

Resourcing Global LBQ Activism

Three Years of LBQ Connect
Grantmaking





About Outright

Outright International works with partners around the globe to strengthen the LGBTIQ human rights movement, document and amplify human rights violations against LGBTIQ people, and advocate for inclusion and equality.

Founded in 1990, Outright works with civil society organizations, the United Nations, regional human rights monitoring bodies, governments, humanitarian and development institutions, and philanthropic and corporate partners to create lasting change. With staff in over fifteen countries, Outright holds consultative status at the United Nations, where it serves as the secretariat of the UN LGBTI Core Group.

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Executive Summary

Outright International launched its LBQ Connect program in 2022 after extensive consultations with activists worldwide about the priorities and needs of lesbian, bisexual, and queer (LBQ) communities. The program, funded primarily by the Global Equality Fund, sought to address inequities that have historically contributed to a context in which issues of importance to LBQ people are underfunded, underdocumented, and marginalized. LBQ Connect ran for three cycles until early 2025, when it was paused due to the sudden withdrawal of U.S. government funding.

The program was built on four interconnected pillars: learning and mentorship, grantmaking, research and documentation, and advocacy. Its grantmaking component became the cornerstone of the initiative. Over the course of three years, Outright supported 63 projects in 44 countries, totaling US\$726,000. The program prioritized grassroots groups in the Global South and East, many of which had never previously received external funding. Applications were accepted in English, French, and Spanish. Proposals were evaluated with accessibility and inclusivity in mind, ensuring space for unregistered groups and those working under hostile legal conditions.

PROGRAM IMPACT AT A GLANCE

63	44	\$726K	300
Projects Funded	Countries Reached	Distributed	Activists Connected

A defining element of LBQ Connect was its participatory approach. A Sounding Board of LBQ activists from multiple regions and backgrounds played a decisive role in shaping priorities, reviewing applications, and guiding implementation. This process shifted decision-making and helped ensure that funding responded to communities' emerging needs.

Leadership development was another primary outcome. For many participants, LBQ Connect provided the first opportunity to design and manage a project, introduce LBQ-specific programming within their organizations, or assume

leadership roles. The program fostered a feminist model of leadership characterized by inclusivity, collaboration, and the redistribution of power.

The program also demonstrated the challenges of implementing feminist and participatory grantmaking. While effective, these approaches required more time and resources than anticipated. Yet they proved critical in building trust, shifting power, and ensuring meaningful community ownership.

Thematically, projects funded by LBQ Connect reflected the breadth of LBQ priorities. Health initiatives addressed gaps in sexual, reproductive, and mental health services. Research and advocacy on gender-based violence shed light on the unique vulnerabilities of LBQ women and pushed for protective policies. Other projects focused on family recognition, economic empowerment, and safe community spaces. Many combined these areas, underscoring the intersectional realities of LBQ lives.

Reflecting on three years of LBQ Connect, several key lessons stand out. LBQ work is taking place globally, yet groups and initiatives remain chronically underfunded and under-recognized. Small, emerging organizations often undertake essential community work and require flexible and accessible resources to support their efforts. LBQ activism is intersectional, connecting with broader struggles for disability rights, indigenous rights, and climate justice. Most importantly, directly resourcing LBQ initiatives not only strengthens communities but also transforms leadership and visibility within the global LGBTIQ movement.

Although the program has been paused, LBQ Connect has left a lasting legacy: it demonstrated that with intentional funding and inclusive practices, LBQ activists can build stronger, more visible, and more resilient movements.

I. The LBQ Connect Program

Within global LGBTIQ movements, as well as feminist movements, democracy and human rights movements, and society overall, people who are lesbian, bisexual, and queer (LBQ) are routinely marginalized. LBQ women and nonbinary people confront misogyny, homophobia, and heteronormativity, and often live in hostile contexts where they experience multiple forms of discrimination based on gender and sexuality combined with race, class, and disability.

These power dynamics and social norms expose them to a unique set of human rights violations, including particular risks of violence and discrimination in accessing education, health care, housing, and employment. Data on the experiences of LBQ women is scarce, which negatively impacts the visibility of LBQ issues and their relevance in advocacy agendas. Consequently, LBQ communities are radically underserved and under-resourced, and LBQ women remain underrepresented in leadership roles, in some contexts even among LGBTIQ civil society organizations.¹

Only 5% of global LGBTIQ funding is specifically directed to LBQ issues.

Outright believes that a strong LBQ movement is essential to advancing human rights for all LGBTIQ people and improving women's lives. In 2022, we launched the LBQ Connect program, which we ran for three cycles until the United States government funding withdrawal in early 2025.² While Outright's commitment to advance the rights of LBQ women worldwide has not changed, the LBQ Connect

¹Only five percent of global LGBTIQ funding (which itself represents less than one percent of all foundation and government funding) is specifically directed to LBQ issues, according to various sources like Astraea Lesbian Foundation for Justice, Mama Cash, and the Global Philanthropy Project. See Mama Cash and the Astraea Lesbian Foundation for Justice, *Vibrant Yet Under-Resourced: The State of Lesbian, Bisexual, and Queer Movements*, June 2020, <https://www.mamacash.org/resources/report-vibrant-yet-under-resourced>. Even with some progress in some countries, an ILGA World report highlights that in many countries, the representation of openly LBQ women in parliaments or boards is far lower than gay men.

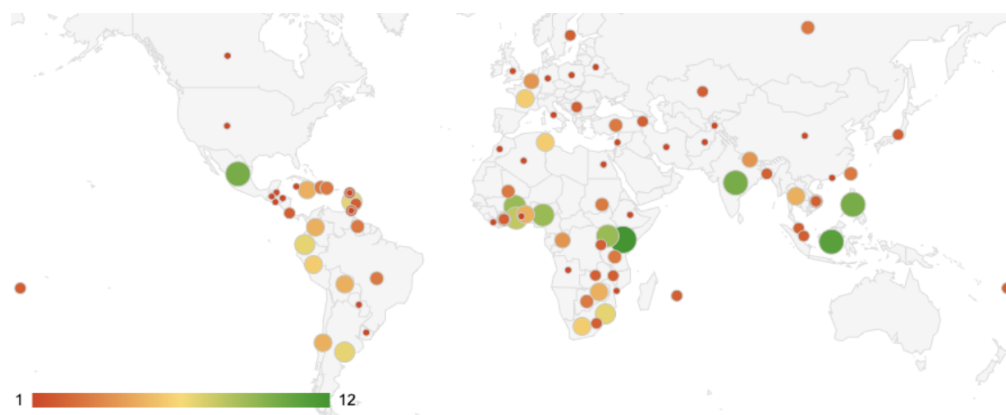
²Outright International, *Defunding Freedom: Impacts of U.S. Foreign Aid Cuts on LGBTIQ People Worldwide*, February 2025, <https://outrightinternational.org/our-work/human-rights-research/defunding-freedom-impacts-us-foreign-aid-cuts-lgbtq-people>.

program is currently paused in its original form. That is why this is the right time to reflect on its impact and share some lessons learned.

