

**20
21**

ANNUAL REPORT



TABLE OF CONTENTS

Foreword.....	2
2021 Highlights.....	4
Programmes Performance.....	7
Membership and Community Empowerment.....	9
Knowledge, Documentation and Ideas.....	11
Policy, Law, Human Rights and Access to Justice.....	14
Governance.....	16
Pillars Performance Analysis.....	18
Financial Summary.....	19
Stories for Change.....	20
Risk Matrix.....	23
Challenges	25
Recommendations.....	25

FOREWORD

Zimbabwe as a country is grappling politically and economically as the legitimacy of the current Government remains in question by pro-democracy institutions, civil society, and the Diplomatic community among other critical stakeholders. Such a scenario leads one to deem the political environment highly unpredictable

The country maintains a multi-currency system consisting of the Zimbabwe Dollar, United States Dollar and the South African Rand as the major currency. The Zimbabwe dollar continues to lose value against other currencies thereby raising concerns for inflation as prices continue to skyrocket even in stable currencies like the USD. The LGBTIQ+ bear much of the burden such an economic environment as marginalised communities they are often denied access to means of production and often found in the periphery of the economy that include informal employment

Politically, hate speech on homophobia by leaders of Political parties has evolved as the presidency strives to maintain diplomacy with politically motivated homophobia being on the rise on social media platforms mainly on twitter. The diplomacy exhibited by the Presidency on the ruling and opposition parties namely ZANU PF, MDC T and the CCC in referencing constitutionalism whenever asked on their stance on homosexuality shows a maturity and seemingly positive move as compared to the extreme

homophobia expressed by the former president Robert Mugabe.

Diplomacy can be attributed to the instability within political parties. The expulsion of Dr Thokozani Khupe from the MDC and her maintenance of the name MDC-T and with Douglas Mwonozora hijacking the name MDC Alliance from Nelson Chamisa. This instability can be attributed to the silence on LGBTIQ+ as politicians strive to remain and gain more power and as usual, human rights and SOGIE matters fall on the wayside. There is anticipation of an increase in the number of politically motivated homophobia as we approach national elections set for 2023 and the by-elections scheduled for 26 March 2022.

The introduction of the Private Voluntary Bill that is under review by Parliament of Zimbabwe poses a major threat to the existence and operations of most Civil Society Organizations including GALZ. GALZ has however not submitted or taken heed to this call as it believes this is a gross human rights violation that further jeopardises the safety and security of the LGBTIQ+ community. Furthermore, GALZ is not a PVO as substantiated by the 2014 High Court ruling by Chigumba when GALZ was challenging the possession of its property by the State [1]. The Bill seeks to restrict operations of Civil Society and intensify Governments' oversight. CSOs will be mandated to submit their work plans, declare their funds and funders including government representatives within the CSOs Boards of Directors.

[1] GALZ challenges the possession of its property by the state
<https://allafrica.com/stories/201312060722.html>

March 2022, the Parliament of Zimbabwe's thematic committee of social welfare embarked on public consultations that will inform the debate on the Bill in Parliament before it is finally passed or declined by the Senate.



GALZ and the broader LGBTIQ+ movement have not been spared by the devastating impact and effects of COVID-19. Restricted movements through militarised lockdown have also restricted programming in efforts to adhere to national regulations and flatten the curve of COVID. Efforts were undertaken to maintain contact and gains made in capacitating LGBTIQ+ constituency on human rights, SRHR as well as raise awareness on SOGIE tolerance and acceptance of LGBTIQ+ via online engagement that include the GALZ Hotlines,

Facebook and Twitter pages. There were however concerns as online engagement do not yield the same impact that traditional physical and one on one engagement that community and stakeholders have been accustomed to.

There has been a growing concern over the need for mental health and psychosocial support by the LGBTIQ+ community due to COVID19 and the prevailing environment as revealed by the GALZ COVID19 survey [2]. Mental health challenges such as anxiety, stress and depression were reported emanating from loss of livelihoods that is exacerbated by the ailing economy and a struggling public health system that is unable to offer mental health interventions except for psychiatric services. Online counselling services were made available to the community that also brought its own shortfalls such as network glitches, expensive costs for data and airtime among other reasons.



[2] Community Voices during the COVID-19 era

<https://drive.google.com/file/d/1Qe4CBqYakFNkiqntUKVYBQ6gPgn8kd-I/view?usp=sharing>

2021 HIGHLIGHTS



Development of GALZ
Legal Strategy



Submission of a Zimbabwe LGBTI
UPR Shadow report



Submission of YKP
Communique to SADC



Evidence generation
through Research





LBQ+ SURVEY



Hosting the Dutch Ambassador and painting of the Harare wall with Rainbow colours



Sponsoring National Journalist and Media Practitioners Awards



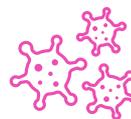
Influencing National KP/LGBTIQ+ resource allocation through dialogue with PEPFAR



LGBTI Sector meeting dialogue



LGBTIQ+ Needs Assessment



KP COVID-19 Study

[3] YKP Communique to SADC

https://docs.google.com/document/d/e/2PACX-1vOyXnezthHXfhU0Pc-Ky_xbdg4Xku0Mt_MfGUvsoLr3PsY74cOhuYyB9M_-UKFkik0IQual8ywsqXLA/pub

[4] GALZ LGBTIQ Needs Assessment Report

<https://docs.google.com/document/d/e/2PACX-1vSRn67nirQcCZjVWglcygfv1fZDYxoG7o3j7Vec2kk6gtWjX36lzf0KbOp2Ogqrw/pub>

[5] GALZ Legal Strategy

https://docs.google.com/document/d/e/2PACX-1vRdmv_St5rs_JzRyogNZLhE61iKaIFPRzXHLsHYKeR8VwJ7ZRLDyIqets8jTz4jtA/pub



ZHRC engaging the Ministry of Home Affairs on the status of the registration of Intersex persons



Coordinating the LGBTI sector through meetings and Press Statements



Rollout of vaccination programmes across sites



Vandalised billboard that was erected in Bulawayo



National Journalist and Media Practitioners Awards



Erection of Billboards in Harare and Bulawayo



Revival of affinity groups in rural communities e.g. in Checheche/Chipinge, Karoi, Chinhoyi



