

ANNUAL REPORT



20
22

Leading
with Love



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Acronyms

In order of Appearance

LGBTIQ.....	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer
SOGIE-SC.....	Sexual Orientation, Gender Identity, Expression and Sex Characteristics
PVO Bill.....	Private Voluntary Organisation Bill
IDAHOBIT.....	International Day Against Homophobia, Biphobia and Transphobia
UPR.....	Universal Periodic Review
NJAMA.....	National Journalism and Media Awards
HIV.....	Human Immunodeficiency Virus
PFLAG.....	Parents, Families, and Allies
ARASA.....	AIDS and Rights Alliance for Southern Africa
SRHR.....	Sexual Reproductive and Health Rights
GoZ.....	Government of Zimbabwe
CSO.....	Civil Society Organisation
NGO.....	Non-Governmental Organisation
NAC.....	National AIDS Council
KP.....	Key Populations
ERP.....	Enterprise Resource Planning
RAWO.....	Rise Above Women Organisation
MoHCC.....	Ministry of Health and Child Care
TiRZ.....	Trans and Intersex Rising Zimbabwe
MOHA.....	Mother's Haven
COC.....	Cultuur en Ontspanningscentrum
YKP.....	Young Key Populations
UNDP.....	United Nations Development Programme

Operational Context

The operational context in Zimbabwe over the course of **2022** was characterised by significant developments which compounded several challenges, while also signalling notable inroads for GALZ, the LGBTIQ sector, as well as broader civil society.

Overarching socio-economic hardships intensified Zimbabwe's hostile operational environment, limiting GALZ's engagement and service delivery to LGBTIQ communities across Zimbabwe. The country continued with a slothful pace towards recovery from the devastating effects of COVID-19, with the production industry and public service sectors gradually resuming optimal operations. Although the country recorded normal to above normal rainfall during the previous summer season, there were widespread water shortages, with several municipalities introducing water rationing regimes to preserve water supplies. The water rationing disproportionately affected low-income households that lack access to potable water and alternative water sources. In Bulawayo for instance, several high-density suburbs recorded a spike in typhoid cases, with GALZ receiving requests for medical assistance by numerous LGBTIQ community members affected by the outbreak. Ordinary Zimbabweans endured economic woes as sharp inflation, water and electricity shortages, and acute price increases of petroleum-based commodities ballooned the cost of living, leaving many households scrounging below the poverty datum line.

Zimbabwe registered a laudable milestone towards advancing the rights of LGBTIQ persons through the adoption of 2 SOGIESC-related recommendations from the Universal Periodic Review process. The recommendations provide inroads for GALZ and other LGBTIQ organisations to engage and collaborate with the government in fostering a conducive environment for LGBTIQ persons to enjoy their constitutional and human rights. Juxtaposed against other years preceding presidential elections, **2022** witnessed a comparative decline in state-instigated violence against LGBTIQ persons, evidenced by lower reports

from LGBTIQ persons of harassment and brutality from the military and law enforcement agents.

Worryingly, Zimbabwe's main political opposition, which has traditionally supported LGBTIQ rights, expressed homophobia, distancing itself from LGBTIQ communities.

Although LGBTIQ persons experienced a notable decline in physical violence and harassment throughout **2022**, there was increased homophobia and hate speech across social media platforms, with Twitter and Instagram being prominently used to expose LGBTIQ persons and fuel homophobia. Digital media and online newspaper agencies contributed to increased coverage of LGBTIQ issues catalysing and broadening the social dialogue on LGBTIQ communities in Zimbabwe. Trends and sentiments across popular social media platforms indicated polarity within Zimbabwe's population on LGBTIQ rights and issues. Generally, homosexuality and same-sex relations remain widely condemned, however, there is notable support for LGBTIQ rights from sections of Zimbabwe's population.

The government of Zimbabwe redoubled its commitment to quell organised dissent. Despite widespread opposition from civil society and human rights organisations, the government adopted the proposed amendments to the Private Voluntary Organizations (PVO) Bill. The adopted amendments, among other things, will enable the government to exert undue power on civil society organisations, suppressing their autonomy and independence. The successful amendment of the PVO Bill signifies the curtailment of civic freedoms and a shrink in civic space in Zimbabwe. Furthermore, the government maintained a lackadaisical stance toward improving the status of human rights in Zimbabwe. Throughout the year, the government recorded little progress toward repealing and reforming legislation that repress democratic freedoms and human rights. Regrettably, the year also witnessed unlawful arrests of prominent political opposition members and human rights activists, which has been aggressively condemned by civil society and international human rights actors.



1 Membership and Community Empowerment



Empowerment of Community Members

Throughout the year, the community unit managed membership and facilitated community interface with GALZ's programmatic and advocacy interventions. As part of membership management, the unit embarked on membership drives to increase the number of GALZ-affiliated community members and expand GALZ's footprint across Zimbabwe.

Membership drives extended to remote areas with GALZ conducting outreaches to engage affinity groups as well as LGBTIQ communities and individuals in rural and peri-urban areas. Membership drives were also embedded within activities and events organised by GALZ. Calendar events including IDAHOBIT celebrations enabled GALZ to mobilise the community as well identify and register new members.