The LBQ Connect program was designed as a global program for lesbian, bisexual, and queer women, including cisgender, trans, and intersex women, and all nonbinary and genderqueer people on the gender spectrum who relate to an LBQ identity. Outright International launched the program in 2022 after consultations with more than 30 LBQ activists from all world regions about LBQ women's priorities and needs.

The program strengthened LBQ activists' skills, created networks and connections across regions, supported LBQ-focused programs, filled gaps in knowledge, and increased awareness and visibility in media and advocacy spaces. In its three cycles, the program connected 300 LBQ activists from 90 different countries, mainly from the Global South and East. LBQ Connect comprised four main components that were strongly interconnected: learning and mentorship, grantmaking, research and documentation, and advocacy.

The map below shows the geographical distribution of the 300 program participants over the three years of the program's implementation.



II. Methodology

This report focuses on the grantmaking component of the LBQ Connect program. Its purpose is to reflect on what we learned from the projects regarding the needs and priorities of LBQ communities, and to identify key trends and lessons. This report will provide insights to guide future initiatives supporting LBQ movements and communities.

The grant report draws from diverse materials generated throughout the program's life. In particular, we used grantmaking data, such as project applications, notes from grant progress calls, and narrative reports submitted by grantee partners; the program's internal mid-term and final evaluations carried out every cycle by the LBQ Connect team with the cohort; the external evaluation conducted by independent consultants in 2024; and interviews with grantee partners.

III. LBQ Connect: Feminist Leadership in Action

In the last decade, LGBTIQ movements have made significant strides in legal and social progress worldwide, often led by extraordinary LGBTIQ women activists who are doing groundbreaking work. Still, LBQ women remain underrepresented in leadership roles, even among LGBTIQ civil society organizations.

LBQ Connect was designed to address some of the obstacles that hinder LBQ activists' ability to become leaders. The program fostered a feminist vision of leadership, which is not just about increasing the number of women in leadership positions. Feminist leadership can be defined as inclusive, horizontal, collaborative, and participatory leadership that serves all and builds on the ideas and skills of as many individuals as possible.

As such, feminist leadership is different from a traditional concept of leadership, described by the feminist organization CREA as focused on:

"the individual as leader, and the leader as (usually) a man; the leader as hero, and leadership as heroism; the leader as decision-maker; [...] the leader as provider of vision, mission, goals and strategy for the enterprise, and motivating others to share those goals; the capacity to influence, inspire and motivate others, directing others' behaviors and actions."³

LBQ Connect participants had access to various interconnected opportunities that strengthened their leadership capacity. The learning and mentorship program, combined with international networking and advocacy opportunities, contributed to an articulated strategy that supported LBQ activists in becoming stronger feminist leaders in their communities, organizations, and movements.

The grant program was also a key element of this vision. In each cycle, Outright issued a call for project proposals, inviting LBQ Connect learning and mentorship program participants to submit their applications. Proposed projects had to be

³Srilatha Batliwala and CREA, *Feminist Leadership for Social Transformation: Clearing the Conceptual Cloud*, May 2010, <https://justassociates.org/wp-content/uploads/2022/02/feminist-leadership-clearing-conceptual-cloud-srilatha-batliwala.pdf>, 7.

carried out within the structure of an organization, and the applying participant had to be a formal or informal member (staff, board, or volunteer) of the group or organization submitting the proposal.

It must be noted that many program participants were LBQ activists working within LGBTIQ organizations, often without a leadership or decision-making role. While their project proposal had to be endorsed by their organization, the LBQ participant's role was essential in allowing the organization to access the LBQ Connect funding opportunity. Consequently, the grant program offered a transformative opportunity to LBQ participants.

For some participants, it was their first time taking the lead in designing a project proposal and implementing a project. In other cases, through the grant received, participants introduced the first LBQ-focused programming in an organization that had never implemented initiatives to address the specific needs of LBQ communities. For other participants, the grant program provided the first opportunity to receive a grant for a new or informal group that had previously operated exclusively on autonomous resourcing.

As reported by participants, this experience in managing and executing projects significantly enhanced their leadership skills and confidence, empowering them to take on more significant roles within their organizations and communities.

"The program gave me a new opportunity to step into leadership. I proved to myself that I could create, execute, and take responsibility for a program. That led us to try out our co-leadership model at Solidarity."

— Shantae, Solidarity Farms, Jamaica

"When I joined the LBQ Connect program, I was working as a program coordinator, and, by the end of the program, I was promoted to Program Manager because of the significant growth in my skills and capacity. Today, the organization depends on me for the expertise and knowledge I developed through that experience."

— Eden, Taga Collective for Allyships, Sudan

"The work we did within the LBQ Connect grant really opened up conversations within our organization that wouldn't have happened easily otherwise, and I'm grateful we were able to have these conversations."

— Zoe, ICS Center, Vietnam

IV. LBQ Connect Grantmaking

LBQ Connect comprised four strongly interconnected components:

1. Learning and mentorship,
2. Grantmaking,
3. Research and documentation, and
4. Advocacy.

The learning component focused on strengthening the skills and capacities of LBQ activists through a range of training opportunities, workshops, and peer learning sessions, while the mentorship component strengthened activists' leadership capacity and built solidarity and connections among different generations, forms of activism, and regions of the world, contributing to a stronger ecosystem within the global LBQ movements.

The grantmaking shifted the focus from the individual to the organizational and movement level. The grants supported LBQ-focused projects of different kinds, such as the establishment of new LBQ groups or the strengthening of existing organizations; alliance building with other movements and organizations around key issues; initiatives to support LBQ communities' access to education and employment; LBQ-focused research projects, including needs assessments and documentation of human rights violations; and implementation of advocacy strategies targeting local and national governments.

Over three program cycles, we supported **63 projects in 44 countries, distributing a total of US\$726,105.**

Grantmaking by Year

Year	Projects	Max Grant	First-Time Grantees	Total
2022-2023	31	US\$15,000	9	US\$286,314
2023-2024	25	US\$20,000	9	US\$337,791
2024-2025*	7	US\$20,000	4	US\$101,999
Total	63	—	22	US\$726,105

**Severely impacted by U.S. funding cuts.*

Regional Distribution of Grants

The distribution of grants per region reflects the program's focus on the Global South and East.