Roll out vaccination programmes across sites



Online Counselling services were strengthened with teletherapy, WhatsApp video consultations, Skype and ZOOM calls

[6] GALZ Sponsors NJAMA Awards
<http://easterntimeszim.org/2020/12/03/easterntimeszim-biggest-winner-at-2019-2020-njamas/>

[7] GALZ COVID-19 Report
https://docs.google.com/document/d/e/2PACX-1vSWxK8jeraUKdXgb5as-ot28kEP|qjYnunmpUe9aOarE2asALH4PQP08ZuVtv67vjQ9_jNtEC6VmyFE/pub

[8] Zimbabwe LGBT Shadow Report
<https://docs.google.com/document/d/e/2PACX-1vOjhTjRSTAMoebtCg-hj9-cc-9tOPnEOBfvz4zyFbkZkVfSw9DXU3XMmwZA6YMuCjg/pub>

PROGRAMMES

PERFORMANCE

GALZ strategically prioritised pillar 1 and 3 of the strategy. Pillar 1, Membership and Community Empowerment took precedence in the order of priorities informed by changes in the LGBTI sector with more emerging organisations taking and and GALZ needed to assess new priorities for membership and community to strengthen. Pillar 3, Policy, law, Human Rights and Access to Justice was key given the changing political landscape that gave way and opportunities for policy and access to justice engagements. However, the organisation performed exceptionally well across three strategic pillars thus including pillar 2 knowledge, documentation and ideas as information traffic on our social media platforms, website, local media and research increased reaching a wider audience and the public. Pillar 4 of the strategic plan serves as the conduit for achieving outcomes in the other three pillars because of the centrality of systems, governance and innovation to efficient community, knowledge and movement management. The organisation has made strides in developing its capacity to efficiently lead in sector coordination, providing technical support and playing a Thought leadership role nationally, regionally and globally.

GALZ increased its reach owing to the adoption of a horizontal approach instead of a vertical programme delivery model which is project based. Guided by the current strategic plan, GALZ adopted an horizontal approach of treating all its projects and interventions as complementary instead of dealing with an abstract approach of treating programmes as silos requiring a top down approach. This brought a holistic approach that took into account the diversity in the LGBTI community, inclusion and sensitivities to gender issues.



The organisational focus was to increase sexual and reproductive health and HIV service delivery across cities, per-urban and rural communities currently being reached by Ordaa advocates. The affinity groups model and use of drop in centres (DICs) reached out to 5019 members who required information and linkage to services. 35% of the reach was through the affinity groups while the rest were from the DICs. Community empowerment programmes implemented included academic freedoms of students in tertiary institutions, livelihoods and economic engagements, human rights literacy, mental health interventions in the times of covid19, parents, friends and allies safe spaces and socials as part of community movement building.

GALZ work is anchored on human rights and the advocacy engagements for 2021 focused on policy review, submissions, capacity building and sensitization of various stakeholders. The agenda for inclusive policies and law reform gave GALZ opportunity to engage in National bills, regional LGBTIQ activists platforms and Regional engagements with Global Fund, Universal periodic review advocacy week, webinars on decriminalisation, human rights

and impact of covid19 on the community. The advocacy work of GALZ is grounded in its historical experience of engaging policy makers at national and sub-national level to formulate, review and monitor policy implementation in Zimbabwe.

The visibility of the organisation on public radio, TV media, social media and print media increased during the year. The primary focus of

media engagements was on human rights and inclusion as expounded under the bill of rights in the Zimbabwe constitutions. Adjoining themes such as the need for public support of LGBTI rights, awareness raising on violations, mental health issues, as well as drug abuse and its impact were also discussed in the public discourse via mass and social media platforms. Additionally, campaigns on diversity and inclusion were also a feature in press statements and virtual dialogues.



Painting of Harare wall with rainbow colours

Membership and Community Empowerment

As a membership based organisation, pillar 1 of the strategic plan serves as the foundation upon which our work is built. GALZ has a solid membership management strategy which has sustained its role as a thought leader to other nascent LGBTIQ organisations within the country. Numerous activities were carried out in 2021 in a bid to empower the GALZ membership as well as the broader community.

Capacity building of the community transcended beyond the organisations to target community members through the four resource centres and 22 affinity groups. The development of movement building skills among community members is a sustainable way of safeguarding the gains made so far in advocating for the rights and development needs of LGBTIQ persons.



Two movement building oriented activities were planned for the year and they were all successfully implemented. The Zimbabwe LGBTIQ sector developed a Sector strategy to provide strategic guidance on the trajectory to be followed at a National level. The Sector Strategy serves as a basis upon which all the LGBTIQ work will be carried out for the years 2021-2026 as it was comprehensively developed by the various LGBTIQ organisations operating in Zimbabwe. GALZ conducted a training of the LGBTIQ sector on effective Movement Building. These two activities increase the prospects of the LGBTIQ sector in carrying out more direct advocacy initiatives beyond 2021.

Two National Ordaa Advocates training were conducted in Harare bringing together Ordaa Advocates from the four regional sites and affiliated groups. Ordaa Advocates are the community agents for the organisation who serve as mobilisers, educators and referral points for the broader LGBTIQ community. Ordaa advocates were trained on essentials of Peer education, movement building, community mobilisations, basic counselling, and crisis response among other topics. To ensure quality output, external facilitators were sought in areas that in house staff had limited capacity,

for example Ceshaar a Sex worker movement had to lead a session on Micro-planning in LGBTIQ Service delivery as they have been leading in country on the matter. Following the training, GALZ foresees an increased reach as well as activities implementation in affiliate groups. Such training sharpens the skills of the Ordaa Advocates and LGBTIQ community in general to be able to demand for justice. From among the 50 Ordaa Advocates trained there are 38 cases which were brought to GALZ's attention for handling. The general LGBTIQ community have immense trust in these Ordaa Advocates and GALZ to the extent that any case of injustice which surfaces is reported to GALZ to respond.

