



INTERNATIONAL DAY AGAINST HOMOPHOBIA, BIPHOBIA & TRANSPHOBIA (IDAHOT) 2021 POST EVENT REPORT

Together: Resisting, Supporting, Healing!

30 May, 2021

ABOUT SULLIVAN REED SOCIETY



We are a registered non-profit organization based in Kenya whose vision is to create a world where everyone's included. We exist to champion the inclusion of LGBT+ individuals in the workplace and society. For more information, visit us on www.sullivanreedsociety.org

Thank you to our IDAHOT 2021 Partners & Supporters

We'd like to express our deepest gratitude to our events partners, sponsors and supporters for their technical, in-kind and financial support. Special thanks to:



Australian High Commission
Kenya



Kingdom of the Netherlands



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EXECUTIVE Summary

The International Day Against Homophobia, Biphobia and Transphobia (IDAHOT) is globally celebrated every year on May 17 to raise awareness of LGBT+ rights violations and stimulate interest in LGBT+ rights work worldwide. Despite the impact of the COVID-19 pandemic, the LGBT+ community and its allies in Kenya were determined to join in the celebration under the global theme, *Together: Resisting, Supporting, Healing!*

On May 17th and 20th of 2021, Sullivan Reed Society hosted two virtual events on Zoom—a leadership webinar and a celebration. The objectives of the events were to collaborate to launch a series of virtual events during the IDAHOT week, engage the LGBT+ community and allies in contextualized conversations around the 2021 theme and to celebrate IDAHOT by bringing LGBT+ folks and allies together.

The events were supported by the Canadian High Commission in Nairobi, the Australian High Commission, the Embassy of the Netherlands in Nairobi, Hivos, Voice. The two events highlighted how LGBT+ leaders, community members and allies are working together to resist discrimination, support each other in the face of the COVID-19 pandemic and heal together.

Outcomes by the Numbers

2	100+	15	5
Days	Attendees	Speakers	Sponsors
	39K	826	126
	Twitter  Impressions	LinkedIn  impressions	YouTube  impressions

Key Recommendations

1. Invest in mental health programs both for community members and leaders.
2. Communicate with donors on need for flexible funding mechanisms.
3. Engage with government agencies/officials as key allies.
4. Create safe spaces for both regional linking, experience sharing and learning.
5. Build a robust ally program by providing resources and knowledge exchange platforms.

Introduction

The International Day Against Homophobia, Biphobia and Transphobia (IDAHOT) is globally celebrated every year on May 17 to raise awareness of LGBT+ rights violations and stimulate interest in LGBT+ rights work worldwide. This year (May 17th & 20th of 2021), Sullivan Reed Society hosted two virtual events on Zoom--a leadership webinar and a celebration. The events were supported by the Canadian High Commission in Nairobi, the Australian High Commission, the Embassy of the Netherlands in Nairobi, Hivos, Voice. The two events highlighted how LGBT+ people and allies are working together to resist discrimination, support each other in the face of the COVID-19 pandemic and heal together.

