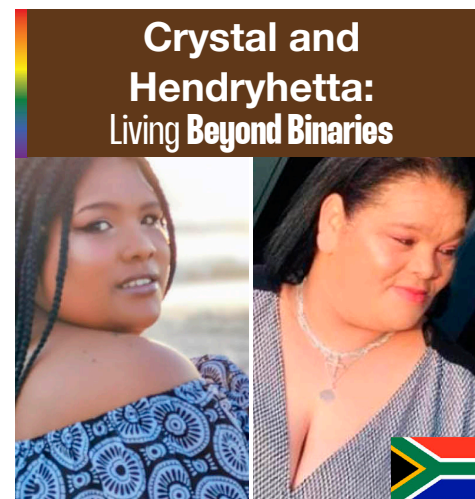
Iranti Program Officer **Nomsa Manzini** facilitated Program overview of the Margins to Mainstream Project at Durban Action Group Training, 2021

Media work: Safety, Dignity and Freedom

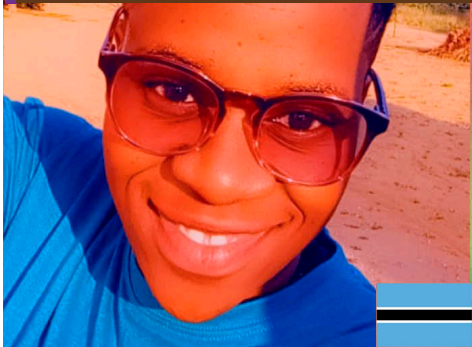
Beginning in 2018 and concluding in 2021, 'Safety, Dignity and Freedom' aimed to reshape media representation of LGBTQI+ communities and individuals in Southern Africa, and to support LGBTQI+ Africans in creating their own representations and stories. In early 2021, in collaboration with regional partners (ISSA, LITE, LEGABIBO, TREAT and Wings to Transcend Namibia), the final phase of the programme was launched. The new campaign, #NoOnelsOneThing, contained two components. Journalists were trained to write well-informed, sensitive articles about LGBTQI+ lives and issues, and LGBTQI+ people were trained in media skills--and went on to become creators and producers of their own narratives. Two media articles, published on Zimbabwean news sites, were the immediate result of the work with journalists.

What is more, newly minted LGBTQI+ film makers, from four countries in the region (Botswana, Malawi, South Africa and Zimbabwe) directed and produced a total of eight short films. All eight films premiered in June at Iranti's first (webinar-form) film festival. Four of the films went on to be screened at Nairobi's Out Film Festival in November (the festival was virtual in 2021).

No one is one thing: Eight fabulous short shorts from creators in the region



GG Mothai: ME



Karabo: Re e Bona Yalo



Iranti held conversation with journalist that have been working with LGBTIQ partners on their work within the country context.



Letlhogonolo Mokgoroane worked and designed the Safety, Dignity and Freedom Study and was excited for the launch.

Media work: Documentation and Archive

Following the creation of a new unit dedicated to knowledge and information, headed by Knowledge Systems and Research Manager, Jade Jacobs, Iranti has taken significant steps in envisioning how its future catalogued archive and 'Knowledge Hub' will take shape. Iranti's archival materials and publications are the result of 10 years of creation and collection. They include Iranti's own documentation (audio, visual and video), as well as published works (such as books) and varied materials from LGBTQI+ groups and events.

Jade foresees a Knowledge Hub for community members and researchers to visit, which will exist in physical form in Iranti House, as well as in an online form.

"Iranti has always incorporated various forms of media into its work, and our work often uses media as a tool for advocacy," says Jade. "Over the last (almost) 10 years, we have created and accumulated a massive collection of media, documentation and even some research publications. At this stage, most of our collection is not being used effectively because it hasn't yet been made accessible and freely available. Our plan as the Knowledge and Information Systems team is to create a living archive, which, because of the nature of our work, will be constantly updated and refreshed with new information. We would love to see members of our community, researchers, students... anyone interested in queer history, queer knowledge, queer films and photography,



Iranti continues to produce documentary work.