All the 41 violations which were reported to GALZ were addressed during the course of the year. Violations were gathered from reports filed through site visits, mobile messaging and referrals. A majority of cases reported were through community-driven focal persons who deliver the violations physically or through social media messaging. Some of the LGBTI persons come in person or communicate through the Parents, Friends and Allies of LGBTIQ persons (PFLAG) WhatsApp platform. PFLAG is a model which seeks to strengthen the support systems of LGBTIQ persons by engaging and sensitising individuals they identify as their family, parents, friends and allies on Sexual Orientation, Gender Identity and Expression.

Ordaa coordinators are also sent out into the community to verify the genuineness of cases and the urgency with which they need to be addressed. Out of the 38 violation cases reported to and addressed by GALZ in 2021, the common forms of violations were sexual assaults (25%) and blackmail (15%). In some instances sexual assaults was perpetrated against LGBTIQ persons in the name of corrective rape. Intimate partner violence is also a major experience in cases of sexual assault. Analysis of the case notes showed that blackmail was linked to a majority of cases as explained by victims who were threatened to be outed if they do not provide the perpetrator with some sort of compensation such as money, sex, clothing items or performing a task.

Counsellors also noted a rise in blackmail through social media as chats and pictures were kept as a bargaining tool. It is apt to note that the linkage between blackmail and sexual assault has almost been inseparable as one has often led to another.



Other membership and community empowerment activities which were conducted include engagements were done with 275 Parents, Friend and Allies of Lesbians and Gays in Harare, Bulawayo, Masvingo and Mutare. The PFLAG strengthens relations and support systems of the LGBTIQ+ through sensitization and dialogue basing on the lived realities shared within the safe spaces. Community participation and collaboration was also demonstrated by the involvement of other organisations in the sector in the painting of the Pride Wall at GALZ. LGBTIQ+ partners namely TIRZ, Transmart, Hands of Hope (HoH), Pakasipiti, Netherlands Embassy were involved in the process when it was hosted at the GALZ Harare Office. The painting of the PRIDE flag was part of the celebration of the international Day Against Homophobia, Biphobia and Transphobia. Leaders of the LGBTIQ+ movement attended the event and dialogue with the Embassy Staff on the state of the movement in the country.

[8] Zimbabwe LGBT Shadow Report

https://docs.google.com/document/d/e/2PACX-1vOhjtRsTAMoebtCq-hj9-cc_9tOPnEOBFyz4zyFbk7kVfSw9DXU3XMmwZA6YMuCig/pub

[9] 2021 LGBTI Violations Report

<https://dochub.com/comms-txZg7/mqNjP3BWW1o8njWR9yGzLk/lgbti-violations-report-1-pdf?dt=xGWmyZj5jR291yMtvk9b>

Knowledge, Documentation and Ideas

GALZ prides itself in facilitating knowledge generation, learning and sharing of information about LGBTIQ work in Zimbabwe with funding partners, the government of Zimbabwe, regional partners and other stakeholders. At the centre of that milestone is a sound documentation and knowledge management strategy which allows experiential learning, knowledge sharing and innovation both internally and externally. As a basis for understanding trends, collating evidence and determining effective programme designs, GALZ conducts and coordinates research work into any developmental aspects which have a positive bearing on the LGBTIQ persons. In light of this, one impact survey on the effect of COVID-19 among LGBTIQ persons and two major research studies were undertaken by GALZ namely the GALZ LGBTIQ+ Needs Assessment and the Knowledge, attitude and practices related to COVID among two key Population Groups – A Comparison Between Sex Workers and LGBTIQ+ Members, Harare, Zimbabwe, 2021.

The two research studies are in the process of finalisation while the COVID-19 booklet was already produced. The Needs Assessment unravels the economic status, level of education reached, access to livelihoods and employment, support systems, challenges experienced on the basis of SOGIE amongst other determinants. The second study is a comparative analysis of COVID19 for Sex Workers and the LGBTIQ+ community and this was done in partnership with Harare City Health's, Wilkins Hospital. During the course of the year at least six researches were supported being spearheaded by both local and international students pursuing mostly undergraduate studies and Masters. The publishing of the research findings is of benefit to GALZ specifically and the LGBTIQ sector broadly as it helps to build a body of knowledge to be referenced in policy formulation, programme designing and priority setting at national level. Articles which are then published in the mainstream will also be grounded in such evidence which is available to them.

GALZ produced nine press statements in 2021 on different issues and celebrations. Below is a table illustrating the press statements published;

Newspaper	Theme	Date
NewsDay	International Women's Day	08.03.21
The Standard	Independence Day	18.04.21
Masvingo Mirror	IDAHOT	17.05.21

Midlands Observer	IDAHOT	17.05.21
The Standard	International Day of Justice	17.7.21
The Standard	International Day of Justice (2)	18.7.21
The Standard	Pride Series 1	24.10.31
The Standard	Pride Series 2	31.10.21
NewsDay	World AIDS Day	01.12.21

Campaigns

Two major highlights for the year were the putting up of the Munhu Munhu Billboards in Bulawayo and Harare and sponsoring the National Journalist and Media Practitioners Awards (NJAMA). Despite the sad reality of community attitudes as shown by the vandalism of the billboards, GALZ celebrates being able to put up the billboards in the first place as a milestone for a certain level of acceptance. GALZ sponsored two categories at the NJAMA which were SOGIE reporter of the year for Northern and Southern Regions. Sponsoring of the 2 categories for the NJAMA was a culmination of the recognised efforts being made by the journalists to publish factual and non discriminatory articles during the course of the year.