Region	Grants
Africa	26
Latin America	15
Asia	13
Europe*	3
Caribbean	3
Southwest Asia & North Africa	2
Pacific	1
TOTAL	63

**The three grants funded in Europe included two in Southeast Europe (Türkiye) and one in the Southern Caucasus (Armenia).*

In the first cycle, we had a general grant program organized into two tiers: up to US\$15,000 for organizations with some project management experience, and up to US\$7,000 for organizations without project management experience. We also distributed additional research grants of up to US\$7,000. In the second and third cycles, we distributed grants in two tiers: up to US\$10,000 and up to US\$20,000, based on the previous project management experience of the applicants. Grants in these cycles cover both programmatic work and research. Across the three cycles, LBQ Connect provided funding to 20 organizations that had received only small amounts of financing (less than US\$5,000) or had never received funding before.

"We are an LBQ-led organization. We had already received funding before this grant, but for LBQ work specifically, this was the first. That allowed us to create specific LBQ programming and spaces, and for LBQ folks to come together, have conversations about our issues, and brainstorm solutions. Unfortunately, many funders still do not understand the need of focusing on LBQ work."

— Andi, Legal Dignity, Malaysia

V. Grantmaking Approaches

The LBQ Connect grant program was designed to intentionally address some of the most problematic aspects of international philanthropy, especially when implemented by large donors based in the Global North, with grassroots organizations in the Global South as grantee partners.

Outright International is deeply aware of the existing power imbalances and dynamics in grantmaking, and intentionally addressed them from the design phase of the LBQ Connect program. Concretely, LBQ Connect applied participatory practices, attributing a key role to a compensated Sounding Board of LBQ activists, supported a broad range of projects, reduced barriers related to registration status and previous grantmaking experience, made opportunities accessible in multiple languages, and proposed adjustments for activists with special needs.

REFLECTION FROM THE PROGRAM MANAGER

I'm Laura Piazza, Director of Global LGBTI Programs at Outright. I joined Outright in 2022 as Senior Program Manager to implement the LBQ Connect Program.

We've come to understand that there isn't a single blueprint for effective grantmaking. Queer communities around the world face complex and varied realities, and if we want to serve them well, we must remain open to different approaches and keep experimenting with new practices.

Throughout this process, we've learned a great deal. This willingness to adapt and learn is how we navigate the current funding crisis and continue to grow and remain accountable to the communities we aim to support.

Participatory Practices: The Role of the Sounding Board

Grantmaking occurs within systemic realities, where donors, and to a certain extent, intermediaries, often hold decision-making power regarding the amount of funding, eligibility requirements, project focuses and themes, approaches to work, reporting requirements, and other aspects. Some of these constraints stem from government or institutional funding requirements, and intermediaries have limited influence in mitigating them. As a consequence, funded projects risk being donor-driven, not determined by the priorities and needs established by movements and communities on the ground.⁴

Participatory grantmaking practices can help bring multiple voices into decision-making and recognize the communities we aim to serve as the experts on their own contexts and priorities.⁵ These practices have the potential to alter the outcomes of the grantee selection process and create opportunities to reshape the funding landscape.

Since the program's launch, the LBQ Connect team has experimented significantly with participatory grantmaking practices and learned a great deal in the process. Our approach emphasized sharing decision-making power by involving activists in defining priorities, evaluating proposals, and determining funding allocations. At the core of this process was a Sounding Board of 12 LBQ activists from the Global South and East, whose diverse perspectives represented a range of regions, languages, identities, age groups, and forms of activism. By decentralizing decision-making and empowering affected communities, the Sounding Board exemplified feminist funding in action.

The Sounding Board shared decision-making power with Outright staff on the program's vision and direction and co-led key elements of its implementation. Members of the Sounding Board contributed to ensuring that the program remained true to its ambition of enhancing the capacity of LBQ activists worldwide and building stronger connections among them, with the intention of making LBQ issues more visible in national, regional, and international advocacy efforts.

⁴In developing our participatory grantmaking practices, we learned from the experience of feminist funds such as Mama Cash, FRIDA, and the International Trans Fund. See Ford Foundation, *Participatory Grantmaking: Has Its Time Come?*, 2018; FRIDA, *Resourcing Connections: Reflections on Feminist Participatory Grantmaking Practice*, February 2023.

⁵Participatory practices are grounded in the understanding that resource allocation should be driven by the lived experiences of marginalized communities. From an internal report by Outright International: *Lame Olebile, Strengthening LBQ Connect Participatory Grant-Making Process*, December 2024.

The role of Sounding Board members was crucial in selecting the cohort participants and grantee partners, as well as in determining the content of and approaches to the learning and mentorship programs and research projects. The grant review process consisted of multiple review stages, involving different Sounding Board members at each stage.

Sounding Board members also helped disseminate LBQ Connect opportunities in their contexts and regions and shaped strategies to ensure that the program remained truly multilingual in all aspects of its implementation. Thanks to their outreach to local networks and their knowledge of the realities of grassroots movements, the Sounding Board played an essential role in allowing Outright to work in regions, including Latin America, where we did not have as many regional staff or as extensive grantmaking experience. Sounding Board members received symbolic compensation for their work. Their appointment was for a term of one year and could be renewed for another year.

During the third cycle of LBQ Connect, we enlisted a consultant to identify challenges and areas for improvement for the grantmaking. We selected a consultant with a strong participatory grantmaking experience, and in consultation with the Sounding Board members, we identified the following areas for improvement:

- Sounding Board members suggested extending participatory practices to the priority-setting phase in the grantmaking process, as another way to share decision-making power with the communities affected by grantmaking decisions.
- According to some consulted activists, for the priority-setting process to be aligned with feminist values, the Sounding Board should not be the sole mechanism for setting priorities. Instead, the entire LBQ Connect community should be involved in the process from the beginning.
- Participatory grantmaking processes require considerably more time and resources than traditional grantmaking processes. This means setting aside sufficient time for activists to participate meaningfully in the agenda-setting, grant review, and evaluation processes.
- Participatory grantmakers need to integrate a learning culture. It can be valuable to be part of a community of participatory grantmakers, ensuring continuous internal learning and interrogation.

Broad Thematic Scope

Priority setting is a crucial aspect of grantmaking, and it is one where donor-grantee power dynamics come into play. Historically, donors typically decide priorities, including which issues and geographies to fund. With LBQ Connect, we aimed to design a grant program that enables partners to implement projects their communities need without restrictions to particular themes.

While the LBQ focus and the prioritization of partners operating in the Global South and East were predefined and non-negotiable aspects of the program, the type of initiatives and areas of intervention were open and adaptable to emerging needs.

