

GLOSSARY

ALLYSHIP: Efforts by members of a privileged in-group, to advance the interests of marginalised groups, both in society at large and within particular social contexts, such as workplaces, public spaces, transit systems, etc.

AFRICAN COMMISSION ON HUMAN AND PEOPLES' RIGHTS (ACHPR): A quasi-judicial body tasked with promoting and protecting human rights and collective rights throughout the African continent.

BODA BODA OPERATORS: A Boda boda is a motorcycle used as a taxi for carrying passengers or goods. 'Operators' is used here to denote the drivers of these motorcycle taxis.

OUR VOICES COUNT CONSORTIUM: A network with the vision for a gender-equal and just world where all women, non-binary, gender non-conforming, people enjoy their rights fully and live to their full potential.

CIVIL SOCIETY ORGANISATIONS (CSO): Organised voluntary non-state institutions which mostly operate on a non-profit basis. They are formed and led by the citizens to champion their collective or common interests and concerns of the members, specific target groups, or the general public.

FEMINIST: Feminism is a range of socio-political movements and ideologies that aim to define and establish the political, economic, personal, and social equality of the sexes. A feminist, therefore, is someone who supports feminism.

GENDER NONCONFORMING OR GENDER NONCONFORMITY (GNC): Individuals whose external or physical manifestation does not conform to society's gender role expectations.

INTIMATE PARTNER VIOLENCE (IPV): Encompasses the subjection of a partner to physical abuse, psychological abuse, sexual violence, and reproductive coercion.

LGBTQ+: An acronym for lesbian, gay, bisexual, transgender, intersex, and queer. It is also shortened to LBQ for lesbian, bisexual, and queer when referring to the women under this banner.

MATATU OPERATORS: 'Matatu' is the local word for a public service vehicle. Matatu operators are the crews that load passengers, ply the routes, and manage the vehicle's daily operations.

MEMORANDUM OF UNDERSTANDING (MOU): A document that describes the broad outline of an agreement between two or more parties. It expresses a convergence of will between the parties, indicating an intended common line of action.

SECTION 162 OF THE PENAL CODE OF KENYA: Section 162 states that any person who has carnal knowledge of any person against the 'order of nature' or permits a male person to have carnal knowledge of him or her against the 'order of nature', is guilty of a felony and is liable to imprisonment for fourteen years.

SECTION 163 OF THE PENAL CODE OF KENYA: Section 163 states that any person who attempts to commit any of the offences specified in section 162 is guilty of a felony and is liable to imprisonment for seven years.

SECTION 165 OF THE PENAL CODE OF KENYA: Section 165 prohibits acts of 'gross indecency' between men, or the procurement or attempted procurement thereof, with a penalty of five years imprisonment.

SEXUAL AND GENDER-BASED VIOLENCE (SGBV): Is violence committed against a person because of their sexual orientation or gender identity. It is forcing another person to do something against his or her will through violence, coercion, threats, deception, cultural expectations, or economic means.

SEXUAL AND GENDER MINORITIES (SGMs): Commonly defined as individuals or groups whose sexual identity, gender identity, or orientation differ from the majority.

SEXUAL AND GENDER DIVERSITY: Gender and sexual diversity, or simply sexual diversity, refers to all the diversities of sex characteristics, sexual orientations, and gender identities, without the need to specify each of the identities, behaviours, or characteristics that form this plurality.

SOGIE: An acronym for Sexual Orientation and Gender Identity/Expression.

STRUCTURALLY SILENCED WOMEN (SSWs): Women who are treated differently because of their gender, gender identity, opinions, and beliefs. They include sex workers, Lesbian, Bisexual, Transgender and Queer (LBTQ) women, young women, and feminist activists.

TRAINER OF TRAINERS: A learning model that equips past participants with the knowledge and skills to effectively train others using the participatory approach- where the participants are considered partners in the learning process building on their knowledge, skills, and experiences.

UNIVERSAL PERIODIC REVIEW (UPR): A unique mechanism of the Human Rights Council that calls for each UN Member State to undergo a peer review of its human rights records.

QUEER: An umbrella term for sexual and gender minorities.

QUEERING THE BALLOT (QTB): Is a mobilisation instrument created by INEND, to ensure the participation of LBQ women and GNC persons pre, during, and post the 2022 General elections in Kenya.

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REFLECTIONS FROM THE EXECUTIVE DIRECTOR



Never has the idea that on the other side of a storm is the strength gained from navigating through it been truer for us at INEND.

Last year was the first year of a new government, one that during the campaigning and election period, characterised itself with religious fanaticism and ultra-conservative views. Having had the opportunity as part of the LGBTQ+ community to officially observe the elections for the first time in history, we had a front seat to the beginnings of what has proven to be a season of hate.

The situation started declining when the Supreme Court ruled in favour of the Freedom of Association petition put forward by the National Gay & Lesbian Human Rights Commission (NGLHRC). This win only steamrolled anti-LGBTQ+ sentiments, and protests sprouted all over the country and, more alarmingly, in our own backyard. The intensity of hate that emerged, the constant threat of protests, violence, persecution, and oppressive legislation created a chaotic, unsafe environment unlike anything we have dealt with before.

We were then thrown further into the deep end with discussions of a Family Protection Bill drafted by Hon. Peter Kaluma. The proposed and not yet tabled bill seeks to stigmatise, criminalise, and incarcerate Kenya's sexual minorities and dismantle the current human rights instruments in the country. It is steeped in the veiled language and abstract morality views that appear to be the cornerstone of the new wave of homophobic, bi-phobic, and transphobic attitudes taking over the continent's political arena.

We couldn't find solid footing and had to come to terms with the new status quo and what it meant for our organising and mobilisation efforts moving forward. But amidst this storm and the troubling realisations it came with, we were gratified to receive the support of our allies. People we had engaged with over the years and educated about the realities of SGMs came forward to share information about



impending raids, protest routes, clandestine plans, and anything that would negatively impact the community. Our allies also showed up physically, financially, and through their expertise.

As much as we were grateful for the support, we had to acknowledge that despite our best efforts to change the minds and hearts of the public from the grassroots to the regional level, hate is pervasive, especially when allowed to flourish. It is for this very reason that the lives of minority groups cannot be left to the goodwill of the people but must be fully protected under the law.

The launch of the Legal Resource Guide was not only timely but also the result of years of judiciary sensitisation efforts. Unlike the Queering The Ballot project launched in Nairobi because of safety and security concerns, we decided to stand our ground and launch the Legal Guide in Mombasa despite being the region with the most anti-LGBTQ+ activity. We would celebrate this milestone in our home base with our partners from the Kenya Magistrates and Judges Association (KMJA), who were equal stakeholders in this endeavour- and we would do it fearlessly.

Outside of legislation, we closed ranks in a defiant act of collectivism. We held several assemblies with other human rights groups, marginalised and like-minded groups. The Structurally Silenced Women Conference, for instance, was a testament that although hierarchical structures by design place all women at the bottom of the totem pole, together we can chart a way forward. As we strategised, we also celebrated the strides taken and refused to be defined by the things happening around us.



In this spirit of interdependency, we have been sharing notes with other African countries facing similar challenges-which is currently the vast majority. Experience sharing has given us insight into best practices, pitfalls, opportunities, et al, that help guide our efforts and avoid the missteps of our comrades. The social wedge anti-LGBTQI+ attitudes have created for us in our different locales has only strengthened solidarity within the LGBTQ+ community across the continent.

Without our friends, allies, partners, and funders, we cannot march on. They all add to our strength and help us buckle down for the long road ahead- because protection of human rights is a continuous process. We hope these links will endure and grow in the coming year.

Essy Adhiambo, Executive Director, INEND "THIS IS EQUALLY OUR HOME! WE HAVE A BIRTHRIGHT TO THIS LAND JUST LIKE EVERY OTHER KENYAN, SO LET ME ASSURE EVERYONE WE ARE VISIBLE TO THAT WE ARE NOT GOING ANYWHERE- WE ARE HERE, AND WE WILL REMAIN."

OUR STORY

Initiative for Equality and Non Discrimination (INEND) was established in 2015 in response to the need for new, expanded, and diversified organising on issues affecting sexual and gender minorities in Kenya. INEND specifically engages strategically and systematically with various actors in mainstream society, particularly those who were known perpetrators of violence and discrimination, as a means of reducing violations of the rights of sexual and gender minorities (SGM).

