



Annual Report

2019

Introduction



2019 was a year of change, not just in leadership but also in the various needs of the LGBTIQ community locally. This year, MGRM welcomed new faces to the executive committee as well as new volunteers, which saw some structural changes in its day to day running to ensure that the positive energy continued well into this year. It was also evident this year that there is still much work to be done in the sectors of healthcare, asylum seekers, families, education, hate crime and same-sex intimate partner violence.

This year, we employed a full-time community outreach executive to enhance our reach and communication with the LGBTIQ community in Malta and Gozo, and effectively address their needs through our Rainbow Support Service, education and raising awareness. The executive's functions include conducting outreach programmes with schools and youth groups on LGBTIQ issues, coordinating the Rainbow Support Service's Youth Group and various MGRM projects, assisting with the Rainbow Families Network, liaising with the Rainbow Support Service where necessary, assisting in awareness campaigns and in maintaining and compiling adequate reporting.

In April 2019, the 2017 Malta National School Climate Survey Report was published. A reflection of the absence of LGBTIQ affirming education, the survey revealed the majority of respondents did not feel safe in their school environment and this has a negative impact on the wellbeing of students, and their educational success. However, LGBTIQ students tend to

have positive feelings about their school when they find support from school staff, which highlighted the crucial role of educators in creating safe and accepting environments at school.

June saw the launch of TRANSformazzjoni, a documentary about the everyday lives of 5 Trans* people in Malta. The documentary aimed to give visibility to a wide range of persons in the trans* community, whilst telling their various experiences. The launch of the documentary was well attended and well received by the press and viewers, having been viewed over 1,500 times on Youtube.

In September, an initiative that built on MGRM's earlier work in the area of HIV activism was spearheaded by Joe Grima, launching the sub-committee, HIV Malta. This group was developed to provide and disseminate factual information to educate and raise awareness, work with the community and other NGOs active in the area of HIV, lobby and work with the medical sector and policy makers to improve treatment and strategies and ensure people living with HIV are living dignified lives that respect their fundamental human rights.

MGRM and the Malta Foundation for the Wellbeing of Society (formerly the President's Foundation for the Wellbeing of Society) signed a memorandum of understanding during Pride Week, to ensure the network continued to run and benefit all forms of LGBTIQ families. Monthly meetings continued to be held, each inviting speakers to speak about a topic that was requested and hold discussions with same sex parents, parents of trans youths and trans youth. The network has welcomed 27 families, including 36 same-sex parents, and eight parents of trans children. From November, the network opened its doors to trans adults and their partners.

The Rainbow Support Service has continued to organise the LGBTIQ Youth Group, providing a safe space for socialising for LGBTIQ youths, as well as building their capacity in participation and other skills through discussions and activities. This year a youth worker, Christian Sammut who formerly had a good insight of the youth group due to carrying out his placement hours as partial fulfillment of his degree with the Rainbow Support Service joined the team to take care of organising the youth drop-in activities and assist the social worker and community outreach executive during the drop-in. Kafe mill-Uffiċju for adults also continued to be held once a month at the MGRM office, coordinated by one of the RSS social workers, and opened up to adults over 18 years of age.

The work carried out this year would not have been possible without the commitment of the executive committee members and volunteers throughout the year. Their dedication and growing expertise enables MGRM to continue to fulfil its mission as it takes on new projects and initiatives. We would like to thank Dr Angele Deguara and Gabriella Cassar who will be standing down this year, for their contribution throughout 2019. We would also like to thank Frederick Bartolo Parnis for his active role as treasurer for so many years.

Reports

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*Alex Caruana | **Community Outreach Executive***

Social Welfare

Rainbow Families Network

MGRM and the Foundation for the Wellbeing of Society signed a Memorandum of Understanding during Pride Week in Malta. 2019 was a successful year for the Rainbow Families Network. Until September, the network has welcomed 27 families, including 36 same-sex parents, and eight parents of trans children. Monthly meetings were held throughout the year, first at the President's Foundation offices and then at the premises of Aġenzija Żgħażaġħ in Santa Venera. After the first meetings, it was evident that the participants faced a lot of issues in the educational sector. Both groups of parents voiced their concern regarding the lack of visibility in schools. On the other hand, the children expressed their disappointment at the fact that their type of families are never mentioned or discussed during lessons. Trans youth were unsatisfied with the lack of flexibility in their schools regarding toilets, changing rooms, uniforms, name change and lack of mentioning of trans bodies during PSCD.

The Hon. Evarist Bartolo accepted our invitation to meet the different groups of the Network and he came in December 2018. Hon. Bartolo was very concerned with the issues that the groups were facing. Following the meeting with the minister, a number of other meetings were set up both in the government sector and also with the Curia and Independent Schools. The Network worked on a number of Q&As to be published on the National Education Website. It also delivered several training sessions to various professionals in the field which included the Heads, councillors and PSCD teachers in Church schools and also delivered a workshop during a summer school. Together with the support of the National Literacy Agency, we are in the process of publishing a book about a same sex family.

From November, the Network opened its doors to trans adults and their partners. This group will tackle different issues and the space will also be used for them to come up with any ideas and topics that they need to discuss.

LGBTIQ+ Youth Group

The Rainbow Support Service has continued to offer a safe social meeting place for LGBTIQ young people to come together at the LGBTIQ Youth Group on a regular basis. A youth worker joined the team and he is taking care of the organisation of the Youth Group. This

was made possible through the signing of a Memorandum of Understanding with Agenzija Zghazagh which funds the contract of service of a youth worker. This part of the service is serving as a space for those young people seeking to build new friendships, attend social activities. It encourages active involvement through volunteering with MGRM and other NGOs and continues to build their capacity in active participation skills through discussions and other activities.

Presently, the Youth Group is run every first and third Friday of the month between 5pm and 7pm and there are around 8 to 13 young people joining every session. It is open for those aged between 13 and 17 years.

Rainbow Support Service

During the past year, the social welfare team has continued to offer support to individuals and families requesting face-to-face and online sessions to discuss issues around LGBTIQ identities, family relationships and dynamics, coming out, HIV related health matters and Trans* specific health issues, among others. The social welfare team has also continued to provide support services through the National Gay Helpline and the Rainbow Support Service. Five members of the team, Ms Beverley Abela Gatt, Ms Colette Farrugia Bennett, Mr Michael Farrugia, Mr Eman Galea and Ms Gillian Busuttil have been working in the Rainbow Support Service to meet the needs of these service users. This year, 2019, was the final year covered by the Public Social Partnership Agreement (PSP) that MGRM had signed with The Ministry for the Family and Social Solidarity, and started negotiations with the Ministry for another agreement for the next period of three years. Through this service agreement MGRM was able to deliver the Rainbow Support Service through contracting professionals to support those service users it came in contact with. This service incorporates the Social Work service, the Youth Group for LGBTIQ persons aged between 13 and 17, Psychological Support, a Legal Consultancy Service, provision of Support Groups in the communities, consultation services for professionals and educators, and training and awareness raising sessions with professionals and members of society.

