



2023



ANNUAL



REPORT



LEADING
WITH
LOVE



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Acronyms

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
MOHA.....	Mother's Haven
COC.....	Cultuur en Ontspanningscentrum
UNDP.....	United Nations Development Programme
UN.....	United Nations
ICASA.....	International Conference on AIDS and STIs in Africa
LGBTI.....	Lesbian, Gay, Bisexual, Transgender and Intersex
PrEP.....	Pre-Exposure Prophylaxis
AWIEF.....	Africa Women Innovation & Entrepreneurship Forum
PAI.....	Pan Africa ILGA
GBV.....	Gender-Based Violence
ZACRAS.....	Zimbabwe Association of Community Radio Stations
MOU.....	Memorandum of Understanding
ZHRC.....	Zimbabwe Human Rights Commission
SANPUD.....	South African Network of People Who Use Drugs
AIDS.....	Acquired Immunodeficiency Syndrome

Key Achievements

GALZ achieved a significant milestone in February 2023 by opening their annexe wellness centre in Harare. The centre provides comprehensive healthcare services, support, and resources to the LGBTIQ community in a safe and inclusive environment.



GALZ engaged in extensive consultations and dialogues to create an election manifesto representing the priorities of the LGBTIQ community. This influential advocacy tool urged political parties and policymakers to address social justice issues and emphasized the transformative power of elections.

GALZ's achievement lies in their ongoing sponsorship of the National Journalism and Media Awards (NJAMA) in Zimbabwe, particularly in the SOGIE reporting categories for both the Northern and Southern regions. This sponsorship promotes accurate and inclusive reporting on LGBTIQ issues, fostering excellence in journalism and creating a platform for showcasing the importance of media representation and understanding of the LGBTIQ community.



GALZ successfully strengthened local and regional advocacy for vulnerable communities, including LGBTIQ individuals, sex workers, people who use drugs, and people living with HIV. Through the inaugural Advocacy Academy, they built a pan-African movement, empowering activists with knowledge and skills for effective advocacy and promoting human rights and social justice.

GALZ successfully participated in the ICASA2023 conference with a delegation of staff and volunteers. GALZ's presence deepened understanding and contributed to discussions on legal protections and human rights-based approaches. The survey indicated that 66% of participants found the attendance highly beneficial.



GALZ made a notable achievement by presenting an oral submission to the UN Committee on Economic, Social, and Cultural Rights. They addressed barriers faced by LGBTIQ individuals, advocating for anti-discrimination laws, the repeal of criminalizing laws, and training programs to reduce stigma and discrimination.

GALZ's invested in green energy solutions to address load-shedding. They installed solar systems in their resource centers, ensuring uninterrupted power supply, improved communication, cost savings, and a commitment to environmental sustainability. This sets a positive example for other organizations and contributes to a greener energy landscape.



About GALZ

GALZ is a voluntary membership-based organization established in 1990 to address the needs of the Lesbian, Gay, Bisexual, Transgender, and Intersex (LGBTI) community in Zimbabwe. At the time of its founding, Zimbabwean society held deeply (ongoing) entrenched conservative views on matters of sexuality and gender identity, and discrimination and stigma against the LGBTI community were prevalent. GALZ emerged as a pioneering force, advocating for the rights and recognition of LGBTI individuals in a challenging social and political climate. Over the years, GALZ has played a crucial role in raising awareness, challenging discriminatory laws and practices, and providing much-needed support and services to the LGBTI community in Zimbabwe.

The organization's vision is to create a just society that promotes and protects the human rights of LGBTI people as equal citizens in Zimbabwe. GALZ's mission is to promote, represent, and protect the rights and interests of LGBTI individuals through various means, including advocacy, lobbying, empowerment, education, research, and the provision of safe spaces. Our goal is to influence positive attitudes within the broader society towards the LGBTI community.

GALZ recognizes different segments within their constituency, including lesbians, gays, bisexuals, transgender and intersex individuals. We aim to provide services and support tailored to the specific needs of these groups. These services include protective barriers such as condoms, lube, dental dams, and finger cots, as well as psychosocial counseling, education, legal and para-legal services, and human rights protection. GALZ also focuses on information dissemination, health and well-being support, livelihood assistance, social services, referrals, life skills training, and the provision of safe spaces.

The organization has identified four strategic priority pillars to guide their work. The first pillar is Membership and Community Empowerment, which aims to build an inclusive movement, strengthen the capacities of LGBTI individuals, empower their participation in socioeconomic and political life, and provide support for their psycho-social well-being. The second pillar is Knowledge, Documentation, and Ideas, focusing on building evidence through research, enhancing media visibility, empowering the community to share their stories, and establishing a knowledge hub on gender and sexuality diversity. The third pillar, Policy, Law, Human Rights, and Access to Justice, aims to strengthen GALZ's advocacy efforts, promote legal protection, and build a broader coalition of advocates for LGBTI inclusion. The fourth pillar, Governance, Institutional Innovation, Systems Adaptation & Resources, focuses on enhancing organizational management, governance, and resource mobilization to ensure effective and sustainable operations.