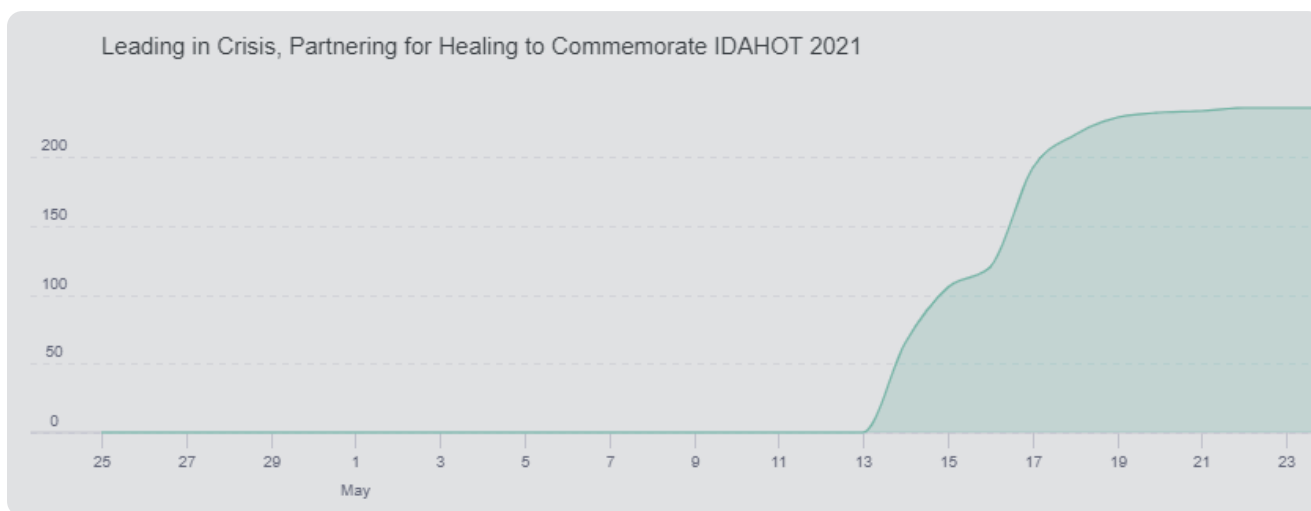
Objectives/Goals

- Collaborate to launch a series of virtual events during the IDAHOT week.
- Engage the LGBT+ community and allies in contextualized conversations around the 2021 theme.
- Celebrate IDAHOT by bringing LGBT+ folks and allies together

Attendees

A total of 69 registrations were received on Eventbrite, with word of mouth and targeted emails complementing the outreach. There were over 100 participants attending the two events.

Total Eventbrite page views: 235



Audience engagement Poll data: LGBT+ movement leader and allies - If you had the capacity and resources, what is the one key priority area you would channel these resources? Providing safe spaces (10), Changing policies and laws in my country (11), Health Care (9) were the top 3 issues raised.



Here is **what the attendees said about their experience:**

“The IDAHOT celebration was such a beautiful experience. In the middle of the pandemic with limited interaction with the community, it was amazing and heart-warming to connect with other folks across the world. Listening to other people’s experiences and the performances raised my spirits. My key take-away was resilience. Despite the pandemic, limited funding and everyday challenges we face, we still show up, we still do the work.” ~

Leone, EATHAN, Kenya

“The IDAHOT Leadership webinar was amazing, the theme resonated with me. There is need to integrate technology in our day-to-day operations to remain relevant in serving our communities” ~

John, CENTA, Tanzania

“I am delighted to have participated in the IDAHOT celebration. Even though we are miles away, we share similarities and goals. Story sharing and creating accepting environments at the workplace seem like the way to go for most LGBT+ rights organizations around the world.” ~

Anan, Proud to be Us, Laos

Program and Speakers

The program was moderated by Jackson Otieno, who has previously worked with Hivos and UHAI-EASHRI. We had a total of 15 speakers drawn from the diplomatic missions, donor agencies, LGBT+ community, partners and allies that shared their reflections on the two days. Here are some of the highlights.

May 17, Leading in Crisis Webinar



This leadership webinar was designed for LGBT+ movement leaders to reflect and discuss leadership in times of the COVID-19 pandemic, lessons learned and best practices. Opening remarks were delivered by Ambassador of the

Kingdom of the Netherlands to Kenya, *Maarten Brouwer*; Regional Director, Hivos East Africa, *Mendi Njonjo*; Acting High Commissioner, High Commission of Canada to Kenya, *David Da Silva*; Deputy High Commissioner, High Commission of Australia to Kenya, *Linda Gellard* and Co-founder of Sullivan Reed Society, *Levis Nderitu*.

Here are the **key highlights from the opening remarks:**

- There still remains a lot of work to be done in advancing LGBT+ equality, within the region and globally.
- Mental health needs to be prioritized for both LGBT+ leaders and community members.
- Need to support leaders and the movement to be more resilient.
- The pandemic has disproportionately affected LGBT+ community.
- Need to find ways to share knowledge, build support and community in the movement.



- Need to find ways to support allies on how they can do better.
- Need to strengthen self-advocacy; build platforms for connections and community.

The main discussions were held by panelists drawn from Kenya, Tanzania and Indonesia. They included Lorna Dias from Gay and Lesbian Coalition of Kenya (Kenya); Sarah Kagendo, LEHA Group (Kenya) John Kashiha from CENTA (Tanzania) and Jonta Saragih from Outright International (Indonesia).

Here are the **key highlights from the panel discussions:**

- Intersectionality within the LGBT+ movement had an impact in how the

pandemic affected different individuals.