During 2019, the Social Work service was in contact with around 80 individuals who identify as LGBTIQ, and parents of LGBTIQ children and adults. Of these service users, some required regular one-to-one sessions, while others required short term work. An estimated number of interventions, face-to-face, telephone, email or online chat contact, amounts to over 350 interventions. The Legal Consultancy Service assisted a number of individuals and families whose issues amongst others were mainly related to marriage registration, the registration of children, the protection of asylum seekers identifying as LGBTIQ, and the legal changes in case of Trans individuals and trans children. The Psychological Support was offered to 3 persons who required financial support in accessing a psychologist or psychotherapist in private practice. A further approximate 40 sessions were conducted with other professionals and educators in the process of consultation about LGBTIQ issues, especially in relation to clients or students they are working with.

Through the collaborative work with other NGOs working with the LGBTIQ community namely LGBTI+ Gozo as well as Agenzija Zghazagh in Gozo, a LGBTIQ Youth Group was

held in Gozo on a monthly basis. These sessions have been temporarily suspended due to logistical issues around the venue, however other activities were organised.

Throughout 2019, the Rainbow Support Service has also collaborated closely with Drachma LGBTI and has provided the service of a social worker within the Drachma bi-monthly community meetings. A social worker was present for around 24 meetings organized by Drachma LGBTI and was instrumental in providing supportive interventions both within the group context and on a one-to-one level when required.

In 2019, the social workers of the Rainbow Support Service have continued to receive supervision from professionals who have experience in working in this field. The social workers received 12 group supervision sessions, and a number of individual supervision sessions as necessary for the benefit of the service users. Supervision is the space for both personal and professional growth, and reflection on the lives of clients that social workers are working with.

Trans support group at CCF

The support group for trans* individuals at Corradino Correctional Facility continued to take place throughout 2019. This service is being carried out by a social worker. The support is carried out every four/five weeks, and is available for those trans female inmates.

Support to students

The Rainbow Support Service met with a number of students who were focusing their research on LGBTIQ issues in various areas of study including Social Work, Social Policy, Gender Issues, Counselling and Psychology, etc.

National Gay Helpline

MGRM continues to operate the National Gay Helpline (NGH) through a call divert system. However, most calls for support are now diverted to the Rainbow Support Service.

Training

This service offered training session delivery to over 15 organisations, services and agencies, namely in the field of education, social services and health.

LGBTIQ Health

Trans* Health

In 2019, the Gender Wellbeing Clinic saw over 100 trans* individuals, of which some were initially supported through the Rainbow Support Service and referred to Clinic to receive appropriate trans* health care. The Rainbow Support Service continues to liaise with the Ministry for Health and the Gender Wellbeing Clinic through the provision of feedback and referral of service users. Advocacy exercises around trans* health are channeled to the Ministry for Health through the Policy Executive responsible for the Gender Wellbeing Clinic.

HIV

MGRM relaunched its HIV Campaign through the setting up of a sub-committee composed of several multi-skilled individuals. The sub-committee inaugurated the HIV Malta campaign by launching a new information website, www.hivmalta.com, in September 2019. By the end of the year, the campaign had received considerable media attention, issued 5 press statements and garnered 400 followers on facebook, and a peak reach of c.2.5k.

HIV Malta has also collaborated with various NGOs and individual activists. Dr Mark Josef Rapa who is an HIV activist and who manages PrEPingMalta.com has also provided important assistance in order to write up the Action Plan and launch the action plan. Regular correspondence and liaison also flows with Checkpoint Malta, a newly set up NGO set up by Chris Vincent Jung which although still in its infancy but which is quickly gaining ground in Malta's HIV Activism scene.

Joe Grima and Ryan Portelli also represented MGRM and HIV Malta at the 2019 PrEP in Europe Summit which was held in Warsaw in October 2019. This proved to be both an important learning experience and a networking opportunity.

In December 2019, HIV Malta teamed up with the Malta Medical Students Association (MMSA) in order to commemorate World Aids Day on 1 December 2019. The event which was originally planned to be held in Valletta was moved to Pjazza Tigne due to protests being held on the day in Valletta. An information leaflet and assorted merchandise were distributed during the event. This was later followed by a visit to HSBC UK Contact Centre in Swatar, and several events held at the University of Malta, and Giovanni Curmi Higher Secondary amongst others.

Community

An important aspect of the HIV Malta campaign is to bring MGRM closer to the PLHIV community. Through the Rainbow Support Service, MGRM has assisted various individuals

who had just received their HIV diagnosis. Plans are also afoot in order to set up structures for PLHIV.

FATTA!, an HIV awareness bingo event was held in December. During the event, a representative from VJ Salomone was invited to provide information about PrEP. In addition, a space was prepared with HIV Merchandise, red ribbons and the possibility to buy self-testing kits in a form of POCT setup. In order to ensure that full support was available, qualified counsellor together with a counselling trainee were present. A private room was also set up to guarantee privacy.

More events are being planned for the new year although at time of writing, these had to be postponed due to the COVID-19 pandemic.

Treatment

HIV Malta is constantly lobbying for better HIV Treatment. Currently, PLHIV are being administered medication which is no longer included in international medical guidelines. A Request for Proposals launched in February 2019, proved to be controversial due to clauses which implied the privatisation of HIV prevention and care. At time of writing, the new medication has not been launched, and the entire process has been veiled in secrecy. Neither HIV Malta nor any other activist group has been consulted at any point of the process, and the fear is that the eventual outcome of the process will fall short of the desired target.

Blood Donation Ban

In September 2019, Health Minister Chris Fearne announced that following the acquisition of new testing equipment by the National Blood Transfusion Service, the blanket ban on blood donation for men who have sexual relationships with other men (MSM) was lifted. This ban was however replaced by a new restriction whereby MSM were able to donate blood only after abstaining for sex for one year.

MGRM and HIV Malta questioned the timing of this announcement with Pride Week celebrations, whilst insisting that given the effectiveness of the testing equipment, it was not clear why MSM, even those in monogamous relationships, would be subject to such a heavy restriction. An invitation was made for a dialogue to take place in order for the community to better contribute to matters of sexual health, as well as in the noble gesture of blood donation, yet the invitation has not yet been accepted.

Projects

TRANSformazzjoni

Trans persons are amongst the most vulnerable groups in society often at higher risk of being harassed, discriminated against and assaulted as well as at higher risk of early school leaving, unemployment, poverty and social exclusion.

Funded by the Voluntary Organisations Project Scheme, the TRANSformazzjoni project involved the production of a documentary with the aim of providing an insight into trans* peoples' everyday lives in Malta so that the viewer is presented with the human aspect of trans* people. The main reason why we wanted to show the everyday lives of trans* people was to give a human touch to both the trans* individuals in the documentary and also to the whole community so that the general population can appreciate that trans* people have their dreams, struggles and hopes like everyone else.

The documentary also served as an educational tool featuring the recent laws and policies directed at enhancing the lives of trans* people in Malta. Along with the documentary, a toolkit was created to help educators in their sessions.

Collaboration with Żfin Malta & ŻiguŻajg

MGRM was contacted by Żfin Malta to participate in their educational project. MGRM took the responsibility to create an educational tool kit on LGBT+ and gender issues. The pack included a number of illustrations of different families, an explanation of the gender bread person and a related worksheet, a number of reflective questions on gender and gender stereotypes, an information sheet with the School Climate Survey results for educators and a feedback form to be sent back to ŻiguŻajg after the pack is utilised.