Its own (first) feature-length cinematic work, *There's Power in the Collar* (2020), was screened at South Africa's international documentary film festival, Encounters, in June 2021.

queer anything, coming into our space (our physical and our virtual space), using our work and creating new knowledge. We hope that in time, when people think about a place that holds rich and vast knowledge and resources relating to LGBTQI+ themes and topics, they think of Iranti."



Iranti team has been documenting human rights violation in 5 provinces (North west, Gauteng, Limpop, Eastern Cape and Kwa- Natal)

MEMORIAM



Lesibe Motibe Mother spoke about the loss of her daughter as we light a candle in remembrance of her life.



Lesiba Mothibe

Lesiba was an activist and community leader. A former winner of the Miss Daveyton pageant, she subsequently became organiser of the pageant. She also founded Uthingo (Rainbow), an LGBTQI+ organisation located in Daveyton, Gauteng. She passed on in March, 2020.



Nare Mphela

Nare was a courageous Transgender activist and community member. Harassed at school because of her gender identity and facing discrimination from her school principal, she successfully took a gender discrimination case to court, and won, receiving compensation from the Limpopo Department of Education. She was murdered in Sekgakgapeng Village, Limpopo in January, 2020.

Andile 'Lulu' Ntuthela

Andile ('Lulu') was a young gay man, a community leader and friend. He was brutally murdered in the Eastern Cape in April 2021.

We also remember

Bonang Gaelene
Audrey Boshoga
Nonhlanhla Kunene
Sphamandla Khoza
Nathaniel Spokoane Mbele
Khulekani Gomazi Mpophomeni
Lonwabo Jack
Lucky Kleinboy Motshabi
Phelokazi Mqathana
Lindokuhle Mapu

We remember and honour all who have struggled for justice and all who have been victims of anti-LGBTQI+ violence, both those whose names we know and those we do not.

STAFF AND BOARD

BOARD MEMBERS

Tashwill Esterhuizen Chairperson

Tashwill is an attorney with over a decade of advocacy in the LGBTI human rights sector. They are a Legal Advisor with Amnesty International and a Mandela Washington fellow, and are completing their Master's in Human Rights Law as an expert in strategic litigation. Tashwill held a key role in Botswana's case for decriminalisation, as well as litigation in support of a transgender activist in Zimbabwe.

Hiten Keshave

Hiten is an entrepreneur and mentor who helps businesses, organisations and visions grow. His broad skillset is not limited to finance. He assists individuals and organisations in becoming agile for rapid growth and development. Innovative thinking is reflected in his proven track record of starting three successful businesses and implementing successful turnaround solutions and strategies for various organisations.

Duduzile Mkhwanazi

Duduzile is an experienced executive with a history of working in the public sector and telecommunications. She is skilled in analytical skills, strategy and public speaking, and holds a master's degree focused in Public Policy Analysis from Université Montpellier. Duduzile has served on various non-profit boards and was CEO of Project Isizwe from 2017-2020.

Jabulani Pereira

Jabu is the founder and executive director of Iranti. He has a master's degree and over 30 years' experience as a strategist and leader in advancing rights in South Africa, and now in the region. Under Jabu's leadership, Iranti has grown to be a lead LTI organisation on the continent. He is an experienced director with skills in fundraising, financial management, and staff and programme management.

Sally-Jean Shackleton

Sally has worked in civil society organisations for over 25 years, focusing on the health, rights and freedoms of marginalised populations, including sex workers and Trans people. Before joining Frontline AIDS as the HIV Technical Lead for key populations, she directed two South African organisations. Previously she worked as a facilitator, rights educator, materials developer and project manager. Based in Cape Town South Africa, she works globally.

