

# 2024 ANNUAL REPORT



ILGA World is grateful for the support of its member organisations, staff, consultants and Board and Committee members who work tirelessly to make everything we do possible.

A heartfelt thank you goes to all the human rights defenders around the world for the time and energy they dedicate to advancing equality, equity, recognition, and respect for persons with diverse sexual orientations, gender identities and gender expressions, and sex characteristics everywhere.

We also thank our significant anonymous donors and many other companies. Over 350 individuals made donations in 2024, with an average donation of over 40 CHF, including over 25 donors who donated monthly or quarterly.

Our deepest thanks to those who have committed to financially making our work possible in 2024 – including institutional donors, States, and foundations.



ILGA World could not provide vital support and programming to the global LGBTI movement without the support of donations from individuals like you. Please consider donating to our efforts at



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# 2024 AT A GLANCE

## January

The ILGA World Database is recognised by one of the most important social impact awards globally, winning the Silver Anthem Award under the category of "Best use of data."

## February

We release pioneering research on how the digital divide is affecting LGBTI communities, building on data and first-hand accounts of human rights defenders from every world region.

## March

ILGA Oceania establishes its office: now, every ILGA region can count on staff to support our members at the local level better!

## May

We join forces with the United Nations Development Programme to launch the International Pride Awards – a ground-breaking initiative to celebrate the contributions of LGBTIQ+ equality heroes worldwide.

## April

Historic! The UN Human Rights Council adopts its first-ever resolution addressing discrimination, violence, and harmful practices against intersex people – a development that ILGA World and civil society organisations have long advocated for.

## June

Ahead of Pride Month, we release our new flagship Laws on Us report, documenting legal developments affecting LGBTI people worldwide and equally encompassing issues of sexual orientation, gender identity, gender expression, and sex characteristics.

## July

We are in New York to support LGBTI human rights defenders advocating for inclusive, sustainable development as this year's High-Level Political Forum kicks off and five SDGs are under review.

## September

Our team is present in global gatherings. At the Summit of the Future and the Global Intersex Summit, we continue working to advocate for the rights of our communities and shape the future of our movements.

## October

Together with civil society worldwide, we lead a global call to ensure that everyone, regardless of their gender identity or sex characteristics, can participate safely and equitably in sports.

## August

Our new strategic plan is shaping up! Ahead of our World Conference, for the first time we organise webinars to provide member organisations with the knowledge and tools necessary to participate actively in our governance processes.

## November

The time has come: our global family gathers in Cape Town, South Africa for the 31<sup>st</sup> ILGA World Conference! The event returns to African soil for the first time in 25 years and is by far the largest in the organisation's history.

## December

The Equal Rights Coalition holds its first conference since opening its Secretariat, which ILGA World hosts. With our convening power, we are honoured to serve this space for progress and multilateral dialogue for the coming years.

Dear member organisations, dear friends,

It is a great honour for us to write these words in our new capacity as co-Secretary Generals, after serving on the ILGA World Board for many years. We are receiving the baton from pivotal *sheroes* of our movement: Luz Elena Aranda and Tuisina Ymania Brown, two powerful women under whose leadership this organisation has grown immensely.

They are passing an important mission onto us all: to ensure that the human rights of all our LGBTI communities are respected every day and everywhere, and to elevate every voice that forms the beautiful diversity of our movements.

This is as urgent as it ever was, and even more now that years of hard-fought progress are on the line. In this annual report, you will read about the work that ILGA World has continued to undertake for our communities, from the grassroots to the international stages, while navigating one of the most complicated years of the world's recent history.

There is no denying it: 2024 has scarred everyone (and, oh! to think that it was only a teaser of the disruption that the new year would have brought forward!). War, geopolitical and humanitarian crises are shaking every conscience. Reactionary political forces continue to attack social justice movements and erode decades of progress, using LGBTI people as scapegoats to cover up how they fail to build a better future for all.

Our communities are forced to be resilient, and our victories deserve even more celebrations amidst the terrifying backsliding. The work that our member organisations and communities on the ground are doing is bringing about change!

In 2024, Namibia and Dominica decriminalised consensual same-sex sexual acts, while legal gender recognition based on self-determination became a reality in Ecuador and Germany. Same-sex marriage is now legal in Thailand, Estonia, and Greece, while Latvia introduced civil unions, and the right to marry for same-sex couples was affirmed in Aruba and Curaçao. At the United Nations, the Human Rights Council adopted its first-ever intersex resolution.

And yet, the attempts to erode our rights are incessant.

In 2024, Mali criminalised consensual same-sex sexual acts for the first time. Georgia passed a new law banning any recognition to – and adoptions by – same-sex couples, legal gender recognition, and information about LGBTI people in public spheres. Many countries are mulling laws that severely restrict freedom of expression related to sexual and gender diversity. In the United States, as many as 533 bills have been directly targeting our communities.

Anti-gender movements sow the seeds that lead to dehumanise trans and intersex people and restrict everyone's bodily autonomy. For the first time in 13 years, setbacks in trans people's human rights across Europe and Central Asia clearly outweighed progress.

The challenges we face are immense. And that is why we need to be there for each other.

Whether resisting reactionary powers, offering solidarity to those escaping conflict, or uplifting marginalised voices, we are driven by a common purpose: to create a world that is more equitable, open, and inclusive. Together, we draw strength from one another and from the countless brave actions of activists and allies across the globe.

ILGA World serves as a gathering place for the thousands of individuals who make up our global movement – a space where people feel seen, supported, and reminded that they are not alone.

To every member organisation, every activist, and every ally: we are grateful for your existence. Every day, your work expands the space where our communities can live with dignity, flourish, and be recognised. Each day, your refusal to surrender to fear and bigotry inspires far more people than you will ever know.

Together, we rise. And we will never be silent.

*Kimberly Yuri*

**Kimberly Frost and Yuri Guaiana**  
ILGA World co-Secretaries General



Every day, ILGA World strives to do justice to the beautiful diversity of our communities. Our battles are not ours alone, our work stands on feminist principles that we share with many other movements: the right to decide on our bodies; the practice of questioning power; and the right to be who we are and to love whom we love, in dignity.

These beliefs continued to guide our actions every day in 2024 – a year of milestones for ILGA World. In November, almost 1,500 people gathered in Cape Town, South Africa for our largest world conference to date. Our membership also decided on our new strategic plan guiding our work for the years ahead, strengthened our governance processes, and elected new members of the Board.

In 2024, our global membership grew to more than 2,000 organisations from 175 countries and territories. Both ILGA Oceania and ILGA North America & the Caribbean established and strengthened their offices: now, every ILGA region can count on staff to better support our members at the local level, while they continue to change the world in myriad ways!

Our research broke new ground. We continued to amplify the voices of our communities within the United Nations and more global spaces. We developed stronger internal procedures, including by applying feminist approaches to our logistics and developing more flexible reporting for our sub-granting initiatives.

But, most of all, 2024 was the year in which we strengthened our work in partnership with allies across movements. Together with feminist, sexual reproductive health rights and justice, and HIV/AIDS response actors, we launched initiatives to align our work with the realities faced by communities on the ground, and continued to investigate their needs through the LGBTI Pathways project. We continued to coordinate the advisory group of the International Day against Homophobia, Transphobia and Biphobia, and we were chosen to host the newly-opened secretariat of the Equal Rights Coalition, the crucial intergovernmental body of 44 member States and civil society worldwide dedicated to protect the human rights of LGBTI persons and promote inclusive development.

But 2024 hasn't ended without challenges. Our movements are grappling with the perfect storm of thundering geopolitical crises, multiple funding cuts, and the rise of extremely well-funded anti-rights organisations and their complacent counterparts in reactionary governments.

Every day, we hear from our member organisations who had to terminate programmes that provide life-saving services to our communities. Entire life-lines are being put on hold or lost, leaving millions of people with nowhere to turn to. Like never before in the modern era, our movement is at a fork on the road: either being forced to shrink while rights long fought for will be eroded, or resist and continue to rise – louder, stronger, and more united than ever.

The road we will take largely depends on whether movements will find ways to sustain themselves, and whether governments, funders, and partners across movements will turn their backs to their commitment to equality for all.

For ILGA World, the road is clear: in the face of growing threats to democracy and deepening inequalities, we choose solidarity, unity, and bold action. This is not just a test of endurance; it is a call to rebuild the world our communities deserve – one where dignity, safety, and freedom are not privileges, but fundamental rights for all. To our movements, we simply say: ILGA World is your home, and we will do everything to make our collective voice heard – loud and clear.

*Julia*

**Julia Ehrt**  
ILGA World Executive Director





## ADVOCACY: WITH MOVEMENTS WORLDWIDE, IN GLOBAL SOLIDARITY

There is no denying it: in 2024, geopolitical and humanitarian crises have been a dominant theme in global debates. Instead of working for everyone's public good, reactionary politicians and forces scapegoat social justice movements to cover up their own failures.

These are realities that deeply impact LGBTI communities. Left with no other choice but resilience, we continue to join forces with people who are also structurally marginalised in their daily lives. Our communities deserve equal access to lifesaving aid, without discrimination, and to live our lives free of war and destruction.

United by a shared determination to build a freer, more just, and inclusive world, LGBTI human rights defenders continue to be present in nearly every human rights forum. Hearing their voices has helped UN agencies, regional bodies, and governments recognise the duty to respect, protect and fulfil the rights of our communities.