Safe and Seen

Funded by the Voluntary Organisations Project Scheme, Safe and Seen started to take shape in 2019. The aims of the project are to create inclusive educational resources for educators. The resources would include an LGBTIQ+ board game, a video describing and explaining the gender bread person in Maltese, a video explaining the acronym LGBTIQ+ in Maltese and a history workshop.

International Relations

Commonwealth Equality Network

MGRM continued to participate fully in the Commonwealth Equality Network throughout 2019. The Commonwealth Equality Network is a network of Commonwealth civil society organisations working to challenge inequality in the Commonwealth, based on sexual orientation and gender identity. MGRM forms part of TCEN's Management Board and is the European Regional Representative. Membership of the Board involves quarterly management meetings which are normally conducted online and which have focused primarily on the preparations for Mauritius, see below, and CHOGM which will take place in Rwanda in June 2020. In addition to the general work of the Management Board, MGRM also participated in 2 ad hoc boards during the reporting year, namely the 'policy asks' for the Commonwealth Secretariat (September 2019) and the selection of the TCEN Delegation for Rwanda (March 2020).

In March 2019 MGRM participated in TCEN's week-long Global Conference which took place in Mauritius. The conference, TCEN's biggest gathering of delegates, focused on institutional memory building, advocacy skills, reassessing the network's goals as well as the priorities for CHOGM 2020. The Conference also included meetings between the Management Board and senior representatives of the Mauritian government.

In January 2020 MGRM participated in the Management Board meeting held in London from 27 to 31 January. The Management Board focused primarily on preparations for CHOGM 2020 as well as meetings with the CYGEN network and High Commissioners based in the UK, with a group meeting held with Australia, Canada, Cyprus, Malta and New Zealand as well as bilateral meetings with High Commissioners from the Caribbean.

Critical Thinking Awareness Training and TGEU Extraordinary Assembly: Berlin

Alex Caruana was chosen to participate at the TGEUs Critical Thinking Awareness training and later he represented MGRM during the Extraordinary Assembly between the 2nd and 13th of September. The Critical Thinking training was structured very well and it was also relevant for the local context. It was a very good opportunity to meet other activists and to create connections.

During the Extraordinary Assembly, the members were asked to choose a new committee that would be taking decisions until 2020. The atmosphere was very tense and things did not seem to be very positive for TGEU.

Transgender: International/Intersectional Conference: Edinburgh

Alex Caruana participated in this Conference. The conference was packed with researchers from all over the globe, discussing their research papers and findings. There were different panels: The Arts, Media and Digital Humanities, Health & Wellbeing + Social Policy 1, Law and Education, Trans-Global Discussions 1, Transgender Identities, Health and Wellbeing & Social Policy 2, Social Policy and Identities and Trans-Global Discussions 2.

IGLYO & ILGA-Europe AGMs

No committee members were able to attend the Annual General Meetings of IGLYO and ILGA-Europe, but were represented by proxy by LGBTI+ Gozo, and by a member Mina Tolu respectively. While we were not present, we still gave our input in the elections of the new committees.

2019 PrEP in Europe Summit

Joe Grima and Ryan Portelli represented MGRM and HIV Malta at the 2019 PrEP in Europe Summit which was held in Warsaw in October 2019. The summit, whilst focusing on PrEP and how PrEP was leading an important fight against the HIV pandemic, tackled several issues important issues surrounding both PrEP and HIV, including government action (and inaction) in making preventive treatment available to the community, important topic such as PrEP use in the trans community, proposals on promoting and distributing PrEP amongst sex workers, and other important presentations of different studies all of which focused on PrEP, PEP and HIV.

Media

Various LGBTIQ related issues garnered media coverage throughout 2019. These included the Equality Act and Human Rights and Equality Commission Act that were tabled in parliament in July, the All Welcome campaign launched by the government in June, as well as reports of hate crimes, online and physical violence, throughout the year.

MGRM continued to communicate its message in all types of print and digital media, ranging from television, radio and printed news, online on our website and through the use of social media such as Facebook, Instagram and Twitter.

The most noted instances of MGRM's media presence occurred around several key events such as:

- The 2017 Malta National School Climate Survey Report
- ILGA Europe Rainbow Index
- Pride Week Events
- First year of Rainbow Families Network
- TRANSformazzjoni documentary
- Reduction of blood donation ban

Below are some of the articles or programmes in which MGRM featured or which reflect the main LGBTIQ issues that were dealt with by the media throughout the year.

	ARTICLE/PROGRAMME	MEDIUM	DATE
	Transgender healthcare document launched; 30 people using transgender clinic https://www.independent.com.mt/articles/2019-01-07/local-news/Transgender-healthcare-document-launched-30-people-using-transgender-clinic-6736201654	Independent	7th January 2019
	Trailblazing LGBTIQ+ icon and model Katia passes away https://www.maltatoday.com.mt/news/national/92581/lgbtiq_community_mourns_trailblazing_katia#.XnEs-6hKiUI	MaltaToday	28th January 2019
	Ivan Grech Mintoff, Gift of Life jointly fined €4,000 for defaming MGRM https://www.tvm.com.mt/en/news/ivan-grech-mintoff-gift-of-life-jointly-fined-e4000-for-defaming-mgrm/	TVM	28th February 2019
	Fears that mysterious murder of Ivorian could be 'crime aimed at instilling terror'	MaltaToday	10th April 2019

	https://www.maltatoday.com.mt/news/national/94213/mysterious_murder_of_ivorian_migrant_crime_aimed_at_instilling_terror#.XnEviahKiU		
	Residents in the open centres need to be safe – UNHCR https://newsbook.com.mt/en/residents-in-the-open-centres-need-to-be-safe-unhcr/	Newsbook	10th April 2019
	Sexual Harrassment, Physical Assaults And Homophobic Teachers: Firsthand Accounts Of Malta's LGBT+ Students Show We've Still Got A Long Way To Go https://lovinmalta.com/lifestyle/living-in-malta/sexual-harrassment-physical-assaults-and-homophobic-teachers-firsthand-accounts-of-maltas-lgbt-students-show-weve-still-got-a-long-way-to-go/	Lovin Malta	23rd April 2019
	We must tackle the culture of bullying and intimidation of LGBTIQ people in schools https://www.maltatoday.com.mt/comment/blogs/94635/we_must_tackle_the_culture_of_bullying_and_intimidation_of_lgbtiq_people_in_schools#.XnEu6KhKiU	MaltaToday	30th April 2019
	Malta terġa' l-aqwa fl-Ewropa fil-qasam tal-LGBTIQ https://www.one.com.mt/news/2019/05/13/malta-terga-l-aqwa-fl-ewropa-fil-qasam-tal-lgbtiq/	One News	13th May
	Inside the fight for LGBT+ rights across the Commonwealth https://www.independent.co.uk/news/long_reads/lgbt-gay-rights-commonwealth-mauritius-homosexuality-british-empire-a8912641.html	Independent (UK)	16th May 2019
	MALTA NAMED BEST DESTINATION FOR LGBT+ TRAVELLERS https://www.independent.co.uk/travel/news-and-advice/malta-best-lgbt-travel-holiday-destination-tourists-gay-lesbian-europe-rainbow-index-a8923091.html	Independent (UK)	21st May 2019
	A New Documentary About The Lives Of 5 Maltese Trans* People Is Premiering On Sette Giugno https://lovinmalta.com/lifestyle/things-to-do/a-new-documentary-about-the-live-of-5-maltese-trans-people-is-premiering-on-sette-giugno/	Lovin Malta	3rd June 2019
	The sticker saga - yes really! https://timesofmalta.com/articles/view/the-sticker-saga-yes-really.711887	Times of Malta	4th June 2019