Chivuli Ukwimi

Chivuli is a human rights, international development and public health specialist with extensive experience in programme management, grant-making and philanthropy. She is the deputy director of the International Trans Fund (ITF) and has served on a number of boards, including that of Dignitate Zambia, where she served as chair, and African Men for Sexual Health and Rights (AMShR). Chivuli is driven by a personal vision of living in an inclusive world where all people can fully enjoy and realise their inherent rights.

STAFF MEMBERS

Zoey Black, Media and Communications Specialist

Theodelsea Goliath, Finance and Operations Manager

Zikhona Gqozo, Office and Finance Administrator

Crystal Hendricks, Intersex Rights Programme Officer

Sylvester Kazibwe, Trans Rights Programme Officer

Jade Jacobs, Knowledge Systems and Research Manager

Gugu Mandla, Documentations Officer

Nomsa Manzini, Programmes Officer

Ntuthuzo Ndzomo, Programmes Manager

Nolwazi Tusini, Media and Communications Manager

Jabulani Pereira, Executive Director

CONSULTANTS

Paula Fray, Interim Media and Communications Manager

Ntombi Mkandhla, Communications Consultant

Tamsin Wort, Intersex Programme Communications Consultant

Cullen Goldblatt, Research Consultant

Many donors help make our work possible. We are grateful to them all.

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MANAGEMENT'S RESPONSIBILITIES AND APPROVAL

Financial statements for the period ended 29 March 2022

Management is required by their Constitution, to maintain adequate accounting records and are responsible for the content and integrity of the financial statements and related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of the organisation as at the end of the financial period and the results of its operations and cash flows for the period then ended, in conformity with International Financial Reporting Standards for Small and Medium sized Entities. The external auditors are engaged to express an independent opinion on the financial statements.

The financial statements are prepared in accordance with International Financial Reporting Standards for Small and Medium sized Entities and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

Management acknowledges that they are ultimately responsible for the system of internal financial controls established by the organisation and place considerable importance on maintaining a strong control environment. To enable management to meet these responsibilities, they have set out 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 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.

Management are of the opinion, based on the information and explanations given by management, that the system of internal controls provides reasonable assurance that the financial records may be relied on for the presentation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss. Although management are primarily responsible for the financial affairs of the organisation, it is supported by the organisation's external auditors. The external auditors are responsible for independently auditing and reporting on the organisation's financial statements. The financial statements have been examined by the organisation's external auditors and their report is presented on pages 2 to 4.

The annual financial statements set out on pages 5 to 20, were approved by management on the 8th July 2022 and were signed on its behalf by:



Hiten Kashave
Treasurer



Jabulani Pereira
Executive Director

INDEPENDENT AUDITOR'S REPORT

TO MANAGEMENT

Unqualified Opinion

We have audited the financial statements of Iranti-Org set out on pages 6 to 18, which comprise the statement of financial position as at 29 March 2022, and the statement of comprehensive income, statement of changes in reserves and statement of cash flows for the financial period then ended, and the notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements fairly present, in all material respects, the financial position of Iranti-Org as at 29 March 2022, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards for Small and Medium - sized Entities.

Basis for Unqualified Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organisation in accordance with the Independent Regulatory Board for Auditors Code of Professional Conduct for Registered Auditors (IRBA Code), together with the ethical requirements that are relevant to our audit of financial statements in South Africa. We have fulfilled our other ethical requirements in accordance with these requirements and the IRBA Code. The IRBA Code is consistent with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (Part A and B). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the Report of Management, Detailed statement of comprehensive income for the period ended 29 March 2022 and the Schedule of Fiscal Hosted programmes set out on pages 5, 19 and 20 respectively.