At the United Nations **Human Rights Council**, we witnessed the adoption of the first-ever resolution on combatting discrimination, violence, and harmful practices against intersex persons. It was one of the rare moments when voting for SOGIESC rights did not receive a single negative vote! Ensuring that language clearly remained focused on sex characteristics issues, this was a major advocacy win for the intersex movement, ILGA World, and our allies: this resolution encourages States to “work to realise the enjoyment of the highest attainable standard of physical and mental health” for intersex people – marking a true milestone in how international bodies are looking at the rights of intersex persons.

As we continue to uplift the voices of trans people worldwide, and speak out alongside them, we partnered with human rights organisations from all regions of the world to bring 16 trans and gender-diverse activists to Geneva. The eighth edition of the UN Trans Advocacy Week allowed them to engage with UN representatives and diplomatic missions, and to join sex workers' movements in solidarity, protest, and actions.

Throughout the year, we continued to constantly engage with **treaty bodies**, making an impact through general comments, and focusing specifically on the right to health of racialised LGBTI people, public policies to address and eradicate xenophobia and its impact on the rights of migrants affected by racial discrimination, and on lesbian, bisexual, trans, and intersex women's participation in decision-making processes. We also supported grassroots activists as they submitted shadow reports and engaged in their countries' sessions delivering statements before these human rights mechanisms.

Crucially, we continued to support local groups' **strategic litigation**, advocating more inclusive language in international human rights mechanisms and beyond. As a result of our consistent engagement with national civil society and our regions, in July 2024 the Supreme Court of South Korea ruled that the National Health Insurance Service should extend state benefits to same-sex partners. In Peru, the Constitutional Tribunal ordered administrative authorities to update the name and sex markers in all official documents, and urged facilities not to limit healthcare services based on legal gender.

Throughout the year, we supported 29 activists as their countries were about to undergo their **Universal Periodic Review**. During the advocacy weeks we organised in 2024, human rights defenders were able to tell diplomatic missions about our communities' priorities and concerns. As a result, approximately 70% of the SOGIESC recommendations to all States under review reflected the language advocated by human rights defenders during these sessions.

The support to local communities has also been at the core of our work with **Special Procedures**. In 2024, we increased consultations with human rights defenders and supported close to 90 grassroots activists, coordinated their engagement during nine country visits by UN human rights experts, and supported them to submit input for mandate holders to understand the realities of our communities on the ground. This year, we informed the reports of mandate holders with 20 submissions, including our first-ever engagement with the Independent Expert on the promotion of a democratic and equitable international order. We also strengthened our work with more expert mandates, such as the UN Working Group on Business and Human Rights – not only engaging with their reports and visits but also coordinating side events, regional consultations,

and bilateral meetings in Geneva.

The work of the **Independent Expert on sexual orientation and gender identity** continues to be crucial for our communities worldwide. After the appointment of a new mandate holder – Graeme Reid – in 2023, we engaged extensively with him throughout the year, participating in his consultations with civil society, supporting country visits, and providing submissions to thematic calls. With the support of members from five regions, ILGA World also supported regional consultations with the mandate, and provided grassroots-informed information to the report on our communities' participation in electoral processes worldwide.

Our advocacy in United Nations fora goes well beyond Geneva! In 2024, we actively took part in the **Commission on the Status of Women** – seeking engagement opportunities for lesbian, bisexual and queer women, as well as for trans, gender-diverse and intersex communities and activists. For the first time, ILGA World has been a co-convenor of the LGBTI Caucus, and our Executive Director spoke alongside the UN Women's Executive director, Sima Sami Bahous, on the CSW Youth Forum opening panel. In collaboration with Outright International and the Global Lesbian\* Coalition, we also hosted a global consultation and a CSW roundtable discussion focused on the advocacy priorities of lesbian, bisexual, and queer women, resulting in a report that will shape efforts for the years ahead.

Again in New York, our team participated in the High-Level Political Forum (HLPF), where we contributed to the gender core group and the LGBTI stakeholder group for the zero-draft submissions of the Pact of the Future.

Throughout the year, we continued supporting our global community to use the **Sustainable Development Goals (SDGs)** as a fundamental tool for LGBTI advocacy. We continued our SDG informative videos campaign and the production of SDGs country spotlight reports, the participation in the HLPF of activists from the African region, where they took part in Voluntary National Review-related sessions and attended meetings with States' permanent missions and ambassadors.

Being **alongside grassroots communities** across the world remains at the core of our advocacy. Thanks to the [Free to Be Me programme](#), we support the presence of communities of action in the many multilateral spaces that we engage with, and being part of [ProtectDefenders.eu](#) allows us to raise awareness of dire situations affecting LGBTI human rights defenders and to intervene in case of urgent need for support.

We continue to facilitate advocacy work throughout its cycle, from the grassroots level to Geneva and then back home again: from shadow reports to consultations with stakeholders at the national level, through to international human rights bodies

and finally to the follow-up processes, ILGA World remains alongside LGBTI communities everywhere with practical support.

Our **decriminalisation** project continued to support civil society across the Caribbean and the Pacific in their advocacy efforts, changing awareness of how these laws continue to threaten our communities. And our work in coalition with partners like the [Sport and Rights Alliance](#) and the [Centre for Sport and Human Rights](#), or the [Partnership for Global LGBTI Equality](#), ensures we can raise the voices of our communities also in the worlds of **sports** and **business**.

## Making an impact There's plenty of room on the field for all kinds of athletes!

With so many movements targeted by the current hate wave, no one can afford to let go of intersectionality and collaboration. In 2024, ILGA World particularly consolidated partnerships aimed at advancing alternatives to anti-gender narratives.

As more and more people recognise the importance of bodily autonomy for women, as well as for trans and intersex people, the pushback has grown as venomous as ever. Sports have become a very visible

battlefield, especially as [the Olympics](#) gave it a truly global stage.

Throughout the year, ILGA World worked closely with the [Sport & Rights Alliance](#), grassroots groups, and varied allies to push for a more inclusive, safer, and level playing field for our communities.

Together we developed multiple actions – including joint calls to advocate [trans, intersex, and gender diverse inclusion in sport](#), initiatives to [support survivors of abuse](#), submissions to human rights experts, briefings to states and sporting bodies, and a [side event at the United Nations General Assembly](#).

In solidarity with sexual and reproductive health rights, feminist, sex workers', and LGBTI movements, we simply say: bodily autonomy matters for everyone, and everyone belongs in sports!

**TRANS, GENDER DIVERSE & INTERSEX INCLUSION IN SPORTS IS A HUMAN RIGHT**



” SPORT HAS THE POWER TO TRANSFORM LIVES, AND ALL WOMEN AND GIRLS DESERVE THE RIGHT TO PARTICIPATE IN SPORTS FREE FROM ABUSE, VIOLENCE, AND DISCRIMINATION, AND ENSURING THE RESPECT OF THEIR HEALTH, SAFETY AND DIGNITY.

” FROM THE ELITE ATHLETE LEVEL TO THE COMMUNITY LEVEL, WHERE THE MAJORITY OF PARTICIPATION IN SPORTS LIES, WE AFFIRM THAT ALL PEOPLE, INCLUDING TRANS, GENDER DIVERSE AND INTERSEX PERSONS, MUST BE ABLE TO REALIZE THEIR HUMAN RIGHT TO PARTICIPATE IN SPORTS AS AN ESSENTIAL ELEMENT OF ENGAGING IN CULTURAL LIFE.

## Looking ahead

Our advocacy journey has yielded substantial progress and landmark achievements, thanks in no small part to the dedication of grassroots activists. Their efforts continue to inspire and effect change globally. Nonetheless, full equality is still far off, and every advance remains vulnerable.

In 2025, ILGA World will build on previous efforts and further strengthen cross-movement solidarity. Our collaborations – with strategic allies and through consortiums – remain vital. Together, we will defend the existence of the mandate of the UN Independent Expert on SOGI and continue to challenge the violence and discrimination that keep LGBTI communities from full participation in democratic life. Together, we will continue fighting not only for our LGBTI communities but, ultimately, for everyone. Because a world based on solidarity, empathy, and equal opportunities will always be stronger than one forged over hate.