	[WATCH] Updated Equality sticker campaign aimed at raising awareness among hospitality workers https://www.maltatoday.com.mt/news/national/95455/watch_equality_sticker_campaign_aimed_at_raising_awareness_among_hospitality_workers#.XnN7gohKiUk	MaltaToday	4th June 2019
	A city-sized cinema https://timesofmalta.com/articles/view/a-city-sized-cinema.714526	Times of Malta	18th June 2019
	13 children's organisations unite to speak with one voice https://timesofmalta.com/articles/view/13-childrens-organisations-unite-to-speak-with-one-voice.717708	Times of Malta	28th June 2019
	Children's voice to resonate louder through The Malta Children's Associations Network https://www.independent.com.mt/articles/2019-06-28/local-news/Children-s-voice-to-resonate-louder-through-The-Malta-Children-s-Associations-Network-6736210149	Independent	28th June 2019
	'Staqsieni, inti mara jew raġel? U jien għidtlu ma nafx ta!' http://www.illum.com.mt/ahbarijiet/socjali/55921/staqsieni_inti_mara_jew_rael_u_jien_gidtlu_ma_nafx_ta#.XnNtWohKiUk	Illum	5th July 2019
	NGOs hail 'first step forward' in rental reform https://www.maltatoday.com.mt/news/national/96220/ngos_hail_first_step_forward_in_rental_reform#.Xmqo1ahKiUk	MaltaToday	11th July 2019
	Gay men will have to go one year without sex to donate blood https://timesofmalta.com/articles/view/gay-men-will-have-to-go-one-year-without-sex-to-donate-blood.727006	Times of Malta	5th August 2019
	MGRM dismayed about restriction to blood donations by gays https://www.independent.com.mt/articles/2019-08-05/local-news/MGRM-dismayed-on-restriction-to-blood-donations-by-gays-6736211833	Independent	5th August 2019
	Transgender woman 'punched in face' at Msida bus stop https://timesofmalta.com/articles/view/transgender-woman-claims-she-was-attacked-at-msida-bus-stop.727048	Times of Malta	5th August 2019

	BIL-FILMAT: Kundanna għal każ ta' Transfobija https://www.one.com.mt/news/2019/08/05/bil-filmata-kundanna-ghal-kaz-ta-transfobija/	One News	5th August 2019
	Malta's Gay Blood Sex Abstinence Rule Guided By Global Medical Standards, New Equality Minister Insists https://lovinmalta.com/news/news-politics/maltas-gay-blood-sex-abstinence-rule-guided-by-global-medical-standards-new-equality-minister-insists/	Lovin Malta	6th August 2019
	Filmata: App fejn persuni LGBTIQ+ jistgħu jirrapportaw diskriminazzjoni https://newsbook.com.mt/filmata-app-fejn-persuni-lgbtq-jistghu-jirrapportaw-diskriminazzjoni/?fbclid=IwAR1uYNnif9i6tDWlo1C8KvqL5RpprSCvJAJVDIqzCkuGwe3B0EulLYchXlw	Newsbook	9th August 2019
	New restrictive blood donation rules for gay men not cast in stone https://www.maltatoday.com.mt/news/national/96816/new_restrictive_blood_donation_rules_for_gay_men_not_cast_in_stone#.XnNM24hKiU	MaltaToday	11th August 2019
	NGOs call on Malta to disembark stranded migrants in the face of EU's 'callous disregard for human life' https://www.maltatoday.com.mt/news/national/96910/ngos_call_on_malta_to_disembark_stranded_migrants_in_the_face_of_eus_callous_disregard_for_human_life#.XmqTKqhKiUk	MaltaToday	16th August 2019
	MGRM launches 'HIV Malta' campaign https://www.independent.com.mt/articles/2019-09-01/local-news/MGRM-launches-HIV-Malta-6736212951	Independent	1st September 2019
	MGRM warns of 'unaffordable' HIV treatment as it launches nationwide awareness campaign https://www.maltatoday.com.mt/lifestyle/health/97202/mgrm_warns_of_unaffordable_hiv_treatment_as_it_launches_nationwide_awareness_campaign#.Xmqsj6hKiUk	MaltaToday	1st September 2019
	Bzonn li l-pilloli tal-HIV ikunu aċċessibbli għal kulhadd – MGRM https://newsbook.com.mt/bzonn-li-l-pilloli-tal-hiv-ikunu-accsibbli-ghal-kulhadd-mgrm/	Newsbook	3rd September 2019
	Film Review Transformazzjoni: Charting an intimate transformation https://www.maltatoday.com.mt/arts/film/97210/film_review_transformazzjoni_charting_an_intimate_transformat	MaltaToday	4th September 2019

	ion_#.XnNS5ohKiU		
	Malta Pride Guide 2019: The Who, What, When And Where https://lovinmalta.com/sponsored/malta-pride-guide-2019-the-who-what-when-and-where/	Lovin Malta	4th September 2019
	Aġġornata 'Jekk ma niqfulhomx b'kull mezz possibbli se jibqgħu għaddejnin minn fuqna' http://www.illum.com.mt/ahbarijiet/politika/56765/mijiet_i_lbelt_jgajtu_iejjed_kollu_ejjed_kontra_livilupp_u_lkostru_zzjoni#.XnNs2lhKiUk	Illum	7th September 2019
	A catwalk to strut fashion, equality and inclusivity https://www.independent.com.mt/articles/2019-09-08/local-news/A-catwalk-to-strut-fashion-equality-and-inclusivity-6736213224	Independent	8th September 2019
	Pride in dialogue https://www.independent.com.mt/articles/2019-09-09/newspaper-opinions/Pride-in-dialogue-6736213279	Independent	9th September 2019
	Activism and Support - the two pillars that define MGRM https://www.independent.com.mt/articles/2019-09-10/newspaper-opinions/Activism-and-Support-the-two-pillars-that-define-MGRM-6736213302	Independent	10th September 2019
	Permanent Pride: Maltese Tattoo Studio Hosting Pride-Themed Tattoo Marathon For One Day Only https://lovinmalta.com/lifestyle/living-in-malta/permanent-pride-maltese-tattoo-studio-hosting-pride-themed-tattoo-marathon-for-one-day-only/	Lovin Malta	11th September 2019
	There's a lot going on during Malta Pride Week https://timesofmalta.com/articles/view/theres-a-lot-going-on-during-malta-pride-week.734620	Times of Malta	11th September 2019
	LGBTIQ+ communities are today valued members of Maltese society View https://www.euronews.com/2019/09/10/lgbtiq-communities-are-today-valued-members-of-maltese-society-view	EuroNews	11th September 2019
	Sabiex jaħarbu mill-bullying, it-tfal kultant jigdbu fuq il-familji LGBTIQ+ tagħhom https://netnews.com.mt/2019/09/12/sabiex-jaharbu-mill-bullying-it-tfal-kultant-jigdbu-fuq-il-familji-lgbtiq-tagħhom/	Net News	12th September 2019
	Social groups critical of PN's opposition to new rent law provisions https://www.maltatoday.com.mt/news/national/97401/so	MaltaToday	12th September 2019