Sites introduced and organised innovative activities such as the blue couch talks in Mutare, End of the month Men's Forums in Bulawayo, and GALZ's flagship community get-togethers commonly referred to as chillaz. These helped to diversify GALZ's approach and mobilise hard-to-reach community members and demographics such as mature age groups.

The legal and psychosocial support services contributed to an increase in membership. New and registered community members contacted GALZ for counselling and legal support services, with GALZ facilitating referrals where necessary. The Resource Centres in Harare, Bulawayo, Mutare and Masvingo served as safe spaces for socialising and networking by LGBTIQ community members and provided facilities for recreational activities, internet access, LGBTIQ literature, and journals. Across the country, the Resource Centres recorded steady patronage of LGBTIQ community members. In addition, Resource Centers served as convenient venues for socioeconomic activities (Fish farming training as one example among others), and provided pleasurable sex commodities, latex condoms, water-based lubricants HIV and SRHR information.

Resource Centers served as convenient venues for socioeconomic activities.



Movement Initiatives

In 2022, GALZ utilised the existing coordination mechanisms to carry out collaborative work with other LGBTIQ organizations in the country. The key structure utilised by GALZ is the LGBTI Sector Directors platform which was hosted 6 times during the year 2022 with two being physical and four virtual meetings. Key issues discussed were related to the Private Voluntary Organisations (PVO) Bill, Universal Periodic Review (UPR) recommendations, and the new UNDP project titled We Belong.

The affinity groups currently have a combined total of over 400 members

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Ordaa Advocates

In 2022 GALZ expanded its complement of Ordaa Advocates by engaging a total of 33 LGBTIQ community members from across the country. Ordaa Advocates supported community engagement and service delivery through generating demand and mobilising community members. Through Ordaa Advocates, GALZ promoted community participation and interface with projects and interventions implemented throughout the year. GALZ relied on Ordaa Advocates to engage and facilitate feedback loops with LGBTIQ communities. As the voice of the community, Ordaa



Membership Drive and Affinity Groups

GALZ managed to engage and support affinity groups distributed across the country through conducting outreaches. Currently, each of the four GALZ Resource Centres manages WhatsApp groups to engage and interact with affinity groups under their regional boundaries. The WhatsApp groups are used to provide regular updates to affinity group members and for facilitating dialogues on pertinent socioeconomic and psychosocial issues. In 2022 GALZ expanded the community work by engaging Ordaa Advocates within affinity groups, who serve as focal persons, responsible for providing services and information related to healthcare, legal support, and socioeconomic empowerment. This has resulted in GALZ being able to get monthly reports from the AGs as well as support their monthly solidarity and wellness activities in a coordinated manner through the focal Ordaa Advocates.

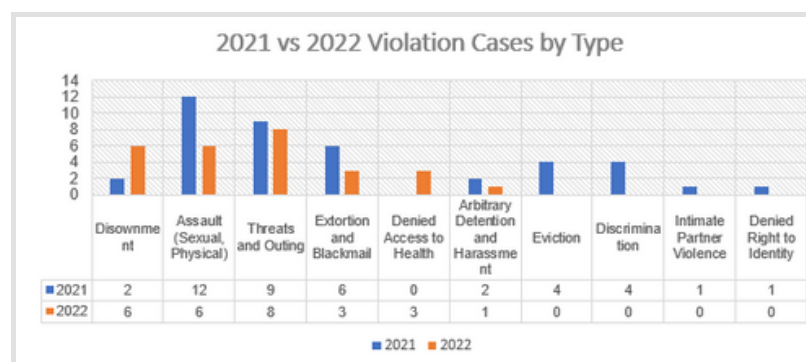
The community unit across sites supported and managed affinity groups distributed across the country's peripheral and rural areas. The affinity groups currently have a combined total of over 400 members, contributing to GALZ's social and programmatic footprint within these locations. As remote extensions of GALZ, affinity groups continue to contribute to the organisation's nationwide membership, with affinity group members providing support and patronage to GALZ's events, programs, and activities.

Advocates ensured that GALZ's projects remained conscious and in tandem with issues closely affecting LGBTIQ persons in Zimbabwe. The role and importance of Ordaa Advocates in organising and amplifying the agency of LGBTIQ communities cannot be overemphasised.

Through its community empowerment model, GALZ continued to invest in capacitating Ordaa Advocates to support and contribute towards the advocacy for the rights and inclusion of LGBTIQ persons. The community unit recognizes the need to continuously strengthen the capacity of Ordaa Advocates, as a critical component of advocacy. With the steady increase in the use of digital platforms over the years, Ordaa Advocates have partially transitioned their work of community mobilisation and advocacy to digital platforms. LGBTIQ community members are also increasingly relying on digital platforms to seek information and access the package of services provided by GALZ. Additionally, COVID-19 prompted the use of digital platforms for service delivery, community mobilisation, and implementing advocacy interventions.