In implementing this strategy, GALZ seeks to create a lasting impact and transform attitudes, mindsets, behaviors, beliefs, and policies within Zimbabwean society. They aim to be a strong and empowered organization that effectively supports and advocates for the rights and well-being of LGBTI individuals. By working together with allies and other LGBTI groups, GALZ aims to mobilize resources, enable meaningful opportunities, and foster social change to ensure the fulfillment of the aspirations and dreams of the LGBTI community in Zimbabwe.

Executive Summary

GALZ had a relatively successful year marked by key achievements in advancing human rights and social justice of the LGBTIQ community in Zimbabwe. We have successfully expanded our networks and forged valuable alliances through local, regional, and international engagements. At home, GALZ has formed and strengthened partnerships with new civil society organizations and communities (ZACRAS, LGBTIQ Sector, ZHRC, NGO Forum), human rights advocates, and community leaders, strengthening their advocacy efforts and amplifying the collective voice for LGBTIQ rights in Zimbabwe. Regionally, GALZ's active participation in conferences and forums (AWIEF, PAI Conference, Regional Police Dialogue] has enabled them to connect with like-minded organizations across Africa, fostering knowledge exchange and joint initiatives to address common challenges faced by the LGBTIQ community. Internationally, GALZ's engagement in global platforms, including the UN, has resulted in partnerships with international human rights organizations, NGOs, and diplomatic entities (ICASA2023, WomenDeliver.

These networks and alliances have not only expanded GALZ's support base but have also facilitated resource sharing, knowledge transfer, and collaborative advocacy efforts. Overall, GALZ's extensive engagements have positioned them as a leading advocate for LGBTIQ rights, enabling them to navigate challenges and advance their agenda on a broader scale.

Over the course of the year we have experienced some setbacks both familiar and new. The presence of anti-LGBTIQ rhetoric, particularly in political and social contexts is pervasive. We must navigate and counteract this rhetoric to protect the community from discrimination and backlash. Additionally, the organization encounters resource constraints, making it challenging to secure sufficient funding to support programming responding to emerging issues in the Zimbabwean context such as economic degradation which has commanded more focus on socio-economic empowerment.

However, there are also emerging opportunities. We have experienced increased visibility and support through online engagement and social media, indicating a growing awareness of LGBTIQ issues and a larger support base. This presents an opportunity for GALZ to amplify their advocacy efforts, mobilize support, and engage with a broader audience. Collaboration and movement building with local, regional, and international organizations are other opportunities for GALZ. These alliances allow for shared advocacy, knowledge exchange, and resource pooling to address LGBTIQ rights and related marginalized community issues. GALZ's engagement in political processes is another opportunity to influence policy discussions and raise awareness among political parties and policymakers. By actively participating, we can drive positive change and prioritize LGBTIQ issues.

Furthermore, GALZ's focus on skills development and economic empowerment, such as through their Graphic Design and Digital Marketing Academy, creates opportunities for individuals to gain marketable skills and achieve financial independence. These efforts contribute to the overall well-being and resilience of the LGBTIQ community. Despite the challenges, GALZ's increased visibility, collaboration, political engagement, and focus on skills development present promising opportunities for advancing LGBTIQ rights and fostering positive social change.

Operational Context

In 2023, our operational landscape was dynamic, presenting diverse challenges across national, sub-regional, and regional levels. We navigated through fluctuating conditions, capitalizing on windows of opportunity within the ever-evolving environment. Our resilience was evident in adapting to unforeseen setbacks while maintaining our commitment to our mission.

The backdrop of 2023 as an election year in Zimbabwe added an extra layer of complexity to our endeavors. As members of GALZ, we ardently sought a peaceful electoral process. Despite a generally tranquil campaign period, the overall environment for the effective implementation of our work remained volatile, unpredictable, complex, and ambiguous, largely due to the pending Private Voluntary Organisations bill. These factors significantly influenced the scheduling and nature of our activities.

The economic landscape, while showing signs of potential recovery, grappled with soaring inflation, reaching 47% by the end of 2023. This not only escalated operational costs but also profoundly impacted the day-to-day lives of Lesbian, Gay, Bisexual, Transgender, Intersex, and other (LGBTIQ) individuals. Against the backdrop of elections and inflation dominating public discourse, our social context was shaped by campaigns and discussions revolving around political and economic predictions. In navigating this landscape, our activities predominantly found venues within GALZ resource centers and those of our partners and allies, carefully avoiding any misconception of involvement in politically charged activities. The widespread adoption of technology continued to shape Zimbabwe, with platforms like X (formerly Twitter), Facebook, Instagram, and TikTok becoming instrumental in information dissemination. Online conferencing platforms such as Zoom played a pivotal role in conducting influential work across various locations and time zones. However, challenges like bandwidth quality and the high cost of data influenced the degree of participation in these online engagements.