	cial groups critical of pns opposition to new rent law provisions#.XnNTX4hKiU		
	Children lie about LGBTIQ families to escape bullying - President Emeritus https://timesofmalta.com/articles/view/children-lie-about-lgbtq-families-to-escape-bullying-president.734912	Times of Malta	12th September 2019
	Children choosing to lie about their LGBT household to avoid bullying https://www.independent.com.mt/articles/2019-09-12/local-news/Children-choosing-to-lie-about-their-LGBT-household-to-avoid-bullying-6736213413	Independent	12th September 2019
	Pride flag burnt in Balzan https://timesofmalta.com/articles/view/pride-flag-burnt-in-balzan.735047	Times of Malta	13th September 2019
	Gay men will be allowed to donate blood as of next week https://timesofmalta.com/articles/view/gay-men-will-be-allowed-to-donate-blood-as-of-next-week.73510	Times of Malta	13th September 2019
	[WATCH] Equality plan includes IVF leave entitlement and gender-neutral police uniforms https://www.maltatoday.com.mt/news/national/97415/watch_equality_plan_includes_ivf_leave_entitlement_and_genderneutral_police_uniforms#.XnN6jYhKiUk	MaltaToday	13th September 2019
	18 years of MGRM: Celebrating battles, achievements and pride https://www.independent.com.mt/articles/2019-09-14/local-news/18-years-of-MGRM-Celebrating-battles-achievements-and-pride-6736213500	Independent	14th September 2019
	Pride and prejudice Colette Farrugia Bennett https://www.maltatoday.com.mt/news/interview/97450/pride_and_prejudice_colette_farrugia_bennett#.XmqsnqhKiUk	MaltaToday	16th September 2019
	HIV and Stigma - HIV Malta & Checkpoint Programm - Illum ma' Steph	TVM	18th October 2019
	Tunisian gay asylum seekers in limbo https://timesofmalta.com/articles/view/tunisian-gay-asylum-seekers-in-limbo.745806	Times of Malta	30th October 2019
	Rape and death: two transgender women post hateful Facebook comments they receive	MaltaToday	11th November

	https://www.maltatoday.com.mt/news/national/98560/rape_and_death_two_transgender_women_post_hateful_facebook_comments_online#.XmqpjghKiUk		2019
	Minister insists Equality Board will not be unconstitutional https://timesofmalta.com/articles/view/minister-insists-equality-board-will-not-be-unconstitutional.749187	Times of Malta	11th November 2019
	Discovering gay Malta with Clayton Mercieca https://passportmagazine.com/discovering-gay-malta-with-clayton-mercieca/	Passport Magazine	16th November 2019
	With World AIDs Day 2019 Now Behind Us, How Far Has Malta Come In The Fight Against Stigma And Access To PrEP? https://lovinmalta.com/news/news-human-interest/with-world-aids-day-2019-now-behind-us-how-far-has-malta-come-in-the-fight-against-stigma-and-access-to-prep/	Lovin Malta	4th December 2019

Media Appearances

Rep	ARTICLE/PROGRAMME	MEDIUM	DATE
CFB	Familja Wahda Lilian Mestre	PBS	6th February 2019
CFB	Familja Wahda Lilian Mestre	PBS	15th March 2019
CC	TVAM -The 2017 Malta National School Climate Survey and the experiences of LGBTIQ youths in school Quintin and Lara	TVM	26th April 2019
CFB	Familja Wahda Lilian Mestre	PBS	6th May 2019
CFB	Familja Wahda Lilian Mestre	PBS	16th May 2019
AC	X'Laqatni Andrew Zahra	F Living	31st May 2019
AC	Follow Up Sergio Mallia	RTK Radio	4th June 2019
AC	Tea Room Louise Tedesco	NET	5th June 2019
AC	TVAM Quintin and Lara	TVM	6th June 2019

AC	One News Colin Deguara	ONE	5th August 2019
AC	Newsbook Interview Nicole Borg https://www.newsbook.com.mt/artikli/2019/08/08/filmat-app-fejn-persuni-lgbtig-jistghu-jirrappurtaw-diskriminazzjoni/	Newsbook	7th August 2019
CFB	Familja Wahda Lilian Mestre	PBS	8th August 2019
AC	Terazza Lisa Libreri	NET	21st August 2019
AC	One News Kelly Peplow	ONE	3rd September 2019
AC	Interview Kristina Cassar Dowling	Guide Me Malta	3rd September
AC	Espresso Sajf Wayne Aquilina	ONE	9th September 2019
CC	TVAM - il-Gay Pride. Għad hemm lok li tiġi iċċelebrata din l-attività? Quintin and Lara https://www.facebook.com/TelevisionMalta/videos/vb.138329512971382/580256229449242/?type=2&theater	TVM	30th September 2019
CFB	Familja Wahda Lilian Mestre	PBS	7th October 2019
AC	Mal-polz tan-nies Eman Borġ	One Radio	30th October 2019
AC	Is-suġġett Claudette Abela Baldacchino	One Radio	12th December 2019
CFB	Familja Wahda Lilian Mestre	PBS	27th December 2019

Advocacy & Lobbying

LGBTIQ School Climate Survey

MGRM partnered with GLSEN and the University of Columbia in the US to adapt the GLSEN School Climate Survey to the Maltese context. The survey was conducted between May and September of 2017 and around 150 responses from young people aged 13 to 22 who were in school were collected. The study was published in 2019 and it is being used in several educational training sessions. The results were published online and the media took notice of them. The results were rather shocking, thus giving legitimacy to LGBTIQ activists to continue pushing for an inclusive educational environment.

Education

In May, together with the Rainbow Families Network, MGRM met the HODs from the Curia. They were very receptive and open to our suggestions. We agreed that they will send the LGBTIQ Youth Group poster to every secondary school and that they will provide us with space for training sessions to both Heads of Schools and psycho-social teams of their schools.

On the 6th of September, the members of the RFN met with the Minister of Education, the Hon. Mr Evarist Bartolo to discuss the way forward regarding how to include LGBTIQ awareness in schools. The meeting was also attended by a number of professionals working in different educational fields. They agreed to provide space to the RFN to conduct training sessions and to share resources with educators.

Victim Support Unit

On the 11th of July, MGRM met with the Victim Support Unit (VSU) at the police headquarters in Floriana. Both entities agreed that greater collaboration between the two will benefit the LGBTIQ community. MGRM and RSS will be able to provide training to the police force and both entities can refer clients for further assistance, both from the VSU and from the RSS counselling services. It was agreed that an MOU between the two agencies was the best way forward to officialise the services that will be given in the future.

Local networking

In 2019, MGRM continued to work with a number of entities through the LGBTIQ Consultative Council, the Consultative Council for Women's Rights, as well as through its membership in PHROM, the Platform for Human Rights Organisations in Malta. It has supported and collaborated with other organisations for Pride Month and throughout the year. Organisations we have worked with include; the Malta Foundation for the Wellbeing of

Society, Drachma, Drachma Parents, aditus, ARC, LGBTI+ Gozo, Moviment Graffiti, MMSA - Malta Medical Students' Association.