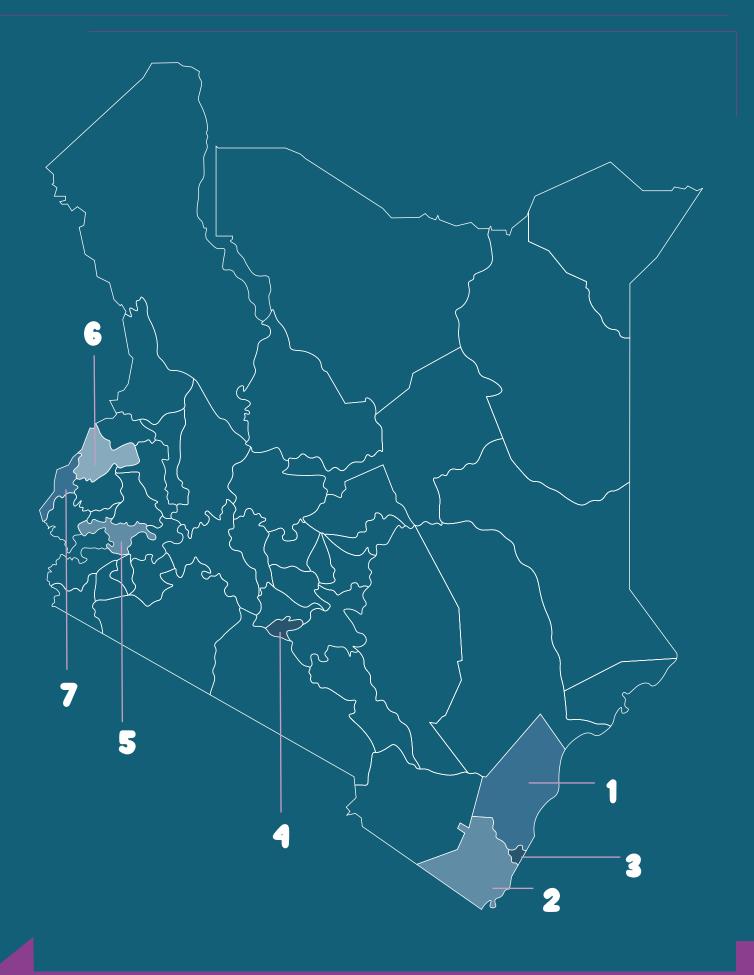
INEND has consistently innovated new strategies for advocacy and engagement with various stakeholders, served as a catalyst for more cohesive LBQ-GNC organising, worked towards strengthening its capacity as an effective and accountable institution, and gained respect and acceptance from mainstream policymakers in Mombasa and other parts of Kenya. For the first time in Kenya's history, INEND led a team of officially accredited LBQGNC organisations to observe the country's 2022 general elections through the 'Queering the Ballot' project. Not only has INEND gained respect from external stakeholders, but we are also considered a model and inspiration for other LBQ organisations leading to the establishment of an Experiential Learning Fellowship project that aims to strengthen the institutional capacity of SOGIE-focused, LBQ-led organisations in Kenya.

INEND has made significant progress by working with Members of the Mombasa County Assembly, Judicial officers, law enforcement officers, service providers, wazee wa mtaa, boda boda riders, and matatu operators. In addition, we have held information-sharing forums with the LGBTIQ+ community both online and offline through our targeted campaigns. We have also been able to build our internal systems, increase our human and financial resource base, and extend technical support to other LBQ organisations. This has given room to delve deeper into more responsive and sustainable strategies. As an organisation that grounds itself in feminist principles, we believe that the different experiences of feminist organisers and activists are central in shaping our collective agenda. We take pride in co-creating spaces that intentionally challenge oppressive structures and systems that allow conversations on feminism, civic and political participation, economic justice, and mental wellness. All this progress has been achieved despite the adversity towards the human rights of sexual and gender minorities in Kenya.

The Penal Code of Kenya outlaws consensual sex between men under the guise of "unnatural offences" and "indecent practices". In the coastal region, discrimination and violence against sexual and genderBima, discrimination, and outright ostracisation are part of the lived realities of SGMs in Kenya. Like in many other places, the challenges faced by SGMs here are deeply rooted in the patriarchy that reverberates, even within the movement.

Our Sphere of Impact

- 1. KILIFI
- 2. KWALE
- 3. MOMBASA
- 4. NAIROBI
- 5. KISUMU
- 6. BUNGOMA
- 7. BUSIA



2023 AT A GLANCE

- 45 Judges & Magistrates sensitised
- 10 Friends of INEND including Judges and magistrates
- 10 LGBTQ+ folks trained in Human Rights Monitoring Mechanisms(HRMM)
- Launch of Resource guide on Implementing LGBTQ+ Human Rights in Kenya
 - 70+ representatives from the Civil Society Organisation, embassy representatives, LGBTQ+ community, transport stakeholders, and partnerstransport stakeholders, and partners
- 80+ diverse women in attendance of Structurally Silenced Women conference #PushingAgainstBarriers
- 90 matatu and boda boda operators sensitised in Mombasa and Kilifi

- Advocacy on
 #JusticeForSheilaLumumba case
- 33 LGBTQ+ individuals Rescued in Coast Region during Anti-LGBTQ+ Protests
- 20 stakeholders in attendance at the Mombasa Gender Forum



RESILIENCE, RESPONSE

Collective action towards rights protection, justice and inclusion of LGBTQ+ Human Rights



MINORITY RIGHTS AND REPRESENTATION

Our Actions towards the Protection and inclusion of LGBTQ+ Individuals through equal opportunities, freedom, and political voice

55+



ACCESS TO JUSTICE

Strategic engagement with key stakeholders and policymakers at both county and national levels with the mandate to ensure the rule of law and access to justice for LGBTQ+ individuals 170+

135+

- 3 organisations forming part of the Experiential Learning Fellowship program
- Our Voices Count consortium comprising of 7 LBQGNC organisation
- 16 Days Of Activism:
 - 140 LBQ and Gender Diverse folks community conversation on SGBV/IPV and mental health
 - 60 SGBV/IPV and mental health regional Stakeholder forums held in Kiambu, Mombasa and Kisumu
- Publication and Dissemination of Economic Justice Report For Lesbian, Bisexual, Queer And Gender non conforming persons in Kenya
- 60 LBQGNC persons Trained in financial literacy and management
- Publication and Dissemination of Queering The Ballot Report report
- 35 LGBTQ+ and Media representatives engaged in Researching Media representation of LGBTQ+ in Kenya
- Digital organising on TweetSpace on IDAHOBIT, Webinar on Human Rights day, Launched QTB report and Economic Justice report
- 600K+ impressions on Our Digital platforms on Tiktok, YouTube, Facebook, Instagram and our Website



COLLECTIVE CARE AND RADICAL ORGANISING

Support rendered to our community ensuring self-sustenance practices that address the needs and challenges to resist and transform the oppressive systems



CARVING OUT SPACES

Shaping and defining safe environments to accommodate our community needs Certified data controller and processor with the office of ODPC

#TeamINEND wellness silent week

End-of-year retreat

450+

600K+

STRENGTH AND WELFARE

How we ensured Our Mental wellness, organisational health and sustainability





THE STORM: OUR YEAR IN REVIEW

In a short span of time, between January 2023 and October 2023, we saw an onslaught of discriminatory legislation directed against LGBTQ+ persons across the continent. 31 countries still criminalise the consensual sexual activity of sexual and gender minorities (SGMs) and the current trend is to worsen these laws and use legal systems to create oppressive and dangerous circumstances, environments, and penalties for SGMs, with no favourable end in sight.

For instance, in Uganda, where same-sex sexual activity was already illegal, the passing of the Anti-Homosexuality Act in 2023 has been an insurmountable blow. It restricts freedom of speech on LGBTQ+ civil rights, and introduces harsher penalties that include life imprisonment for same-sex sexual activity and the death penalty for "aggravated homosexuality" which in part alludes to persons categorised as "serial offenders".

In Ghana, Zambia, and Malawi governments poised themselves to proceed with stringent anti-LGBTQ+ legislation, actively fostered homophobic rhetoric, and continued to perpetrate human rights violations regularly. Heartbreakingly, Ghanaian lawmakers unanimously passed legislation to extensively and ruthlessly crack down on the rights of LGBTQ+ persons and those accused of promoting SGM identities. Although the Bill is under legal contention and has yet to be assented, the situation is dire.

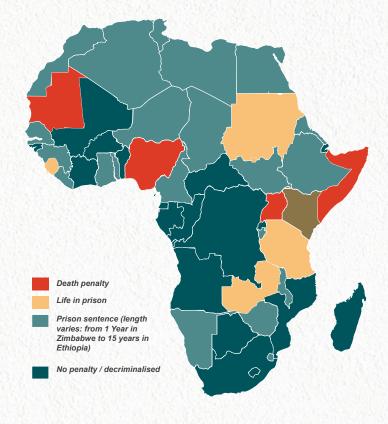
Here in Kenya, a Member of Parliament proposed implementing the 2023 Family Protection Bill in an attempt to limit fundamental rights, such as privacy, assembly, and access to sexual and reproductive health information and services, and prohibits consensual same-sex conduct of any kind.