Observing Zimbabwe's weather patterns in 2023 revealed clear signs of climate change, with delayed onset and/or offset of common seasons, dominated by heatwaves. This necessitated additional costs to ensure the comfort of participants during events. Moreover, a declared state of emergency due to a cholera outbreak impacted the type of refreshments provided and the overall number of participants at each event, reflecting our commitment to disease prevention.

Reflecting on the contextual challenges that shaped our achievements, we proudly acknowledge the pivotal role played by the visionary leadership of our Executive Director, Chesterfield Samba, and the steadfast support and wisdom of our Board at the governance level. This formidable combination enabled us to successfully navigate the changes initiated in 2023, including the restructuring of our team to align with our Leading with Love strategy. The transition in the leadership of the Programs Unit, with Samuel Matsikure moving to Aidsfonds and Teddy Munyimani assuming the leadership role, exemplified a smooth and enthusiastic handover facilitated by the commitment of GALZ staff. This ensured that our promises to members, partners, and stakeholders were fulfilled seamlessly.





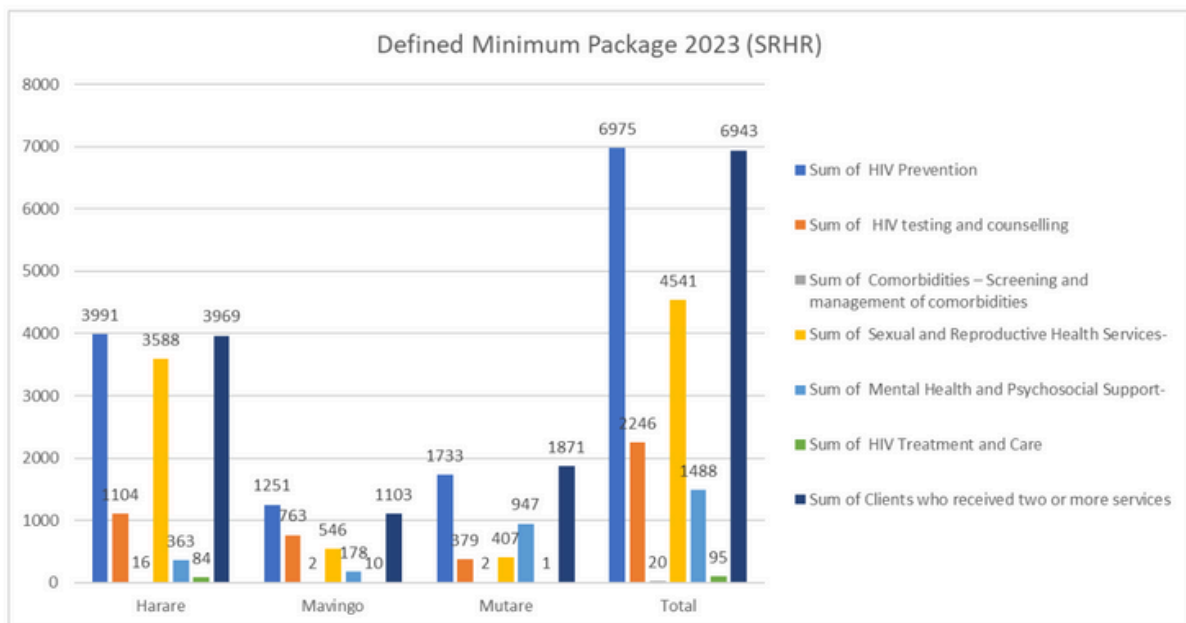
Introduction

Under this Pillar, GALZ is dedicated to building an all-inclusive movement and believes in fortifying ongoing movement-building initiatives by strengthening the capacities of LGBTIQ+ individuals to demand meaningful inclusion and challenge discrimination. The organisation strives to combat discrimination by empowering the community to effectively and meaningfully participate in socioeconomic and political life. Furthermore, GALZ is committed to strengthening and expanding initiatives for psycho-social support, mental, financial, and emotional wellness, ensuring the social well-being and protection of all LGBTIQ+ individuals.



Health and Wellness

In February 2023, GALZ officially opened its annexe wellness centre in Harare. This is a culmination of our efforts and commitment to the well-being of the LGBTIQ community. The centre is a hub that provides a safe and inclusive environment where individuals can access comprehensive healthcare services, including HIV testing and counselling, sexual health education, mental health support, and other essential resources.