PHROM

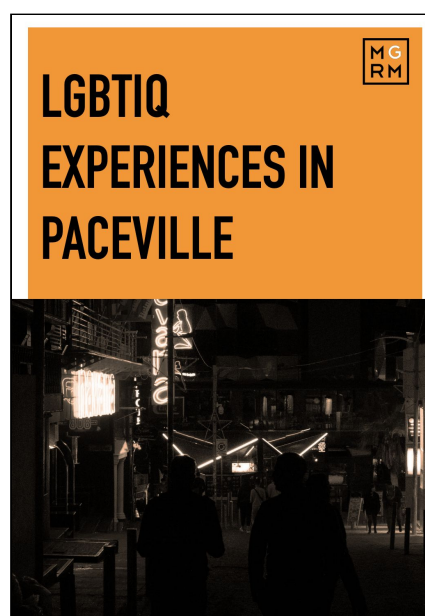
MGRM continues to participate as a member of the Executive Committee of PHROM, the Platform for Human Rights. The Committee met twice during the year, including the AGM meeting which was held towards the end of March 2019. Various topics discussed include the human resource issues faced by the platform, the need to seek additional funding, membership applications as well as discussions as to how to raise the platform's profile.

Paceville Survey

At the end of October 2019, the Malta LGBTIQ Rights Movement (MGRM) launched an online questionnaire in order to obtain more knowledge about the experiences of people from the LGBTIQ community in Paceville, Malta's entertainment and club Mecca.

The initiative to conduct this study was primarily instigated by media reports claiming that members of the LGBTIQ community were being treated unfairly, harassed or refused to be served because of their gender identity, sexual orientation or gender non-conforming appearance and/or behaviour. Furthermore, through its interaction within the LGBTIQ community, it is not uncommon for the members of the community to speak to members of MGRM of their negative experiences in Paceville.

The report published in early 2020.



Marketing

This year MGRM held a number of events as well as a campaign focusing on visibility of LGBTIQ and intersectionalities with other minorities. All events were promoted on social media, printed posters and by word-of-mouth. The events included regular ones such as the LGBTIQ Youth group and the Kafe mill-Ufficju.

The 2017 Malta School Climate Survey was printed and uploaded to our website, promoted on social media as well as reported in news articles and television interviews. This was supported by graphics posted on social media, with highlights from the report.

An online campaign, #curehateisnotlove, was initiated by an instructional video that was promoted on the MGRM page and garnered around 17,000 views. The aim was to get people to share their stories and show the world there's nothing wrong with being LGBTIQ. 8 persons of various backgrounds created videos for this campaign, with views for each video ranging between 500 and almost 6,900.

The TRANSformazzjoni documentary was launched in June and screened again in September during Pride, followed by a Question and Answer session. Both events were marketed online on social media through paid promotions, and subsequently when the documentary was uploaded to Youtube. The Youtube video has reached 1,612 views at the time of writing. This project was made possible through the Voluntary Organisations Project Scheme.

A leaflet was also created for HIV Malta, containing information on HIV & AIDS, transmission, undetectable=untransmittable, PReP and PeP, testing and prevention to be used in December's World AIDs Day events and future events. Towards the end of this year MGRM updated and reprinted the Rainbow Support Service leaflets to be used in training sessions and to be given out during events. The majority of these endeavours were possible with funding obtained through VOPS, Agenzija Zghazagh, and through the service agreement with the Ministry for the Family, Children's Rights and Social Solidarity.

Social Media - RSS

The Rainbow Support Service youth group continued to be promoted on social media, advising followers of the upcoming meetings a few weeks before through posts. Similarly, Kafe mill-Ufficju was advertised on social media through posts and event pages. The RSS page was also used to promote studies carried out locally by university departments, students as well as educational workshops by organisations. Stories and news were also posted to the page.

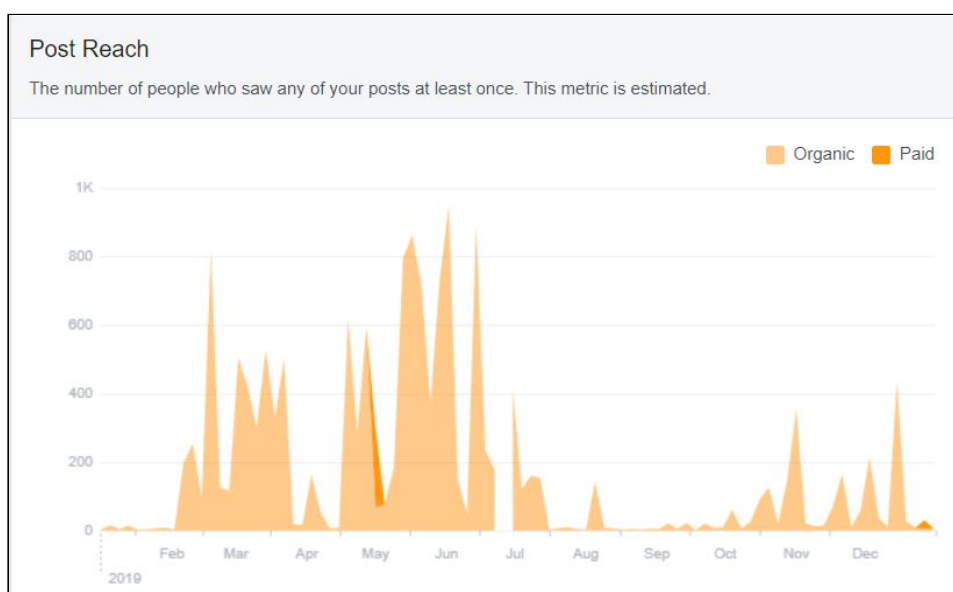
In terms of post frequency, news and information (on studies, activities, workshops

etc.) were shared a few times a month. Motivational quotes and researched facts were designed and shared on the page to improve engagement. Attendance to the youth group also improved over this year.



(Page Likes for period 1/01/2019 to 31/12/2019)

Posts of the Rainbow Support Service page reached a peak of visibility on people's news feeds in May and June, organically. The RSS page likes have increased by 528 likes from the start of 2019, an improvement over last year which saw an increase of only 144 likes.



(Post Reach for period 1/01/2019 to 31/12/2019)

Social Media - MGRM

International and local news, as well as reports and promotion of MGRM's own activities, social, educational and advocacy constitute the major part of the content shared on the page. The MGRM page was also used to promote studies carried out locally by university departments, students as well as educational workshops by organisations.

As of December 2019, the page likes stand at 3,057; an increase of 4,447 from the start of the year. Daily updates on the page have contributed significantly to improving engagement in a year, in addition to internal efforts to gain followers.