## AT A GLANCE

25

statements delivered at the UN Human Rights Council

50+

direct diplomatic engagements during our work around the Universal Periodic Review

38

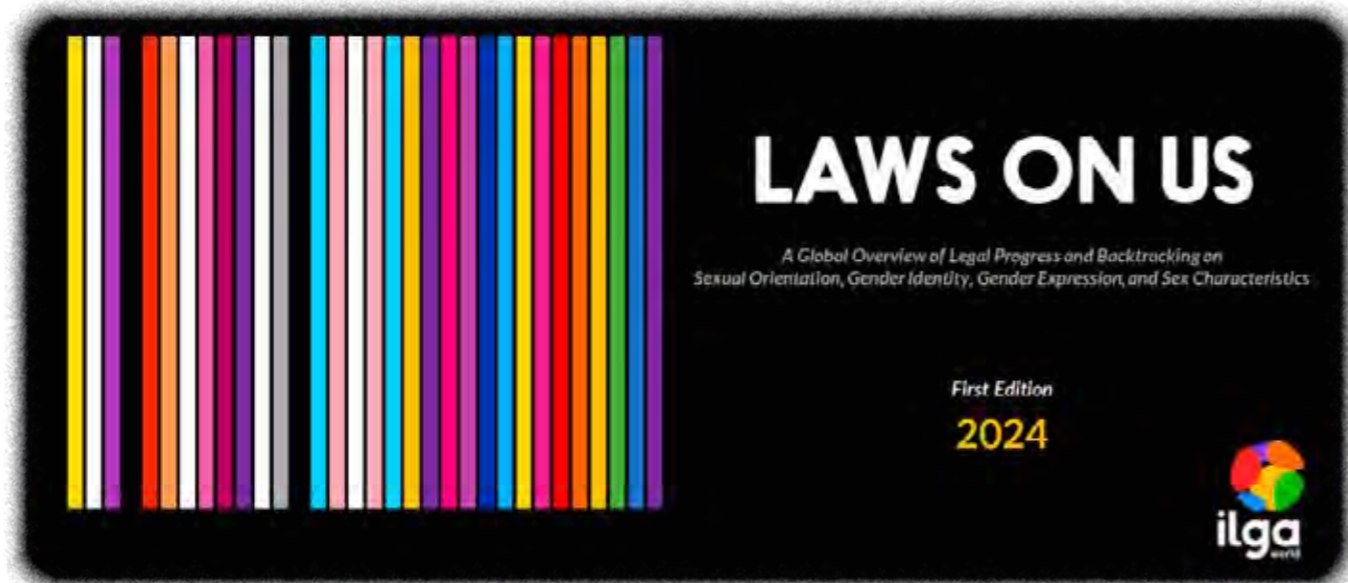
human rights defenders supported to attend United Nations sessions

15

in-country follow-up initiatives supported

25+

intersex-led organisations engaged around advocacy at the United Nations



## RESEARCH: A NEW BEGINNING

What are the laws on us, LGBTI people – the legal provisions affecting our communities across the world on the grounds of our sexual orientation, gender identity, gender expression, and sex characteristics?

Building on more than forty years of research, in 2024 ILGA World took a new landmark step with the launch of a new flagship report: *Laws on Us*. Following in the footsteps of the *State-Sponsored Homophobia* and the *Trans Legal Mapping Report* – studies that made our organisation one of the most trusted sources of information about our communities globally – this new publication sets out to equally look at legal developments impacting lesbian, gay, bisexual, trans, and intersex communities, and to provide insights into the trends and evolution of regulations affecting their rights.

This report marks the culmination of a process to broaden the scope and depth of our legal documentary research, which in previous years took definitive steps with the launch of the *ILGA World Monitor* and *ILGA World Database*. With over 290,000 entries, these tools continue to fill in the historic void in data about our communities, and continue to inform advocacy efforts and research initiatives, shape public discourse, and guide policy interventions. This year, our database was also recognised by one of the most important social impact awards globally, *winning the silver Anthem Awards* under the category of “Best use of data.”

Research is also something we do in collaboration with others. Thanks to Association pour la dépénalisation universelle de l’homosexualité (ADUH) for their translation work, the latest edition of ILGA World’s *Our Identities Under Arrest* report became available also in French, and was presented in a unique event in Paris with the Ambassador for France on the rights of LGBT+ persons Jean-Marc Berthon and human rights defenders worldwide. Together with The Engine Room, we broke new ground by putting LGBTI people on the map of the global conversation about the effects of the *digital divide*.

Meanwhile, our *LGBTI Pathways project* with the Global Philanthropy Project continues to develop reliable, accurate, and actionable evidence on the needs, priorities, and funding landscape of our international and regional movements.

Launched in 2023, the project came fully operational this year, with the hire of technical consultants and the establishment of processes to outline regional research priorities informed by local realities. In addition, fifteen leaders from philanthropy, donor governments, and civil society came together to form its global steering committee.

Building upon four decades of experience, our research continues to document legal landscapes, facilitate access to information, and empower everyone committed to working together to advance equality worldwide. For the whole of our communities.

## Making an impact Casting a light on the LGBTI digital divide

LGBTI people have found the online space to be revolutionary. It has helped create community, spearhead movements, and provide tools to be heard – including in very hostile environments. However, these possibilities are not equally available for everyone. To date, 2.6 billion people across the world remain offline. For the rest of the global population, accessing digital resources depends on overcoming barriers based on intersecting aspects of their identities.

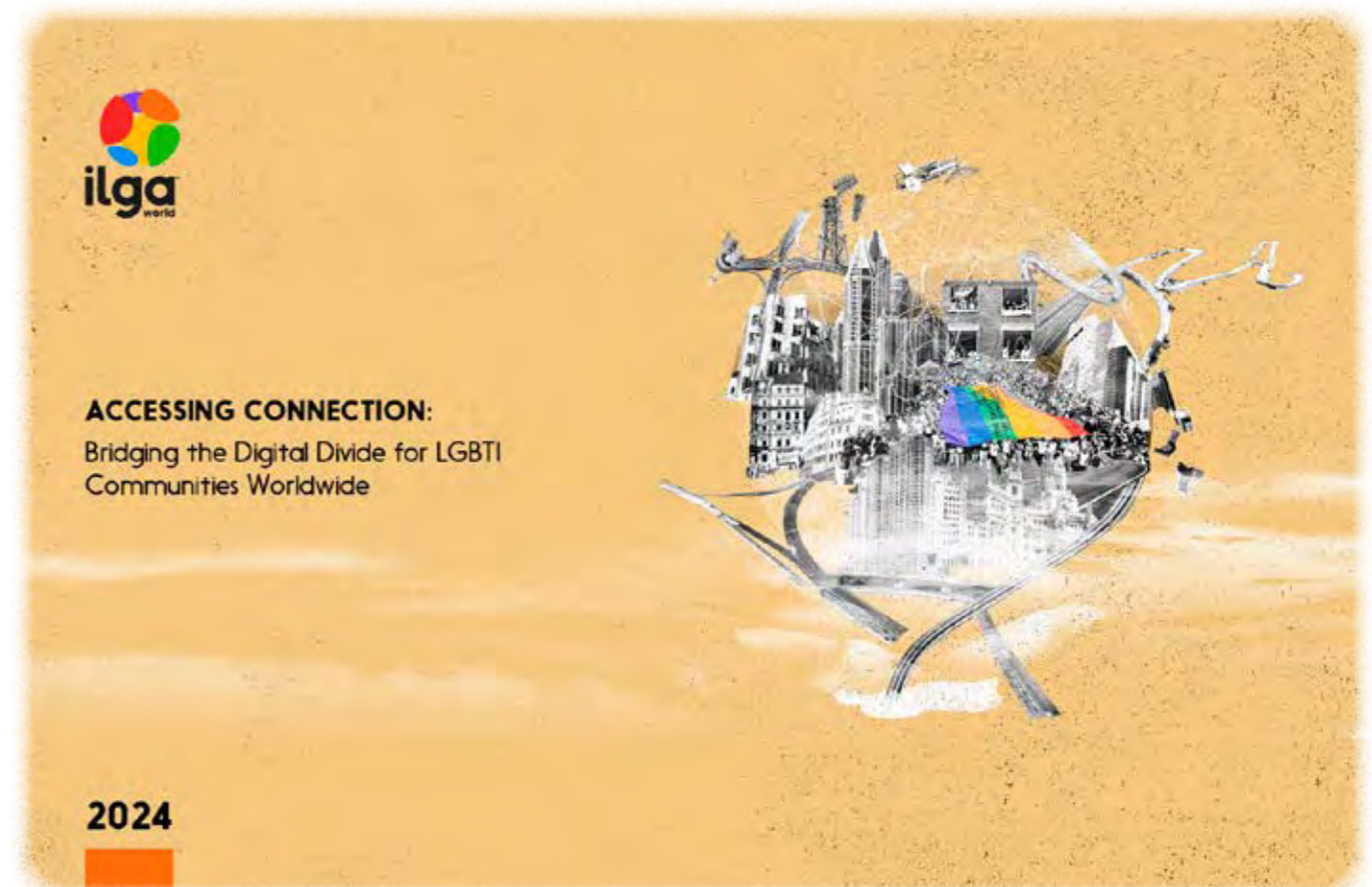
In 2024, ILGA World released *Accessing Connection* – a pioneering research helping to include our communities in the global conversation about the digital divide.

Our report found that there is no single narrative about how LGBTI people access connection. Many LGBTI people face the burden of economic precarity, which impacts their ability to purchase devices and afford adequate internet coverage.

A lack of inclusive design practices creates barriers to LGBTI people with disabilities. The predominance of a few languages over others and the active content filtering of queer content make it difficult for our communities to access information and use it to advocate their rights.

Out of fear for their safety, LGBTI people must negotiate between online anonymity and visibility, and survivors of online harassment may struggle to find legal protections – especially in criminalising countries. Surveillance and limitations to freedom of expression pose additional barriers to LGBTI human rights defenders and organisations, which often lack sufficient resources to adopt digital security practices or improve their digital literacy.

The digital divide impacts lesbian, gay, bisexual, trans, and intersex people in specific ways, and listening to their stories is essential to building meaningful digital inclusion for all! To help bring this vision to life, in 2024 we also provided micro-grants to 11 organisations from every region of the world, supporting their efforts to promote digital inclusion in our communities.





2. Access to technology and internet connectivity



3. Disability and digital accessibility



4. Online violence and harassment



5. Social and legal barriers

## Looking ahead

ILGA World continues to produce, curate, and disseminate knowledge about LGBTI people globally, and makes it accessible to everyone. We took this commitment with our communities and the world decades ago. But it cannot go on without your support.