Capacity strengthening

One hundred and fifty (150) GBQ men in Harare, Mutare & Masvingo had their Human Rights, Safety and Security capacity strengthened through trainings. The trainings were conducted by the Legal Officer covering digital security as well as personal security in private and public spaces. Overall the capacity strengthening of members on safety and security is anticipated to have a lasting impact by reducing the cases of human rights violations at individual and collective levels.

GALZ launched the Graphic Design and Digital Marketing Academy in March 2023 with 15 aspiring graphic designers from the community. This initiative was in response to a call by community members for more economic empowerment projects (2022 Needs Assessment Survey, See report). Three (3) members have attested to venturing into graphic design as a stand-alone business while eight (8) are using the skills acquired to promote their businesses on social media. 2024 is poised to see the rollout of other skills for the self-sustenance of the community.

Movement Building

Movement building remains a key attribute of GALZ's work as guided by the leading with love strategy. In 2023 GALZ convened several movement-building initiatives. Some of the initiatives include the Zimbabwe LGBTI Sector which brought together local organisations to deliberate on the Private Voluntary Organisations Bill, risk mitigation in the face of general elections. The major highlights of the fruition of movement building were the joint planning for elections-related risk mitigation supported through different initiatives such as Love Alliance-National Advocacy Coordination, Free To Be Me-Community of Action and the WeBelong Africa.

GALZ further convened the inaugural Advocacy Academy with young activists from across 9 countries; Burkina Faso, Egypt, Kenya, Morocco, Mozambique, Nigeria, South Africa, Uganda, Zimbabwe, representing a cross-movement building among the LGBTI, Sex Workers, People who use and inject drugs as well as the people living with HIV movements. The young activists are crucial in the building of a vibrant pan-African movement for the human rights of LGBTI people and their intersectional identities as sex workers, people who use drugs, people living with HIV and people with disabilities.

LGBTI organisations convened three (3) sector meetings that GALZ contributed in. As a result, a Sector Strategy was developed to improve coordination among LGBTI organisations. The space provides a learning platform that enables the sharing of ideas and best practices, allowing for building synergies. Before the sector meetings, there needed to be more work and consistency. Going forward the frequent sector meetings are poised to witness more joint advocacy efforts between organisations. It will also witness joint human rights reportage that gives an accurate depiction of the human rights landscape in Zimbabwe, offering more credibility to documentation processes.

In 2023, GALZ took part in five (5) international conventions (WomenDeliver, PAI Conference, AWIEF, Regional Police Dialogue, ICASA2023). GALZ organised two side events at the WomenDeliver and PAI conferences that responded to the upsurge of the Anti-gender movement. Movements (People living with HIV, People with disabilities, sex workers, People Who Use and Inject Drugs, LGBTI) came together to strategise actions to counter attempts by the to anti-gender movement to derail advocacy efforts of marginalised communities to attain rights and equality. Consensus was built around unifying movements in their intersectionalities, and resource mobilisation to advance and reinforce the movements' efforts.

Testimonial

This training is important for someone like me who has already been doing DIY [Do-it-Yourself] graphic design for clients. Some of the fundamentals that have been taught are new, now I know what has been missing from my designs"
- **Tinashe Community member.**



Love Alliance Learning Hub

The Love Alliance Learning Hub, held from July 26th to 28th, 2023, marked a significant milestone in the implementation of the Love Alliance project. This inaugural event, funded by the Dutch Ministry of Foreign Affairs, brought together GALZ, SANPUD, Sisonke, UHAI EASHRI, ARASA, ISDAO, GNP+, and Aidsfonds to foster cross-learning and collaboration. The Learning Hub successfully addressed challenges such as co-optation, dilution of messages, lack of diversity and inclusion, and fragmentation by offering effective advocacy tools and teaching partners how to build strong movements and secure resources. It resulted in enhanced knowledge sharing, and strategic planning, and strengthened collective efforts to achieve the Love Alliance's objectives, thereby empowering and amplifying the diverse voices within the communities it serves.

Election Preparedness

In preparation for the 2023 Zimbabwe national harmonized elections, GALZ took proactive measures to address anti-LGBTI rhetoric and promote the safety of the LGBTIQ community. By convening a cross-movement meeting and developing a CSO plan, GALZ aimed to mitigate discrimination and ensure the inclusion of LGBTIQ issues in the political agenda. Additionally, GALZ engaged in extensive consultations and community dialogues to document the priorities of the LGBTIQ community and create an election manifesto. This manifesto served as a powerful advocacy tool, urging political parties, candidates, and policymakers to recognize and address the pressing social justice issues faced by the LGBTIQ+ community, emphasizing the importance of elections in driving positive change. ([read manifesto](#)).