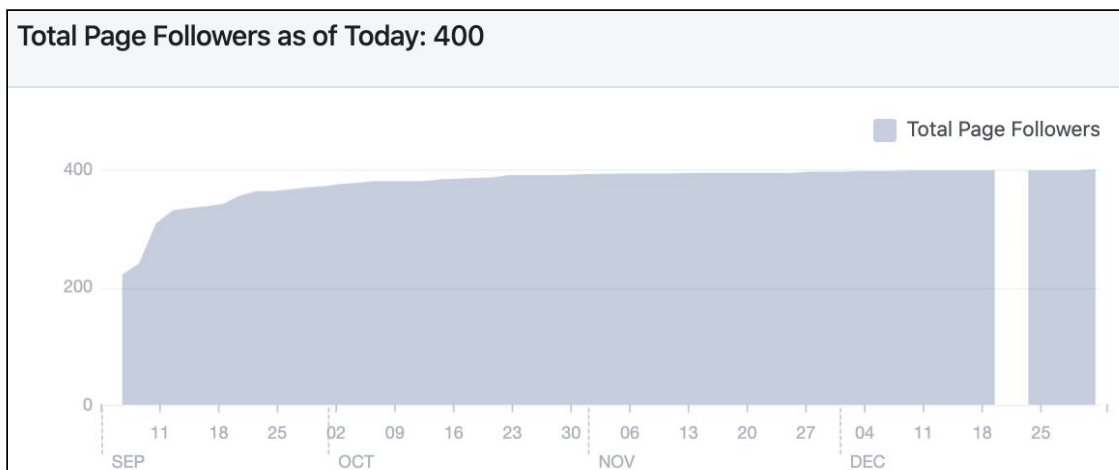
(Page Likes for period 1/01/2019 to 31/12/2019)

Posts with links gathered the most likes, with several posts attracting over 1,000 views, with subjects varying from local to international news, and socio-political to cultural and media updates.



(Post Reach for period 1/01/2019 to 31/12/2019)

Website & Social Media - HIV Malta



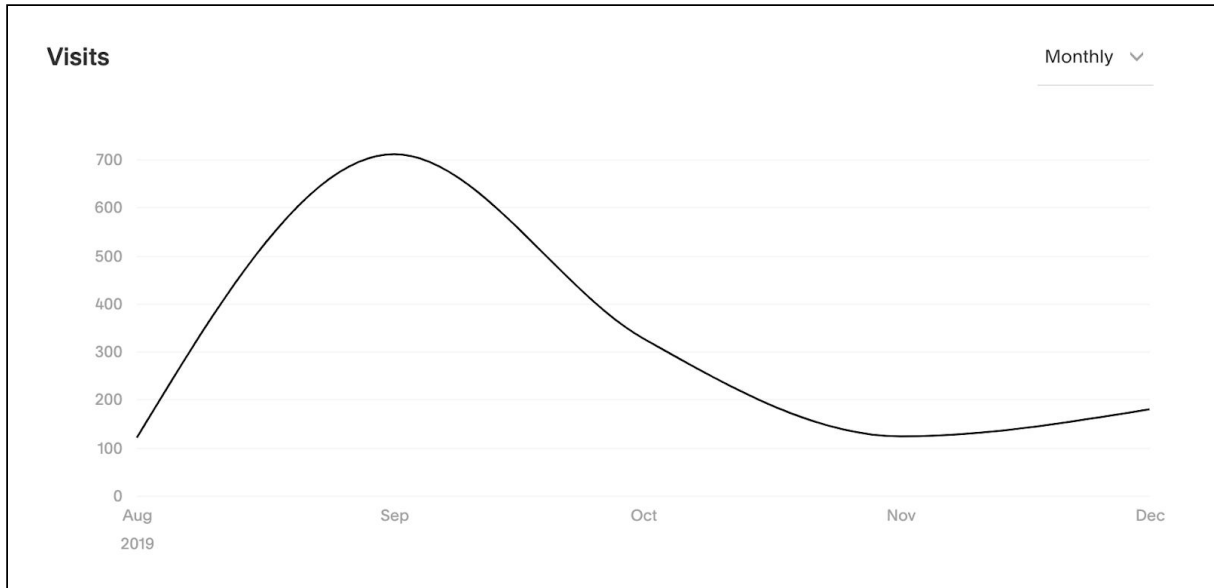
(Page Likes for period 1/01/2019 to 31/12/2019)



(Post Reach for period 1/01/2019 to 31/12/2019)

By 31 December 2019, HIVMalta.com had received circa 1,500 unique visitors, and circa 2,800 page views. Other than the homepage, the four most popular pages were HIV 101 (general information about HIV), Point of Care Test (supplying information about a POCT trial programme launched by the GU Clinic), PrEP (information about Pre-Exposure Prophylaxis treatment and Testing (guiding individuals through the various options to test for HIV and other STDs). These four pages received circa 200 page views each. Other popular pages were Life with HIV (information and coping skills for those affected by HIV, as PLHIV

or relatives/partners of PLHIV) and the FAQs section of the website which have altogether received 288 page views.



(Website visits from August to December)

Events

University Research Symposium

MGRM participated with the Human Rights and Integration Directorate (Ministry of Justice, Equality and Governance) in the organisation of a LGBTIQ Research Symposium in May 2019. The symposium took place at the University of Malta on 10th May and was organised in conjunction with the University of Malta's Gender Studies Department and the Europe Direct Information Centre (University of Malta). The research symposium was the first such event which focused exclusively on LGBTIQ related themes. A call for abstracts was issued in early 2019 and 9 research works were selected.

The research symposium was organised around 3 panels, focusing on Non-conformity & Institutions; Social Issues; and Education. Themes included the role of the anti-gender movement in the continuing struggle for LGBTIQ equality; the experiences of LGBTIQ people of faith; the continued invisibility of intimate same-sex partner violence and older LGBTIQ persons; and sexual orientation and gender identity issues in schools.

The papers presented during the research symposium will be published as a single volume by the Human Rights and Integration Directorate, edited by Dr Marceline Naudi and Dr Claire Azzopardi Lane. The book will be published in the second quarter of 2020.

TRANSformazzjoni launch

The TRANSformazzjoni project involved the production of a documentary with the aim of providing insight into trans* people's everyday lives in Malta. The official launch took place on the 7th of June and it was attended by around 140 people. Alex Caruana presented the documentary and gave a brief introduction to the documentary followed by the TRANSformazzjoni producer, Olwyn Jo. After the documentary, Dr Angele Deguara gave the audience an update on MGRM's work. After the documentary, various members of the audience had the opportunity to interact socially and to continue discussing the documentary.



The Death and Life of Marsha P Johnson

MGRM in collaboration with Moviment Graffiti showed the film, The Death and Life of Marsha P Johnson during Pride Week at Moviment Graffiti's premises. After the film, Alex Caruana gave an information session about the situation of LGBTIQ people in Malta and the services that are on offer from MGRM.

Womenspace

WomenSpace is a festival which is a highly anticipated female only event- raising awareness to the rights of women traditionally held on the Wednesday during pride week. It all goes back to 2005 when a group of women volunteering with MGRM decided to host the first WomenSpace event at Golden Sands. It started off as a BBQ accompanied with music, poetry reading and a safe, socialising space for women. From year to year, WomenSpace started to evolve into a bigger event and became a yearly awaited event for individuals who identify as a women, especially by individuals who do not feel comfortable within the mainstream party scene.

Along the years a number of female performers came together and performed during the events, some of which include: Amber; Chiara, Ira Losco, Cryptic Street, Cheryl Balzan and Claudia Faniello.



WomenSpace 2019 marked the 15th year of the festival held on the 11th of September at CABO Terrace in Birzebbugia featured various performers, dancers and stand-up comedy including: Stand Up Comedy by Sandra Gauci, El Masriya Dance, DJ Cathy K, Kimberly

Cortis & Cherylis, Danica Muscat, Petra, Claudia Faniello, Burlesque by Undine La Verve, DJ Irene.