Major funders, including governments, are withdrawing from supporting the important work of civil society. LGBTI stories and data are being erased. We need to continue providing reliable and vital information to activists, journalists and democratic institutions, if we want to ensure that the lived realities of our communities are seen and addressed accurately.

Our research work needs your support to weather this anti-democratic storm. With your donations, you'll help us continue providing the world with vital facts about LGBTI people for years to come. [Please give today](#) and show that you care for reliable information and data about LGBTI lives.

## AT A GLANCE

160,000

ILGA World Database unique users

290,000

entries across the Database and the Monitor

6

storytellers from every region involved in our LGBTI digital divide research





ph. Florian Gaertner/AA/photothek.de

## BUILDING BRIDGES TO EMPOWER OUR COMMUNITIES

ILGA World has the unique privilege of convening our movement, and to facilitate dialogue among LGBTI human rights defenders and communities, as well as with other social justice actors and global institutions.

Building solidarity across movements is at the core of what we do. For years, we have been patiently sowing these seeds, and 2024 has been a critical moment to take various projects forward – including on researching the funding needs of our communities, on strengthening alliances with sexual and reproductive health rights and justice organisations, and bringing together civil society and governments.

### Advancing the rights of LGBTI people

#### Hosting the secretariat of the Equal Rights Coalition

The Equal Rights Coalition (ERC) is a unique inter-governmental coalition of 44 Member States working in close partnership with civil society worldwide, regional and intergovernmental bodies. It operates in an increasingly complex environment on its strategic priorities to advance the rights of LGBTI persons, to foster collaboration on advocacy, and to promote inclusive development. To facilitate its mission, in 2024 the ERC established a Secretariat to strengthen the infrastructure of the Coalition, ensure good governance, communications, and support its five thematic working groups.



ph. Florian Gaertner/AA/photothek.de

ILGA World was chosen to host the Secretariat as a result of a rigorous selection process held in 2023, bringing the expertise and knowledge of civil society to the work of the ERC. We are honoured to serve this space for progress and multilateral dialogue for the years to come, such as the instrumental role we played bringing its 44 Member States, partners from observer states, and over 200 civil society delegates together for its biannual conference in Berlin in December 2024.

#### Capacity strengthening

In 2024, ILGA World continued offering offline, in-person, and hybrid capacity-strengthening programmes and outreach support. In 2024, we co-hosted advocacy weeks for activists to engage with United Nations human rights mechanisms – both with Treaty Bodies and in the Universal Periodic Review, and on trans people's human rights.

Harnessing the unique opportunity of being together in the same space, our World Conference was a fundamental capacity and movement building moment – in particular during the opening days, when we hosted 17 pre-conferences, six regional caucuses, and three closed-door meetings on inclusive democracies, holistic security, and movement building, convening social justice actors among LGBTI, gender equality, and disability justice movements. During those days, we also supported the Global LGBTI Funding Summit: the Global Philanthropy Project's flagship event of 2024.

At the world conference, the general assembly of our membership approved our new strategic plan for the years ahead. To better empower member organisations to actively participate in ILGA's governance processes, our membership team successfully organised two webinars ahead of the event, sharing the knowledge and tools necessary to truly have a say in the process.

#### Embarking together on a holistic security journey

LGBTI people have always found the online space to be revolutionary. It has helped create community, spearhead movements, and provide tools to be heard – including in very hostile environments. However, these possibilities are not equally available for everyone, and addressing these gaps has never been more important.

In 2024, ILGA World partnered with Access Now to both provide digital security support and access to our members and vet the support requests their helpline receives from community members. Through a webinar presenting Access Now's Digital Security Helpline, a two-day holistic security training, and a help desk accessible to all of our World Conference attendees, we made sure to look out for our communities and help them defend their digital rights.

#### ILGA-NAC's first regional conference

In 2024, ILGA North America and Caribbean (ILGA-NAC) held its first regional conference. This opportunity to our members in the region to unite was extremely timely to strategise against the brewing anti-rights climate and growing threats to democracy, as well as the noted increase in LGBTI-phobia across the region.

Meeting for the first time since organisations from English- and Dutch-speaking countries had joined the region, 80 activists gathered in Barbados, hosted by the Caribbean Forum for the Liberation and Acceptance of Genders and Sexualities (CariFLAGS) around the theme "Stronger together - Defining our regional identity and strategic priorities."



During the year, ILGA-Europe also held its regional conference, bringing over 400 activists and allies to Bucharest, Romania with a joint, unified, and powerful call to courage.

From ILGA World, our membership team provided remote support for voting and other membership-related queries. During the ILGA World, ILGA-NAC, and ILGA Oceania elections, the team offered both on-site and remote support to member organisations, collaborating with regional offices to ensure alignment with governing documents, address accessibility needs, and manage any on-site issues.

## Collaborative actions

In the current climate of venomous anti-rights pushback, working together is the only way forward for organisations and movements. Throughout the year, we continued to build on the common vision of a more just future for all as we worked with like-minded partners and strategic allies.

### The 2024 global IDAHOBIT initiative

As of 2024, for the second year ILGA World successfully facilitated global initiatives around the International Day against Homophobia, Transphobia, and Biphobia (or IDAHOBIT).

Together with the regional and global networks of organisations that form the IDAHOBIT working group, we chose 'No one left behind: freedom, equality, and justice for all' as the theme for the world to rally around, documented initiatives happening worldwide, and provided practical campaigning resources in 34 languages to support the celebrations.

The initiative was a resounding success, with events recorded in more than 60 countries and an increased stakeholders engagement – resulting in most UN and global agencies adopting the proposed theme.

The work, however, doesn't stop at May 17. To ensure this day can truly represent the beautiful diversity of our communities, we launched internal consultations towards a governance reform process of the IDAHOBIT committee, and we worked together to establish a theme for the 2025 initiative - "The power of communities", officially announced during an event at the ILGA World Conference.

### Strategic communications

Through its work with partners, members, and critical allies, throughout the year ILGA World worked to ensure the inclusion of voices not often heard in information ecosystems, while pushing back against anti-gender and anti-rights narratives that are pushing hard to gain mainstream credit.

Some of our key campaigns for the year were meant to highlight the importance of lesbian visibility, to cast a light on bisexual people's lived experiences, and to explain why legal gender recognition based on self-determination is so important to respect trans and intersex lives.

We spotlighted stories of people sharing their experiences as intersex persons and their advocacy journeys towards the historic resolution at the United Nations, and raised awareness on the criminalisation of consensual same-sex sexual acts and discrimination facing our communities, especially focusing on the situation in Guyana.

At a time when corporations are called on to show their true colours as allies to our communities, we successfully engaged with corporate partners for over 20 Pride month campaigns and trained thousands of their employees on diversity, equality, and inclusion issues. In 2024, we successfully completed two corporate reviews and encouraged seven corporations to consider adopting the UN Business Standards on LGBTI Inclusion.



## Making an impact Cross-sector initiatives

ILGA World has been intentionally investing in cross-sectoral work with sexual and reproductive health and rights (SRHR) allies, most notably with IPPF, as well as other partners who share the vision of a more just and equitable world, free from the influence of anti-rights actors. We understand that coordinated attacks against feminist, sexual and reproductive health and rights, HIV/AIDS, and LGBTI people's human rights activism and communities are not isolated; they target the very essence of human dignity, especially those living at the margins of systemic privilege.

Throughout 2024, we invested in cross-movement solidarity. We led global advocacy for accessible abortion and gender-affirming care, asserting that trans lives matter and demanding policies that protect bodily autonomy. At the Funders Concerned about AIDS (FCAA) Summit, and at the ILGA World Conference we held panel discussions and engaged in bilateral reflective spaces with key stakeholders. We centered LGBTI people's human rights in decision-making spaces, connecting them to broader struggles for gender, racial, and economic justice through an intersectional feminist lens. At the AWID Forum, we held co-convened community spaces where HIV, SRHR and LGBTI activists could co-create conversation spaces and advocacy activities. We strengthened accountability mechanisms and united movements through joint actions and campaigns, amplifying our collective voice.

This cross-sector alliances aim to rethink how funding is structured and delivered. They focus on practical collaboration to develop new approaches and strengthen the impact of available resources.

Looking ahead, ILGA World remains resolute in transforming this vision into reality: a world where abortion and gender-affirming care are accessible for all, where HIV status never limits participation, and where LGBTI people's human rights are respected in every sphere of society.

Together, we are not only resisting anti-rights forces: we are building a future grounded in dignity, justice, and liberation for all.

## AT A GLANCE

200,000

people reached with our campaigns on social media

1434

delegates attended the ILGA World Conference

119

countries and territories represented at the ILGA World Conference

15

member organisations spotlighted during the year





## 31<sup>st</sup> ILGA WORLD CONFERENCE: KWA UMOJA WE RISE!

In such polarised and contentious times, our movements needed a place to come together, strengthen bonds to resist the anti-rights wave, and keep advancing the human rights of LGBTI peoples.

Once again, we served our communities with such a place. The 31st ILGA World Conference has been the largest in the history of the organisation – bringing together over 1,450 delegates from 119 countries under the theme “Kwa Umoja We Rise”, referencing a phrase in Swahili that celebrates unity and collective progress.

This historic event – hosted by local organisations Iranti and Gender Dynamix – marked the first time in 25 years that the event returned to African soil, symbolising a renewed commitment to inclusion, alliances across movements, and solidarity across the continent and the globe.