Response to Human Rights Violations

In 2022, there were fewer LGBTI individuals who were recorded as requiring responses to human rights violations. The primary mode of tracking and assessing the violations is through the cases which are either reported to or identified by GALZ within the communities. The cases of Human Rights violations reported decreased from 41 in 2021 to 27 in 2022. Beyond the human rights violations, there were also cases recorded during counseling sessions, implementation of activities, and interactions on social media spaces which showed the communities demanding social justice within their respective residential areas and social spaces. In 2022, the number of LGBTIQ persons decreased by thirty-four percent, from forty-one cases in 2021 to twenty-seven cases. The decrease in the number of cases of human rights violations directly reported to GALZ is not representative of the overall reduction in cases of Human Rights violations towards LGBTIQ+ persons in Zimbabwe as there is no centralized system to document cases responded to by other LGBTIQ+ -led and/or serving organisations.



In looking at the Human Rights violations for 2022, three Key Observations can be noted as fully illustrated by the detailed case descriptions provided in the sections below. Firstly, there are forms of violations that have remained relatively high from 2021 to 2022. These are assaults (primarily sexual and physical), threats and outings as well as extortion and blackmail. The second observation is that 70% of these cases are not random. There is a relatively high degree of familiarity between the perpetrator and the survivor in the cases reported. The third observation is that there are repetitive trends in

how some of the violations are orchestrated by the perpetrators, particularly for those involving the use of privileged information about the lives of the survivors to make them more vulnerable. These three aforementioned observations are consistent with the observations made in the 2021 report.

A qualitative analysis of the data shows that there are themes that seem to be dominant and these seem to have a bearing on the occurrence, concealment, or perpetuation of violations against LGBTIQ persons within the communities. These themes include family, culture, friendship, power, relationships, intimacy, and law. The intersection of these themes is the existence of a community and system that is not interested in protecting others but themselves because they feel they have the power or means to make others feel weak hence the violation.

In assessing the performance of GALZ against the set indicator, the organisation was able to comprehensively address 80% of the cases it received. The other 20% of cases were not comprehensively addressed because of complications that would arise mid-way in addressing the cases. Examples of this were; a violated LGBTI person who has been assisted to move previously would move back to the same area they were violated before; the survivor of assault would initiate a conversation with the perpetrator after getting assistance and the cycle continues. There is a need for GALZ to keep on working with the survivors of social injustices to fully understand what they need to do continuously to keep themselves safe.



2 Knowledge, Documentation and Ideas



Media Reporting

In 2022, the partnership between GALZ and the mainstream media fraternity further strengthened as evidenced by the increase in number of positive and balanced LGBTIQ+ narratives broadcasted in both print and electronic media. This is of importance to GALZ as part of its desire to transform social norms by ensuring that the Zimbabwean audience consumes factual information in relation to LGBTIQ+ persons. GALZ conducted sensitizations with journalists from five media houses in four cities Mutare, Harare, Masvingo and Bulawayo. These increased knowledges related to sexual orientation, gender identity, expression and sex characteristics (SOGIESC) among the media practitioners.

GALZ has used the media to communicate its policy positions to policy makers through proactive press statements on significant days such as the Zimbabwe's Independence Day and International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) among others. The media has been able to translate the statements into positive articles. Notably, The Daily News and Newsday both published articles which shed more

light to the readers on two key issues which were the GALZ 44 Documentary which highlights the inhumane treatment of LGBTIQ+ persons at the height of homophobia in Zimbabwe, and the Universal Periodic Review recommendations that Zimbabwe accepted. In addition, as part of promoting positive and compelling LGBTIQ narratives in media, each year GALZ sponsors two awards to journalists. The two journalists whose stories would have been judged as the most outstanding are selected and awarded during the annual National Journalists and Media Awards (NJAMA). The 2022 Winners of these awards were Sindiso Ndlovu who is a Freelance Journalist and Robert Tapfumaneyi from Sly Media. To read more about the awards click [here](#)

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While there are remarkable milestones with the media, there is still more to be done especially with state media which has not been responsive to partnership building initiatives, including paid adverts and statements from GALZ. The difference in outcomes of publishing of LGBTIQ+ narratives by a sensitised journalist and one who has not been sensitised were evident in an interview by Diamond FM in which a young feminine man's family and the young man were unethically interviewed and left to the mercy of the public. The full interview from Diamond FM can be watched [here](#).

Press Statements

IDAHOBIT

To mark the International Day Against Homophobia, Transphobia and Biphobia (IDAHOBT), a day marked around the world to draw attention to the violence and discrimination experienced by lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) people.

International Women's Day

To recognize the existence and experiences of LBQ women who particularly encountered structural barriers inhibiting them from accessing justice, healthcare among other basic services. The statement was also a call to the government to include LBQ women in empowerment programmes, such as loaning services.

World AIDS Day

To stress the need to include LGBTI people in HIV prevention mechanisms and to also improve health coverage for all citizens regardless of sexual orientation, identity and expression

Zimbabwe Independence Day

Celebrate the birth of Zimbabwean independence from colonial rule and the call for the inclusion of LGBTI and other minority groups in the development agenda, to also advocate for the LGBTI people to be recipients of the same privileges afforded to other citizens.

Africa Day

The press statement was a celebration of Africa's diversity and call for recognition of the existence of minority groups such as LGBTI people in society.

16 Days of Activism Against GBV

To bring to the limelight the plight of LBQ women, who often experience IPV and sexual assault that often go unreported and in extreme cases that do but are never followed up on.

Press statement on Tafadzwa Maswa

Reaction to the outing of a community minor, who was publicly outed live on radio, the press statement was a solidarity message and also appeal to the media to promote objective and sensitive reporting.