LBQ Connect aimed to create a comprehensive platform to support LBQ activism and foster a deeper understanding of LBQ needs and priorities. To achieve that, the grant program supported LBQ-focused projects, including research, implemented through groups from LBQ, LGBTIQ, or other social justice movements, based on the following criteria:

- LBQ focus of the project
- Implementation by LBQ activists and their groups
- Involvement of LBQ communities
- Impact on LBQ communities
- Impact on the visibility of LBQ issues
- Alignment with feminist and trans-inclusive principles of the program
- Annual budget of the organization (priority given to organizations with a yearly budget of less than US\$200,000)

Project proposals could include a broad range of activities focusing on LBQ issues and/or LBQ communities. Staff costs could be included. Here is a non-exhaustive list of eligible expenses:

- Establishment of new LBQ groups or strengthening existing organizations;
- Incorporation or strengthening of LBQ programming in LGBTIQ organizations;
- Building alliances with other movements and organizations around key issues;
- Planning and implementation of advocacy and campaigning strategies;
- Research, surveys, mapping, needs assessments;
- Creation of communication and media content;

- Training and development of educational materials, such as publications;
- Organization of events;
- Activists' well-being;
- Any other activity in line with the priorities of the program;
- Staff costs related to the implementation of LBQ-focused activities.

Because the program prioritized an LBQ focus rather than restricting projects to specific thematic areas, the portfolio encompassed a wide range of issues. This breadth made it more difficult to measure collective impact on any single underlying issue. However, it aligned well with the program's core purpose: supporting movement building, strengthening organizations, and fostering leadership development. The diversity of projects also offered rare insight into the needs, priorities, and strategies of LBQ communities across different regions, making LBQ Connect an invaluable point of observation for the broader LBQ movement.

Accessibility

In the design and implementation of the LBQ Connect program, we centered accessibility in multiple ways to ensure the meaningful engagement and inclusion of the program's diverse cohort.

Language justice was central to the program, which was multilingual from the start. All activities, including online events, learning sessions, networking, and communications, were conducted in English, French, and Spanish, enabling participants from regions such as West and North Africa and Latin America to fully engage in ways often not possible in English-only programs. The grant program mirrored this approach: applications and all materials were accepted in the three languages, and language correctness was not used as an assessment criterion. Recognizing that none of these languages were native for many participants, we also allowed video or audio submissions for those who were less comfortable with writing. The use of artificial intelligence (AI) tools was similarly accepted when it helped participants express their own ideas more clearly.

At the beginning of each program cycle, we conducted an accessibility assessment to identify the **special needs of participants**. This assessment allowed us to determine adjustments needed for neurodivergent people or people with disabilities. This process required a one-on-one follow-up with the applicants to better understand their needs and propose targeted interventions. We offered sign language interpretation and captioning for virtual events to accommodate

individuals with hearing impairments, as well as assistive technologies and alternative formats for materials for visually impaired people.

The grantmaking reflected the accessibility focus: in the second cycle of the program, ten projects mentioned interventions for the inclusion of LBQ people with disabilities. For example, one project involved conducting a needs assessment for LBQ women with disabilities in Benin, and another project organized events connecting LBQ women with disabilities in Ecuador. A project focusing on empowering LBQ women with disabilities through training, advocacy, and storytelling to advance inclusion and influence policy change in Nepal, which had already been pre-approved, could not be funded due to the termination of U.S. government funding for the program in early 2025.

Internet access emerged immediately as an obstacle that could hinder the participation of some participants, especially those from areas with limited or expensive internet access. We provided internet stipends to all participants who reported issues with internet accessibility, recognizing this as a precondition for full engagement in the virtual program. Over three program cycles, we provided internet stipends to almost a third of the LBQ Connect participants, which had a positive impact on their ability to benefit from the program and engage in the online activities.

Lastly, the grant program was open to groups and organizations, regardless of their **registration status**. Outright found that, as of 2023, out of 196 countries studied, LGBTIQ organizations can register and operate openly only in 94 countries. In 74 countries, LGBTIQ organizations exist but cannot register as such or operate openly.⁶ Outright grantmaking is open to unregistered groups to ensure that partners operating in hostile contexts, where registration is denied or unsafe, have access to funding opportunities.

In addition, the program's **flexible approach** allowed for adaptation to complex challenges, such as the risk of arrest, abuse, and conflict, enabling participants to continue their work under challenging circumstances. For example, in Uganda, following the enactment of the new Anti-Homosexuality Law, our partner was unable to proceed with the original project. They proposed instead to organize a convening to bring together LBQ activists and leaders to strategize, refine approaches, and deliberate on issues critical to the LBQ movement under

⁶In an additional 26 countries, Outright could not identify any known LGBTIQ civil society organizations. Outright International, *The Global State of LGBTIQ Organizing: The Right to Register and the Freedom to Operate*, September 2023, <https://outrightinternational.org/right-to-register2023>.

increasingly restrictive conditions. We supported these changes to prioritize safety while sustaining movement building.

By addressing these various aspects of accessibility, the LBQ Connect program created a more inclusive environment that empowered all participants to engage equitably and meaningfully in its activities. Outright International gained valuable insights from these accessibility practices, which informed the organization's inclusive practices beyond the LBQ Connect program.

"Outright was flexible and understanding of regional contexts. [The] LBQ Connect program helped us expand our network when we were struggling to find sponsorship. So, yes, this program had an impact far beyond just the activities; it opened up funding, connections, and growth for TAGA."

— Sam, Taga Collective for Allyships, Sudan

VI. Analysis of the Grants and Recurring Themes

In the three program cycles, we received 151 project applications from the cohort participants. Most applications were from Sub-Saharan Africa, followed by Latin America and Asia, reflecting the composition of the cohorts. The number of applicants from underrepresented regions, such as the SWANA region, increased significantly in the third cycle, thanks to more intentional and targeted outreach.

The scope of LBQ Connect projects spanned from research to digital communication, from advocacy to community organizing, with most projects incorporating a combination of strategies and approaches. Research was a component of a high percentage of projects, confirming the need to fill a gap in knowledge and data regarding LBQ women. More than half of the 63 LBQ Connect-funded projects included the production of research.

Among the submitted projects, we observed the following recurring themes: health, particularly sexual, reproductive, and mental health; gender-based violence; economic empowerment; LBQ families; and community organizing.

Health

Due to the discrimination, disenfranchisement, and violence LBQ people experience as a result of their sexual orientation and/or gender expression, they face greater obstacles when accessing quality mental and physical health care, forming a family, and engaging in daily life compared to non-LBQ women.

Outright has consistently seen LBQ women's health ignored in most mainstream health programs around the world. Since its launch in 2022, the LBQ Connect grant program has made strides to address this gap, supporting organizations to address the unique health challenges LBQ women face:

- 1. Sexual health:** Many LBQ women are often unable to access health services to prevent and test for STIs, including HIV, due to the misconceived notion that they are not at risk of contracting them.⁷ LBQ

⁷EuroCentralAsian Lesbian* Community, "Bitter Pill To Swallow: Gaps And Discrimination In Healthcare For Lesbians,"

Connect supported a group in Kenya to bring together LBQ women living with HIV to share stories and mobilize to advocate for more inclusive health services. In SWANA, we supported a project that aimed to build the capacity of LBQ women through workshops on sexual and mental health and safer sex practices.