- Poverty among the LGBT+ was higher.
- Public policy measures/support excluded LGBT+ individuals; exacerbating the challenges of access to healthcare.
- Community needs assessments were critical to influence change of strategy in supporting them
- Communicating with donors on the need to reallocate funds was a long and arduous process that was necessary.
- There is a need for flexible funding to ensure that community needs are centered. A fund that looks at both the humanitarian & programmatic needs.
- Leaders faced the dilemma of taking care of their wellbeing while also addressing challenging community needs. There was a call for mental health well-being.



- Need for leaders to adapt with uncertainty, continuously learn and adopt technology to their programming & management.

May 20, Celebrating together virtual event

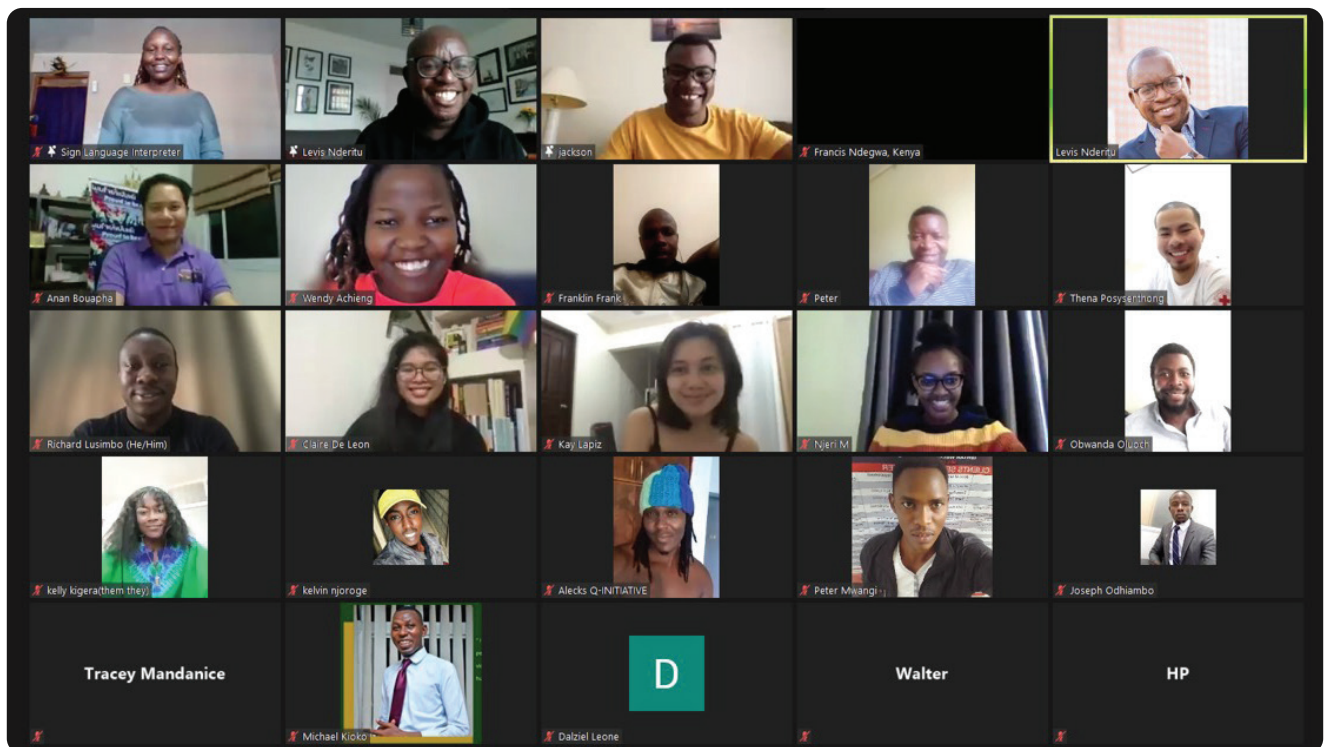
On May 20, over 50 community members and allies came together virtually in a grand celebration of Pride which started with sharing of experience and stories of resilience and healing. The format was informal, celebratory and more interactive.

The opening speakers each had 2 minutes to talk about any of the following issues: Why do we need to come together as a movement? How can we build better as a community? Why are allies important to this work? What ways can we heal ourselves? What challenges and opportunities are there for us as a community? How can we

reimagine the future of collaboration & working together?