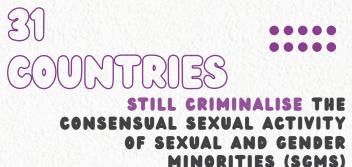
These few examples are demonstrative of how in many areas discriminatory legislation and grotesque penalties still loom as a fatal consequence of simply being one's authentic self.

How can the world be discussing the Pact of the Future when a part of the world's population is criminalised? And minorities are being pushed into exile and refugee status? Ultimately, this wave of regression has damaged and in some instances completely rolled back the progress that organisations such as INEND have worked tirelessly for. It has also emboldened homophobic populations in these countries and across the region to take matters into their own hands. We've seen waves of citizen policing, arbitrary arrests and detention by law enforcement as well as protests that did not leave us unscathed.

According to a report by the Kenya National Human Rights Commission (KNHRC), in 2023 alone, there were 12 anti-LGBTQ+ demonstrations that caused the evacuation of at least 35 people under heavy threat of violence. Mombasa and the coastal region where we operate unfortunately experienced the bulk of these protests. Because of them, we witnessed the doxxing of LGBTQ+ safe spaces and persons and physical and social threats to property and personal safety. This led to the closure of service provision centres and safe spaces curated by the community.

We were forced into heightened vigilance and response as we scrambled to enhance the security of our community and partner organisations and call upon our allies for solidarity, as a counter to the vitriol that was creating this environment. Safeguarding our community and influencing legislation and policy changes became our utmost priority.





HAKI KWA WOTE: ACCESS TO JUSTICE

In the recent majority decision for Petition No. 16 put forward in 2019, the Supreme Court ruled to recognise the right to association for the LGBTQ+ community and organisations catering to their unique needs. The ruling that quoted the universal right to equal protection under the law for all persons, as per Article 27 of the Constitution, not only demonstrated an upholding of minority rights but also served as a beacon of hope for the direction, recognition, and respect of minority rights.

Despite this positive milestone, we and the legal fraternity remain aware of the conscious and unconscious biases that cultural beliefs and religious ideologies have created and reinforced. Our joint efforts therefore continue to be in dispelling misinformation about SGMs and transforming perspectives to facilitate wider adoption of practices that prohibit discrimination on the grounds of sexual orientation and gender identity.

In a speech by a Presiding Judge of the High Court of Kenya (Meru), Hon. Edward M Muriithi, during the launch of The Legal Resource Guide on Implementing LGBTIQ+ Human Rights in Kenya said,

"THERE IS AN URGENT NEED FOR MATURE RIGHTS-CENTRED LEADERSHIP IN POLICY, LAW REFORM AND JUDICIAL ADJUDICATION OF CLAIMS TO THE RIGHTS AND RELATED FREEDOMS AND PROTECTIONS. WE SHOULD NOT FEAR TO LOOK BEYOND THE HORIZON OF OUR LIMITED TRADITIONAL ORTHODOXY IN LEGAL PROVISIONS AND TRAINING. WE MUST ETERNALLY ENGAGE IN CONTINUOUS CRITICAL THINKING EVEN ON DIFFICULT SUBJECTS OF THE ETHICS OF LIFE AND NATURE OF THE INDIVIDUAL PERSON."

Judicial Officers Sensitisation

As part of our ongoing program "Access to Justice," we again partnered with the Kenya Magistrates and Judges Association (KMJA) to sensitise judicial officers on issues affecting SGMs and advocate for enhanced protection of human rights in the justice delivery system.

Using the momentum we gained in 2022, we undertook 3 sensitisation activities that hosted 45 judicial officers in Kwale, Ukunda, Mt. Kenya region, and South Nyanza Region (Kisii), who were engaging with the process for the first time.

Over the years these sustained activities have cultivated an increasing understanding of Sexual and Gender Diversity (SGD) through the exploration of LGBTQ+ lived realities that are shared during the sessions and the legal principles that contribute to these realities. This open dialogue approach between judicial officers and SGMs greatly encourages participation and a first-hand probe for both parties thereby alleviating some existing biases, encouraging empathy, and providing a level ground for cooperation.

We remain committed to building these efforts to create a justice system that upholds the rights of all individuals, regardless of their sexual orientation or gender identity.

For our work in this regard, we have numerous instances that highlight the impact our interactions have on the justice delivery system and how they've made it more attuned to the needs of LGBTQ+ individuals. Judicial officers have clearly demonstrated increased tolerance and willingness to boost our endeavours toward justice that is accessible to all, and free from bias or discrimination.

One of the judicial officers we sensitised, for example, encountered a case involving a transgender individual. Challenges arose concerning the appropriate placement of the person due to the absence of provisions for such situations. Because of the knowledge shared, the official understood the dangers and effects of misplacement and recommended they be placed in a separate cell.

"TOGETHER WITH INEND WE HAVE COLLABORATIVELY UNDERTAKEN EXTENSIVE JUDICIAL DIALOGUES TO ENSURE ACCESS TO JUSTICE FOR OUR LGBTIQ+ SIBLINGS ACROSS KENYA THROUGH PARTNERSHIP WITH KMJA OUR SHARED QUEST BEING EQUALITY AND NON DISCRIMINATION ... WE ALSO WANT TO ACKNOWLEDGE THE FERVID COURAGE AND UNWAVERING RESILIENCE SEXUAL AND GENDER MINORITY KENYANS WHO HAVE PAVED THE WAY FOR CHANGE WITH THE GENEROSITY IN OUR SHARING OF THE LIVED REALITIES, STORIES AND ADVOCATING FOR OUR RIGHTS, YOUR STRENGTH IS AN INSPIRATION TO US ALL...

an excerpt from the opening remarks of Okwara Masafu, an Advocate of the High Court of Kenya and the Head Of Programs at the National Gay & Lesbian Human Rights Commission (NGLHRC) during the launch of the Legal Resource Guide on Implementing LGBTIQ+ Human Rights in Kenya.

Friends of INEND

Since its inception in 2021, Friends of INEND has been a focal access point for advice and insights into our 'Access to Justice' work. The wave of homophobia brought about in part by the Supreme Court ruling on Freedom of Association and the push to legislate hate by some section leaders necessitated a progress meeting with judicial officers who form part of the council. With 10 Judicial Officer's guidance, we discussed a strategy to counter the developing situation.

We came away with the notable instruction to broaden our reach and create critical mass in the justice delivery system for further protection and understanding of sexual and gender minority issues- an aspect we continue to focus on resolutely.



Human Rights Monitoring Mechanisms (HRMM) Training

The INEND team, together with four organisational leaders from Our Voices Count Consortium -Udada Imara, Voices of Women in Western Kenya (VOWWEK), Upinde Advocates for Inclusion (UAFI), and ELITE LBQ), went through a 3-day training on Human Rights Monitoring Mechanisms.

The consortium needed to analyse the shift in the country towards legalising hate- another prompt to collectively look into the protective mechanisms that exist, internationally and regionally, that could protect the communities we serve.

The training, therefore, purposed to improve comprehension of the key international human rights instruments, declarations, and conventions and teach the articulation of fundamental human rights principles relevant to the work we collectively do around research, capacity development, and advocacy.

It also provided us and those participating with the knowledge and skills to effectively harness human rights accountability processes.

A Legal Resource Guide on Implementing LGBTQ+ Human Rights in Kenya

After over two years of mobilising and sensitising judges and magistrates in Kenya on their role in protecting and ensuring the highest enjoyment of fundamental rights and freedoms for SGMs in the country, INEND and the Kenya Magistrates and Judges Association (KMJA) created a landmark non-discrimination Bench Book.

The resource:

- Supports judicial officers and other key stakeholders in the justice delivery system to understand socio-economic, political, and legal issues affecting LGBTIQ+ persons in Kenya and how they are interpreted by primary courts and courts in different jurisdictions.
- Serves as a reference point for LGBTIQ+ persons and their allies on the current status of human rights in Kenya under common-law and precedents courts are using
- Acts as a collection of best practices from Kenyan courts (and other countries facing or avoiding similar predicaments) for adjudicating the rights of LGBTIQ+ persons with references from local, regional, and global perspectives.