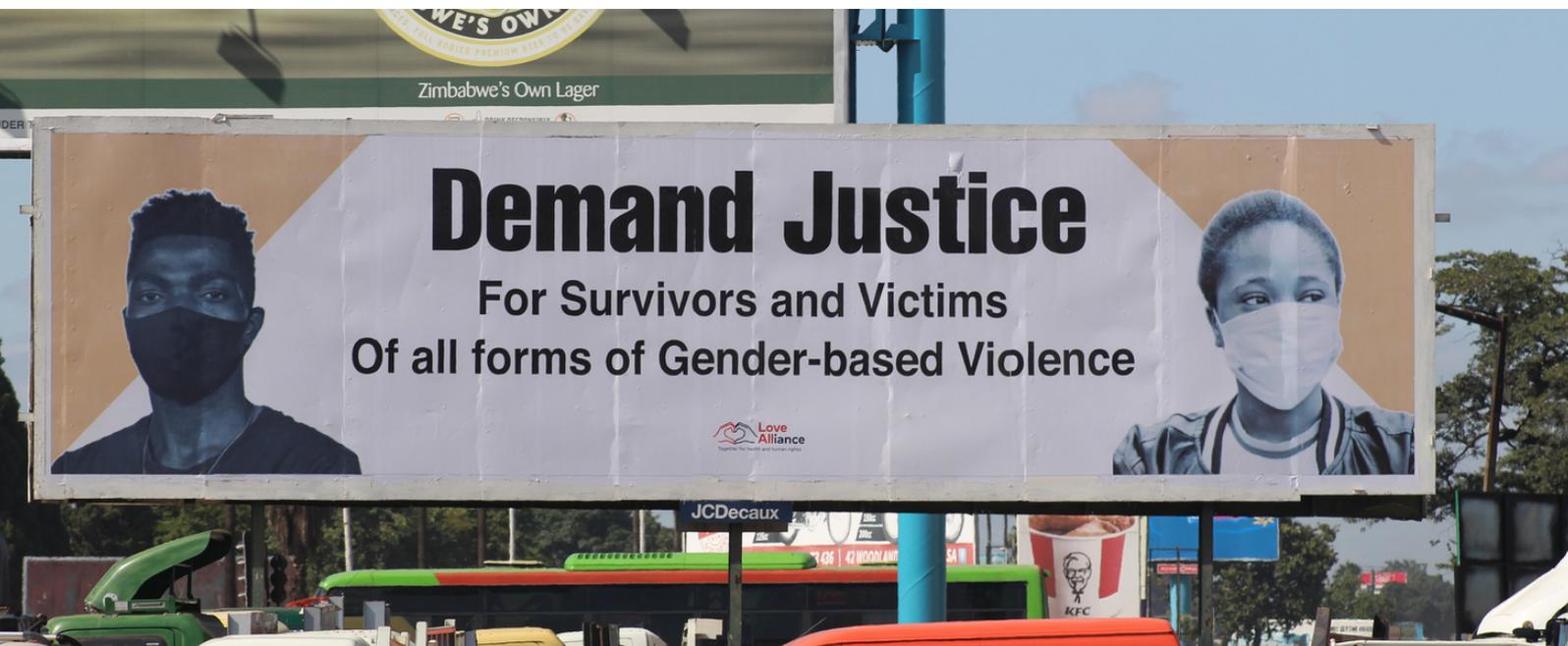
To promote awareness, sensitive and factual reporting by media practitioners, GALZ sensitised a total of 90 journalists in Harare, Masvingo and Mutare. The journalists were drawn from state and private media as well as print and digital media. It was interesting to see active participation of emerging media houses such as Varsity News and Great Zimbabwe Radio Station. These emerging media houses have a unique audience i.e. university students and have less bureaucracies and are likely to engage in shows on LGBTIQ+. Such reporting has raised GALZ visibility and prompted the reporting by UN agencies

As an outcome area for the pillar, community members were able to share their stories with GALZ. A community voices booklet was produced by GALZ documenting grassroots voices on the impact of COVID-19 on LGBTIQ+ community in Harare suburbs. 55 LGBTIQ community members were able to share their experiences as compiled in the booklet. Generally the voices of LGBTIQ are not heard and the situation is worse in times of pandemics or disasters of any nature. There is compounded vulnerability



of LGBTIQ persons particularly within already restrictive environments legislatively, culturally and economically. Access to health services, humanitarian relief, and any other emergency assistance becomes difficult for LGBTIQ persons. The reintroduction of lockdown measures at the beginning of the year had multiple adverse effects on the wellbeing of the LGBTIQ hence the compilation of the community voices. LGBTIQ persons found it difficult to access essential services during the Lockdown period in 2021. The effects of the pandemic included; interrupted access to

sexual and reproductive health services, increased drug and substance abuse, increased mental health challenges, as well as risky and deviant sexual behaviours. Using the various platforms which GALZ set up in response to the heightened challenges faced by the community, GALZ provided remote assistance, virtual and physical counselling, distributed food packs, referred members to local support systems and shared key information on how to stay positive, safe and secure.



[10] We have more to offer says LGBTI Community

<https://app.luminpdf.com/viewer/63034a412ab80a97be37936f>

[10] World day for International Justice

<https://app.luminpdf.com/viewer/63034b042ab80a97be37b331>

[11] Zim lesbians and political upheavals

<https://app.luminpdf.com/viewer/63034c3c2ab80a97be38076e>

[12] Importance of mental health intervention for LGBTI

<https://dochub.com/comms-txl7g77eDqeQZ6VzOD0m2vK0jLO4Y/standard-18102020-pdf?dt=Mmz4wCLANx1ezgqTEyMA>

[13] Towards a just society

<https://dochub.com/comms-txl7g77eOLPG9YKjo2EZ9WVZnXz6v/thestandard-11102020-pdf?dt=E-n75JR8Zd-j7jnd3328>

Policy, Law, Human Rights and Access to Justice

Under this strategic pillar, GALZ worked on strengthening coalitions, providing technical assistance in development of strategies, convene policy platforms, enlist new partners and improving access to sexual and reproductive health services by the community members. One key highlight though was the decline in community members accessing SRH services owing to challenges such as the designation of some health facilities as quarantine centres, and the general disregard of SRH needs focusing on COVID-19-related illnesses.

The experience of GALZ in LGBTIQ work nationally and regionally has earned the organization thought leader status. Resultantly the organization has taken up the mantle to strengthen coalitions, platforms, and networks which support or conduct LGBTIQ work in the country. Two key coalitions propel the LGBTIQ work in Zimbabwe namely LGBTIQ sector and National Key Populations Forum. The LGBTIQ sector is a coalition of all the LGBTIQ led and oriented organisations in Zimbabwe that collectively design, implement and oversee all the work and efforts targeting the development of LGBTIQ persons in Zimbabwe. The LGBTIQ+ sector held six meetings during the reporting period through virtual and physical means that GALZ convened and coordinated. A key achievement was the unanimous agreement to undertake litigation following the capacity training on litigation facilitated by a human rights lawyer in July 2021. Throughout the year, GALZ participated during the national and provincial Key Populations Forum sharing

Insights to the group on how the work of LGBTIQ persons can be intensified with focus on traditionally ignored themes such as wellness, sex positivity, sexual health and mental health. One notable achievement of the participation of GALZ in this platform was the review of the Terms of reference for the Forum. The new TORs now have a structure which is best suited to support the LGBTIQ work in Zimbabwe including the inclusion of LBQ womxn.