The speakers included Kirsten Holmes, first secretary Netherlands Embassy in Nairobi (Kenya/Netherlands), Claire de Leone, Executive Director Babaylanes (Philippines), Richard Lusimbo, Programmes Manager, Pan Africa ILGA (Uganda) Anan Bouapha, Founder, Proud To Be Us (Laos) and Hagin Watwati, Executive director, Gumzo (Kenya). One of the speakers, Richard Lusimbo, shared their struggle to promote LGBT+ rights in a country where anti-LGBTI laws put them at risk and prevented them from giving vulnerable members much needed support.

In addition to sharing experiences, creatives such as comedian, Ty Ngachira and Ballroom dancers, Ishtar Dolls had the opportunity to showcase their talents and entertain the audience with powerful spoken word, dance, and comedy.



Also, the Colourful Workplaces Film by Hivos was screened and the audience members were invited to reflect their thoughts on LGBT+ inclusion at work and in society.

The celebrations were highly emotive---as folks not only saw themselves in the different diversities but also reflected on some of the trauma that society had caused them. This reinforced the need to continuously bring LGBT+ people together and build communities of belonging and acceptance.

Event Visibility, Social Media & Promotion

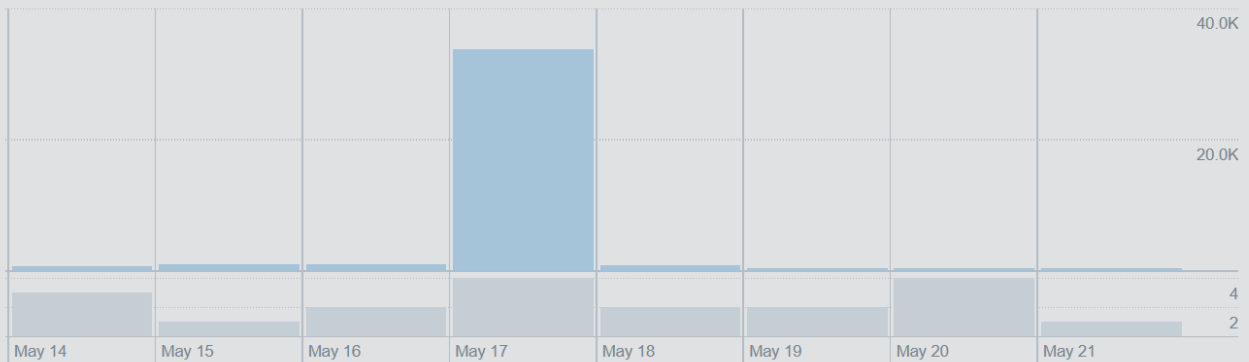
One of the key goals was to have strong communication outcomes that included visibility and engagement through posters, speeches, program agenda, social media, articles. Here is how we achieved those goals.

TWITTER

Number of event posts from Sullivan Reed: 17
from 14/05 to 21/05

Total number of impressions: 38919

Your Tweets earned **38.9K impressions** over this 8 day period



YOUR TWEETS

During this 8 day period, you earned **4.9K impressions** per day.

Total number of engagements: 629

Top Tweet earned 27.2K impressions

Happening now! "Can **#LGBTQ** leaders use the crisis to bring about change, to make an impact? How?"

#FreeToBeMe #IDAHOT2021
#differentisgood #LovesLove
#IDAHOBIT #inclusion

@hivosroea @voicetweetz
@CanHCKenya @NLinKenya
pic.twitter.com/RoP9fMtu1N



4 replies 7 retweets 23 likes

Top mention earned 73 engagements



Luke Williams
 @AusHCKenya · May 17

Australia is a strong supporter of acceptance and respect for all, regardless of sexual orientation or gender identity.

We invite LGBTIQ+ individuals & allies to join us in commemorating **#IDAHOT**.