Click here to read the report

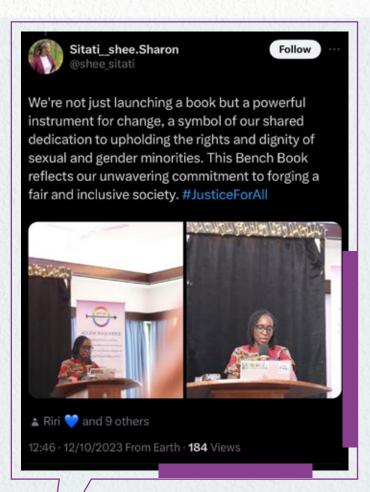
"THIS BENCH BOOK WILL BE A VALUABLE ADDITION TO YOUR READING. IN PARTICULAR, IT WILL SERVE AS A REFERENCE FOR THOSE OF US STRUGGLING WITH OUR MORAL JUDGMENTS. IT WILL HELP US TO SEE PRACTICALLY WHAT OUR COLLEAGUES IN THIS JURISDICTION AND IN OTHERS HAVE DONE WHEN MEMBERS OF THIS COMMUNITY COME INTO CONTACT WITH THE LAW OR SEEK JUSTICE IN ANY OF ITS MANY FORMS FROM THE COURTS."

High Court Judge, Hon. Teresiah Mumbua Matheka

The resource guide was launched before various stakeholders including over 70 representatives from the Civil Society Organisation, embassy representatives, the LGBTQ+ community, transport stakeholders, and INEND partners.

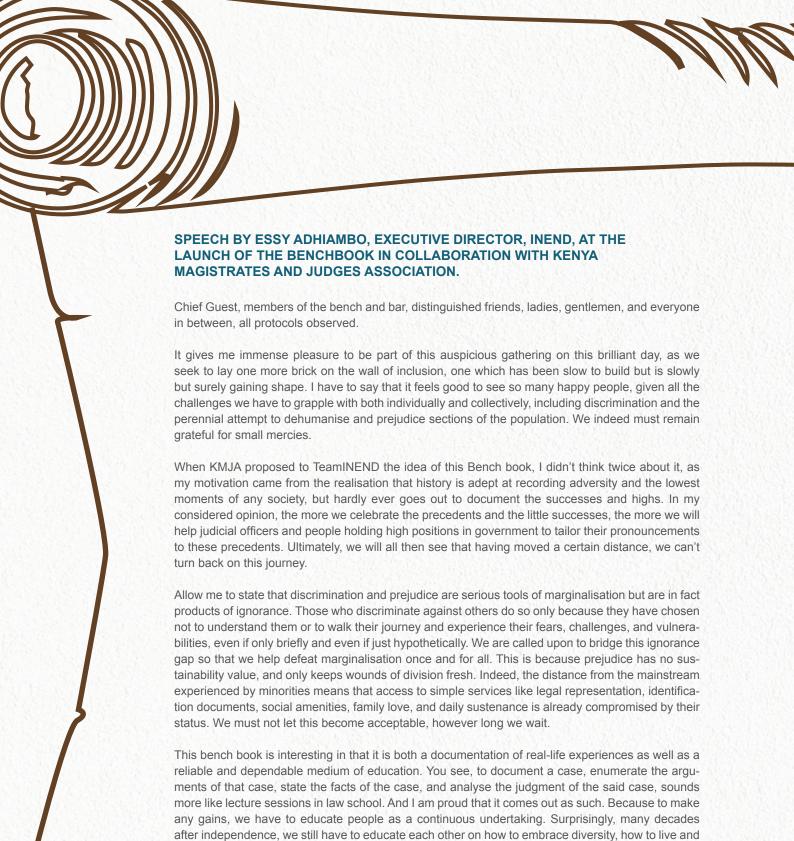












let live, how to end discrimination, and more importantly, how to read and interpret the Bill of Rights, so that we understand once and for all that we are all equal before the law and before God.

MA

As I share this forum with members of the bench and the bar, I am encouraged in no small way. I am encouraged because in fighting discrimination, the two are the arrowheads. In fact, some of the few places in Kenya and Africa where an LGBITGNC+ person is likely to find a fair hearing and not be judged (if you pardon the pun) are in a law firm seeking representation and in a court being heard. I am speaking for many when I say that we now send you out as the arrowheads to help secure our liberties and protect our freedoms. Let me exaggerate a little by saying that today, I feel like Martin Luther King gave his "I Have a Dream" speech. I have a dream that one day, discrimination, prejudice, marginalisation and hate based on man-made boundaries and opinions will end! I have a dream that the judiciary will be the arrowhead that will help strike the death knell for division. I have a dream! As I welcome you all to share this milestone with me, there is no gainsaying the fact that the most developed countries in the world are those in which freedom of choice has become entrenched. Countries with the most democratic institutions and where minorities have found space and freedom tend to develop faster because they have the chance to look back on their divisions and focus on development and growth. In contrast, many of the places where discrimination is a national philosophy end up being banana republics ruled by dictators and where it is not just minorities who get discriminated, but ultimately everyone else. Believe me when I tell you that your silence today when they come for me won't help you tomorrow when they come for you, because discrimination is a dragon that makes you believe it will eat only the neighbours, but soon runs out of neighbours but doesn't run out of appetite. Allow me in conclusion to state that no project like the bench could have been possible with just one person's effort. We as INEND and I as Essy have been truly lucky to have dependable and hardworking partners in this and other projects. I cannot end without thanking them most profusely and from the bottom of my heart. In this community, the fight against marginalisation and criminalisation is nearly a life-long journey, and when traveling on such a long journey, nothing is more valuable than someone who believes in you and watches out for you. Ours is a journey that needs absolute courage. Courage that makes you scan the horizon and believe that things will get better. The bench book is just a marker on the road to bigger things. I urge you all to never waiver in the belief that we shall overcome. To all of you who believe in a world free of discrimination, I salute you. As you read this bench book, please also be a vessel of change and unity. I end by repeating Martin Luther King's words I HAVE A DREAM! Karibuni! Essy Adhiambo **Executive Director** INEND. 12th October 2023

MINORITY RIGHTS AND REPRESENTATION

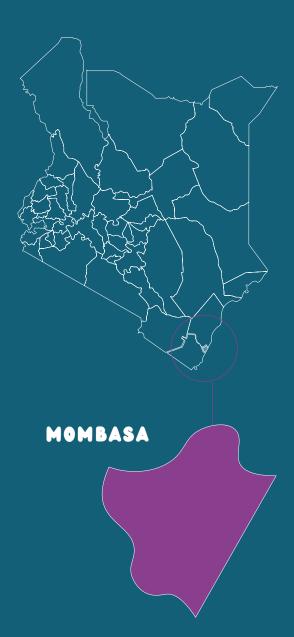
Uhamasishaji: Mobilisation And Norm Shifting

Year after year we've worked to build a mutual and strategic working partnership with public transport operators (boda boda and matatu operators). We not only engage them to change their hearts and minds and become better human beings but also encourage them to engage their peers with the same information. Additionally, we involve them in our other programs to increase their understanding of our work and obligation towards the community at large.

So far, the leaders of the operator groups and the operators themselves have been proactive in learning and sharing information with us, most notably giving us notice and details about the protests we mentioned and the pertinent conversations happening in spaces that we might not be privy to.

Because of our organisation's consistency all the operators at one local stage in Mombasa that has approx. 40 registered members have attended one or more sensitisation training- including the operators who were initially hesitant because of the misinformation and biases they held about SGMs.

In Kilifi County, a boda boda sensitisation training that we carried out during the year, led to the development of a Memorandum of Understanding (MOU) that outlined the operator's commitment to violence-free operational stages and ensuring new members sign and adhere to this code of conduct. This MOU was presented to the area chief and the Officer Commanding Station (OCS). Moving forward we plan to have more training within this particular region to expand our reach among boda boda operators.





WE ALSO CARRIED OUT 3 BODA BODA TRAININGS AND 3 MATATU TRAININGS WITH PARTICIPANTS FROM CHANGAMWE, NYALI, TUDOR, KISAUNI, BOMBOLULU, AND SHANZU IN MAY, JUNE, AUGUST, AND NOVEMBER. THERE WERE ALSO 2 BODA BODA TRAININGS IN MOMBASA AND REGION-SPECIFIC CONSULTATIVE MEETINGS WHERE BODA BODA LEADERS PROVIDED FEEDBACK ON THE VARIOUS ACTIVITIES WE CARRIED OUT DURING THE YEAR, WHICH WE USED TO INFORM OUR PROGRAMMING

IN TOTALITY, WE MANAGED TO HAVE MEANINGFUL ENGAGEMENT WITH OVER 90 MATATU AND BODA BODA OPERATORS DURING THE YEAR.

Structurally Silenced Women Conference 2023

The 20th anniversary of the Maputo Protocol prompted reflection on the progress made towards sustainable development, as encapsulated in the 2030 agenda on the eradication of poverty, ending discrimination, reducing inequalities, and amplifying the voices and rights of structurally silenced women.

Despite the strides taken, there are still impediments in cultural and social norms, traditions, gender-based stereotypes, and patriarchal structures that are hindering the full realisation of women's and girl's rights. These barriers hamper economic and political independence, perpetuate harmful practices, and enable violence against women. The impact is most acute for Structurally Silenced Women (SSWs), including sex workers, women in sports, women journalists, Lesbian, Bisexual, Queer and Transgender (LBQT) women, and women in politics.