Ensuring a diverse participation was essential: ILGA World supported 272 activists from across the globe to participate in the conference, including 122 scholars, provided day passes to welcome

more local participants, raised funds with local hosts to welcome 20 more scholars from across Africa, and included moments for the global community to become aware of the rich history of activism and queer culture that Cape Town and South Africa have to offer.

**“We are proud to have hosted the global LGBTI community in Africa. Let this event be a testament to the true solidarity that can come alive when diverse movements work with each other and forge alliances.”**

Liberty Matthyse (Gender Dynamix) and Jade Jacobs-Wort (formerly at Iranti)

For five days, the conference brought together hundreds of LGBTI human rights defenders and development experts, policy makers, international human rights mechanisms experts, government representatives, researchers, journalists, funders, and allies. We provided space for discussions, dialogues, and coming together while honouring our differences, and responding in global solidarity to the ongoing anti-rights pushback.

A constellation of many more events happened during and around the ILGA World Conference – including the ceremony of the inaugural International Pride Awards, a holistic security training, a strategic summit for intersectional and inclusive democracies, and the announcement of the 2025 theme for the International Day against Homophobia, Transphobia and Biphobia.

Also, for the first time, we dedicated a pre-conference to the Commonwealth Equality Network and provided space for our member organisations to engage directly with the Equal Rights Coalition.

Amidst such a large event, the wellbeing of participants is essential. This is why, for the first time, we curated dedicated spaces for holistic care, and offered guided yoga, meditation, and breathwork

sessions. In addition to medical emergency, mental health, and HRT support, we implemented a detailed security protocol to ensure the safety of all participants.

The conference also serves as a powerful moment for our membership to shape the future of ILGA World, hearing from one another and deepening our connection as a community and network.

Member organisations approved our new strategic plan, voted on proposed amendments to our guiding documents, and elected new representatives to the Executive Board – including our new co-Secretaries General: in Cape Town, Kimberly Frost (United States) and Yuri Guaiana (Italy) took the helm from Luz Elena Aranda (Mexico) and Tuisina Ymania Brown (Samoa).

As the conference drew to a close, ILGA World announced that its next global gathering will take place in Buenos Aires, Argentina, continuing the tradition of fostering collaboration and amplifying the voices of LGBTI communities worldwide. Until next time!

*A documentary and detailed conference report will be released during the third quarter of 2025.*





ph.: Marcin SZ for ILGA World

## OUR ILGA FAMILY: WEAVING OUR FUTURES

As of December 2024, 2,126 member organisations from 175 countries and territories spread across six regions are part of ILGA World. This year a total of 116 organisations joined our global family, after a careful assessment of their application by the Executive Board.

### Funding

In 2024, ILGA World secured over 20 project and core funding grants and ten corporate donations, raising over 8,000,000 CHF for current and future year funding.

The organisation has continued diversifying its funding sources to include two new government donors and reactivated two foundation partners who had previously funded ILGA World.

The organisation completed an ethical fundraising assessment on all donors who gifted amounts over 10,000 CHF, continued to build and maintain relationships with over twenty corporate partners, and established new relationships with four foundations and two governments.

### Communications

Throughout the year, we continue to involve our member organisations in global awareness campaigns and inform them about engagement opportunities with human rights bodies. In 2024, we streamlined this flow of information, making all communications more targeted and relevant to organisations in specific countries and regions.

To balance advocacy-related communications, which account for the majority of messages the membership receives from ILGA World, in 2024, we continued to disseminate the *ILGA World Members' Digest*, a dedicated quarterly newsletter featuring job and funding opportunities, capacity-building tips, and a mental health and well-being corner.

We also launched a members-accessible quarterly learning webinar space, which hosted three events over the year.

### Strategic plan

It is our membership that shapes the work of ILGA World and indicates its road ahead: after years of work, our member organisations approved our new strategic plan for the years 2025-2029.

Our renewed focus on advocacy, knowledge production, movement and internal capacity strengthening comes from extensive hours of work consulting our movements, as well as our staff and board. It was solidified during a two-day strategic planning meeting conducted by external independent consultants Merits Partnership, and fine-tuned with the critical feedback of our member organisations, until its adoption by the General Assembly at the conference in Cape Town.

### Strengthening our ways of working

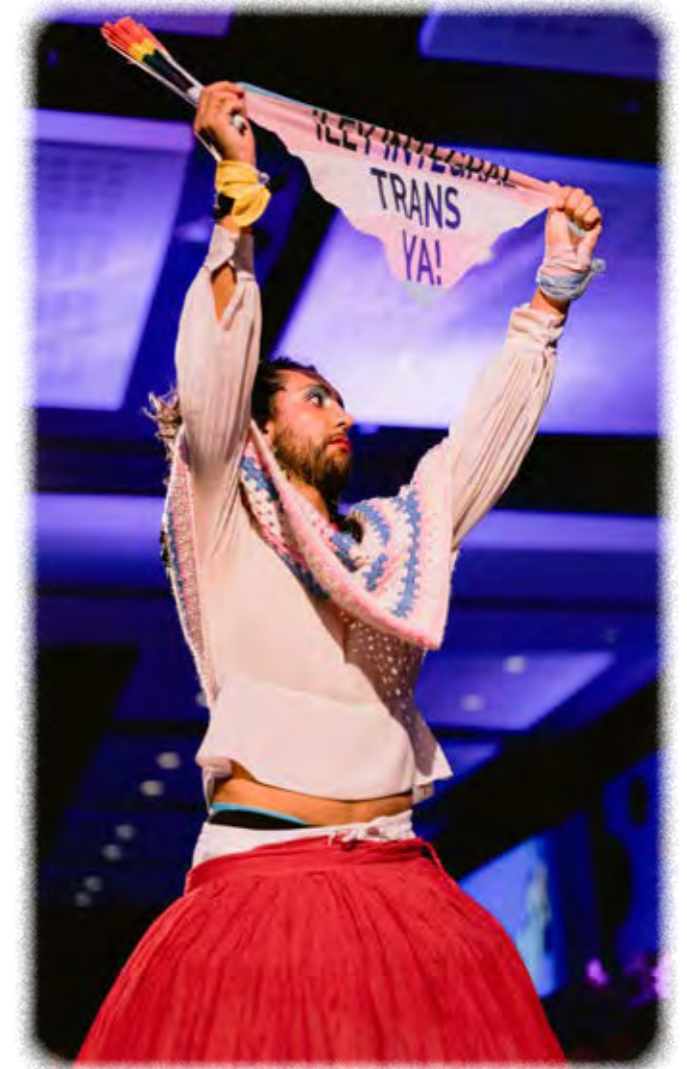
2024 marked a year of growth and adaptation for ILGA World in our programmes, Board and staff. This year, we had seven new team members and five junior consultants join us.

The organisation successfully implemented its whistleblowing policy and launched a dedicated platform to enhance transparency and accountability. This initiative provides staff with a secure and confidential channel to report concerns, ensuring that all reports are addressed promptly and aligned with the organisation's commitment to ethical practices and professional integrity.

We also initiated a comprehensive review of the staff manual – a pivotal step in aligning our policies with evolving organisational needs related to staff development, remote work, and employee benefits.

## Looking ahead

With a new strategic plan now in our hands, ILGA World will continue to respond to our global LGBTI community, turning their needs and priorities into new forms of strategic work. Now more than ever, we will centre feminism and queer liberation among the core values guiding our work, and strive to elevate and amplify the voices and agency of marginalised communities in our movements. Even in this dreadful time, we won't give in to fear, but continue building true, meaningful solidarity within and across movements.



# OUR ILGA REGIONS

The full list of ILGA member organisations is available at [ilga.org](https://ilga.org)

2,126

member organisations in

175

countries and territories within

6

regions



## Africa

At a time when dangerous anti-rights narratives diluting from the Global North endanger grassroots communities, in 2024 Pan Africa ILGA (PAI) continued to advocate for the rights and inclusion of LGBTI people across the continent through advocacy at the Summit of the Future and within international mechanisms, capacity building, and regional collaboration.

PAI also participated in the High-Level Political Forum, hosting the first-ever African Activists Soiree on its sidelines, and supported 15 activists in their engagement in the 81<sup>st</sup> session of the African Commission on Human and Peoples' Rights. Here, the region applauded its chairperson as he condemned the rising homophobia and targeted attacks based on people's sexual orientations and gender identities – including the infamous 'Zero woubis' campaign in Côte d'Ivoire.

The region also continued to reflect on the legacy of the historic resolution 275 at the African Commission, celebrated the decriminalisation of consensual same-sex sexual acts in Namibia, continued building South-to-South collaboration with partners, and organised Constitution review committee meetings and a leadership training to equip emerging leaders with the tools to promote equality and justice.

## Asia

Throughout 2024, ILGA Asia led multiple programs and supported activists' training while preparing for their regional conference in early 2025, as well as coordinating campaigns, joint advocacy actions, and capacity-strengthening initiatives.

In ways both similar to and distinct from other individuals and groups in humanitarian emergencies, LGBTI communities in Asia and the Pacific are vulnerable to various forms of discrimination and violence in these contexts, while humanitarian agencies still struggle to fully understand and effectively respond to their diverse needs. Throughout the year, ILGA Asia dedicated significant attention to the matter, including by providing financial assistance to joint action campaigns and collaboratively developing advocacy briefs to better inform humanitarian assistance in the region.