Register for events: east-africa.hivos.org/news/commemora... 🇰🇪 🌍

@SullivanReedKE #IDAHOBIT
pic.twitter.com/CkZu9YcShN

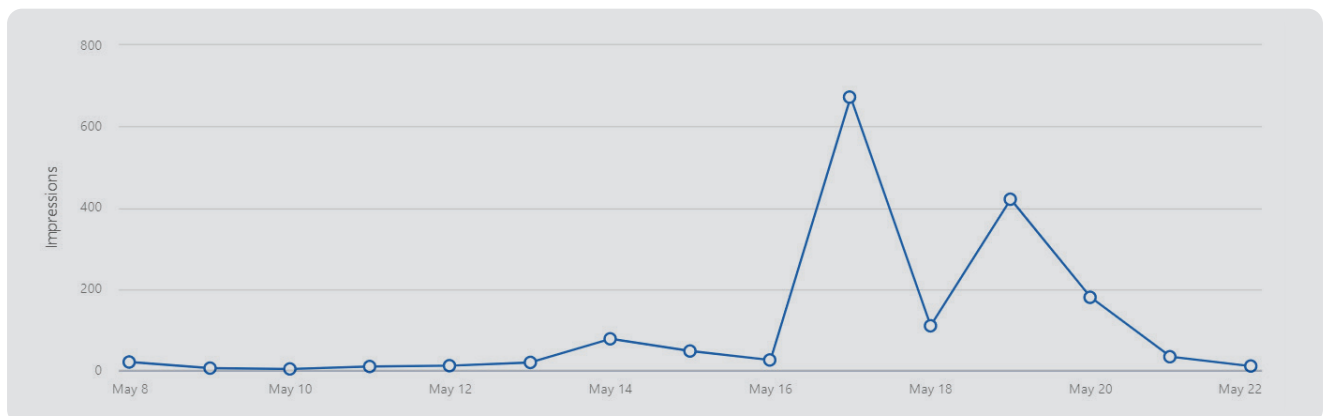


1 reply 5 retweets 13 likes

LINKEDIN

Number of event posts: 7 from 14/05 to 20/05

Total number of impressions: 826



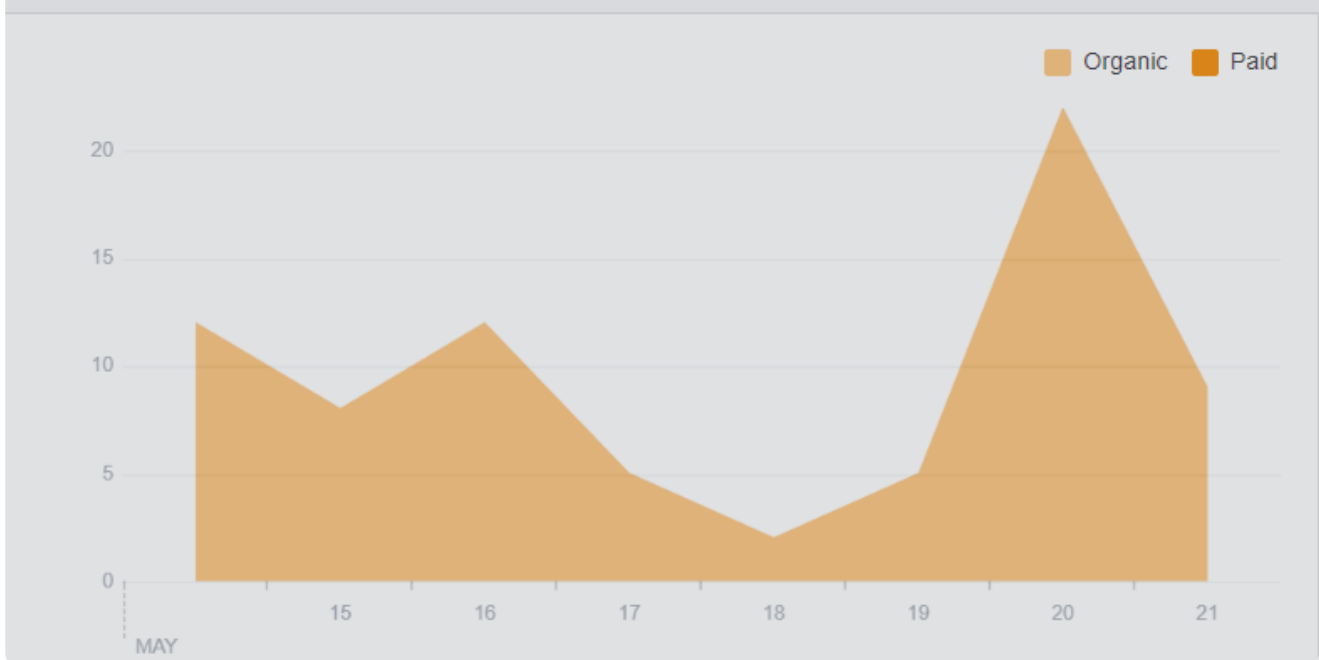
YOUTUBE

Opening remarks video: 26 views since publication (19/05), 129 impressions (how many times the video thumbnail appeared on YouTube), 7% impressions 'click-through' rate (7% of those who saw thumbnail clicked to watch video). At the time of writing this report, we have uploaded the full webinar on YouTube.