2. Reproductive health: LBQ women are more likely to face legal and financial obstacles in having children compared to non-LBQ women, and for many, it is not even considered an option due to extreme stigma.⁸ In Kazakhstan, LBQ Connect supported research on access to reproductive services. This research produced a practical guide describing how these services are organized and accessed by LBQ women in Kazakhstan. In Bolivia and Chile, the program supported research projects that focused on improving access to sexual and reproductive health and rights (SRHR) for LBQ couples.

3. Mental health: A study in the U.S. found that LBQ women had higher rates of depression than straight women, straight men, and gay men, and that adolescent LBQ girls had higher rates of suicidality than their peers.⁹ Some LBQ women and girls are subjected by their families to conversion practices, with significant negative impacts on their mental health.¹⁰ LBQ-affirming mental health services can be hard to find. In Chile, LBQ Connect supported an initiative to provide tailored mental health services for LBQ women, including individual and group therapy. In Jamaica, the program supported a project focused on the mental health and well-being of LBQ women by hosting bimonthly wellness sessions. In Türkiye, a funded project provided psychosocial empowerment and support to LBQ women, hosting ten group sessions focused on psychological support and nine on capacity-strengthening, benefiting a total of 160 LBQ women.

It is worth mentioning that from the second cycle of the program, we incorporated well-being as a core component of every project proposal to ensure that organizations prioritized the mental health of

<https://europeanlesbianconference.org/wp-content/uploads/2022/02/ELC-SUBMISSION-IF-SO-GIhealth1.pdf>.

⁸Peng Yanhui, "For China's Same-Sex Couples, Even Guardianship Is Often out of Reach," Sixth Tone, June 30, 2022.

⁹Bianca D.M. Wilson et al., Health and Socioeconomic Well-Being of LBQ Women in the U.S. (UCLA School of Law Williams Institute, 2021), 7.

¹⁰Outright International, Harmful Treatment: The Global Reach of So-Called Conversion Therapy, August 2019.

their staff and communities. We wanted to ensure well-being was mainstreamed in their project design and implementation.

Through their projects, some LBQ Connect partners established productive working relationships with government stakeholders in their public health sectors. They also established connections with other LBQ organizations worldwide to share ideas and accelerate improvements in LBQ women's health.

"LBQ Connect gave me the opportunity to dream something different, make it a reality, and see the impact—not just on me, but on my community and organization. It showed that an international group like Outright trusted us to execute something unconventional. Through LBQ Connect, I've built a wonderful global community. I now have friends and colleagues around the world. We're sharing ideas about health and dreaming up similar solutions, even though we don't all have the same resources."

— Shantae, Solidarity Yaad Jamaica, Jamaica

Case Study: Tamùkke Feminists, Guyana



Tamùkke Feminists is a queer-led feminist collective. The organization was established in 2017 to raise public awareness about issues affecting women and their social, economic, and political development. Their work primarily focuses on providing information on sexual health, reproductive, economic, and social rights among women and LGBTIQ people. With the support of

LBQ Connect, Tamùkke Feminists implemented activities focusing on advancing the sexual and mental health of LBQ women.

Tamùkke conducted a qualitative research study examining the knowledge and experiences of LBQ women related to sex education and sexual health care, with a focus on LBQ women under the age of 35, aiming to inform relevant interventions and policies. Research on LBQ people's sexual behaviour is extremely limited in

Guyana, contributing to poorly designed initiatives and programs centered around sex education. Other research objectives were documenting LBQ women's experiences in accessing sexual health care in Guyana and identifying knowledge and service gaps related to sexual health practices.

Tamùkke Feminists then initiated the "Under the Benab" feminist gathering series, which provided four facilitated spaces for 66 LBQ individuals to explore key aspects of sexuality and empowerment. The series included sessions on myths and facts about sexual health, sex-positive education, the intersection of sexuality and mental health within the LBQ community, and overcoming shame related to sexuality.

Complementing these gatherings were two media campaigns that focused on sexual health and testing for sexually transmitted infections (STIs). They used infographics and data from research to counter misinformation within LBQ communities. Finally, the organization's Annual Feminist Retreat provided a transformative space where 20 LBQ women gathered for one day to prioritize self-care and community building.

Gender-based Violence

LBQ women are more likely than non-LBQ women to experience gender-based violence due to a combination of intersecting forms of oppression, including misogyny, homophobia, and biphobia. Women with gender expressions that fall outside heterosexual, cisgender norms are particularly likely to be targeted.¹¹

Perpetrators often commit gender-based violence against LBQ persons because of a belief that they threaten traditional gender roles and disrupt cisheteronormative power structures. In countries where same-sex intimacy is criminalized, discriminatory laws exacerbate violence against LBQ persons and reinforce societal norms that justify such abuse. For the same reasons, cases of intimate partner violence within LBQ couples often remain invisible and unaddressed. The absence in many countries of anti-discrimination laws addressing violence and discrimination based on sexual orientation, gender identity, and gender expression contributes to underreporting and widespread impunity for perpetrators.¹² As highlighted by Human Rights Watch, researchers and policy-makers often treat violence against LBQ women as a subset of broader

¹¹On how gender expression is connected to violence against LBQ women, see Human Rights Watch, "This is Why We Became Activists" Violence Against Lesbian, Bisexual, and Queer Women and Non-Binary People, February 2023, 58-75.

¹²Outright International, "The Impact of Gender Stereotypes on the Rights of LBQ Persons Under the CEDAW Convention," written submission, February 10, 2025.

rights abuses against LGBTIQ people or abuses against women, which present LBQ women as a variation on a theme not built for them and perpetuate their marginalization and invisibility.¹³

When LBQ persons are socially identified as such by their families or communities, they may face physical and sexual violence, forced marriages, sexual harassment, extortion, and online abuses such as cyberstalking and doxing. Online gender-based violence restricts LBQ women's freedom of expression, forcing them to withdraw from digital spaces or alter their online presence to conform to heteronormative norms.¹⁴

Despite scarce resources and a lack of political support, LBQ-led organizations worldwide are doing critical work to fill the gap left by public authorities and to document violence against LBQ women, raise awareness, and provide support to victims. LBQ Connect supported several initiatives addressing gender-based violence.

We funded several projects tackling gender-based violence:

- In Kenya, LBQ Connect funded a project to provide one-on-one and group psychosocial support to survivors of gender-based violence.
- In the Democratic Republic of the Congo, we supported research on intimate partner violence among LBQ couples. The study highlighted the specific dynamics and challenges faced within these relationships.
- In Colombia, we supported initiatives addressing gaps in professional psychologists' approaches to violence in LBQ relationships.
- Another project focused on the establishment of an observatory to document and report on violence against LBQ women by the state and society in the Dominican Republic.