National Unity Day

Call for peace and unity, protection of the LGBTI community by law enforcement and also for organizations promoting peace to include LGBTI people in peace-keeping dialogues.

Africa Human Rights Day

The press statement was published to celebrate the milestones made in pan-Africanism and to encourage the government to fulfill obligations made through the adoption of the African Charter.

International Human Rights Day

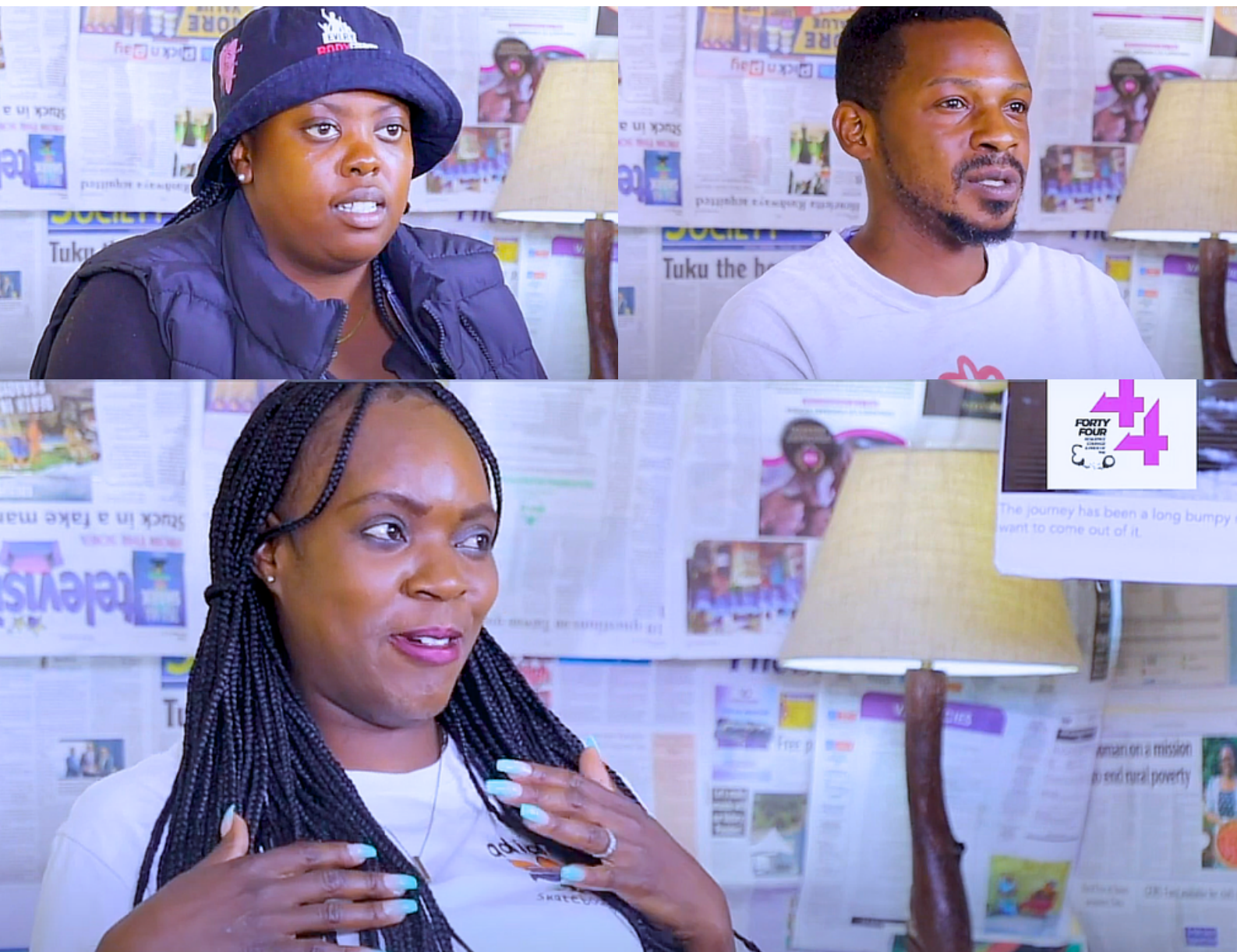
The press statement was published to call to action the government to fulfill promises made on international, regional and local human rights conventions such as the Universal declaration of human rights, the African Charter and the Constitution of Zimbabwe.



Community Stories

A major highlight of community stories in 2022 was the production of the GALZ 44 Documentary. The Documentary was produced as a commemoration of the 44 members of GALZ who were harassed and arbitrarily detained on Saturday 17 August 2012. The experience which was traumatic reflected the realities faced by LGBTI persons in Zimbabwe prior to and after the incident. 6 of the 44 people who were arrested in 2012 were able to avail themselves

for the recordings. Such documentaries are some of the cornerstones of the LGBTI movement in Zimbabwe which reiterates the cases which the organisation received on a day to day basis through its numerous platforms. The events of that like any other year signal a history of violence, discrimination and police brutality perpetrated on LGBTI people. The documentary gives an account of detention and underscores the need for policies and legal frameworks that protects all citizens from all forms of violence and discrimination. To watch the video on youtube click [here](#).