The region also helped our communities in South Korea achieve a significant victory, as it joined ILGA World to file an *amicus curiae* brief urging the Supreme Court to ensure that same-sex partners can access state benefits on equal footing.

## Europe and Central Asia

At a time when conservative and populist forces are rising across Europe and Central Asia, ILGA-Europe continued to support our movements in our collective resistance to this backsliding. In the lead-up to the 2024 European elections, the region launched a Europe-wide campaign to gather signatures from candidates pledging to protect and advance LGBTI people's human rights if elected, and to get voters out to elect them. As a result, 1,110 candidates from across every EU country signed the pledge, and 164 of them were elected – meaning that one in four sitting MEPs has made public commitments to support LGBTI equality! ILGA-Europe also ensured LGBTI perspectives were included in European Commission and Council of Europe frameworks, continued to support legal challenges at the European Court of Human Rights and Court of Justice, and gathered over 430 activists from across 53 countries for its annual conference in Bucharest, Romania.

## Latin America & the Caribbean

In 2024, ILGALAC actively represented the voices of the Global South by participating in key international forums – including the Equal Rights Coalition meetings in Germany, the AWID Forum in Thailand, and the Commemoration of the Mérida Declaration in Spain – strengthening its presence on the global stage.

Domestic and regional needs and realities were also front and centre of ILGALAC's work. Throughout 2024, the region continued to monitor the political landscape with its perspective reports and its Electoral Observatory for LGBTI+ Rights, while also strengthening its strategic alliance with the labour movement.

It also continued its Latin American and Caribbean LGBTI+ training school, launched the 'Voices against violence' campaign, and hosted its regional dialogues and LAC perspectives series to amplify community voices across the region.

## North America & the Caribbean

Following a comprehensive membership engagement exercise in late 2023, ILGA-NAC dedicated 2024 to strengthening its internal capacity, deepening engagement with members, and providing targeted financial support to grassroots civil society organisations focused on decriminalisation advocacy.

In March, ILGA-NAC convened its first regional conference, "Stronger together: Defining our regional identity and strategic priorities." The four-day gathering brought together activists and organisations from across the region for strategic dialogue and planning. Member input directly shaped "Flow Forward," ILGA-NAC's 2025–2029 strategic plan.

By mid-year, the organisation had finalized a robust communications and marketing strategy, leading to increased engagement across digital platforms. A major milestone was the October launch of ILGA-NAC's official website, [ilganac.org](https://ilganac.org).

Under the Global Equality Fund's "Global LGBT Decriminalization by 2030" initiative, ILGA-NAC administered a small grants program that supported four LGBTQIA+-led civil society organisations in the Caribbean. These grants helped sustain decriminalisation efforts in challenging political and legal contexts.

Elections for a new Board of Directors were held during the ILGA World Conference in Cape Town in November. By year's end, ILGA-NAC had significantly strengthened its governance and administrative systems to better support the region's growing movement.

## Oceania

Working for justice and human rights across the region, ILGA Oceania has been among the driving forces between the historic Pacific Human Rights Conference on Pacific Islanders of Diverse SOGIESC, held in Fiji.

Here, region representatives participated in a consultation on the UN Office of the High Commissioner for Human Rights' report on the human rights situation for our communities across the Pacific, and in a session focusing on the challenges and successes related to decriminalisation in the region.

Its participation in the planning of a global decriminalisation convening in 2025, the sub-grants allocated to organisations in the area, and the partnership with the Pacific Sexual and Gender Diversity Network are all testament to the ongoing commitment within ILGA Oceania to do away with colonial-era laws sanctioning people for consensual same-sex sexual acts.

# WELCOME TO OUR NEW MEMBERS!

These are the organisations that have joined the ILGA World membership in 2024.

## AFRICA

- BENIN**
- Association pour la Conscientisation de la Jeunesse et l'Entraide Sociale de Porto-Novo
- DEMOCRATIC REPUBLIC OF THE CONGO**
- Healthy Life
- ETHIOPIA**
- Negn Media
  - 1 anonymous organisation (associate member)
- GHANA**
- Anchorage Society of Hope and Resilience
  - Quepacity Ghana
  - 3 anonymous organisations
- GUINEA**
- Trans-Arc-En-Ciel Guinée
- KENYA**
- IHealth Options for Young Men on HIV/AIDS/STI
  - Lake Region Womxn Health and Equal Rights
  - LEHA Self-Help Group
  - Livelihood Pillars Organization
  - Mashinani Sexual Health And Rights community based organisation
  - Summit We Care for the Needy
  - The Eagles for Life Kenya
  - Trans\*Alliance Kenya
- MADAGASCAR**
- 1 anonymous organisation (associate member)
- MALAWI**
- Gender Collective
  - Optimum Foundation
  - Social Justice Foundation
- MOROCCO**
- Storm
  - Transgender Red Umbrella
- NIGERIA**
- Hearty Empowerment and Rights Initiative
  - Initiative for Health and Equality
  - Initiative for Sexual Reproductive Health and Rights Awareness
  - Libera Initiative for Civic Engagement
  - Nexus Solidarity Initiative
  - Open Heart Community Based Initiative for Health Empowerment and Sustainable Development
  - 1 anonymous organisation
- RWANDA**
- Wiceceka Community Support Organization (WICSO)
- SIERRA LEONE**
- Pride-Sierra Leone
- SOUTH AFRICA**
- Sexual Minorities Africa (SEMA)
  - The Fruit Basket
- SOUTH SUDAN**
- Survivor Aid (associate member)
- SUDAN**
- Sudanese Association for Gender Inclusion and Advocacy
- TANZANIA**
- Gay and Bisexual Network of Tanzania (GaBiNeT)
  - Tanzania Women for Equality and Services
  - Tanzania Youth Gender Empowerment Organization
  - Youth Africa Alliancy Solidarity
  - 1 anonymous organisation
- TOGO**
- Association Big Mama

## ASIA

- UGANDA**
- Coloured Voices Media Foundation
  - Kakyoproject
  - Mend Initiative
  - Ngoma Aid Foundation
  - Proud Legends Initiative
  - Queer Women Leaders Uganda
  - Twilight Support Initiative
  - Ubuntu Law and Justice Centre
  - Universal Coalition of Affirming Africans Uganda
  - We for All Rwenzori
  - 2 anonymous organisations
  - 1 anonymous organisation (associate member)
- ZIMBABWE**
- Trans and Intersex Rising Zimbabwe
- BANGLADESH**
- Women's Windows
- HONG KONG**
- Transgender Equality Hong Kong
- INDIA**
- GLAD Foundation
  - National Network for Transgender Persons
  - PeriFerry Foundation
- IRAQ**
- Gala Iraq
- ISRAEL**
- Transgenders for social justice
- JAPAN**
- Public Interest Incorporated Association, Marriage For All
  - Japan-Freedom to Marriage for All
  - Tokyo Rainbow Pride
- JORDAN**
- 1 anonymous organisation
- KUWAIT**
- 1 anonymous organisation
- MONGOLIA**
- Youth LEAD Mongolia
- NEPAL**
- Mayako Pahichan Nepal
  - Rainbow Disability Nepal
- PAKISTAN**
- Gender Rights Watch
- SINGAPORE**
- 1 anonymous organisation
- SRI LANKA**
- Aruvi Malaiyaga Queer Network
  - Voice of Hope Trust
- THAILAND**
- GIRLxGIRL
- VIETNAM**
- FTM Vietnam Organization

## EUROPE AND CENTRAL ASIA

- AZERBAIJAN**
- Minority Azerbaijan
- BELARUS**
- 1 anonymous organisation
- BELGIUM**
- Education International (associate member)
  - Intégratie en inburgering Gent (associate member)
  - Le Monde des Possibles (associate member)
- FINLAND**
- Transfeminiinit ry - Transfeminina rf
- FRANCE**
- Association FLAG!
  - Collectif IDEM (Identités – Diversité – Egalité – Méditerranée)
  - Higo Techs (associate member)
  - La Bouscule (associate member)
  - Melting Point LGBT+
  - Saint-Denis ville au coeur/Mouvement Pride des Banlieues
  - WASSLA
- GEORGIA**
- L-Events
- GERMANY**
- Boomzines
  - Dachverband Lesben und Alter e.V.
  - Pink Summits gemeinnützige UG
- GREECE**
- Emantes International LGBTQIA+ Solidarity
  - In contact
  - Positive Voice – Greek Association of People Living with HIV
- GREENLAND**
- Sipineq+
- HUNGARY**
- Amnesty International Magyarország (associate member)
- IRELAND**
- Midlands LGBT+ Project
- ITALY**
- Gay Center / Gay Help Line
- MOLDOVA**
- 1 anonymous organisation
- THE NETHERLANDS**
- Choices Support Center
  - LIMBO queer exilic narratives
  - Stichting Fite Qlub
  - Stichting Maruf
  - The Hang-Out 070
- NORTH MACEDONIA**
- Association for Support of Marginalized Workers STAR-STAR
- SKOPJE**
- Skopje
- POLAND**
- Fundacja Rownosc.org.pl/Rownosc.org.pl Foundation
  - Rainbow Tarnow
- PORTUGAL**
- rede ex aequo
- ROMANIA**
- Queer Sisterhood Cluj - Hilltop ORG
- SERBIA**
- Roma Womens Centre "Rromnjako llo" Zrenjanin
- SLOVAKIA**
- Dúhový PRIDE Bratislava
  - Round o.z.
- SPAIN**
- Fenix Asociación en Navarra
  - Fundación Álvaro Manuel
  - Laboratorio de la Diversidad
  - Migrantes Transgresors
  - Observatorio Privado de Evaluación de las Políticas Públicas LGTBI de Aragón
  - Queer Media
- SWEDEN**
- Queerston Media
- SWITZERLAND**
- Milchjugend. Falschsexuelle Welten