The other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be

materially misstated. If, based on the work we performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged With Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with their accounting policies and the requirements of the Constitution, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is responsible for assessing the Organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organisation or to cease operations, or has no realistic alternative but to do so. Those charged with governance are responsible for overseeing the Organisation's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control

INDEPENDENT AUDITOR'S REPORT (Cont)

TO MANAGEMENT

- obtain an understanding of internal control relevant to the audit 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 Organisation's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management
- conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organisation to cease to continue as a going concern
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation

- obtain sufficient appropriate audit evidence regarding the financial information of the business activities within the Organisation to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the Organisation audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit. We have communicated with those charged with governance on all relationships and other matters, which may reasonably be thought to bear on our independence and, where applicable, related safeguards.

DC Douglas RA
Douglas & Velcich
Chartered Accountants (S.A.)

Johannesburg
8 July 2022

STATEMENT OF FINANCIAL POSITION

as at 29 MARCH 2022

	Note	March 2022 R	March 2021 R
ASSETS		-	11 174 010
Non-current assets		-	45 355
Equipment	3	-	45 355
Current assets		-	11 128 655
Account receivable	4	-	192 038
Cash and cash equivalents	5	-	10 936 617
Total assets		-	11 174 010
RESERVES AND LIABILITIES		-	11 174 010
Reserves		-	3 562 437
Accumulated funds		-	3 517 081
Equipment fund		-	45 355
Current liabilities		-	7 611 573
Accounts payable	6	-	273 282
Deferred income	7	-	6 051 510
Fiscal hosted programmes	8	-	1 072 464
Inter-related loan - Iranti NPC	9	-	-
Provision for leave pay	10	-	214 317
TOTAL RESERVES AND LIABILITIES		-	11 174 010

STATEMENT OF COMPREHENSIVE INCOME

FOR THE PERIOD ENDED 29 MARCH 2022

		March 2022 R	February 2021 R
INCOME	Note	23 284	8 638 867
Grants and donations	11	-	8 050 174
Service generated income		-	189 525
Interest received	12	-	355 329
Fiscal hosting income		-	41 888
Other income		-	1 950
EXPENDITURE		-	7 953 632
Operations and administration		-	1 206 999
Organisational development		-	1 401 703
Programme activities			1 008 049
Staff costs			4 336 881
SURPLUS FOR THE PERIOD/YEAR		23 284	685 235

STATEMENT OF FINANCIAL POSITION

as at 28 FEBRUARY 2022

	Note	March 2022 R	March 2021 R
ASSETS		12 437 396	-
Non-current assets		2 343 851	-
Land and buildings	3	2 199 453	-
Equipment	3	144 398	-
Current assets		10 093 546	-
Account receivable	4	63 094	-
Accrued income	5	68 892	-
Cash and cash equivalents	6	952 846	(80)
Inter-related loan account	7	9 008 714	80
TOTAL ASSETS		12 437 396	-
RESERVES AND LIABILITIES		12 437 396	-
Reserves		5 047 697	-
Accumulated funds		4 903 299	-
Equipment fund		144 398	-
Current liabilities		7 389 700	-
Accounts payable	8	287 912	-
Deferred income	9	5 979 654	-
Fiscal hosted programmes	10	954 852	-
Provision for leave pay	11	167 282	-
TOTAL RESERVES AND LIABILITIES		12 437 396	-

STATEMENT OF COMPREHENSIVE INCOME

FOR THE PERIOD ENDED 28 FEBRUARY 2022

		FEBRUARY 2022 R	February 2021 R
INCOME	Note	12 528 687	
Grants and donations	12	11 456 270	-
Service generated income		591 300	-
Interest received	13	390 540	-
Fiscal hosting income		86 177	-
Other income		4 399	-
EXPENDITURE		11 090 320	-
Operations and administration		1 700 056	-
Organisational development		862 799	-
Programme activities		3 073 146	-
Staff costs		5 454 320	-
SURPLUS FOR THE PERIOD/YEAR		1 438 367	-



getinfo@iranti.org.za

OPERATIONAL OFFICE

30 Wimbledon Street, Brixton, Johannesburg
South Africa
+27-11 339 1468

www.iranti.org.za