This year the festival also had a small market including stalls made up by small businesses owned or run by women, some of these amongst others included: Balance Bowl, Kitba Queer, MGRM Merchandise & Books, Young Progressive Beings.



Tickets were available at the door on the night and/or online. Around 120 persons attended the event. A feedback survey was circulated on the event on social media and MGRM's official Facebook page to gather such feedback and improve for the next event and discuss the suggested ideas. The results of the survey were used only for MGRM's internal use within the organisation.



If I speak: A Tunisian Documentary

On 19th October, MGRM and Moviment Graffiti screened a Tunisian documentary about gay people in Tunisia. The documentary showed the several challenges faced by gay people in Tunisia. After the documentary, gay activist and asylum seeker Mohamed D'Ali Agrebi, recounted his story as a gay man in Tunisia and as an asylum seeker in Malta. Answering questions, Agrebi shed light on what it means to be an asylum seeker, the challenges and

the way forward to make our LGBT+ spaces safer and inclusive for asylum seekers. The event was attended by around 70 people.



FATTA!

FATTA!, an HIV awareness bingo event was held in December. During the event, a representative from VJ Salomone was invited to provide information about PrEP. In addition, a space was prepared with HIV Merchandise, red ribbons and the possibility to buy self-testing kits in a form of POCT setup. In order to ensure that full support was available, qualified counsellor together with a counselling trainee were present. A private room was also set up in case privacy was required.



Draft Unaudited Accounts 2019

INCOME & EXPENDITURE ACCOUNT For the year ended 31st December

	2019			2018		
	€	€	€	€	€	€
Income:						
VOPS RSS Grant 2016			-			2,519
PSP Agreement 2017 - 2019			47,296			40,596
US Embassy Grant Rainbow Support Service			1,929			-
VIIV Healthcare HIV Project			722			600
VOPS 2017			329			6,692
Agenzija Zghazagh MOU			456			-
VOPS 2018			6,858			1,086
Google Grant			-			4,068
AZ Be Active Youth activism Project			396			1,162
IE Refugee Fund			-			9,004
VOPS 2019			1,088			9,005
Trans Fund and Other Events			639			-
Donations & Fund-Raising			6,788			-
Membership Fees			139			60
			<u>66,639</u>			<u>70,536</u>
Administration Expenses:						
P.R. Literature & Brochures	7,327			1,643		
Salaries	15,427			28,210		
NI Contributions	7,577			-		
Rent	2,800			8,000		
Water & Electricity	263			1,474		
Printing	4,595			2,683		
Postage	25			88		
Telephone	582			773		
Internet & Web-based Subscriptions	461			231		
Office Stationery	35			118		
Books	38			1,704		
Legal Fees	-			-		
Audit & Accountancy Fees	600			400		
Professional Fees - Researchers	12,694			13,895		
Office Machine Maintenance	-			-		
Refreshments	211			512		
Premises Expenses	330			650		
Bank Charges	437			158		
Insurance	190			-		
Depreciation - Office Furniture & Equipment	<u>659</u>	54,249		<u>659</u>	61,199	
Event Expenses:						
Travelling	-			8		
Conferences	2,420			1,948		
Entertainment	576			100		
Permits	-			-		
Equipment Hire	-			449		
Training Costs	-			-		
Miscellaneous Expenses	<u>7,209</u>	<u>10,204</u>	<u>64,453</u>	<u>7,432</u>	<u>9,937</u>	<u>71,136</u>
NET SURPLUS / (DEFICIT)			<u>2,186</u>			<u>(600)</u>

BALANCE SHEET
As at 31st December

	2019		2018	
	€	€	€	€
Fixed Assets:				
Office Furniture & Equipment		697		1,357
Current Assets:				
Sundry Debtors	2,153		2,153	
Bank Current A/c #1	31,299		21,047	
Bank Current A/c #2	15,278		12,800	
Bank Savings	1		1	
Bank Current A/c #3 - UNIFORM	2,891		1	
Bank Current A/c #4 - VOPS18	0		3,895	
PayPal	971		3,895	
Petty Cash	312	<u>52,905</u>	<u>630</u>	<u>40,528</u>
TOTAL NET ASSETS		<u>53,602</u>	-	<u>41,885</u>
FUNDS & LIABILITIES				
Current Liabilities:				
Sundry Creditors		1,400		1,400
US Embassy Grant Rainbow Support Service Reserve		3,193		5,123
EEA/Norway Grant Reserve		-		-
NGO Grant 2014 Reserve		1,842		1,842
PSP Agreement 2017 - 2019 Reserve		8,540		9,776
VIIV Healthcare HIV Project Reserve		9,691		1,077
VOPS 2017 Reserve		33		362
AZ Be Active Scheme Broken Lens Reserve		20		20
VOPS 2018 Reserve		225		2,834
Google Grant Reserve		4,553		4,553
AZ Be Active Youth activism Project Reserve		262		20
Agenzija Zghazagh MOU Reserve		4,544		5,000
VOPS 2019 Reserve		2,912		5,000
Trans Fund and other Events Reserve		4,323		5,000
Accumulated Surplus		<u>12,065</u>	-	<u>9,879</u>
		<u>53,602</u>	-	<u>41,885</u>

Workplan 2020

To be included following Workplan review. Our goals are the following:

Goal 1 : Equality of LGBTIQ Individuals in Legislation

To monitor current legislation, amendments of legislation such as Cap. 569 - Child Protection (Alternative Care) Act, and Article 45 (sex characteristics), as well as introduction of new legislation such as the Equality Act and Human Rights and Equality Commission Act

Goal 2: Equality of LGBTIQ Individuals - Healthcare and Wellbeing

To lobby and monitor for Improvement of Medical Services to LGBTIQ individuals and continue our work in the facilitation to the right to Gender Identity, Gender Expression, Bodily Integrity & Physical Autonomy. To educate and raise awareness on HIV, treatment, prevention and other important areas. To advocate for access to access to Reproductive and Sexual Health Services.

Goal 3: Advocate for establishment of inclusive policies

To continue lobbying for mainstreaming of LGBTIQ issues in policy and service provision, and work for safe and Inclusive school climates for LGBTIQ students and educators. To monitor the effective implementation of hate crime legislation and monitoring of hate crimes, as well as work on educating and raising awareness on relevant areas.

Goal 4: Raising Awareness and Sensitivity Training among the general population and other particular categories

To continue promote a norm critical approach to gender identity, gender expression and sex characteristics, raise the visibility and acceptance of LGBTIQ families, LGBTIQ elderly and advocate for inclusive policies and awareness. To raise awareness of how intersectionality can compound difficulties faced by LGBTIQ persons, and provide support and information.

Goal 5: Provide support, assistance and information on LGBTIQ issues to LGBTIQ persons and their families

To continue to develop the Rainbow Support Service and develop leaflets, booklets and resources. To provide training and identify opportunities, whilst building our capacity.

Goal 6: Strengthening MGRM's Capacity and Presence in the Community

To increase capacity of MGRM to achieve its mission and establish funding streams and continue building on human resources, whilst improving administrative capacity and efficiency. Maintain and seek international links and networks, and liaise with other LGBTIQ and non-LGBTIQ groups and individuals working on LGBTIQ and human rights groups. To develop a communication strategy, clarify our position on major socio-political issues and engage the community in our work.