These circumstances led us to create a space for structurally silenced women where we could delve into the situational analysis of barriers that hinder our empowerment in Kenya under the theme 'pushing back against the barriers to safe civic spaces'.

"THIS SPACE PROVIDED BOTH US AND THE PARTICIPANTS A CHANCE TO SELF-REFLECT AND DISCUSS SOLUTIONS AMONGST US. WE WERE ABLE TO ADVOCATE AND COME UP WITH SOLUTIONS THROUGH OUR JOINT EXPERIENCES FOR EMERGING ISSUES SOMETIMES THAT'S THE BEAUTY OF ADVOCACY WHEN YOU MOVE WITH COMMUNITY MEMBERS FROM WHAT THEY KNOW AND UNDERSTAND TOWARDS THE UNKNOWN."

Atieno R.T., Advocacy and Community Engagement Officer, INEND.



The conference held on the 22nd of September, in Mombasa hosted each subset of the women we've outlined, and its objectives were driven by the urgent need to create pathways for women from diverse backgrounds to significantly shape agendas, instead of being used in the current cycle of tokenism that includes them merely for optics. Participants shared their expectations for the conference, delved into the overarching conditions of SSWs, and collectively identified the major obstacles encountered by marginalised women in these four areas:



ECONOMIC JUSTICE

- Addressing the Needs of Structurally Silenced Women: the group explored ways to ensure that economic justice initiatives are tailored to address the unique needs and challenges faced by SSWs. They emphasised the importance of recognising and dismantling structural barriers that hinder economic empowerment.
- Successful Economic Empowerment Programs:
 participants discussed examples of successful economic
 empowerment programs that have helped marginalised
 women break free from cycles of poverty and inequality.
 They also highlighted best practices and shared success
 stories for inspiration.

CIVIL PARTICIPATION

- Overcoming Barriers to Civic Participation: here the focus was on strategies to overcome the barriers and challenges that SSWs encounter in civic participation with emphasis on ensuring their voices are considered in decision-making processes.
- Engaging SSWs in Leadership and Policy: participants
 explored ways to encourage and facilitate the active
 engagement of structurally silenced women in leadership
 and policy formulation- insisting on the need for inclusive
 and accessible avenues for participation.

VIOLENCE AGAINST WOMEN

- Creating Safer Spaces: the group discussed steps to create safer spaces for structurally silenced women who may face multiple forms of violence, and highlighted the importance of addressing physical and online violence against this demographic.
- Prevention and Support: participants ran through how communities and institutions can work together to prevent violence against marginalised women and provide effective support systems for survivors. Mentorship and awareness campaigns were suggested as tools to drive change.

SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS (SRHR)

- Access and Cultural Sensitivity: the group examined ways to ensure accessibility to reproductive health services and information that are culturally sensitive to the needs of SSWs from diverse backgrounds.
- Advocacy and Policy Changes: participants shared successful examples of advocacy efforts that have catalysed policy changes for sexual and reproductive health and rights for all women, with a focus on SSW.

OUR RESILIENCE, OUR RESPONSE

#JusticeForSheilaLumumba



On 17th April 2022, Sheila Lumumba, a queer non-binary lesbian was found dead in their apartment in Karatina, Nyeri County. The details of their post-mortem showed they suffered a gruesome demise that has haunted the LGBTQ+ community since.

In reaction to the police's inadequate response, INEND as part of the #JusticeForSheilaLumumba and #ProtectQueerKenyans movement, involving several LGBTQ+ organisations and rights activists in Kenya, agitated for justice and pushed for law enforcement to expedite the arrest and prosecution of those involved. Finally, after over a year and with evidence gathered from off-shoot investigations by Sheila's family, Billington Mwathi was sentenced to 30 years in Prison for Sheila's murder on December 19th, 2023.

The visibility of Sheila's case helped us spotlight the extent of apathy, disdain, and prosecution failure that SGM cases receive, and much further we must go until that changes.

"SHEILA LUMUMBA'S MURDER REPRESENTED NOT ONLY A HEINOUS ACT OF VIOLENCE AGAINST AN INDIVIDUAL BUT ALSO AN ATTACK ON THE DIGNITY AND SAFETY OF THE LGBTIQ+ COMMUNITY THIS CASE HIGHLIGHTS THE URGENT NEED FOR CONTINUED ADVOCACAY AND ACTION TO PROTECT THE RIGHTS AND LIVES OF LGBTIQ+ INDIVIDUALS. WE URGE JUDICIAL SYSTEMS AND BROADER SOCIETY TO RECOGNIZE AND UPHOLD THE RIGHTS OF ALL CITIZENS, INCLUDING THOSE OF THE LGBTIQ+ COMMUNITY. OUR COLLECTIVE EFFORTS ARE CRUCIAL IN BUILDING A SOCIETY WHERE JUSTICE IS EQUITABLE, AND EVERYONE IS VALUED AND PROTECTED."

An excerpt from a joint statement by NGLHRC, galck+, and INEND.

Situation Room Response Team

As we mentioned, the uptick in violence and discrimination from the top of the year put us on high alert. Part of our vigilance meant continuous monitoring and documentation of hateful rhetoric and activities of anti-LGBTQ+ groups holding concurrent protests in Mombasa, Kilifi, Malindi, Lamu, Eldoret, and Nairobi. In Nairobi, police were notably absent and protestors were allowed to demonstrate unencumbered as opposed to common enforcement practices used to curb other protests.

We unfortunately witnessed several alarming incidents during this time. On September 3rd, these groups held a demonstration in front of a popular queer entertainment joint in Bamburi, Mombasa- an illustration that they were gaining momentum and would disclose the details of community spaces with the intent of attack.

With this troubling revelation, we assembled and hosted a Situation Room to monitor and mitigate security-threatening incidents, together with National Gay and Lesbian Human Rights Commission (NGLHRC), galck+, HIV and AIDs People Alliance of Kenya (HAPA Kenya), WACHA HEALTH, PEMA Kenya, Kenya National Commission on Human Rights (KNHRC) and Defenders Coalition, within the same month, on September 15th when protests were being held in Kilifi, Mombasa and Eldoret.

We witnessed inciting rhetoric in several Mosques in Mombasa during the Friday prayers. Processions heading to Makadara grounds led by Nyali MP Mohamed Ali, incited violence using religious teachings to encourage the murder of people from our community. This incitement brewed in the mtaa (neighbourhoods) where people had intimate knowledge of community members' home addresses and movements. We had to respond swiftly and rescue 33 individuals with 40 incidents documented from Mombasa, Kilifi, and Lamu counties before, during and the weekend of the protest.

One of our paralegals reported an incident where, "a group of transgender (7 in number) MSM were verbally violated and threatened while in their house, where they had ran to safety to avoid the Anti-LGBTQ movement demonstrations. The perpetrators were waiting to attack them outside and threatened to kill all of them.

The support accorded by our associated allies and the solidarity from partner organisations affirms our collective solidarity and resilience and offers the community hope in the face of adversity. This Response endeavour was confirmation that we would not cower as we stood on the frontlines nor would we back down from exposing those dehumanising and discriminating against SGMs.

"HAWA MASHOGA TUTAWAFANYIA, LAZIMA TUWAUWE WOTE (WE WILL HARM THESE GAY PEOPLE, WE MUST KILL THEM) WERE SOME OF THE WORDS THAT THE PERPETRATORS USED WHILE CARRYING SHARP OBJECTS LIKE KNIVES. THE PERPETRATORS ALSO THREW STONES AT THE APARTMENT WHERE THE SURVIVORS WERE HIDING AND THE BODA BODA OPERATORS THAT HAD ALWAYS TRANSPORTED THE SURVIVORS TOOK IN THE MOBBING AND SHOUTED TO THE REST. HAPA NDIO PALE MASHOGA WANAPOISHI HATA TUNAWABEBA. (THIS IS WHERE THE GAY PEOPLE LIVE, WE OFTEN TRANSPORT THEM.)"

Paralegal incident report



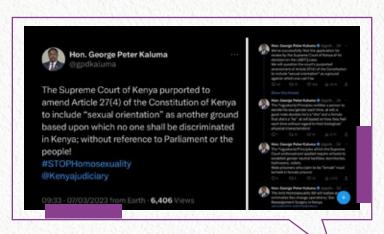
"2023 WAS A MOMENT OF MATURITY
FOR THE MOVEMENT, QUEERING THE
BALLOT BECAME THE FOUNDATION
FOR THE SITUATION ROOM, STEADILY
STRENGTHENING OUR SECURITY
AND PROTECTION MECHANISM, AS
A LEADING ORGANISATION IN BOTH
THESE INITIATIVES, WE CAN NOW SEE A
FUTURE IN WHICH WE RELY LESS ON THE
PROTECTION OF MAINSTREAM HUMAN
RIGHTS ORGANISATIONS."