Overall performance of Pillar

Overall, GALZ's Membership and Community Empowerment Pillar has shown significant progress in promoting well-being as demonstrated by the improved and increased access to services in peri-urban and rural areas. The LGBTI communities have been exposed to information and knowledge about their rights to minimise violations and increase safety. Empowerment of community members to actively participate in socio-political spaces as evidenced by 6 LBO alumni of the GALZ Women in Leadership and Political Institute (WLAP)AP program participating as 2023 general election members. Through health initiatives, capacity-strengthening programs, and movement-building efforts, GALZ continues to be a vital advocate for inclusivity, equality, and social change and more will be done in 2024!

02
PILLAR



Knowledge,
Documentation
and Ideas

Introduction

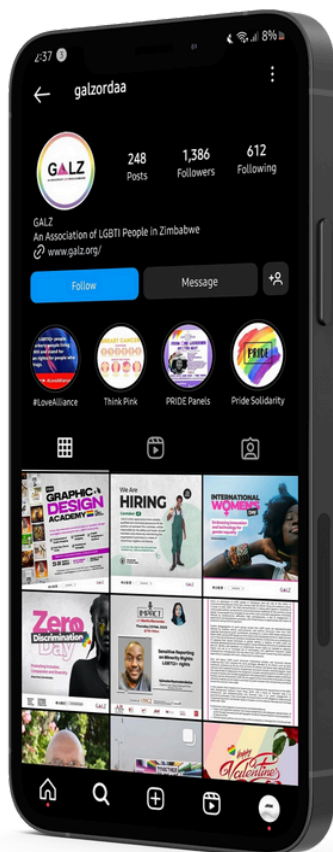
Through Knowledge, Documentation and Ideas, the team works towards building evidence to inform policy as well as generating media visibility to counter harmful narratives. The work undertaken involves building the capacities of LGBTI persons to tell their own stories and contribute to the knowledge base on gender and sexual diversity.



Social Media Visibility

The significant increase in online engagement for GALZ's social media platforms in 2023 can be attributed to several factors. Firstly, the organization's direct communication approach on social media allowed for real-time engagement with the community, promptly responding to inquiries and sharing information. This immediate and interactive communication fostered a sense of connection and trust with the audience. Furthermore, the spike in engagement in April and November 2023 can be attributed to the

demand for visual content over static content. GALZ premiered a 4-series podcast talk show called "[Ally-Amplified](#)" and a documentary titled "[LGBTIQ: Navigating an Unforgiving Economy](#)." These visual content productions resonated strongly with the audience, and increased interaction between the community and the broader population. The two generated a combined estimate of 20K engagements on Facebook and Instagram. The record-breaking engagement indicates a preference for visually engaging and impactful content, prompting GALZ to invest more in visual content production. The high numbers of online engagements also reflect the growing supportbase and the community becoming more visible. For instance in the reported year, a total of 792 inquiries were done on membership and services on Facebook and Instagram alone. As the organization also continues to address urgent issues such as economic instability and mental health, more individuals are drawn to the topics and actively engage with GALZ's content. Overall, the combination of direct communication, timely responses, visually appealing content, and the growing interest in GALZ's advocacy efforts contributed to the significant increase in online engagements and demonstrated the effectiveness of utilizing social media platforms to advance the organization's goals.



Press statements

MAR 08

**INTERNATIONAL
WOMEN
DAY**

MAY 17

**INTERNATIONAL DAY
AGAINST HOMOPHOBIA,
BIPHOBIA, AND TRANSPHOBIA**

NOV 25

**16 DAYS OF
ACTIVISM
AGAINST GBV**

8,860
30.3% ▲

53,952
24% ▲

154,034
8% ▼

140,674
3.2% ▲

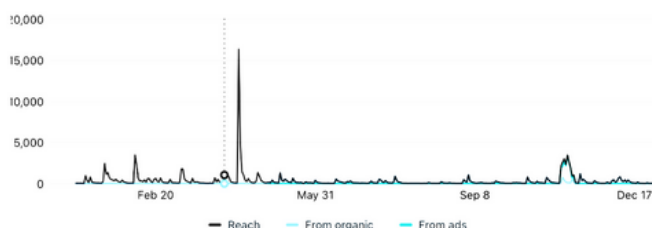
DEC 10

HUMAN RIGHTS DAY

MAY 31

**ZIMBABWE LGBTIQ+
SECTOR PRESS
STATEMENT ON THE
ANTI-HOMOSEXUALITY
ACT IN UGANDA 2023**

Reach 56.6K ↑ 74.5% Content interactions 6.5K ↑ 78.6% Followers 5.4K Link clicks 2.3K ↑ 254.2%



Reach breakdown

Total 56,622 ↑ 74.5%
From organic 14,741 ↑ 100%
From ads 12,223 ↑ 100%

Mass Media Visibility

Additionally, we have engaged traditional media to target other demographics that play a key role in influencing the public; policymakers, religious and opinion leaders. Six press statements ([read statements](#)) were published in collaboration with nationwide news houses '[DailyNews](#)' and '[Newsday](#)' with an average of 423K (see statistics) readers'. Two radio programmes ([listen](#)) were aired in collaboration with Zi-FM targeting at least 391K listeners per radio (see statistics). Two positive articles were published in collaboration with online tabloids '[She Corresponds Africa](#)' and '[Zimnow](#)', the partnerships fostered with media houses increased coverage of positive LGBTI issues and continue to play a pivotal role in changing the narratives.