To fulfil the outcome area of assisting LGBTIQ organisations in developing legal strategies, GALZ developed its own Legal Strategy and facilitated the incorporation of a plethora of legal strategies being employed by the different organisations into the Sector Strategy. The GALZ legal strategy was completed during the reporting period with 4 thematic areas namely;

1. Administrative Institutions, Law and Practice
2. Criminal Law Defence
3. Family Law and Succession, and
4. Human Rights.

The strategy is being implemented with the support of a core-team of 5 lawyers who have been termed the rainbow lawyers. 15 lawyers constitute the full team with lawyers drawn primarily from Academia and private practice. The lawyers meet on a quarterly basis to assess trends and shape GALZ programmes to align to emerging issues. The organisations under the leadership of GALZ came together and shared the areas where they identified as requiring legal responses. Informed by the statistics and qualitative experiences shared by the organisations, the Sector Strategy was comprehensively developed to include the broad legal strategy to be adopted in dealing with the various legal obstacles faced by LGBTIQ persons in Zimbabwe.

As a default engagement strategy, GALZ convened ten policy dialogues in a bid to address the known policy gaps in Zimbabwe. These dialogues target parliamentarians, judiciary members, government departments representatives and personnel from Ministries such as the Ministry of Justice. Efforts were made to strengthen the capacity of the Judiciary on SOGIE and managing SOGIE related cases objectively and empathetically through a one day sensitization. The sensitisation covered values exploration and key issues on LGBTIQ+ as well as SOGIE and the law. Unfortunately, The Chief Magistrate declined the offer and wouldn't release Magistrates to attend. A conclusion was then drawn that the move by the Chief Magistrate was on the premise that the courts had been captured by the State. Following the denial of access to Judicial systems, GALZ engaged the

Zimbabwe Republic Police in Harare and Masvingo, and Parliamentarians in Harare. The goal of these engagements was to increase awareness among the law enforcers and legislators of the SOGIE issues and how they connect with human rights.

GALZ continues its advocacy for the mainstreaming of LGBTIQ+ issues in the broader development discourse by targeting processes and funding mechanisms such as Global Fund and the PEPFAR. Under Global Fund, GALZ as an implementing partner for the Key Populations Grant focusing on MSM, has been actively involved in the grant planning and designing. The implementation of the grant involves community mobilisation and capacitation of relevant stakeholders such as Parliamentarians to create a conducive environment for marginalised groups. Under PEPFAR, GALZ has been selected as a community representative to the COP22 development processes, an opportunity that GALZ uses to influence inclusion of appropriate intervention beyond health service delivery such as provision of safe spaces and modalities appropriate for MSM and other marginalised groups in Zimbabwe

The United Nations Human Rights Council under the Universal Periodic Review (UPR) was reviewing Zimbabwe as a country for the third cycle in 2021. GALZ submitted an LGBTIQ+ shadow report to provide overview and guidance on the state of human rights for LGBTIQ+ persons and the need for protection and promotion of those rights by the State. The shadow report consisted of human rights violations recorded by GALZ to substantiate its submission.

Parliament of Zimbabwe has since 2013 been reviewing various Acts to align them with the "New constitution." Among the Bills reviewed include the Public Health, Marriage, Education, Universities etc GALZ made submissions to the public Health and Educational bills and intentionally left out the marriage bill as it had pro-LGBTIQ+ clauses as well decriminalisation of willful transmission of HIV. GALZ was part of the Civil society organisations that were advocating for decriminalisation of HIV transmission as the clause was a basis for most blackmail cases that involved persons of same sex sexuality especially Gay men.

Governance

The role which GALZ has slowly matured into being a thought leader has necessitated the strengthening of systems to improve efficiency. In 2021 there was a deliberate attempt towards skills development, introduction of new systems and retention of effective procedures.

In skills development there were three notable activities during the year. An in-house training on Monitoring and Evaluation was facilitated by the Monitoring, Evaluation and Learning Officer to enhance the staff's appreciation and understanding of M & E. The facilitator took the team through basic fundamentality of M & E and how each team member plays a critical role in M & E for instance, how the data/information collected during counselling sessions can help programme design and implementation through analysis of problem at hand, where it emanates from and the possible intervention the clients and community require. The same was applied to the Ordaa Advocates programme and distribution of condoms, lubricants and other protective barriers and how data can help determine areas in greater needs, frequency of re-supply and preferred products as well as why they are preferred.

In addition to the M & E training, GALZ staff had an annual reflection and planning meeting as well as team building processes in December. The major objective was to evaluate the GALZ Strategy 2021/2025 – lead with love, the programming carried out in 2021 and plan for the year the team through team building. An external facilitator led the process and used various interactive sessions such as using a dashboard for planning purposes as well as beading as part of calming the mind and self-care. The outdoor games brought the team much closer as some team members needed support and to get over their phobias.

The management went through a communication training and conflict resolution exercise. An Organisational Development consultant who took the team through communication skills, understanding team dynamics, emotional intelligence and knowing when to hold back led the process.

In systems development, GALZ adopted the use of the Enterprise Resource Planning (ERP) system which integrates Finance, Administration, Programme Management, Monitoring and Evaluation functions to improve organisational efficiency. The introduction of this system has made more processes within the organisation better to manage. Additionally, GALZ also introduced a VOIP system for placing calls internally. One key feature of the organisation is responding to reported crises by members. To enable swift responses to these crises, the VOIP allowed staff members to enhance communication with community members during the COVID-19 era remotely without the need for physical presence at the office.

Gender & Inclusion Approach

During the reporting period, GALZ mainstreamed gender transformation as part of the various activities conducted. Interactions with policy makers, health care workers, community members and gate keepers at community level included gender transformation as one of the key topics for the participants. GALZ is guided by its Gender and Inclusion policy which also encourages a gender inclusive board. A newly appointed 8 member board has 50% being females which will ensure that their oversight role looks out for inclusion and diversity within the organisation. The board was appointed at the AGM in December 2021.