Diana Gichengo, INEND Chairperson

Mombasa Gender Forum

We also felt compelled to intentionally convene 20 of our stakeholders, allies, and partners in Mombasa to discuss the existing conditions in our immediate working environment and base of operations. The biased reporting from both traditional and new media around LGBTQ+ subject matter had spread misinformation thereby escalating and exacerbating stigma-based discrimination and sensationalism of the community.

This convening acted as an incubator for discourse on what the current status quo means for the security of the community, and the human rights violations that the current context poses. It also greatly advised the responses we had during the situation room, especially on media counter-narratives. For the latter, we put out a statement in the dailies condemning the protests and upending the mainstream anti-LGBTQI+ narrative, thereby taking proactive steps against state-sanctioned and media-fuelled violence.









COLLECTIVE CARE AND RADICAL ORGANISING

Experiential Learning Fellowship: Leadership, Financial Management, and Governance

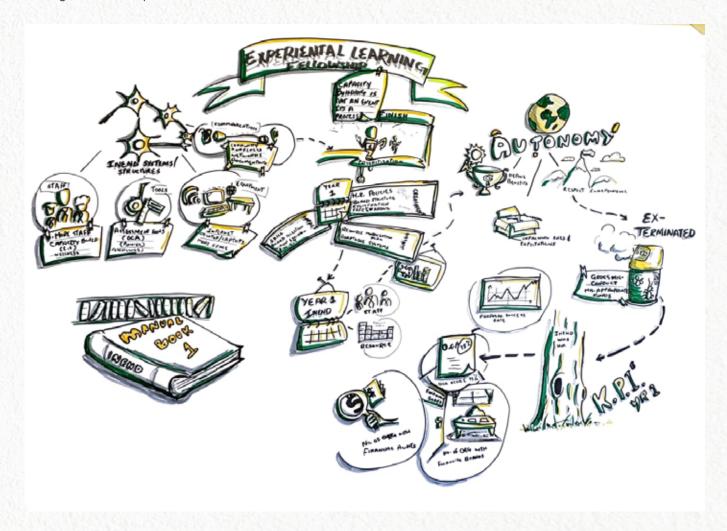
In its third year, our Experiential Learning Fellowship (ELF) was reflective, in that we used the lessons we'd collected from previous cohorts, and responsive, in that fellows had to contextually adapt their training and collaborative work into useful resources for real-time problems.

Using a comprehensive learning assessment we developed a customised training program for the cohort that addressed the unique capacity gaps identified in each participating organisation. These specialised programs covered essential areas including leadership and finance management for staff, governance, and boards.

The program proved not only practical but also immensely valuable in the participants' day-to-day work. It helped them develop their next strategic plans and supported them in refining their internal policies.

"THIS LEARNING SPACE WAS QUITE POWERFUL. WE WERE ABLE TO SHARE CHALLENGES AND RECEIVE POSSIBLE SOLUTIONS FROM PARTNERS WHO HAVE EITHER EXPERIENCED THE SAME AND OR NAVIGATED THROUGH SIMILAR ISSUES HAVING A SUPPORT SYSTEM WITHIN THE PROFESSIONAL SPHERES THAT ONE WORKS IN IS REALLY IMPORTANT AND THE INTENTIONALITY IN THEM IS CRUCIAL."

Sara Akinyi, Co-founder and Director, Elite LBQ.



Our Voices Count Consortium

We find that collective care gives room for radical acts of activism and the space to validate and affirm the lived experiences that we base our work on. The activities of Our Voices Count consortium in 2023 were avenues and outlets to release community trauma while improving our day-to-day quality of life.

There is no way to ethically shift the responsibility of care to individuals, we as institutions fighting for social justice need to share the burden and begin to explore healing justice as a pillar of movement building.

POLITICAL ORGANISING FRAMEWORK THAT ADDRESSES THE SYSTEMIC CAUSES OF INJUSTICE EXPERIENCED BY MARGINALISED PEOPLES DUE TO THE HARMFUL IMPACTS OF OPPRESSIVE HISTORIES, INTERGENERATIONAL TRAUMA, AND STRUCTURAL VIOLENCE, IT USES COLLECTIVE PRACTICES THAT IMPACT AND TRANSFORM THE CONSEQUENCES OF OPPRESSION ON OUR COLLECTIVE BODIES, HEARTS, AND MINDS.

Our Voice Counts: An Economic Justice Report for Lesbian, Bisexual, Queer and Gender Non-Conforming Persons in Kenya

This report documented the experiences of LBQ women and GNC persons in Kenya, specifically the discrimination we are subject to and its effect on our economic inclusion and access to economic justice. Kenya has thus far indicated a very strong stance against the LGBTQ+ community; as of 2022, laws that criminalise same-sex sexual expressions i.e., sections 162 and 165 of the Penal Code have not been repealed, and despite relatively few arrests being carried out because of them, the report revealed that they are the basis of secondary discrimination acts.

The report's findings and recommendations brought about the following activities and focus areas:

a) Economic Justice for LBQ Women and GNC Persons in Kenya

The study that informed the report employed a combination of desktop research on the current state of LBQ-GNC persons in Kenya between the ages of 20-40 years, and field research involving Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs) from Kisii, Busia, Kisumu, Mombasa, Nairobi and Kilifi, where participants outlined the barriers they experience when seeking economic justice.

From an economic standpoint, Kenya is progressively moving towards women's economic inclusion through policy improvements and facilitating active participation. However, when it comes to LBQ women and GNC persons, exclusion remains an active issue, with limited initiatives that bolster our economic growth. The study however revealed the folly of this and the immense benefits of their economic inclusion.



Click here to read the report

b) Finance Literacy Training

The report revealed a dire need to hold information dissemination/sensitisation sessions with the community on pivotal aspects of financial competency. The consortium trained 60 LBQ-GNC trainers of trainers from Western Kenya, Nairobi, and Coast Region who would train their constituents to manage finances effectively.

The training material included financial concepts, such as budgeting, saving, investing, and managing debt, and the techniques one could use to make informed decisions to achieve financial goals and improve one's overall well-being.





c) Economic Justice Webinar

We disseminated the research findings of this report at the same time as the parliamentary tabling of the 2023 financial bill- an intentional timing choice that we hoped would amplify them.

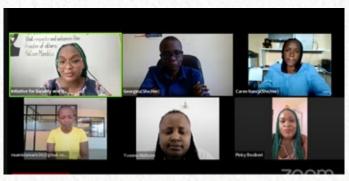
A month later on the 13th of June, we held a webinar to delve into the gaps and recommendations outlined in the report, offer resources to the community, and give insights to policymakers and actors of the socio-economic sector into the ways exclusion manifests.

We also intentionally looped into the current economic crisis conversation by curating content for a hashtag populated by feminist LBQ-GNC persons.

The webinar could not be inclusion-focused without us expanding access to differently-abled persons- we had a sign language interpreter and closed captions for the hearing and sight impaired online and in the majority.

"WE FIND THAT COLLECTIVE CARE GIVES ROOM FOR RADICAL ACTS OF ACTIVISM AND THE SPACE TO VALIDATE AND AFFIRM THE LIVED EXPERIENCES THAT WE BASE OUR WORK ON."

INEND



Click here to view the webinar

OVER 150 PEOPLE INTERACTED WITH THE WEBINAR :::::

d) Wellness in Organising

i) Annual Our Voices Count Consortium Meeting

As part of a holistic strategy, we convened consortium constituent leaders to re-evaluate our organising strategies and address and improve our organisational and individual wellness as we organise.

In the session we;

- Evaluated our performance and achievements
- Identified what still needs to be done, and celebrate our resilience
- Used the lessons learned so far to address our challenges in organising, especially in times when our safety and security were threatened
- Prioritised having wellness spaces and protocols

ii) 16 Days of Activism

We realise there is a need in our community to reduce the stigma around Intimate Partner Violence (IPV), and Sexual and Gender-Based Violence (SGBV), and the shame around accessing services that prevent or aid against these situations.

When the alarming details of Edwin Chiloba's death emerged, the public learned that they had been a victim of IPV, when their partner allegedly confessed to the brutal murder. This tragic revelation added fuel to the crucial conversation around the rate of IPV among LGBTQ+ individuals in Kenya, and the factors that keep victims from seeking help or justice. We hoped to organise and facilitate activities that would spark momentum in the fight against IPV among SGMs.

As part of our advocacy plan, we employed two approaches;

For these activities, we would like to recognise the implementing organisations













Initiative For Equality And Non Discrimination (Mombasa), Upinde Advocates For Inclusion (Kiliff), Voices Of Women in Western Kerya (Kisumu), Udada Imara (Kisii), ELITE LBQ (Busia), Queer Hive (Nairobi), and LEHA (Thika).