FACEBOOK

Post reach

The number of people who saw any of your posts at least once. This metric is estimated.



WEBSITE NEWS

Hivos website announcement:

<https://east-africa.hivos.org/news/commemorating-international-day-against-homophobia-biphobia-and-transphobia/>

Voice website announcement: <https://voice.global/leading-in-crisis/>

Key Recommendations

- **Invest in mental health programs both for community members and leaders:** trauma, stress and burnout is common LGBT+ individuals. Build mechanisms that invest on mental health of the community members and leaders.
- **Communicate with donors on flexible funding mechanisms:** engagement with donors to create flexible funding mechanisms that adopt to the needs of community members.
- **Engage with government:** build on government support and bringing in public sector speakers.
- **Create safe spaces:** for both regional linking, experience sharing and learning.
- **Build a robust ally program:** providing resources, training & knowledge exchange platforms.

ANNEXES: Event Agendas

Leading In Crisis Webinar for LGBT+ Leaders

May 17, 2021

TIME (EAT)	ITEM	PROGRAM TOPIC/SPEAKER
2:30-2:40	Welcoming remarks	Moderator: <i>Jackson Otieno</i> Host: <i>Levis Nderitu, Sullivan Reed Society</i>
2:40-2:55	Opening Speeches	Ambassador of the Kingdom of the Netherlands to Kenya <i>Maarten Brouwer</i>
		Regional Director, Hivos East Africa <i>Mendi Njonjo</i>
		Acting High Commissioner, High Commission of Canada to Kenya <i>David Da Silva</i>
		Deputy High Commissioner, High Commission of Australia to Kenya <i>Linda Gellard</i>
2:55-3:00	Introduce panelists	Moderator <i>Jackson Otieno</i>
3:00-3:50	Panel Discussion (12 mins for each panelist)	Topics & Panelists <i>Panelists</i> <ul style="list-style-type: none"> • John Kashiha, CENTA, Tanzania • Sarah Kagendo, LEHA Group, Kenya • Jonta Saragih, Ex-Hivos/Outright Int., Indonesia • Lorna Diaz, GALCK, Kenya
		Personal reflections on leading during the COVID-19 Pandemic
		Role of allies & a resilient movement
		Role of innovation & examples
		Best practices/lessons
3:50-4:10	Q & A	Moderator & panelists facilitate questions from audience
4:10-4:15	Closing Session	Vote of Thanks and Closing remarks.

Celebrating and Healing Together

May 20, 2021

TIME (EAT)	ITEM	PROGRAM TOPIC/SPEAKER
2:30-2:40PM	Welcoming remarks	Moderator--guests to settle in, house-keeping, acknowledgement of partners.
2:40-3:15PM	Opening Speeches	General Welcome remarks/Sullivan Reed
		Diplomatic Mission or SOGIE Forum- Netherlands <i>Kirsten Holmes from NL Embassy</i>
		Voice community Member-Philippines <i>Claire de Leone, Up Babaylanes</i>
		LGBT+ Movement Leader-Uganda <i>Richard Lusimbo, Programmes Manager, Pan Africa ILGA</i>
		Voice community member - Laos <i>Anan Bouapha, Founder/President- Proud To Be Us Laos</i>
		Sullivan Reed's Community Partner-Kenya <i>Hagin Watwati, Gumzo--Western Kenya</i>
3:15-3:25	Film Screening	Colourful Work Places to be screened <i>Moderator + Tech</i>
3:25-3:30	Music	Moderator/tech
3:30-3:40	Comedy	<i>Ty Ngachira - Comedian</i>
3:40-3:55	Drag Show	<i>Ishtar Dolls</i>
3:55-4:10	Closing session	The new Celebrating Agenda
4:10-4:15	Open Floor	Moderator & Speakers facilitate this
4:15-4:20	Closing	Vote of Thanks and Closing remarks.



9 13th Floor, Landmark Plaza, Argwings Kodhek Road,
P. O. Box 20771-00100, Nairobi, Kenya
✉ Email: info@sullivanreedsociety.org
☎ Mobile: +254724 210 398/+254705 105 119