A key observation from the Newsletters produced in 2022 is that there has been more expectation as each month comes compared to previous years.

SOGIESC and Knowledge

Throughout the year GALZ has sought to improve SOGIESC knowledge among its partners, allies and the PFLAG. This has been done through multiple ways which include training, sensitisations, mass media messages and use of social media. As a basis for building public support,

increasing SOGIESC knowledge provides adequate information to the communities which diminishes their chances of projecting discriminatory and antagonist behaviours toward LGBTI persons residing within their communities. For activities where knowledge could be measured using pre and post-test assessments such as Health Care Workers Sensitisations, Journalists Sensitisations, Engagement of Parliamentarians, there was significant improvement at the end of each training in the knowledge levels of the participants.

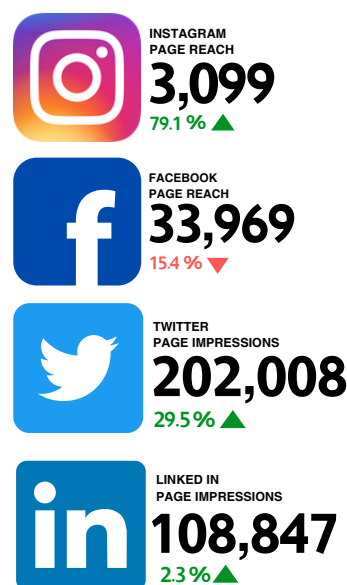
In the interest of standardising knowledge management within GALZ and across other organisations working with key populations, GALZ with the support of ARASA through the AZIMA project developed a Human Rights Training Curriculum. The curriculum fused together previous GALZ training models, regional and global manuals as well as literature from varied sources. If utilised optimally by the organisations conducting training, the curriculum has great potential to ensure that the

transfer of knowledge from program implementers, activists, trainers and anyone else is effective.

As one of the perennial and elementary practices, GALZ published 11 monthly Newsletters from January to November. Each edition of the Newsletters always consolidates important information for the LGBTI community ranging from laws and policies, relevant government initiatives, global events and social issues. In order to make the newsletters informative for the readers, they are developed using concise and relatable language. A key observation from the Newsletters produced in 2022 is that there has been more expectation as each month comes compared to previous years. This has been evidenced by the inquiries made by the community members mostly through whatsapp of when the next edition would be shared with them.

Social media engagement overview

The above statistics offer an overview of performance in terms of reach, visits and impressions for the organisation's social media, Facebook, Instagram, LinkedIn and Twitter in 2022. Facebook had a wider reach and page visits due to the larger audience of 4600 people compared to Instagram, LinkedIn and Twitter at 1366, 500 and 4000 respectively. It is also attributed to the fact that a majority of Zimbabwean internet users interact with Facebook significantly more than all social media platforms at 1.30 million users in early 2022 (The Independent, 2022). It is apt to note that although Twitter and Facebook have relatively the same amount of fellowship base, Facebook's audience is more interactive towards LGBTI issues as compared to Twitter's audience.





3 Policy, Law, Human Rights and Access to Justice



Advocacy Coalitions

The #WeBelongAfrica programme is a regional initiative that supports state entities in sub-Saharan Africa to become increasingly accountable and responsive to, and inclusive of, lesbian, gay, bisexual, transgender and intersex (LGBTI+) people and young key populations, which in turn will contribute to better laws, more responsive public sector services, and social norms that affirm these populations' perspectives, needs and rights.

#WeBelongAfrica intends to contribute to the strengthened commitment and capacity of African decision makers, at country level as well as in regional institutions, to be responsive and accountable to, and inclusive of, sexual and gender minorities and young key populations; to understand and support their rights and perspectives; and to promote equitable sexual and reproductive health and rights (SRHR) and HIV outcomes.

“
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Legal Strategy

The year **2022** was conceived as the first rollout year for the Legal Strategy which was developed by GALZ. Throughout the year, the organisation implemented the elements captured in the Strategy as piece meals because the strategy was neither costed nor resourced. Despite not being adequately resourced as a strategy, the organisation was still able to meet some of its obligations making use of available resources and mechanisms. In **2022**, GALZ did substantive work around the 4th priority pillar within the Legal Strategy which deals with Human Rights Protection and Promotion. Under this Pillar, GALZ conducted several Litigants Capacity Strengthening Trainings across the country with the intention of preparing potential LGBTI litigants to either lodge or defend claims that concern their perceived or actual sexuality. Targeted and strategic human rights education drives were conducted with the aim of reducing, avoiding and eventually eradicating human rights violations within the LGBTI community. During the year under review, GALZ dealt with **23** cases of a legal nature ranging from sodomy, aggravated indecent assault, assault, blackmail (extortion) and police harassment.