2023 IDAHOT

In 2023, GALZ organized a range of events to commemorate the International Day Against Homophobia, Transphobia, and Biphobia (IDAHOBIT). These activities included a breakfast commemoration in partnership with the Swedish Embassy that convened a space of communities, organisation and allies dedicated to advancing the rights of LGBTIQ people in Zimbabwe, a commemorative talkshow with Zi-FM Radio for an LGBTIQ-focused program, issuing a press statement in NewsDay, and hosting commemoration get-togethers at GALZ Centers in Harare, Bulawayo, Mutare and Masvingo. These initiatives aimed to raise awareness about the challenges faced by the LGBTIQ community in Zimbabwe, challenge societal prejudices, and advocate for their rights and inclusion. Through these events, GALZ successfully identified new collaborative partners for advocacy efforts, reinforced support for the community through providing a safe spaces for community members to come together, share experiences, and build solidarity.

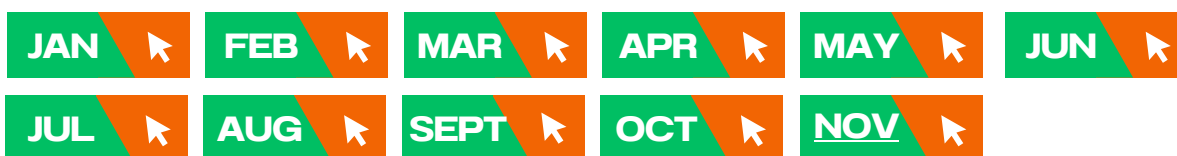


ICASA 2023

GALZ sent a delegation consisting of eight staff members and ten volunteers to represent at the ICASA2023 conference At the Rainbow Towers Harare. GALZ developed a media and communication strategy to maximize their visibility at the conference, creating a press release, media kit, and social media content. The GALZ booth received significant attention, with 307 people visiting and showing interest in it's information and education resources. GALZ actively participated in sessions and workshops focusing on human rights, LGBTIQ health, gender-based violence, diversity, and HIV prevention. The conference deepened understanding of HIV/AIDS and LGBTIQ health among the delgetation.GALZ actively participated in a session focusing on the human rights and legal environment for LGBTIQ individuals in relation to HIV/AIDS. They contributed to discussions on the importance of legal protections, the impact of discriminatory laws, and strategies to promote human rights-based approaches in HIV/AIDS prevention and care. Gender-Based Violence among Young People at Risk for HIV or Living with HIV: Impact on Mental Health, Sexual Risk Behavior, and PrEP/ART Uptake/Adherence/Persistence. Accelerating Combination Prevention for Key Populations: Addressing Structural Barriers, Provision of Services, and Social Inclusion for People Who Use Drugs, Sex Workers, and Trans Communities among others key sesisons. In a survey, 66% of participants ranked their attendance as highly beneficial while 34% ranked their experience as moderately beneficial.



Newsletters



Community-led monitoring

GALZ Ordaa Advocates served a vital purpose in identifying and assessing LGBTI-friendly health service providers in a Client-mystery survey conducted in November, 2023. This initiative was crucial in addressing the specific healthcare needs and concerns of the LGBTI community in Zimbabwe. By anonymously evaluating health service providers through the perspective of LGBTI individuals, GALZ identified those who exhibited understanding, sensitivity, and inclusivity towards diverse sexual orientations and gender identities. This information presently is invaluable in connecting community members with healthcare providers who provide non-discriminatory, respectful, and appropriate care, ensuring that their healthcare experiences are positive and tailored to their specific needs.

Media Engagement

GALZ sensitized 20 journalists from the Zimbabwe Association of Community Radio Stations (ZACRAS), recognizing the importance of media in shaping public opinion and promoting understanding of LGBTI issues. The sensitization aimed to provide journalists with accurate information, dispel stereotypes and foster inclusive reporting on LGBTI issues. This initiative increased awareness among journalists about the challenges faced by the community, promoting improved accuracy in community reporting, and the potential for more balanced and empathetic coverage

GALZ sponsored the National Journalism and Media Awards (NJAMA) SOGIE (Sexual Orientation, Gender Identity, and Expression) reporting categories for both the Northern and Southern regions. The sponsorship is an ongoing partnership to recognise and encourage accurate, fair and inclusive reporting on LGBTI issues in Zimbabwe. By providing these two prized categories, GALZ seeks to promote journalistic excellence in covering SOGIE-related topics, foster a more informed public discourse and create a platform for showcasing the importance of media representation and understanding of the LGBTI community's experiences and rights.