"Through the multi-country research on access to justice for LBQ women who are victims of violence, hate crime, and discrimination, we showed what the problems are and how to solve them. With the different recommendations from the interviewees, now we have the evidence that is useful and needed in our advocacy work with policymakers."

— Andrea Rivas, Asociación de Familias Diversas de Argentina (AFDA)

¹³Human Rights Watch, "This is Why We Became Activists," 58–75.

¹⁴Outright International, Lesbian, Bisexual, and Queer Women Online: An Overview of Emerging Security Threats from Asia, March 2025.

Case Study: SISTA Zimbabwe



SISTA Zimbabwe is a feminist organization that promotes women's equality through advocacy and dialogue. With the support of the LBQ Connect grants, SISTA Zimbabwe produced the research "Induku Kayakhi Muzi" (Violence Destroys the Home), a study on intimate

partner violence experienced by LBQ women in Zimbabwe.

The study was conducted in Bulawayo, Zimbabwe, and hundreds of LBQ women participated in the data collection, either through focus group interviews or online surveys.

All respondents reported experiencing some form of violence at some point in their lives. Power imbalances driven by economic dependence and social status increased psychological abuse. Lack of legal protections left LBQ women vulnerable to repeated abuse and exploitation. The study highlights the urgent need for protective policies and health services for LBQ women who experience gender-based violence in Zimbabwe.

Families

LBQ couples face systemic legal and structural barriers in creating and protecting their families, including discriminatory laws, lack of parental recognition, adoption restrictions, and inequitable access to fertility treatments compared to heterosexual couples.¹⁵ LBQ Connect projects centered LBQ families by increasing the visibility of diverse families, collecting data on existing families, and documenting challenges in accessing reproductive health:

- In Bolivia, LBQ Connect funded a project aimed at improving the quality of life of LBQ families outside the capital, supporting them in navigating legal and practical challenges.

¹⁵Human Rights Watch, "This is Why We Became Activists," 12; Outright International, Outright Proud Podcast: LBQ Parenting Mini-Series, 2024; Outright International, "Love Makes a Family," April 2025.

- In Guatemala, we supported the creation of a support network for LBQ families, funding a group that generated a research report on LBQ experiences and implemented a communications strategy to foster dialogue between LBQ families and their allies.
- Another project focused on studying the challenges faced by LBQ couples in Kazakhstan who aspire to become parents, including difficulties in accessing adoption, surrogacy, and assisted reproductive technologies.
- In Chile, our partners produced a study that identifies barriers that lesbian and bisexual women face in accessing fertility treatment through the public health system.
- In Benin, the project supported LBQ single mothers who often face family pressure, social isolation, and heightened vulnerability to gender-based violence.
- In Taiwan, we supported a project that collected LBQ family stories and made them visible online for awareness-raising and advocacy purposes.

Case Study: Visibles, Guatemala

Visibles is an LGBTIQ organization in Guatemala established in 2017. The organization creates safe and inclusive spaces where LGBTIQ people can come together, share their experiences, and engage in community discussions on issues that matter to them. The organization mobilizes and advocates at both local and national levels to challenge discriminatory policies and practices and strengthens alliances with institutions and civil society actors. Visibles also raises international awareness of the situation of LGBTIQ people by engaging with human rights protection mechanisms.



With the support of the LBQ Connect grants, Visibles was able to use three approaches to support LBQ families. First, the organization designed and conducted a qualitative research study, "Maternidades Diversas," that explores the parenting experiences of lesbian, bisexual, and nonbinary people. Second, it hosted a conversation event, "Todas las Familias Cuentan,"

attended by 45 participants, to discuss the protection of diverse families and share lived experiences. This event set the stage for the subsequent launch of the study report. Third, Visibles established a support group for LBQ parents and prospective parents. This space enabled participants to share experiences, enhance knowledge of human rights, and build a sense of belonging.

The project achieved its purpose of advancing the visibility and rights of diverse families. The "Maternidades Diversas" study was the first of its kind in Guatemala, offering valuable insights to inform advocacy and legislative efforts. The support group created a safe space for LBQ individuals to connect, share, and organize.

"Maternidades Diversas (Diverse Motherhoods) was the first study of its kind in Guatemala and will serve as a starting point for documenting the experiences of lesbian, bisexual, and nonbinary people in parenting, thereby supporting advocacy and the development of legislation and public policies for their protection. [...] LBQ people are not only visible, but also protagonists in the defense of the rule of law and democracy in Guatemala. In a context of growing authoritarianism and institutional weakening, our role as human rights defenders is fundamental in demanding justice and accountability from the State."

— Ana, Visibles, Guatemala

Economic Empowerment

Despite remarkable progress in reducing global poverty over the past three decades, hundreds of millions continue to be left behind. Gender inequality remains pervasive, with particularly severe impacts on women. For LBQ women in the Global South and East, these challenges are even more pronounced due to intersecting forms of marginalization. LBQ women are discriminated against in accessing education. They are systematically excluded from mainstream women's economic empowerment initiatives and traditional family support networks, significantly restricting their access to employment, financial services, and economic safety nets.¹⁶ In many countries, discriminatory anti-LGBTIQ laws, policies, and cultural and religious practices further reinforce these barriers. As a result, LBQ women face immense challenges in securing livelihoods and accessing economic opportunities, perpetuating cycles of exclusion and poverty.

¹⁶Mama Cash and the Astraea Lesbian Foundation for Justice, *Vibrant Yet Under Resourced*, 65.

Addressing these systemic barriers is crucial to fostering economic growth that truly benefits everyone, including LBQ women.¹⁷

Through the LBQ Connect grant program, we supported LBQ-focused initiatives aimed at livelihood development and economic empowerment:

- An organization in Côte d'Ivoire provided training in e-commerce, digital entrepreneurship, and project management to 10 LBQ women, including those in precarious situations and with disabilities, enabling them to launch or revitalize businesses and directly create eight jobs.
- An organization in Kenya, with support from LBQ Connect, empowered LBQ women entrepreneurs by providing practical business training and creating visibility and networking opportunities through LBQ-focused business events.
- In Zambia, LBQ Connect supported an organization that implements economic strengthening and livelihood development programs, including the establishment of social enterprises.
- In Mexico, LBQ Connect supported an organization that focuses on strengthening the economic empowerment of LGBTQ indigenous and rural women through agroecological training and collective farming within a peasant school.
- In Chile, we supported a project promoting economic empowerment through the solidarity economy to support lesbian entrepreneurs and artisans in showcasing their work and building financial networks.