The Rainbow lawyers as a way to influence research on SOGIESC, human rights and the law are working on publishing **6** journal articles for referencing and citations by those studying law. Currently, there is little local evidence available and the **6** lawyers are each working on articles following the review of their thesis, proposal and research methodology in the September **2022**'s quarterly rainbow lawyers meeting. The articles are anchored on the Legal strategy's priority areas that are

- I. Human Rights Protection and Promotion
- II. Criminal Law Defense
- III. Administrative Institutions, Law and Practice
- IV. Family Law and Succession

Legislation

In 2022 GALZ operated in an environment with legal bills being introduced and amended. In 2022 the GoZ introduced the Private Voluntary Organizations (PVO) Bill which is aimed at shrinking civic space and threatening freedom of assembly and association. The PVO bill requires organisations to register as PVOs and gives the Ministry of Social welfare autonomy over CSOs work and governing bodies. The GALZ team engaged with the public hearings of the bill and the organisation has decided to observe and follow the issues pertaining to the bill. Partners such as Zimbabwe Lawyers for Human Rights have made submissions to the parliament of Zimbabwe against the bill and civil society organisations await the ruling of the bill. By the end of 2022, the PVO Bill had been passed by the House of Assembly and transmitted to the Senate awaiting deliberations.

The GoZ in March 2022, introduced the University Statutes Bill that was aimed at amending the Universities Act. The bill aims at aligning the state university acts with the constitution of Zimbabwe. The university statutes bill threatens academic freedom especially for LGBTI students in tertiary institutions. The GALZ team tried to engage with the public hearings conducted at state universities but the efforts were unfruitful. GALZ partnered with the Youth Empowerment and Transformation Trust and attended a validation meeting with members of parliament on the universities bill. GALZ's major goal was to monitor the process as a written submission would have further exposed the organisation and the LGBTI students to risk. In light of the projects which GALZ is currently implementing and any future interventions, the Bill has prospects of making the work of GALZ in tertiary institutions more difficult if not impossible. The Bill was gazetted as an Act of Parliament on the 2nd of September 2022.

The parliament in 2022 also introduced the Medical Services Amendment Bill. The bill seeks to align the medical services act with the constitution of Zimbabwe. Two key clauses that are favourable in the bill for the LGBTI community include 3.5 Clause 8B which highlights the protection of Intersex babies from Surgery and 3.7 Clause 7 which highlights discrimination on the basis of SOGIE. The GALZ team still awaits the final decision on the bill from the national assembly. By the end of 2022, the PLC had issued a non-adverse report on the Bill.

Strategic Engagements

The GALZ team engaged with the public hearings of the bill and the organisation has decided to observe and follow the issues pertaining to the bill.



In 2022, GALZ engaged the Ministry of Justice, Parliamentarians, Diplomatic Missions, and Leaders from CSOs to deliberate on key issues affecting LGBTI persons from different angles. These engagements were intentional to open up new spaces for GALZ to share its work as well as insulate it from harm that emanates from misconceptions of the work of GALZ mostly at an organisational level and subsequently at a community level. The stakeholders engaged by GALZ during the reporting period have varying crucial roles as policymakers, law enforcement agents, strategic influencers, and movement allies.

The ministry of Justice was engaged in light of the two UPR recommendations which were accepted by the GoZ. The two recommendations which focused on stopping forced surgeries on Intersex children and ending gender violence on LBQ+ women were widely celebrated by the LGBTI community in the country. The other notable development was the diplomacy in response by the Minister as they referred to constitutionalism and majority vote. The response contrasted the 2016 response which was subjective and highlighted personal values over policy as the sticky issue was gay marriage yet there was no recommendation or

submission for same sex marriage. Notable recommendations from the process were capacity strengthening of the Ministry of Justice on SOGIE and Human rights, and working with diplomatic missions in following up the recommendations as well as participating in the mid-term review. In November, the diplomatic missions were engaged by GALZ in light of the recommendation to influence their involvement as a watchdog for the implementation of the UPR recommendations.

Parliamentarians were engaged several times during the year. The nature of engagements of the parliamentarians can be categorised into two namely public hearings and sensitisation meetings. GALZ attended public hearings for three bills which were organised by the parliament through the respective parliamentary portfolio committees. In April and August, parliamentarians were sensitised on coordination and the law vis-a-vis access to SRHR services respectively. As the year ended and the election mood settled in, which to some extent painted a gloomy picture for GALZ some parliamentarians who had worked with the organisation for the past 5 years have a likelihood of not being voted for again. In total 50 Parliamentarians were engaged in sensitisation meetings.

Partnerships at National, Regional, and International Bodies



The organisation has maintained existing and nurtured new partnerships at a national, regional, and international level. The three notable partnerships which GALZ had for the year 2022 were the LGBTI sector, the SADC NAC Directors Platform and PAI NGO Forum. While the sector is a long-standing partnership of LGBTI organisations in Zimbabwe, the SADC and PAI networks are at a regional level. The three aforementioned platforms served multiple purposes which included amplifying the voices of LGBTI persons, deliberating on movement building, and planning for collaborative implementation.

ARASA convened the SADC NAC directors meeting which GALZ attended. The platform brought together the directors or their representatives from National AIDS Councils in SADC countries. The regional platform sought to create a solid partnership that the organisations can leverage on for their advocacy and program implementation. ARASA already has a partnership with ARASA through the Love Alliance program which is to be implemented from 2021-2025. GALZ managed to raise bottlenecks in KP programming ranging from personal values that impede work, lack of local evidence, and meaningful inclusion of KPs in key decision-making processes through panel discussions.