Testimonial

*As an LGBTI youth, participating in conversations, radio interviews and podcasts has given me a voice and helped me to make a conscious effort to talk about my experiences and those of other community members without fear. It is an opportunity to demystify myths about the community and share authentic stories and experiences. One of the conversations I enjoyed the most was the podcast where I spoke about the importance of increasing the capacity of LGBTI youth through education. When one is educated, they are strategically positioned to represent and advocate for other community members. They are empowered and, in turn, able to empower others. As we advance, there is a need to continue to engage as many members of the LGBTI community as possible so that they, too, can share their stories and be empowered to speak out. - **Kay Dee (Queer Activist)**.*

Overall Performance

The Knowledge, Documentation, and Ideas pillar performed well in a number of crucial areas throughout the reporting period. Notably, the pillar successfully generated knowledge through comprehensive studies and research initiatives, an example is the study on the socioeconomic position of LGBTI people in Zimbabwe. In a bid to promote the adoption of best practices and lessons learnt the valuable insights from the studies informed programming decisions and aided in the development of policy briefs for advocacy purposes. The pillar displayed commendable efforts in documentation, as evidenced by the human rights violations documentation and compilation of the violations report. To ensure community narratives are documented and shared, the pillar developed information dissemination products such as documentaries and newsletters. These accomplishments highlight the pillar's commitment to knowledge management, documentation, and idea dissemination. The pillar's efforts yielded tangible outcomes and contributed to organizational learning and the amplification of community voices.





Policy, Law, Human
Rights and Access
to Justice

03
PILLAR

Introduction

Ensuring the protection of LGBTI persons' rights and access to justice is a fundamental pillar of GALZ's mission. The organisation strives to strengthen its capacity to advocate for the rights of LGBTI individuals and their access to justice and legal protection. By building a broader coalition of advocates, GALZ aims to foster inclusivity and champion the rights of the LGBTI community. Through strategic partnerships and collaborative efforts, the organisation seeks to create a society where everyone, regardless of their sexual orientation or gender identity, can live with dignity and equality.



Advocacy Engagements

To advance the advocacy agenda and drive change towards LGBTI-friendly policies and the upholding of human rights, in October 2023, GALZ made an oral submission to the UN Committee on Economic, (see statement) Social and Cultural Rights. The statement focused on the barriers lesbian, gay, bisexual and transgender (LGBTI) people face in accessing their rights to work, education, health and social security. GALZ urged the committee to recommend to the government of Zimbabwe to enact a law prohibiting discrimination on the basis of sexual orientation and gender identity as well as repeal laws criminalising relationships between men, taking steps through training law enforcement, healthcare workers and other related personnel to reduce stigma and discrimination against LGBT people.



Championing Access to National Identity Documents for Intersex Person

The Zimbabwe Human Rights Commission expressed interest in supporting access to national identity documents and third-gender markers for intersex persons. This was the result of several engagements by GALZ, the Zimbabwe Community of Action, and national advocacy partners. The interest was rubber-stamped by the memorandum of understanding with the legal partner within the consortium.



Overall Performance of the Pillar

In 2023, the Policy, Law, Human Rights, and Access to Justice pillar was restricted from operating optimally as the organisation was cognisant of the risks associated with LGBTI advocacy work during an election year. Regardless of this barrier, the pillar realised significant outcomes, such as the oral submission to the UN Committee on Economic, Social, and Cultural Rights as well as the signed MOU with ZHRC on the commission rendering support towards advocacy on access to documentation and legal gender recognition for intersex persons.

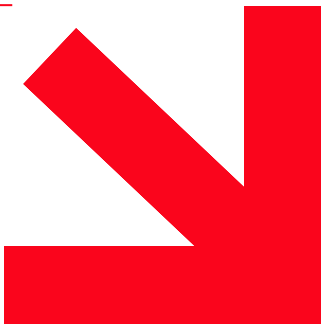
04
PILLAR



**Governance, Institutional
Innovation, Systems
Adaptation & Resources**

Introduction

The Pillar encompasses the vital aspects of The overnance, institutional innovation, systems adaptation and resource management. We are dedicated to organizing, managing and administering GALZ in a manner that ensures the effective delivery of our strategy and mandate. As an organisation, we constantly strive for innovation and adaptation to meet the evolving needs of the LGBTIQ+ community. To support our endeavours, we place great emphasis on strengthening and widening our funding partnerships and resource mobilization initiatives, ensuring the sustainability and growth of GALZ's impactful work.