"The grant enabled us to provide 10 LBQ women with skills and knowledge in e-commerce, project management, innovation, and digital transformation, and digital entrepreneurship, and to support them in accessing, improving, and diversifying their livelihoods. The training enabled the learners to launch an online business and/or revitalize an activity they had started but which had either not worked out or which they had abandoned due to a lack of knowledge."

— Marie-Jo, Initiative Tilé, Côte d'Ivoire

¹⁷For more information on LGBTIQ people and economic inclusion see Outright International, "From Visibility to Economic Power: Building Inclusive Economies for LGBTIQ People," April 23, 2025.

Case Study: Ndabaga's Sisters Organization, Rwanda



Ndabaga's Sisters Organization (NSO) aims to improve the quality of life of LBQ women. The organization advocates for civil rights, economic opportunities, and mental health. It is working to create a future of equal opportunities for LBQ women to participate in and contribute to society in Rwanda. With the

support of the LBQ Connect grants, Ndabaga's Sisters Organization was able to produce a research study titled "The socioeconomic status of LBQ and gender nonconforming individuals in Rwanda."¹⁸

The project collected data from 120 LBQ and gender nonconforming individuals through surveys and interviews in four provinces and Kigali City. It compiled and published a comprehensive report detailing the socio-economic status, skills, and employment opportunities of the LBQ and gender nonconforming individuals. The study offers a deeper understanding of the unique socio-economic challenges and lived experiences faced by LBQ and gender nonconforming individuals in Rwanda, which can inform targeted interventions and policy advocacy. It provides a foundation for evidence-based programming, advocacy, and community empowerment for Ndabaga's Sisters. The organization has gathered a clear quantitative understanding of the challenges facing LBQ and gender nonconforming people and communities. Actionable recommendations have emerged from both the participants and the research findings that will help organizations working with LBQ and gender nonconforming individuals build strong partnerships with different stakeholders. In particular, collaborations with the Technical and Vocational Education and Training Reform Programme institutions, which are national bodies focused on improving vocational skills training and employment pathways, could help bridge the gap between training and employment, ensuring that LBQ and gender nonconforming women can leverage their skills in the labor market, and partnering with microfinance and finance institutions could help create grants and loans for LBQ and gender nonconforming individuals to support their businesses.

¹⁸On file with Outright International.

The study highlights significant socioeconomic challenges and opportunities LBQ and gender nonconforming individuals face in areas such as employment, education, and workplace safety. The study showed that unemployment rates are at 30 percent, with most employed respondents earning low wages.¹⁹ At the same time, employment rates are also low, with 60 percent of respondents not engaged in income-generating activities.²⁰ Discrimination in the workplace further aggravates these challenges. A significant number of respondents reported being rejected for a job due to their gender expression. Moreover, only 42 percent of the respondents reported having policies in workplaces that protect them against discrimination.²¹ Strengthening and enforcing anti-discrimination policies is crucial to creating safer and more inclusive work environments.

Regarding education, the study found that digital literacy levels were relatively high. Still, LBQ and gender nonconforming individuals showed lower enrollment in formal education compared to the general population, underscoring the need for targeted vocational training programs to bridge this gap and enhance access to the labor market. LBQ and gender nonconforming respondents reported a high level of success in entrepreneurial efforts. Business development services, mentorship programs, and access to capital could significantly boost entrepreneurial success among LBQ women and gender nonconforming people.

LBQ and gender nonconforming organizations should integrate financial literacy and savings programs into their outreach efforts to improve economic security among these populations.²² These findings emphasize the urgent need for multifaceted interventions that address economic, educational, and social barriers while promoting equity and inclusion for LBQ women and gender nonconforming people.

Case Study: Nazariya, India

Nazariya is a queer feminist resource group based in India. With the support of the LBQ Connect, Nazariya successfully implemented a project focused on creating educational and resource materials to promote LBQ inclusion across workplaces, families, and communities. These efforts included film launches,

¹⁹64.2 percent of respondents earned between 50,000 and 100,000 RWF [US\$34.50–68.90]. Ndabaga's Sisters Organization, "The socioeconomic status of LBQ/GNC individuals in Rwanda," 19.

²⁰"The socioeconomic status of LBQ/GNC individuals in Rwanda," 27.

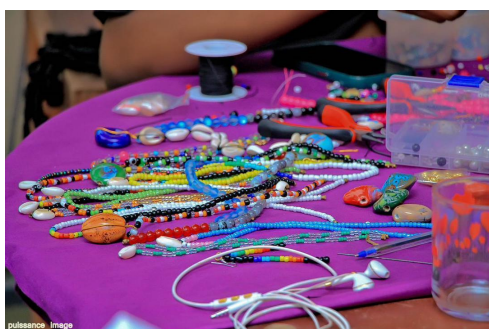
²¹Ibid, 21.

²²"Long Term Saving Scheme (EjoHeza) was established by the Government of Rwanda through the Ministry of Finance under the Law No 29/2017." See Rwanda Social Security Board, "EjoHeza."

seminars, and the creation of guidebooks and storybooks, all aimed at fostering acceptance and inclusion.

In 2022, Nazariya launched "A Suitable Workplace Campaign," a series of three short films addressing subtle workplace discrimination against LGBTQ persons. These films, which emphasize workplaces' obligation to challenge microaggressions and promote inclusion, premiered during a seminar on workplace diversity and inclusion that drew over 70 participants from diverse corporate and organizational backgrounds.

Case Study: Initiative Tilé, Côte d'Ivoire



Initiative Tilé is an LBQ organization with a vision of raising the profile of LBQ women and highlighting their realities and challenges in Côte d'Ivoire. The organization focuses on matters relating to human rights, education, financial autonomy, and socio-professional integration. It promotes the right to information, conducts awareness-raising on HIV and sexually transmitted infections, and advocates against gender-based violence, including bias-motivated and intimate partner violence.

With the support of the LBQ Connect grant, Initiative Tilé was able to implement activities focusing on advancing queer women's economic skills and digital entrepreneurship. Ten LBQ women received training in e-commerce, project management, digital innovation, and entrepreneurship. This comprehensive program focused on enhancing their skills and knowledge to improve and diversify their livelihoods. Many participants who were in precarious situations or had disabilities gained practical skills to launch online businesses or revitalize ventures that had been abandoned due to a lack of knowledge and resources. Four LBQ women successfully launched online companies selling cosmetics, jewelry, and accessories. Two participants resumed offline commercial activities, applying their newly acquired skills to expand customer bases for a restaurant and a nail salon. Through these efforts, the organization directly created eight jobs, demonstrating the program's tangible impact on economic empowerment.

The training also included a mental health support component, with participants attending three therapeutic sessions with a psychologist. These sessions provided a safe space to discuss fears, anxieties, and other mental health issues. A group

outing was organized, allowing participants to unwind, reflect on their learning, and strengthen their bonds with one another. The program's success inspired lasting change. Six LBQ women are now ambassadors of the initiative, showcasing the training's benefits to challenge stereotypes, shift perceptions about LBQ women, and encourage other organizations to replicate the model. This initiative empowered LBQ women economically and fostered visibility and community resilience, underscoring the transformative power of skills training and holistic support.