## LATIN AMERICA AND THE CARIBBEAN

- UNITED KINGDOM**
- Commonwealth Youth Gender Equality Network (associate member)
  - DIVA (associate member)
  - Glitter Cymru
  - LGBT Health and Wellbeing
  - Qeemat
  - Queer for Queer
  - Rainbow Mind
  - The Rainbow Project
  - UK Black Pride
- ARGENTINA**
- Asociación por un mundo igualitario
  - Espacio Tolomocho
- BOLIVIA**
- Organización No Gubernamental IGUAL
  - Osos Santa Cruz
- BRAZIL**
- Instituto Brasileiro de Transmasculinidades
  - Instituto Matizes
- CHILE**
- Disidencias en Red
  - Fundación Agente Diversa
- COLOMBIA**
- Red de Organizaciones de Lesbianas y Mujeres Bisexuales de Latinoamérica y el Caribe
- COSTA RICA**
- Insituto sobre Migracion y Refugio LGBTIQ para Centroamerica
- GUATEMALA**
- Visibles
- MEXICO**
- Asociación Transgénero Yucatán Federación Mexicana de Empresarios LGBT
- PERU**
- Diversidad Peru

## NORTH AMERICA AND THE CARIBBEAN

- BELIZE**
- Our Circle
- BERMUDA**
- OUTBermuda
- CANADA**
- Black Pride YYC
  - Guardians of Equality Movement
  - Pride Toronto
- JAMAICA**
- The Community Centre (Squeer Up)
- SAINT LUCIA**
- Raise Your Voice Saint Lucia Inc (associate member)
- SAINT VINCENT AND THE GRENADINES**
- Equal Rights, Access and Opportunities SVG Inc.
- SURINAME**
- Stichting New Monday
- UNITED STATES**
- Alwan Foundation
  - Black LGBTQIA+ Migrant Project
  - CenterLink: The Community of LGBTQ Centers
  - lipsflorida
  - National Center for Transgender Equality
  - The Ali Forney Center

## OCEANIA

- AUSTRALIA**
- Inclusive Rainbow Voices (LGBTIQ+ People with Disability)
  - Women with Disabilities Australia
- FIJI**
- Diverse Voices and Action (DIVA) for Equality
- PALAU**
- All Things Fierce Association
- SAMOA**
- Alofa Initiative (hosted by Brown Girl Woke)

# EXECUTIVE BOARD MEMBERS

## CO-SECRETARIES GENERAL



**Kimberly Frost**  
OUTreach  
United States



**Yuri Guaiana**  
Associazione Radicale Certi Diritti  
Italy

## BISEXUAL COMMITTEE CHAIR



**Hamlet Nkwain**  
Working For Our Wellbeing  
Cameroon

## INTERSEX COMMITTEE CHAIR



**Obioma Chukwuike**  
Intersex Nigeria  
Nigeria

## TRANS COMMITTEE CHAIR



**Alejandra Collette Spinetti Núñez**  
Colectivo Trans del Uruguay  
Uruguay

## WOMEN'S COMMITTEE CHAIR



**Angelica Polmonari**  
Arcigay  
Italy

## YOUTH COMMITTEE CHAIR



**Gabriel Barahona Escobar**  
Comcavis Trans  
El Salvador

## EXECUTIVE DIRECTOR



**Julia Ehart**  
(without voting rights)  
ILGA World

## PAN AFRICA ILGA

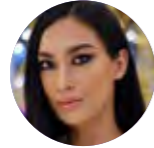


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and country withheld for  
security concerns



name, organisation,  
and country withheld for  
security concerns

## ILGA ASIA



**Chitsanupong Nithiwana (Best)**  
Young Pride Club  
Thailand

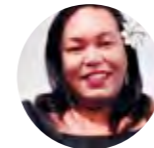


**Charbel Maydaa**  
MOSAIC  
Lebanon

## ILGA OCEANIA



**Margherita Coppolino**  
Inclusive Rainbow Voices LGBTIQ+  
People with Disability  
Australia



**Ratu Eroni Ledua Dina (Lady Rhonda)**  
Trans Affirmative Action Guild (TAAG)  
Fiji

## ILGA NORTH AMERICA & THE CARIBBEAN



**Kenita Placide**  
CARIFLAGS  
Saint Lucia



**Rob Boulet**  
Ontario Public Service Employees  
Union (OPSEU/SEFPO)  
Canada

## ILGALAC



**Ari Vera Morales**  
Almas Cautivas  
Mexico



**Darío Arias**  
Conurbanes por la Diversidad  
Argentina

## ILGA-EUROPE



**Olena Shevchenko**  
Insight Public  
Organisation  
Ukraine



**Rachael Moore**  
Rainbow Nation  
Belgium

Board members as of 31 December 2024.

[Follow this link to access the latest members of the Board.](#)

In 2024, following world and regional conferences, as well as governance changes, ILGA World said goodbye to a few Board members and alternates. A big word of thanks for their service to: **Luz Elena Aranda** and **Tuisina Ymania Brown** (co-Secretaries General); **Ian Lawrence-Tourinho** (Bisexual Steering Committee); **Ale Lopez Bensch**, **Crystal Hendricks** (Intersex Steering Committee); **Tashnuva Anan** (Trans Steering Committee); **Martin Karadzhov** (Youth Steering Committee); **Barbra Muruga** and **Star Rugori** (Pan Africa ILGA co-Chairs); **Renae Green** (ILGA North America & the Caribbean co-Chair); **Ken Moala** (ILGA Oceania co-Chair).

# OUR STAFF

as of 31 December 2024



**Julia Ehr**  
Executive Director



**Gurchaten Sandhu**  
Director of Programmes



**N. V.\***  
Director of Finances  
and Support Services



**K. K.\***  
UN Programme Manager



**Gabriel Galil**  
Programme Coordinator  
(UN advocacy, Human Rights  
Council and UPR)



**Guillermo Ricalde**  
Senior UN Programme  
Officer (Special  
Procedures and SDGs)



**G. M.\***  
UN Programme Officer  
(National Advocacy  
Engagement)



**Lily Dong Li Rosengard**  
Interim coordinator – Gender  
Identity & Gender Expression  
and Sex Characteristics



**Crystal Hendricks**  
Programme officer –  
Sex characteristics



**Omar van Reenen**  
Strategic Alliances &  
Coalitions Consultant



**Leanne MacMillan**  
Equal Rights Coalition  
Secretariat Manager



**Doug A. Graffeo**  
Senior Officer  
– Equal Rights  
Coalition Secretariat



**Yuri Yoursky**  
LGBTI Pathways –  
Regional Officer



**Naïké Ledan**  
Cross-movement  
initiative lead



**J. Andrew Baker**  
Manager –  
Fundraising and MEL



**Madhu J.**  
Senior Monitoring,  
Evaluation and Learning  
(MEL) Officer



**Daniele Paletta**  
Communications Manager



**Suelle Anglin**  
Communications  
Officer



**Camila Galdino**  
Operations Manager



**Demet Gümüş**  
Membership and  
Admin Officer



**Oscar Fitzpatrick**  
Logistics Officer



**Polyxeni Kallini**  
Finance Manager



**Vasilis Balasis**  
Finance Officer



**Rusalina Ivanova**  
Audit & Reporting  
Assistant



**Karla Ávila Becerril**  
Human Resources Manager

*\*full name withheld for security reasons*

## Also with us in 2024:

A special shout-out also to the five **junior consultants** who worked with us this year:

### UN PROGRAMME



Venus Aves



Dmitrii Litvin

### COMMUNICATIONS



María Alejandra Gonzales Silva



Rafael Ferrão



Daría Poncio

During 2024, our team continued to expand, with new hires strengthening our work on sex characteristics (**Crystal Hendricks**), the Equal Rights Coalition (**Leanne McMillan** and **Doug A. Graffeo**), the LGBTI Pathways initiative (**Yuri Yoursky**), cross-movement initiatives (**Naïké Ledan**), strategic alliances and coalitions (**Omar Van Reenen**), and logistics (**Oscar Fitzpatrick**).

We also said goodbye to **Lucas Ramón Mendos** and **Denn IX Gontow**, who managed our Research and Gender Identity & Expression and Sex Characteristics programmes respectively: we thank them immensely for their work over the years!