2021 Key Advocacy Engagements

- GALZ participated at the Global Fund 45th Board Meeting themed “What’s at stake for our communities?” and informed the Global Fund strategic plan. A GALZ representative was given an opportunity to present and also chaired breakaway rooms.
- GALZ presented its Home-based model to global partners at the meeting hosted by a Canadian-based organisation, Stephen Lewis Foundation.
- University of Heidelberg Course (Safety and Security) requested for GALZ to present a lecture to students from various EU countries working in SRH and Key populations on safety and security for key populations. GALZ provided reading materials to the students outside the presentation. The organisation’s expertise was acknowledged through this programme as a global expert in the field and to be called in the future lectures.
- GALZ made a presentation and contributed to discussions at EU-NGO Human Rights Forum, Rebuilding Better – A Human Rights-based Recovery from the Pandemic – Thematic Panel Access to Health: Health inequity exacerbated by COVID-19 – what response is required to leave no one behind? GALZ shared experiences of Key populations and why it is important to address human rights for key populations during the Covid-19 epidemic.
- GALZ participated at the high-level meeting as a speaker to the audience present and made a presentation on the importance of the Universal health coverage tool, what it means to Key populations, and existing gaps in the UHC discourse. The meeting was followed by the C20 Event in which GALZ was also selected as a Speaker in its perceived thought leadership role as GALZ has expertise in working with Key populations.
- GALZ was invited to participate in the annual SADC Senior Officials meeting at the end of 2021 to review the government's commitments to KPs attended by Government of Zimbabwe officials from the Ministry of Health. ARASA reached out to GALZ to make a presentation on the importance of human rights in the HIV and SRHR sphere. The meeting consisted of government Ministers and the National Aids Council.
- GALZ was selected to be the main speaker at the GBMSM ICASA PRECONFERENCE as a leader and to share the history of the movement and where it needs to be. GALZ also sat on a panel that was pre-recorded but also done live, on Non-Abstract Driven Session (No Prevention, No End: Taking the lead in implementing the 2025 HIV Road Map).
- GALZ was asked by CDC to unpack Criminalization of Homosexuality in Zimbabwe as an initiative from the Diversity and Inclusion Committee. A presentation was done to 40 CDC staff by GALZ as a way of understanding local context, policy, and impact of current laws in providing services for Key populations in Zimbabwe.



Pillars Performance Analysis

The organisation performed very well across the prioritised pillars 1 and 3 in addition to pillar 2. However, a critical analysis of the objectives in pillar 1 and its activities indicates that the GALZ team continue to focus more on HIV, SRHR and psychosocial support at the exclusion of more robust programs and activities that address other social issues, and demands of livelihoods. The reflective meeting at the end of 2021 encouraged Programmes staff to prioritize the demands of community needs. A Needs Assessment was carried out among the LGBTIQ community to assess emerging needs and gave the team an opportunity for program development beyond health. The Programmes Manager is to design programs that are key to community empowerment and social development of LGBTIQ people across all ages taking into account geographical location and group dynamics. GALZ expects more initiatives, interventions and programs geared toward other needs for social transformation. These will need GALZ to expand its resource base and funders with an invested interest in social, economic and civic space participation.

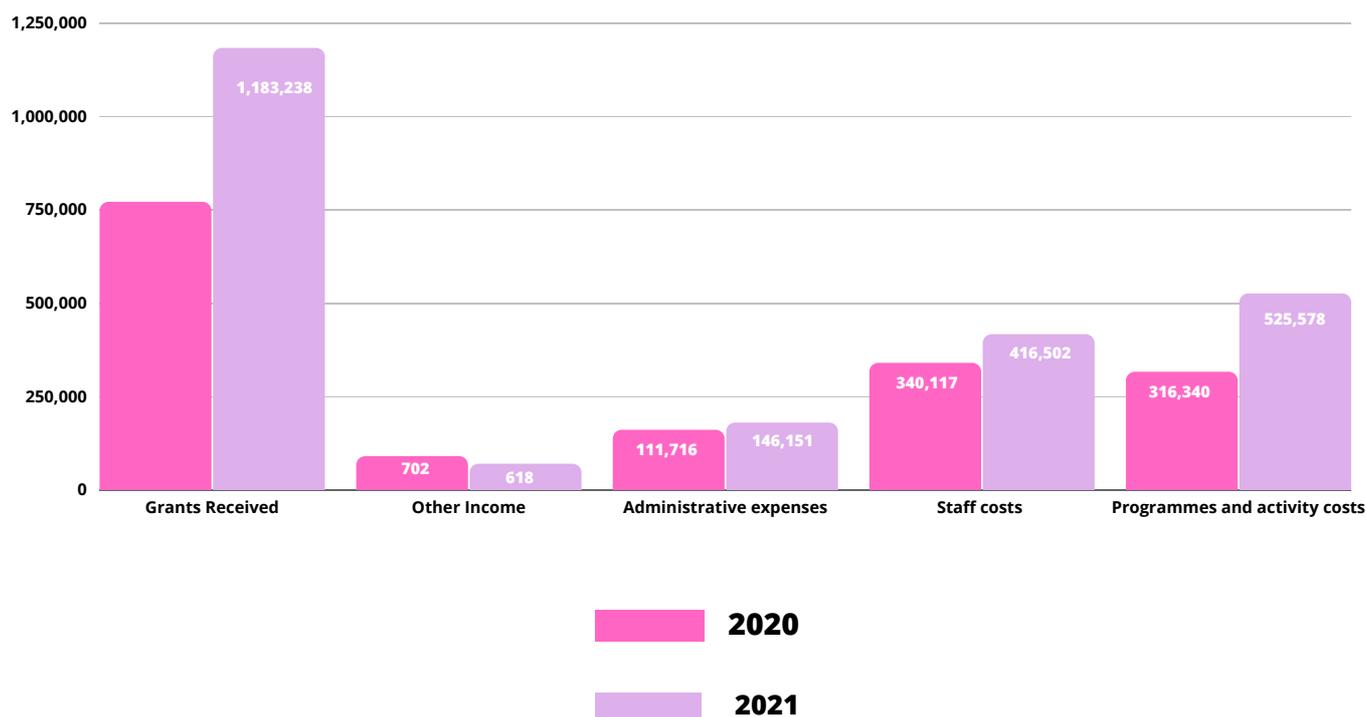
GALZ strategic pillar 2 focuses on Knowledge, document and ideas. In 2021 GALZ managed to increase its social media coverage, media engagement and public awareness through various platforms. This was exceptional given the previous years when the visibility was quite limited. However, there are other areas GALZ needs to increase efforts in, especially information generation through supporting internal and external research as community needs, Regional and Global trends in human rights are fast changing. The organisation

needs to showcase more stories of change on the website and in publications. Where there are skills gaps GALZ can outsource and also use board committees for support.