Community Organizing

LBQ women have few public spaces to meet safely with friends, fellow organizers, and partners. For LBQ activists, not having safe spaces to organize with their colleagues harms their ability to provide health and human rights workshops, peer-to-peer counseling, domestic violence services, and other community programs.²³

Many LBQ Connect-funded projects sought to create safe spaces for discussion, networking, and cultural exchange, fostering community building and deeper engagement within LBQ communities. Together, these efforts not only contributed to advancing the rights and well-being of LBQ women, but also created lasting local impacts, supporting the growth and sustainability of LBQ activism. Here are some examples grouped to highlight common trends:

- **LBQ networks:** Some projects, including those in Ecuador, Fiji, Türkiye, and Uganda, focused on creating national or regional networks of LBQ people, activists, or organizations. In other cases, LBQ Connect provided opportunities for LBQ activists and organizations to organize events, which had never happened before or had not occurred in a long time, as in Eswatini and Vietnam.
- **Intersecting experiences:** Several projects focused on creating connections among specific sub-groups of LBQ people. Grantees in Benin and Ecuador developed projects focused on LBQ people living with disabilities, and a grantee in Ghana worked with LBQ women of faith.
- **LBQ stories:** Some projects focused on strengthening community and belonging through the documentation and sharing of LBQ stories—personal and collective narratives that preserve the experiences, histories, and cultural contributions of LBQ people. These included the archiving of LBQ Gen Z stories in Indonesia, a collection of photos from

²³Human Rights Watch, "This is Why We Became Activists."

20 years of activity by an LBQ group in Uganda, the establishment of an oral stories archive in Armenia, and the recording of LBQ family stories in Taiwan.

- **Artivism and well-being:** Thirty-nine of the 57 completed LBQ Connect projects engaged with art and creativity. Theater, yoga, and meditation were utilized as community practices in Armenia, Burkina Faso, Jamaica, Nigeria, Saint Lucia, and Türkiye to encourage people to step out of their comfort zones, foster deeper connections, and prioritize their well-being.

"LBQ Connect has placed its trust in us as a young organization. This project gave us confidence, visibility, and recognition among other organizations, which helped [us] obtain other resources. We started to be taken seriously by other organizations."

— Samimi, representative of a local initiative for LBQ women, Burkina Faso

Case Study: Queer Women Leaders Uganda



Queer Women Leaders Uganda (QWLU) is a feminist organization founded in 2019. The organization promotes human rights and equality for queer women and women human rights defenders by empowering minority and marginalized

women to occupy leadership spaces and advocate for inclusive and high-quality sexual and reproductive health and rights services. It places holistic healing justice at the core of its work.

With the support of an LBQ Connect grant, Queer Women Leaders Uganda implemented two transformative activities that focused on political engagement and feminist leadership. The first activity, a three-day residential workshop titled Advancing Queer Women's Political Leadership and Influence in Local Councils, brought together 15 queer women leaders to enhance their understanding of local governance, policymaking, and advocacy. Participants gained knowledge, expanded their professional networks, and developed actionable plans to engage

with local councils, thereby increasing their confidence and readiness to participate in political discourse.

The second activity, the INZU ya NAWI Feminist Leadership Institute, was another three-day residential program aimed at empowering 15 LBQ women through feminist leadership principles. Participants engaged in in-depth discussions on feminism, leadership, and intersectionality, which helped them craft personal leadership action plans targeting political and economic spheres. This initiative also created a strong, supportive network among participants, contributing to ongoing collaboration and solidarity.

The project also established strategic partnerships with local LGBTQ organizations and feminist groups, enhancing resource sharing and creating opportunities for future collaborative advocacy initiatives.

VII. Lessons Learned

The LBQ Connect grant program offered a unique viewpoint on the needs, priorities, and strategies of LBQ communities worldwide. Integrating the grant program within the broader framework of LBQ Connect learning and networking opportunities contributed to a holistic approach to support and partnership and deepened Outright International's understanding of the state of LBQ initiatives at a local level.

The lessons learned throughout the program will be instrumental in shaping future efforts to build a more inclusive and supportive environment for LBQ women globally.

Here are some key lessons learned from three years of LBQ Connect grantmaking, through 63 projects in 44 countries, and US\$726,000 distributed:

- LBQ work occurs everywhere, in both smaller and larger organizations, across all regions of the world, within LGBTIQ, LBQ, and feminist spaces.
- Many of our partners are LBQ-founded and LBQ-led LGBTIQ organizations. They work on LGBTIQ issues more broadly, and they play a key role in the larger LGBTIQ ecosystem.
- In some contexts where the LGBTIQ movement is small and faces hostility, LBQ groups do not exist, and LBQ work is implemented exclusively by LGBTIQ and feminist organizations.
- Most of the LBQ grantees we worked with are small groups with limited funding and staff. In many cases, LBQ Connect funding constituted the first or the largest grant they had ever received.
- Given the contexts in which groups doing LBQ work operate, many groups are unregistered and have limited organizational capacity. It is essential to work with fiscal hosts and make the submission of project proposals and reporting accessible and sustainable.
- Supporting small LBQ-focused groups contributed to their recognition within the movement and by donors, intermediaries, and other stakeholders.

- It is crucial to support both LGBTIQ organizations' LBQ-focused work and independent LBQ groups, as they both contribute to a stronger ecosystem for addressing the diverse and underserved needs of LBQ communities.
- LBQ-focused projects often center on community initiatives, economic empowerment, arts, and mental health. A small number of projects focus on advocacy. Research projects frequently take the form of community needs assessments.
- LBQ work often intersects with the work of other social justice movements, including disability rights, climate justice, sexual and reproductive health and rights, and indigenous rights movements, necessitating intersectional approaches to funding and movement-strengthening.

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Outright International extends its deepest gratitude to all partners who made the LBQ Connect grant program possible. To our grantee partners, we are incredibly thankful for your dedication, resilience, and tireless efforts. Your work on the ground has been the heart of this program, bringing initiatives to life and making tangible impacts in your communities. The innovative approaches, bold advocacy, and collaborative spirit you've demonstrated inspire us all.

To our donors, governmental funders, and individual contributors, your unwavering commitment to supporting LBQ communities has been instrumental in creating opportunities for empowerment, advocacy, and visibility. Your trust and generosity have enabled us to address issues, navigate complex challenges, and drive meaningful change for LBQ women across 44 countries.

This program's success is a shared achievement, showcasing the power of collective action and solidarity. Together, we have strengthened the LBQ movement and laid the foundation for a more inclusive and equitable future.



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