Access to SRHR Services

Over the years, GALZ has always strived to avail and refer the LGBTI communities to health services being provided at both public and private facilities. For commodities such as condoms and lubricants, GALZ has distributed these through mainly the satellite offices and Ordaa Advocates who are able to reach the LGBTI community members in areas remote to the site offices. Compared to the previous year, The number of community members in **2022** has slightly increased by 5% compared to **2021**. The increase can be attributed to an increased number of outreach activities conducted by the Masvingo, Mutare and Harare sites mostly through the support of Global Fund. Below is a table with the service access data

Service	Lesbian	Gay	BM	BW	TM	TW	Q	I	Other	Total
HTS	52	257	271	24	3	9	10	0	0	626
ART	7	7	0	3	0	0	2	0	0	19
PrEP	39	126	132	6	3	5	4	0	0	315
Counselling	93	88	17	40	9	2	27	0	4	280
STI	7	97	141	15	0	4	0	0	0	264
PEP	2	12	8	6	0	0	0	0	0	28
IEC Material	112	154	52	28	15	22	18	1	0	402
SRH Information	137	476	487	108	10	8	18	0	11	1255
Cancer Screening	11	0	0	14	0	0	3	0	0	28
Legal Assistance	0	11	2	2	1	0	3	0	0	19
COVID-19	2	0	0	0	0	0	0	0	0	2
Other	0	380	46	0	9	0	0	3	0	438
TOTAL	839	2036	1214	313	61	50	46	4	14	4577

BM – Bisexual Man

BW – Bisexual Woman

TM – Transgender Man

TW – Transgender Woman


Q - Queer

I – Intersex



4 Governance

Work under this pillar is guided by GALZ's strategic quest to build an organisation that is internally coherent, well led and managed, enjoys strong and responsive governance, and attracts the appropriate quality and quantity of resources to make it an effective as well as pleasant professional home. This, therefore, saw GALZ invest more in reviewing and improving its internal capacities and systems for work efficiencies.





Skills Development

“ A staff training was conducted by the consultant on the use of the ERP system.

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In 2020, GALZ adopted the ERP Next system as part of its migration from the PASTEL accounting system. During the year 2021, GALZ started the customization process but intensified this in the year 2022. A staff training was conducted by the consultant on the use of the system. The key highlight on the system is that the staff members have started using the system more frequently in performing tasks such as requesting for funds, submitting reconciliations, applying for leave and recording their daily activities. Towards the end of the reporting year, GALZ initiated a process of further customization to add more modules to the systems i.e. MERL and Programming modules.

Resources Management and Grants Management

As part of its mandate, GALZ has continuously provided safe spaces for the community members to meet and share experiences. These spaces have been available both during the working days and upon request during weekends. Importance of availing and expanding safe spaces to LGBTIQ+ community members cannot be overemphasised.

In regards to Grants Management, GALZ has

continued to play the role of fiscal host to MOHA, TIRZ, RAWO, Purple Hand and Pakasipiti. During the 3rd quarter of 2022, the responsibility of hosting was expanded, by the hosting of the Free to be Me program in Zimbabwe. Through the program, GALZ has developed a Sub granting policy with the assistance of a consultant to ensure that GALZ positions itself as a sub-granting entity.

Compliance

During the course of the year, GALZ secretariat hosted 3 full board meetings. As part of its mandate to provide oversight on the operations of the organisations, the Board was fully constituted during the three meetings. Key discussion points were mostly centred on the preparedness of GALZ to respond to the possibly invasive developments which are the signing of the PVO Bill into law and the potential re-elections of violence against LGBTI persons.

Organisational Learning

Towards the end of the year, GALZ co-created a learning platform for itself and other LGBTI organisations in the region. The learning space was convened by GALZ and COC with the latter building the capacity of the former in organising learning spaces at a regional level based on its decades of experience in the areas of movement building, advocacy, and community organising. The platform facilitated experiential learning among the participants with respect to the socio-economic, political and legislative environments they operated in within their respective countries.



Prior to the regional workshop, GALZ had developed a Thought Leadership Menu which showed areas the organisation felt equipped to provide technical assistance on to other organisations. The Menu was part of the deliverables for GALZ in the Love Alliance program. During the Regional Learning workshop hosted in October, GALZ used some of the content in the Menu to guide the conversations.

Gender and Inclusion

To promote the inclusion of young people, GALZ embarked on an internship program supported under the SAIH Project. GALZ recruited recent graduates from universities in Zimbabwe in the area of finance and admin, communications and legal. The internship program within GALZ is an opportunity to equip young people with the necessary skills, exposure and knowledge in an environment that deals with marginalised communities and in the human rights field. It is also a way for GALZ to discover new talent, enhance the organisation's social strategy and presence within young people.

Young Key Populations Program

GALZ has embarked on being in the Young Key Populations Group representing the LGBTI community. The platform has allowed the young LGBTI members to be part of regional initiatives such as #WeBelongAfrica that looks at having state entities in sub-Saharan Africa becoming increasingly accountable and responsive to, and inclusive of, lesbian, gay, bisexual, transgender and intersex (LGBTI+) people and young key populations, this allows young LGBTI persons to contribute to better laws, more responsive public sector services, and social norms that affirm these populations' perspectives, needs and rights.