1) FOSTERING DIALOGUE BY LBQ-GNC PERSONS AT THE REGIONAL LEVEL TO ADVOCATE AGAINST VIOLENCE AND HELP SUSTAIN CROSS-LEVEL MOVEMEN

1B) INVOLVING KEY STAKEHOLDERS IN THE CSO NETWORKS AND AT THE COUNTY LEVEL TO ASSIST IN CURBING THE STIGMATISATION OF SGBV, IPV, AND MENTAL HEALTH FOR THE LBQ-GNC PERSONS.

Outcomes

With regional stakeholders, we upheld the need for survivor-centred interventions that recognise the agency of survivors and their role in guiding their own healing. We also stressed how to provide effective and empathetic support, employing trauma-informed interventions would avoid re-traumatisation and more aptly respond to the impact of trauma on survivors.

2) WE HELD COMMUNITY INFORMATION SHARING FORUMS TO FURTHER DRIVE AND CREATE SPACE FOR CONVERSATIONS THAT MAY SIGNIFICANTLY REDUCE INCIDENCES OF IPV WITHIN LBQ-GNC INTERACTIONS, WE ALSO DISCUSSED THE EXISTING PATHWAYS FOR REPORTING INCIDENCES



CARVING OUT SPACE

Media Engagement Strategies For LGBTQ+ In Kenya

Representation of LGBTQ+ issues in the media takes on significant importance, given its potential to shape public opinion and advocate for change. This was displayed during the year after the Murder of Edwin Chiloba and the impartial representation of the Freedom of Association case for LGBTQ+ in the local media discussions and headlines.

For INEND,It was reinforced that Media engagement is of paramount importance as it has the potential to shift societal norms, influence policy-making, and advocate for their rights and recognition.To this end, we conducted a Research involving 35 LGBTQ+ persons and media representatives through focus group discussions (FGDs), Key informant interviews (KIIs) and an online survey to understand the existing strategies and identify underlying gaps to re-shape LGBTQ+ mainstream narratives

The findings highlighted

- The dominant role of stereotypes in Mainstream Narratives and Insufficient understanding of LGBTQ+ issues
- Editorial bias on LGBTQ+ stories and Entrenched 'bad' practices in shaping LGBTQ+ representation
- Persistent fear of revenue loss and Urgent need for clear reporting guidelines by media houses
- Continuous training for journalists and Collaboration on storytelling

Armed with the research, We invited a forum of 25 persons from the LGBTQ community and media stakeholders among them the Association of Media Women In Kenya(AMWIK), Media Council of Kenya(MCK) and Individual Journalists as our partners to provide feedback on the research and engagement tools that we developed to ensure the accuracy and reliability determine practical implications and also potential applications.

To overcome the Visible mistrust between the Queer community and the media, there were recommendations for Owning narratives as The world has shifted to Digital media thus innovatively telling our stories through a lens of lived reality, will shift narratives rather than relying on legendary media.



25 LGBTQ+
PERSONS
AND MEDIA
REPRESENTATIVES
ENGAGED

Dialogue Forums with Opinion Leaders and Stakeholders Cross-Sector Forum

There is a general sentiment that if one is a human rights defender they are cognisant of the fact that Human rights are indivisible. However, this assumption led the LGBTQ+ community to feel isolated during the Anti-LGBTQ+ protests when the rhetoric took hold of Mombasa. We became more aware of the need to keep on engaging and equipping our allies with information that they would and can stand up against discrimination in spaces that they hold.

We, therefore, sought to engage our allies and to build a stronger network on the existing partnership with 15 opinion leaders and 70 civil society networks with members from different thematic areas to discuss and brainstorm solutions and referral pathways with the available data on violence, particularly intimate partner violence amongst LGBTQ+community in Mombasa counties is curbed.

There were Two Major recommendations from the spaces;

- Rights should not separated as all humans are deserving
- Need for intersectionality-approach on issues among the Human rights defenders in mainstream Civil society.

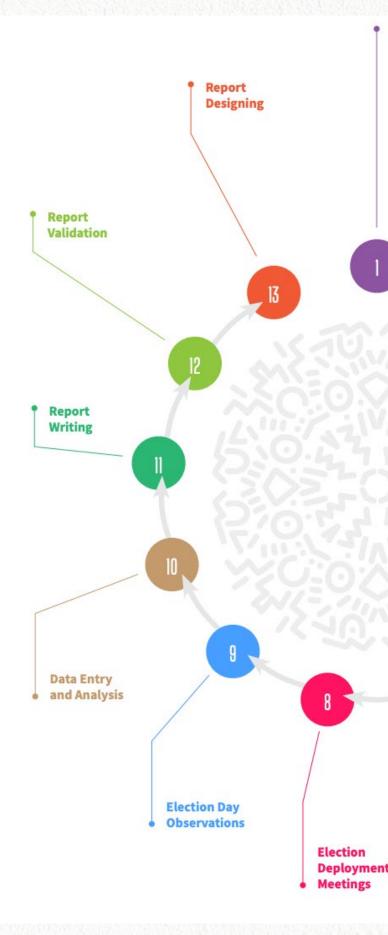
Queering the Ballot Report Findings

In Kenya's 2022 General Elections, the queer community was finally able to collectively and meaningfully take part in the electoral process, and exercise their civic rights and duties. Our Queering the Ballot (QTB) initiative that drove this participation was created to facilitate active and visible queer presence in the electoral process, a task we managed to achieve.

Following the conclusion of the election cycle, we compiled a report that paints a contextual picture of the evolution and monumental milestones that happened before and during this period. Using data collected by 50 election observers from three key regions: Nairobi, the Coast, and Western Nyanza, the report also highlights the circumstances and incidents that arose during this time, as well as the activities surrounding their mitigation.

"THIS PROJECT AS SEEN IN THIS REPORT, WAS AN AUDACIOUS MOVE BY THE KENYAN QUEER COMMUNITY TO AFFIRM THEIR CIVIC RIGHT AND DUTY TO BE INVOLVED IN THE COUNTRY'S DEMOCRATIC PROCESS IT IS A FIRST STEP TO SEEING THE COMMUNITY BRAVELY REALISE ITS RIGHTS AS STIPULATED IN OUR 2010 KENYAN CONSTITUTION."

Diana Gichengo, INEND Board Chairperson



Click here to read the report

Two-day Capacity Building Workshop in Mombasa Two-day Capacity General election **Building Workshop** cycle and processes in Mombasa Electoral processes Election monitoring Civic education Election observation Promotion of public participation Creation of **Election Monitoring** Committee Document incidences and events during the electoral cycle Apply for IEBC accreditation Institutional accreditation for **INEND** Individual accreditation for the 15 committee members 5 Security **Training** Security training of election observers in Mombasa, Kisumu and Nairobi **Taking QTB National** Meeting with NGLHRC, ELITE LBQ, WKLFF in Nairobi Situation room · Creation of the QTB Situation Room; the virtual meetings oversight committee for election observation

Queering The Ballot Report Launch Webinar

Apart from launching and disseminating the report, we want to more effectively participate in future electoral processes. Despite the limitations that exist for our organisation (within the current socio-political environment), the opportunities we found through QTB, have led us to further secure long-term political participation of the LGBTQ+ community at county, national, planning, and legislative levels.

To discuss, "How the general population responded when the LGBTIQ+ community asserted their space and voice in the political discussion," we held a webinar.

In this forum, we addressed the loss of hope and confidence that our vote could positively change society and deliberated how we could hold our elected members accountable for the protection of SGMs.

The online organising and information sharing was done through #QueeringTheBallot.

"THE COMBINATION OF VISIBILITY AND DIGITAL ORGANISING AMPLIFIES OUR ISSUES, THEREBY CREATING A PLATFORM TO MOBILISE, EDUCATE, AND CONNECT, AMPLIFYING OUR VOICES, FOR SOCIAL CHANGE TOWARDS INCLUSIVITY AND PROTECTION OF LGBTQ+ HUMAN RIGHTS."

Melody Njuki, Community Officer, INEND.



Click here to view the webinar

IDAHOBIT

In 2023, the International Day against Homophobia, Transphobia, Inter-phobia, and Biphobia (IDAHOBIT) was slated to celebrate the diversity within our families and communities under the theme, "Together always: united in diversity." The theme brought attention to the importance of solidarity, allyship, and community across identities, borders, and movements. It also fuelled discussions around the negative impacts LGBTQ+ discrimination has on development outcomes by creating barriers to accessing markets, services, and spaces.

"DESPITE THE LOOMING FAMILY PROTECTION BILL SEEKING TO HARM AND DESTROY VALUES PROTECTED IN THE KENYAN CONSTITUTION. IT IMPOSES A NARROW AND EXCLUSIONARY DEFINITION OF FAMILY, WE STAND IN SOLIDARITY WITH FAMILIES OF ALL FORMS AND CONTINUE TO ADVOCATE FOR THEIR PROTECTION AND WELL-BEING."