Critical pillar 3 addresses policy, law, human rights and access to justice. This pillar anchors GALZ's vision for an inclusive and just society through social, policy and law reform. Activities in 2021 demand justice in engaging policymakers and informing policy gaps identified in the year. There is more that needs to be done in building the capacities of communities to demand their own rights and strengthen movement building and coalition. There is a need for proactiveness to achieve this on the part of GALZ and its constituency. The Needs Assessment and gender, Inclusion, and diversity policy are key documents in informing target groups and skill sets in the community to promote civic engagements and human rights. The LGBTIQ sector advocacy strategy could be key in prioritising areas for coalition building in the human rights sector and areas of focus for advocacy.

GALZ needs to constantly review and assess progress of each Pillar every quarter so as to see the progress and transformation taking place in the community, stakeholders and the institution. Efforts to resource the organisation to support the strategy are key and expand partners beyond the traditional funders.

Financial Summary



[14] Global Fund 45th Board Meeting

<https://www.theglobalfund.org/en/board/meetings/45/#:-:text=The%20Board%20of%20the%20Global,the%2012th%20of%20May%202021.>

[15] EU-NGO Human Rights Forum, Rebuilding Better

https://www.eeas.europa.eu/eeas/eu-ngo-human-rights-forum_en?s=63

[16] Annual SADC Senior Officials meeting 2021

https://www.sadc.int/news-events/news/?ccm_paging_p_b98=13&ccm_paging_p_b4437=21

[17] GBMSM ICASA Pre-conference

<https://www.gbmsm.org/gbmsm-icasa-2021-pre-conference-report-now-available/>

Stories for Change



In 2021, Mama Africa (transwoman) while in Chimoio, Mozambique, invited 2 friends over for drinks including her ex-boyfriend (John) who later joined them for the drinks in the evening. When they had had too much to drink, Mama escorted them out but proceeded further to John's car. She reported being sexually assaulted, as John put on a condom and forced himself onto her. After this horrific ordeal, the perpetrator got in the car and drove away leaving mama traumatized from the degrading and inhumane treatment, full of suicidal ideations. When she returned to Zimbabwe, she reported the assault to GALZ within 72 hours of her return.

She blamed herself for the assault. She was referred to the hospital for PEP and other vital checks. GALZ contacted her through the Ordaa Coordinator and the client was booked for counselling with GALZ. The survivor completed several counselling sessions with the GALZ Counsellor on trauma specific interventions.

The sessions posed a positive change in Mama Africa's life. She managed to get other health services like being initiated for prep and was offered information about the usage of condoms as well as other safe sex commodities. The horrifying incident became an eye-opener for mama Africa. She reflected on what went wrong. The moment she has since stopped taking alcohol and has been sober to date. She then testified that the sessions with counsellor helped her to understand that life has more to offer than being suicidal at the same time the negative effects that may come with abusing alcohol. She is now empowered and besides blaming the rape on herself she says, "She was transgender before she was ever abused." Empowering statement of resilience building in therapy sessions she underwent with the counsellor.

Kue is a member of the LGBTIQ in Mutare. He is 22 years old and lives in Sakubva with his Aunty. His mother passed on in 2008 and his father is still alive but lives in Masvingo. In July 2021 at around evening time, his aunty took his phone without his consent and she found his chats with his partner. The aunty called in the relatives and told them about the chats and didn't return the phone to Kue.



He was put on curfew at home and he managed to borrow a phone from his little sister to send a message to the GALZ team of what happened. And he also notified his partner not to contact him on his phone since it was confiscated by his aunty.

Pathfinder, Kue's partner, called the office in a devastating manner saying that he was finished. The aunty had texted him as his partner and they conversed, exposing himself and Kue more on the issue.

The aunty later started threatening pathfinder and telling him to come by their place to talk. He notified the office and he was encouraged not to respond to them.

The aunty then called for a meeting at home and gathered everyone to discuss his sexuality. Only a few members are understanding but the whole crew is against him being LGBTIQ. After deliberations, Kue was given a grace period till November when he finishes writing his exams to move out and start his own life as they cannot live with a gay child.

Safety and security issues were discussed with the member and the Ordaa Coordinator. This helps not to repeat the same mistake and also learn from their mistakes and also be strong to overcome the situation. They also discussed issues about obedience and punctuality till he finishes his school exams to reduce the aunty's fury. The coordinator booked the member for a session with the counsellor.

After the sessions Kue's life has drastically changed. He has learnt how to keep himself safe from the outside world. The help he got from the counsellor about safety and security helped him a lot as he claims. The aunty learnt to tolerate him but is still not that much accepting of Kue's sexuality. Kue is still living at his aunty's place and has since separated with pathfinder because of the whole incident that put them at risk.

Kue is currently employed and is working for a non-governmental organisation that focuses on health and psychosocial service delivery to key populants. Kue has since started planning his life and is focusing on going for tertiary education, finding an income generating project and moving out to start his own life. He has openly said that the sessions he got were very helpful and he wants to do big in life. He also shares testimonies at discussions with members.



Mamvura, a member in Mutare 28 years of age, was indulging in drug abuse in 2021. He was hooked on the latest drug called guka- crystal myth-mutoriro. He had since started to abscond from work, and being suicidal to the extent that his friends notified GALZ Mutare about his issues. The member was being paranoid and anxious and he was no longer taking care of himself. He was hallucinating at work and at home causing people to stay away from him and others fearing for his life too. The coordinator reached out to him and that's when he opened up that he had started doing the drugs but couldn't stop. This was due to peer pressure at parties and also to fit in some crews. He so wanted to stop but he just couldn't. His body had deteriorated. However he agreed to have sessions with the counsellor and also try to stay away from the drug.