In June 2022, GALZ participated in the YKP Regional Consultation and Digital Advocacy Campaign Training hosted by Y+ and UNDP in Pretoria, South Africa. The training was to equip the YKP and LGBTI members with

skills on how to develop advocacy messages for communities and policy makers. From the training, the GALZ team and other YKP representatives managed to develop an advocacy message targeted at policy and law reform.

GALZ in September 2022 with the support of UNDP, attended the national Young Key Populations advocacy meeting that was aimed at presenting the advocacy message that was developed by the LGBTI community within the YKP in Pretoria. The advocacy message encourages the government to be proactive on one of its accepted recommendations during the UPR which looks at protection of intersex minors. The LGBTI community in the YKP group developed a message that looks at the development of proper documentation for intersex people before the presidential elections in 2023, for the intersex persons to be able to vote.

Munhu Munhu Scholarship

GALZ in 2022 with the support of SAIH, awarded the Munhu Munhu scholarship to three university students, a transwoman, a bisexual man and a gay man. This scholarship is aimed at supporting LGBTI students in tertiary institutions with tuition fees and stationery. The scholarship also includes awardees work experience within semester breaks at GALZ. The purpose of this initiative is for GALZ to ensure that students get to finish their studies and also get the necessary skills and experience from the organisation.

Student Support groups

GALZ managed in 2022 to strengthen and maintain the student support groups within tertiary institutions for the purposes of offering peer to peer support and interaction within the students. The students' support group meetings covered issues around the Universities statutes bill, cyber-security, safe learning environments and access to SRHR services within tertiary institutions. It is important to note that student support groups need more support in terms of frequency as it will be more ideal to have them conducted bi-monthly than quarterly. This may lead to high service demand for SRHR services, research support and psychosocial support from students and also have the students more connected to each other and the organisation.

LBTIQ Programming

GALZ in 2022 has made tremendous progress within the LGBTI community with the organisation bringing the womxn together to reflect and celebrate the work within the women's movement in Zimbabwe. GALZ has also made efforts to recognize, and bring visibility to the womxn of the LGBTI community, honour and recognize the community of people who are historically overlooked and dismissed by way of being both women and different. GALZ has celebrated and commemorated with the womxn on important days such as International Women's day, Lesbian visibility day and 16 Days of Activism against gender-based violence, with issues around empowerment of LBQ womxn, need for education and skill development (Life skills) which are needed for economic stability in the LGBTI community being brought up.

Some of the key initiatives that LBQ womxn highlighted they were interested in include, poultry projects, sewing and farming, make-up training, and in an effort to respond to the community requests, GALZ conducted a fish training to help LBQ women earn a living and support themselves and their families. GALZ has also encouraged the LGBTI community to participate in the Munhu-Munhu Scholarship Programme which LBQ womxn from impoverished backgrounds could benefit from.

GALZ also made efforts to strengthen partnerships and allyship with partners and allies on LGBTI issues. GALZ in November 2022 met with the British ambassador and the Director for Education, Gender and Equality UK Foreign, Commonwealth and Development Office, to share issues of violence, education and gender equality in Zimbabwe. The platform provided an opportunity to share the lived realities of LBQ womxn in terms of GBV and the GALZ plans for 16 Days of activism. It was also a platform to create networks with different stakeholders that could be of use to the organisation and to the LGBTI community.

GALZ also had the opportunity to be part of a women's exchange program in Dortmund, Germany that was organised in collaboration with FLIP e.V. in Essen, with the support of the German Foundation Environment and Development North Rhine-Westphalia - "Stiftung

Umwelt und Entwicklung NRW”, Bonn. The partnership week allowed for learning and the exchange of ideas in relation to the serving of queer women’s needs. It also allowed for learning of new ideas around documentation with the use of archives, financial literacy and businesses and the importance of story-telling in evidence building/ documentation. The partnership awarded the Zimbabwe Autonomy Collective a small amount of funding **10 000** euro to continue on the advocacy work currently going on in Zimbabwe, which would be disbursed upon submission of a work plan. A youth exchange partnership is scheduled for **2023**, which could be beneficial to some young LGBTI in GALZ.

Challenges

GALZ experienced its fair share of challenges during the year. The notable challenges which had a bearing on the work are listed below;

1. Disbursement delays for some grants which impacted on implementation timelines for the projects. Some of the disbursements would be done for example 3 months after the expected period
2. Scheduling meetings with key political and government structures such as Chapter 12 Commissions made difficult by the pre-election settling in during the year

Recommendations

Based on the challenges faced as explained in the previous section and other learnings during the year, the following recommendations are proffered for the **2023** and other years to come;

1. Develop organisational quarterly instead of monthly work plans to allow for flexibility in cases when there are operational or disbursement delays
2. Adopt alternative engagement strategies for strategic entities which are not easy to meet eg courtesy visits, check in calls
3. Develop capacity among the LGBTI community members in story telling in light of the anticipated experiences that are elections oriented

2023 Outlook

1. GALZ Strategy Mid Term Review
2. Voter Education
3. Strategic Engagements of Ministry of Justice
4. Global Fund New Funding Model 4 Writing Process
5. Mid Term Review of Free to be Me and Love Alliance Programs

Annexure

GALZ 2022 Financial summary, click [here](#)

GALZ 2022 Results Framework , click [here](#)

GALZ 2022 Risk Matrix , click [here](#)

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