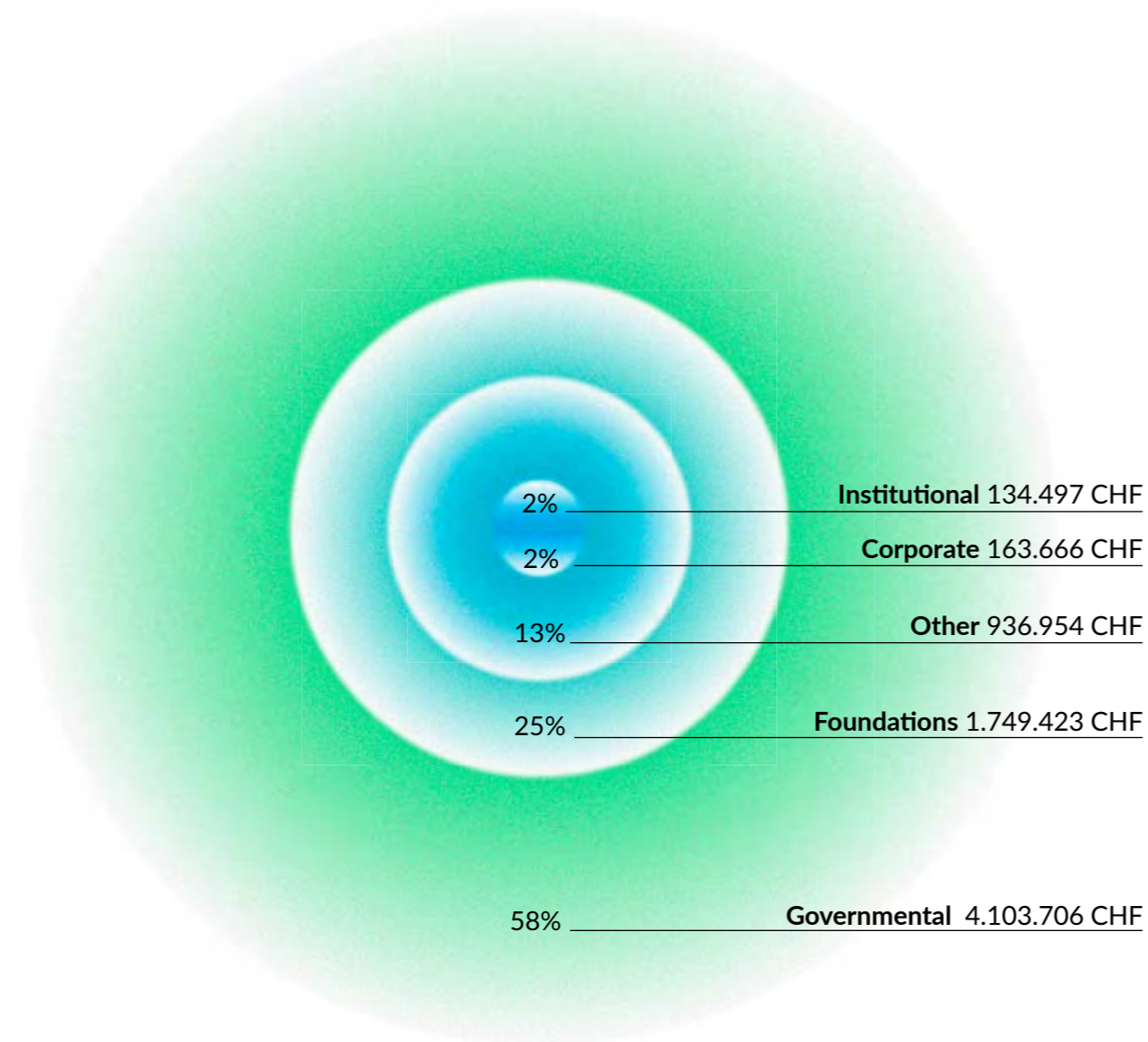
Our deepest thanks also go to all the consultants who have made our work possible.

Throughout 2025, our team will continue to evolve: together, we will continue making sure to serve our communities as best as we can.

# FINANCIAL INFORMATION

We would like to thank the many organisations and individuals who contributed generously to our work throughout the year.

**Total income 2024**  
**7.088.247 CHF**

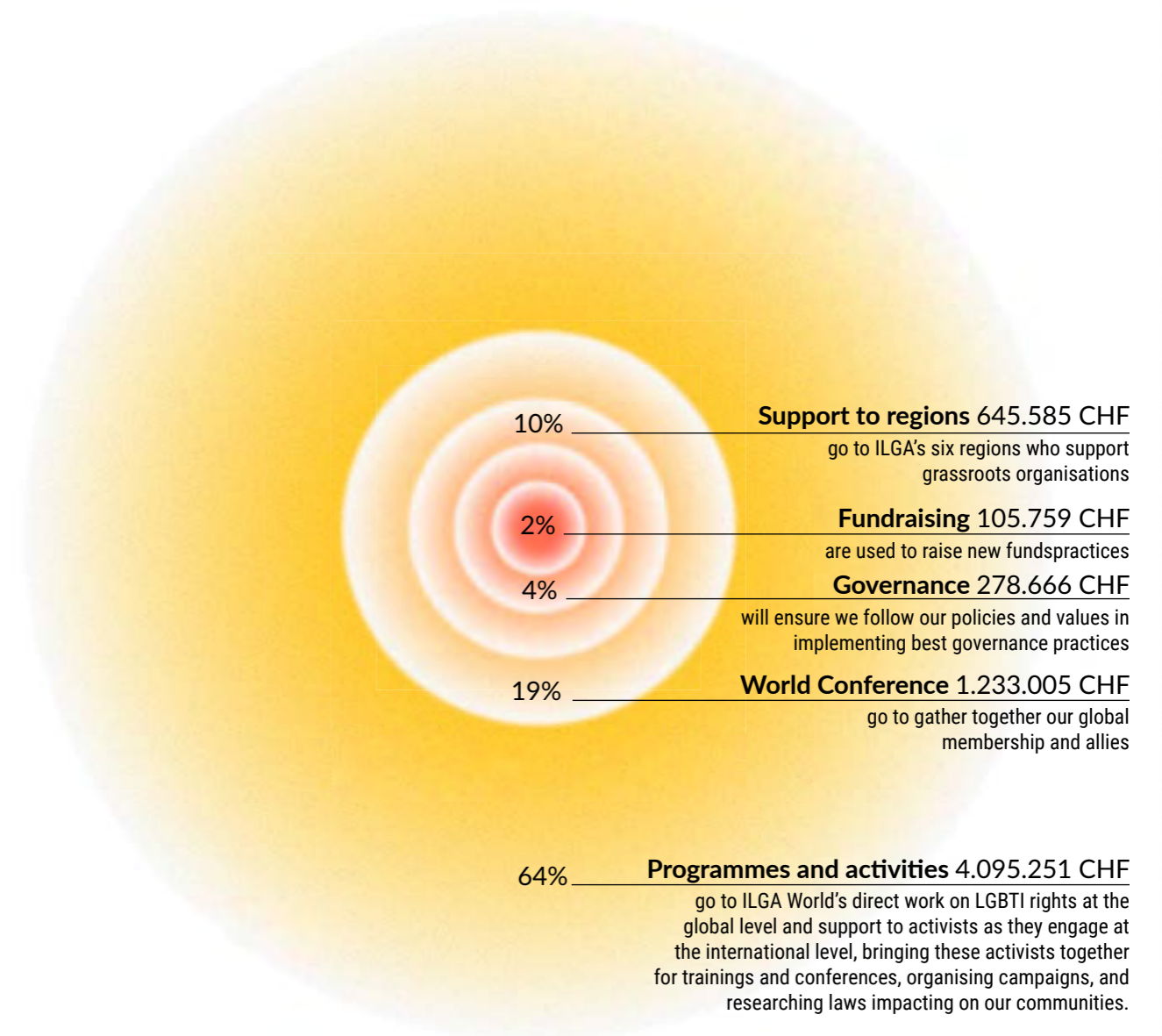


**How do ILGA World engines keep running smoothly?** ILGA World is led by – and works with - its member organisations from across the world to advance LGBTI human rights. This work would not be possible with-

out the support of individuals, foundations, governments, member organisations, and other institutional funders. We are grateful to everyone who generously contributed to our work throughout 2024!

**Where does your money go?**  
Your donations to ILGA World help us bring about change!

**Total expenses in 2024**  
**6.358.267 CHF**



go to ILGA World's direct work on LGBTI rights at the global level and support to activists as they engage at the international level, bringing these activists together for trainings and conferences, organising campaigns, and researching laws impacting on our communities.

# HOW TO GET INVOLVED?

Becoming a member of ILGA World provides access to the global and regional network of over 2,000 organisations working towards a stronger LGBTI movement.

We elevate the voices of our communities in multilateral international spaces, including the United Nations, and we support our member organisations in their advocacy efforts through capacity building.

Our members receive dedicated communications and have the opportunity to be involved in the awareness campaigns that we run. In-person and virtual gatherings, both at the regional and global levels, are essential components that help us build strength for our global fight for equality worldwide.

Our member organisations can benefit from reduced rates to attend the event; eligible representatives are prioritised when assigning scholarships or reserving seats for events with limited capacity.

But that's not all: full members play a vital role in formulating the direction and work of ILGA World by proposing changes to its governing documents, casting their votes to elect (nominated) candidates, choosing the next World Conference host, and holding office in the highest governing body of ILGA World. Join us: together, we are stronger!

Photo by Ariel Gutraich for Agencia Presentes



## Donate!

With a donation, you will help ILGA World continue to support LGBTI communities worldwide working for a better future: supporting activists as they speak at the United Nations and other international spaces to call for equal rights; backing our research into laws and attitudes affecting LGBTI persons around the globe; making our conferences, training programmes, and advocacy campaigns sustainable.

We know that change is unstoppable when we're united!

We are here to do our part: will you chip in?





ph.: Milena Pafundi for Agencia Presentes

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This annual report covers the period from 1 January to 31 December 2024.

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