The sessions with the counsellor and help from friends and other close people helped Mamvura to overcome the system. He had to change friends, and leave other things so as to overcome them. Now he is free from the drug after a long struggle. He always finds ways to tell his fellow brethren about the drug that it is dangerous and he is not going back again. Once you get hooked there's no going back. He always encourages his peers to stay away from drugs and substances as they almost cost him his life. He was one of the members who testified on one of the discussions on drug abuse and also on the ZLDN survey.



Adrian 263 is a member at GALZ Mutare. He was chased away from home by his father after his WhatsApp status was captured by his father's friend who showed it to him. This confirmed that he was from the LGBTIQ community as the message was explicit.

In 2021 when he was preparing to write his A level, his father withdrew from paying his fees, sending money for basic upkeep. He just went silent. He finally was chased away because of his sexuality. His father was not keen to stay with such a child in his home. The member rushed to the GALZ offices and explained his issue. He was homeless and traumatized. The coordinator booked him a session with the counsellor for traumatic experiences and also psychosocial support. He was helped to apply for the emergency fund from TREAT, he got accepted and it helped him with housing and transport money for school. GALZ also offered social responsibility food packs to boost his diet. He was also encouraged to start a small business for survival after the grant. He managed to excel in his studies and right now, he's in university furthering his education. He testified that GALZ has been that support system in his times of need. As a way of bringing back to the community, he also helps his fellow members with applications for work at the DIC during his semester breaks

KayDee a non-binary member of GALZ in Harare who was awarded the Munhu Munhu scholarship in 2020 for an Honours degree in Local Governance at the Midlands State University. The Munhu Munhu scholarship is a program within GALZ that assists LGBTIQ students that are at a disadvantage with financial support for tuition in tertiary institutions.

KayDee was awarded the scholarship as a way to support them because their family had asked to defer from their studies as finances could no longer support them to continue. They applied for it at a time when their parents were struggling to put together money for tuition. They had two younger siblings who were both in high school. The Munhu Munhu scholarship had a huge impact on their life and it was also influential in redirecting their career path. Fortunately it also coincided with their internship year where they got the opportunity to work with GALZ. This is where their passion for human rights advocacy was born and also supported. They recently graduated with a 2.1 degree class and have been working within the LGBTIQ sector, pushing the LBQ agenda.



Risk Matrix



Identified risk	Impact level	Mitigation
The risk of increased incidence of violence perpetrated against LGBTIQ persons due to impending 2023 elections became a reality	4	GALZ engaged the police through SOGIE sensitisations across the four sites to seek protection of members by the law
Adverse after-effects of COVID-19 pandemic on the sustenance of LGBTIQ persons	4	Advocated for LGBTI inclusion in humanitarian responses Provided hampers to cushion the and provide support for LGBTI community
Increased cyber bullying of LGBTIQ persons	3	GALZ conducted digital security trainings for its members
Blackmail and Public vilification of communities through (digital) media	4	Crisis management of blackmail cases to de escalate conflict
Introduction of retrogressive laws ie PVO Bill	5	GALZ continuously engaged parliamentarians and participated in public hearings for the proposed PVO Bill
Human rights violations against community members	4	GALZ engaged the Rainbow Lawyers for legal assistance on all reported human rights violation cases
Raids and harassment of the GALZ Staff and members by intelligence agents	1	GALZ conducted periodic safety and security trainings while notifying Zimbabwe Lawyers for Human Rights of any activities which involved community members

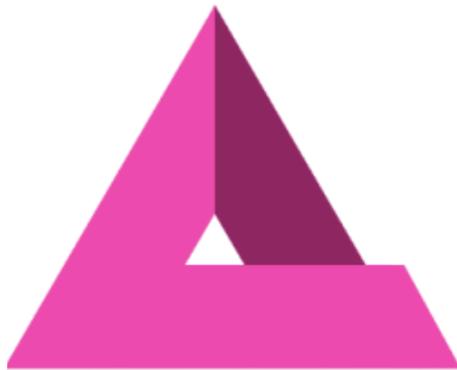
Diminished health outcomes among LGBTIQ persons	3	GALZ implemented its differentiated care service delivery model to cater for its different sub-populations
Unfriendly health services provision in public facilities	3	GALZ conducted Healthcare workers sensitisations meeting on SOGIE
LGBTI experience high rates of stress due to societal discrimination, rejection and violence.	5	Self-care and wellbeing of staff members and KPs Mental health interventions
Negative backlash against GALZ and its partners, because of misconceptions surrounding working with LGBTI people	1	GALZ conducted sensitisation workshops and media engagement to build and strengthen its public image

CHALLENGES

- 1.COVID19 Guidelines and restrictions made physical engagement with stakeholders difficult hence an alternative of video conferencing (Zoom, WhatsApp) was used for engagement
- 2.Online engagements had limited impact compared to physical engagements with the community therefore members were inoculated and strict adherence to COVID was ensured at events and engagements
- 3.Some government departments, for instance, Judicial Services Commission denied convocation making it difficult for GALZ to engage with the government to full extent

GALZ RECOMMENDATIONS

- 1.Intensify and revive GALZ Affinity group to reach out to LGBTIQ+ in rural, peri-urban, farming, and mining communities
- 2.Advance work on Civil participation to promote the participation of LGBTIQ+ persons in governance, electoral, and citizenry engagement processes
- 3.Capacitate the Senate on SOGIE and inclusive national policy framework
- 4.Provide spaces for previously marginalized groups such as LBQ women, Transgender and Intersex communities
- 5.Mainstream an in-depth disaster plan in Programme development, design, implementation and evaluation
- 6.Carry out a capacity assessment for GALZ and an implementation plan



Published by GALZ

35 Colenbrander Milton Park, Hre

info@galz.co

www.galz.org

© GALZ, an association of LGBTI People in Zimbabwe

GALZ
AN ASSOCIATION OF **LGBTI PEOPLE** IN ZIMBABWE