Joint Statement by Kenya Human and Queer Rights Organisations

X Space

As part of observing IDAHOBIT, we, together with NGLHRC and galck+ had a conversation on the anti-LGBTQ+ violence that had taken root in the country.

The conversation questioned:

- 1. Freedom of Association What it is and what it is not?
- 2. Repeal162 appeal Where are we so far?

It also delved into:

- A brief analysis of the hateful laws being pushed forward by government officials, their status, and what that means to the community.
- The search for justice- how cases involving SGMs are dealt with and what queer rights organisations are doing to bring forth different outcomes for existing cases
- 5. Highlights of what is being done to safeguard the safety and security of LGBTQ+ people in Kenya given the rise in homophobia and transphobia.
- 6. The current context of anti-LGBTQ+ rhetoric locally and regionally including in Uganda, Nigeria, Ghana etc.

And ultimately the online event sought to:

Create a safe space to amplify fears and hear the voices of the community.

Click here to listen to the conversation

International Human Rights Day: Commemorating 75 Years of UDHR

The 30 articles of the Universal Declaration of Human Rights (UDHR) form the civil, political, economic, social, and cultural rights foundation upon which contemporary human rights standards are built.

In 2023, the world commemorated the 75th Anniversary of the Universal Declaration of Human Rights (UDHR) with the theme of "Equality, Freedom and Justice for All." As we celebrated this anniversary we reflected on the enduring significance of shaping the global human rights landscape and renewing our dedication to its principles.

"AS A "COMMON STANDARD OF ACHIEVEMENT FOR ALL PEOPLES AND ALL NATIONS", THE UDHR IS A GLOBAL BLUEPRINT FOR INTERNATIONAL, NATIONAL, AND LOCAL LAWS AND POLICIES AND A BEDROCK OF THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT."

The United Nations.

Universal Declaration of Human Rights Webinar

A brief overview of the UDHR's historical inception shows its moulding of contemporary human rights standards. We held a webinar where stakeholders could recount personal stories that vividly depict the impact of the UDHR on their endeavours. It also sheds light on the hurdles and inversely the progress achieved in the advocacy for LGBTQ+ rights, especially in moments of unrelenting resistance.

The webinar culminated in a resounding call to action, delivered by dedicated human rights champions, to rally for global solidarity and concerted efforts to safeguard LGBTQ+ rights within the framework of the UDHR.

Our objective for the webinar was:

- Not only to celebrate the enduring legacy of the UDHR but also to emphasise the critical and pressing need to safeguard SGM rights worldwide and contribute to a more equitable and just world for all, in alignment with the declaration's core principles.
- To strengthen the case for LGBTQ+ rights by illustrating how these rights are an integral part of the broader human rights landscape.

We also added this conversation on #JusticeForall #EqualityForAll #FreedomForAll #UDHR75

Click here to view the UDHR webinar

#TEAMINEND: SYSTEM STRENGTHENING & PERSONNEL WELFARE

For us, organisational welfare goes beyond providing basic benefits and a supportive work environment to our team. We want to feel valued, capable, and motivated to do our best.

It has been documented that social justice and human rights activists, whose work is filled with unique challenges, can be especially vulnerable to emotional and physical exhaustion. This is why self and collective care has been woven into our structure- so that we can endure in the long haul.

Here are a few things we did to improve our wellbeing:

a) Financial Management Training

As part of staff welfare and personal well-being, we went through personal finance training and a one-on-one assessment of personal finances. We chose this combination because although strong financial knowledge and sound financial practices are important in building independence and agency, this knowledge alone without an audit of per sonal habits is futile. This way we could truly entrench personal finance systems and habits.

b) Data Protection And Privacy Policy

In April, we went through a data protection impact assessment, a necessary process considering how much personal stakeholder information we hold. The assessment ensured that we understood our compliance obligations under the Data Protection Act 2019, Data Protection (Registration of Data Controllers and Data Processors) Regulations, and the Data Protection (General Regulations), among other regulations in Kenyan law.

We are a data controller for sensitive personal information primarily that of sexual and gender minorities which is protected under the Data Protection Act 2019- it stipulates that personal information includes a natural person's conscience, beliefs, sex, and sexual orientation. The Act also requires that non-profit organisations may process such sensitive data for legitimate purposes and only where appropriate safeguards have been deployed.

As part of our compliance process, we developed an organisational Data Privacy and Protection policy that reflects our feminist value of CONSENT as an integral part of our operations and interactions. Additionally, per the Data Protection Act 2019, we were registered as a data processor and controller, and we intend to dutifully fulfil every obligation under the Act and in line with our minority-centric privacy policy.

WE ARE A CERTIFIED DATA CONTROLLER AND PROCESSOR WITH THE OFFICE OF ODPC, IN COMPLIANCE WITH THE DATA PROTECTION AND PRIVACY ACT 2019.

c) Staff & Board Wellness

I) Silent week

In August for our wellness, we took an annual 1-week hiatus. During this break, we do not indulge or engage in any work of any form. Considering how strenuous advocacy work is, taking this time away for deep rest and self-care rejuvenates us physically, mentally, and spiritually, which keeps us balanced.

Additionally, when we take time out of our regular environments, conversations change- new surroundings stimulate fresh perspectives which in the years we've maintained our 'silent week' has translated into new ways of approaching the work we do.

ii) Retreat

We set time aside to reflect and evaluate our successes and challenges and organisational performance. This guided us in identifying areas for improvement and tactics for accelerated effectiveness in anticipation of our new strategic direction (2024-2028).

This Retreat also offered us a chance to practise selfcare, recharge our batteries, and renew our commitment, given an exhaustive year of course correcting activism and mobilisation.

"CARING FOR MYSELF IS NOT SELF-INDULGENCE, IT IS SELF-PRESERVATION. AND THAT IS AN ACT OF POLITICAL WARFARE."

Audre Lorde, American Writer and Professor.



MEDIA WALL













Click on each article to view more...

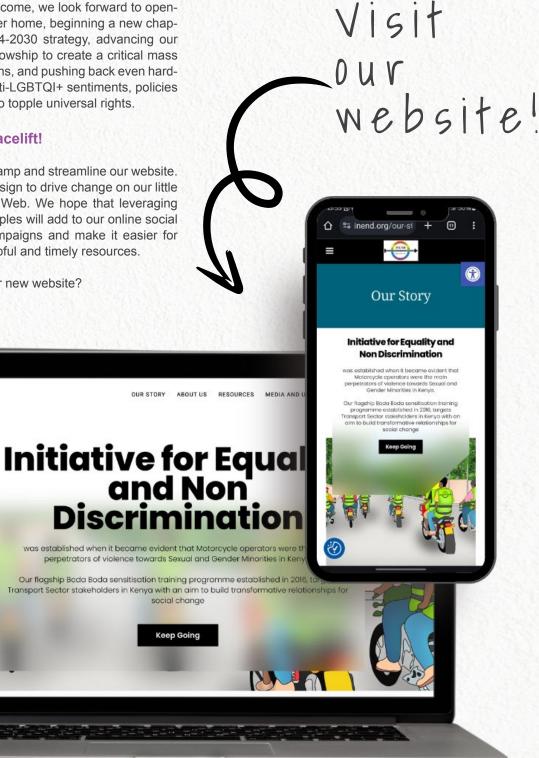
NEXT STEPS

As we dream of what's to come, we look forward to opening the doors of our forever home, beginning a new chapter under our Nawiri 2024-2030 strategy, advancing our Experiential Learning Fellowship to create a critical mass of like-minded organisations, and pushing back even harder against anti-gender, anti-LGBTQI+ sentiments, policies and legislation that seek to topple universal rights.

Our Website Got a Facelift!

We took some time to revamp and streamline our website. We wanted to use web design to drive change on our little piece of the World Wide Web. We hope that leveraging intuitive web design principles will add to our online social impact initiatives and campaigns and make it easier for our community to find helpful and timely resources.

Have you checked out our new website?



OUR 2023 PARTNERS

Our Work was Generously supported by:





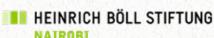
































Gratitude to our 2023 partners

- Kenya National Human Rights Commission (KNHRC)
- **Our Voices Count Consortium**
- Galck+
- National Gay and Lesbian HUman Rights Commission (NGLHRC)
- PEMA Kenya
- MWA Kenya
- HAPA Kenya
- WACHA Health
- Rainbow Women Kenya
- Pwani Feminists Futures Alliance(PWAFFA)
- **Q-Inititative**

To individuals and organisations who contributed to our programming in the year 2023, we remain grateful

#TEAMINEND