Governance

In adherence to organisational governance standards, GALZ's Board of Directors convened three out of the four scheduled meetings during the year, fulfilling its obligations to provide strategic guidance and oversight. The fourth meeting, initially planned for December was rescheduled to early January 2024 due to GALZ's active participation in the International Conference of AIDS and STIs in Africa (ICASA), hosted by Zimbabwe. GALZ made significant contributions to the conference, engaging in crucial discussions on relevant issues. Despite the rescheduling, Board Committees diligently met as required, ensuring the continuity of operational functions and decision-making processes during the conference period.

During the year, the Board oversaw and approved an update of key organisational policies: The monitoring and Evaluation Policy, the Cyber Security Policy and the Grants and Sub-grants Policy. This update reflects GALZ's commitment to maintaining best practices and ensuring effective management of resources in pursuit of its mission and objectives.



Green Energy

GALZ is dedicated to addressing the pervasive issue of load-shedding and we have taken proactive steps by investing in green energy solutions. By installing solar systems, GALZ has successfully transformed all of its resource centres into energy-efficient facilities. This strategic move has yielded multiple positive outcomes, including the provision of uninterrupted power supply, enhanced communication and data transfer capabilities, significant cost savings, and a strong demonstration of our commitment to environmental sustainability. With a reliable and sustainable energy source in place, the organisation can ensure the smooth running of its operations. This investment not only benefits GALZ internally but also sets a positive example for other organizations, contributing to the larger goal of transitioning towards a greener and more sustainable energy landscape.

Strengthening of systems

GALZ strengthened its capacity and that of other LGBTI organisations through linking and learning with the consortium and two individual organisations that were fiscally hosted. The hosting relationships enabled GALZ to learn from nascent organisations on their perspectives in implementing within the sector, adapt, and improve, while allowing GALZ, as a thought leader in advocacy, to impart knowledge to these growing organisations for more efficient and collaborative advocacy initiatives.

Testimonial

The One4All consortium, led by Advocacy and Research for Men In Zimbabwe (ARMZ) and including ZIMAHA, Intersex Advocate Zimbabwe (IAZ), and Neoteriq, is a group of nascent LGBTIQ-serving organizations dedicated to promoting the rights and well-being of the LGBTIQ+ community in Bulawayo. When they received a capacity-strengthening grant from Hivos, Free to be Me (F2BM), the consortium faced the challenge of lacking the financial capacity and policies to effectively manage funds. By being fiscally hosted by GALZ, they were able to establish boards and enhance governance for their organizations. Opening organizational bank accounts strengthened their financial systems, improving financial management, transparency, and accountability. This development also increased their credibility and trustworthiness, attracting support from external funders like the Planet Romeo Foundation. GALZ's expertise in financial management and capacity strengthening proved valuable, enabling One4All to build a solid foundation for future growth and sustainability.

2024 Outlook

Pillar 1: Membership and Community Empowerment: Recognizing the need to expand beyond mere service recipients, we aim to increase activities fostering interaction with Affinity groups in 2024. Emphasis will be on infusing economic empowerment for members to enhance their livelihoods. Overall, this strategic pillar will intensify engagement with GALZ's membership and constituency, restoring a true sense of community leadership and ownership. In 2024 we will increase the level of engagement of LBTQ women.

Pillar 2: Knowledge, Documentation, and Ideas: Priorities for 2024 under this pillar include strengthening the capacity of emerging LGBTI organisations and allies, particularly in Sexual Orientation, Gender Identity, and Expression-related advocacy. Efforts will be directed towards generating knowledge and enhancing the documentation of lessons learned.

Pillar 3: Policy, Law, Human Rights, and Access to Justice: In 2024, our focus under this pillar involves taking steps towards the decriminalisation of same-sex conduct. Increased engagement with policymakers, parliamentarians, religious leaders, and other opinion leaders is planned. Prioritising the reduction and addressing of all forms of violence within and around our communities is crucial, along with expanding our regional and global advocacy footprint. To increase our support for human rights and access to justice work, we are intentional on sensitising our new partners such as Trocaire Zimbabwe and Citizen Engagement for Accountability Activity (CEAA) so that they can integrate LGBTI issues into their work.

The GALZ Home: Governance, Institutional Innovation, Systems Adaptation & Resources: As an organisation, our intentional efforts in 2024 will be directed towards augmenting resources while simultaneously enhancing compliance. Internal and external reporting will be improved, and communication with stakeholders will be refined. Recognizing the need for professionalism, the organisation aims to elevate its level of professionalism.

Annexure



GALZ 2023 Financial summary, [click here](#)

GALZ 2023 Results Framework, click [here](#)

GALZ 2023 Risk Matrix, [click here](#)

