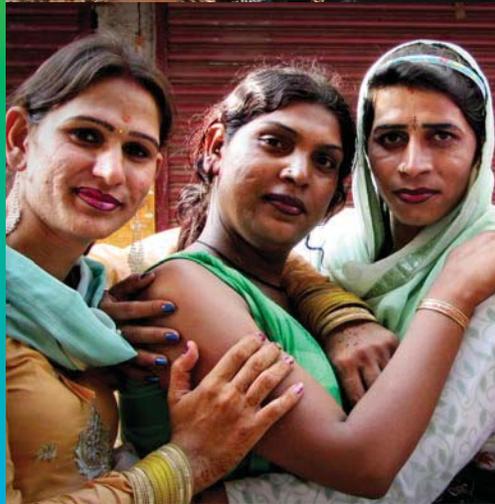




GLOBAL EQUALITY FUND  
equality | advocacy | dialogue | protection



# Global Equality Fund Annual Report 2015

Promoting and Protecting the Human Rights  
of LGBTI Persons around the World

“The struggle to end discrimination against lesbian, gay, bisexual, and transgender (LGBT) persons is **a global challenge**, and one that is central to the United States **commitment to promoting human rights.**”

- President Barack Obama, 2011



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“**Despite steps** taken by several countries to decriminalise same-sex relations, **discrimination is still widespread around the world.** The human rights of LGBTI persons are not respected. **Innovative ideas, cooperation** with civil society organisations, **protection** of vulnerable individuals and **political dialogue are crucial to prevent violations of human rights** and to respond to the shrinking space for democracy and civil society. Sweden is a proud supporter of the Global Equality Fund’s important work to ensure that the **human rights of LGBTI persons are fulfilled around the world.**”

– Isabella Lövin, Minister for International Development Cooperation, Sweden

# Message from the Secretary of State



One of the fundamental pillars of American society has been the principle that all persons are entitled to equality and dignity under the law. While we still struggle to fully realize that goal, we have made steady and substantial progress over the years towards a more inclusive society. We believe that all persons – regardless of who they are or who they love – should be able to live freely, without fear of persecution, discrimination, or violence. We have also learned over time that a more equitable society is likely to be more prosperous economically and richer culturally for the simple reason that it benefits from the energy and talents of all its people.

Because of the efforts of courageous leaders and groups over a period of decades, the United States has taken major steps in recent years to recognize and honor the rights of lesbian, gay, bisexual, transgender and intersex (LGBTI) persons. Our country is a better place because of those efforts – and it is only common sense that we would seek to apply those same principles and lessons to the policies we advocate abroad. That is why supporting the human rights of LGBTI persons internationally is a priority of our foreign policy.

The Global Equality Fund is one of the key resources we have to make good on that policy commitment, and so I am pleased to be able to present the first Annual Report outlining its achievements. The Fund, and the growing family of states, corporations, and foundations that contribute to it, are determined to support positive change in countries across the globe. This includes giving assistance to civil society activists who are striving amid hostile environments to protect LGBTI persons from violence. It includes helping to build partnerships with religious and business leaders. It includes supporting initiatives to educate the public on LGBTI human rights. In 2015, the Fund supported more than 100 civil society organizations in over 80 countries – and we are just getting started. In this report, you will learn about the innovative ways in which human rights activists are engaging and leading in the effort to develop more effective strategies to promote legal reform, create inclusive workplace environments, curb hate crimes, and initiate the dialogues and openness that produce long-term sustainable change.

I want to thank the Fund's partners who have devoted time and resources to this worthy cause, and I commend all those who, day after day, have been working tirelessly to protect and defend the rights of LGBTI persons. Most of all, I want to emphasize that our work is far from done. The walls of ignorance and bigotry remain far too high. I call on all who value dignity and equality to join this global alliance. Only by working together can we ensure that everyone, regardless of sexual orientation or gender identity, is afforded the dignity, the freedom, and the equality that all persons everywhere deserve.

Secretary John F. Kerry  
Secretary of State, United States of America



THE GLOBAL EQUALITY FUND



## MISSION

### COMMITTED TO ADVANCING AND PROTECTING HUMAN RIGHTS, GLOBALLY

The Global Equality Fund (GEF) empowers Lesbian, Gay, Bisexual, Transgender, and Intersex (LGBTI) persons to live freely and exercise their rights without fear of discrimination or abuse. The GEF provides critical resources and diplomatic support to civil society organizations (CSOs) and human rights defenders working to advance and protect the rights of LGBTI persons in over eighty countries.

Launched in 2011 by the U.S. Department of State, the GEF draws its strength from the support and partnership of a growing and diverse international coalition of governments, companies, non-governmental organizations (NGOs), and foundations.

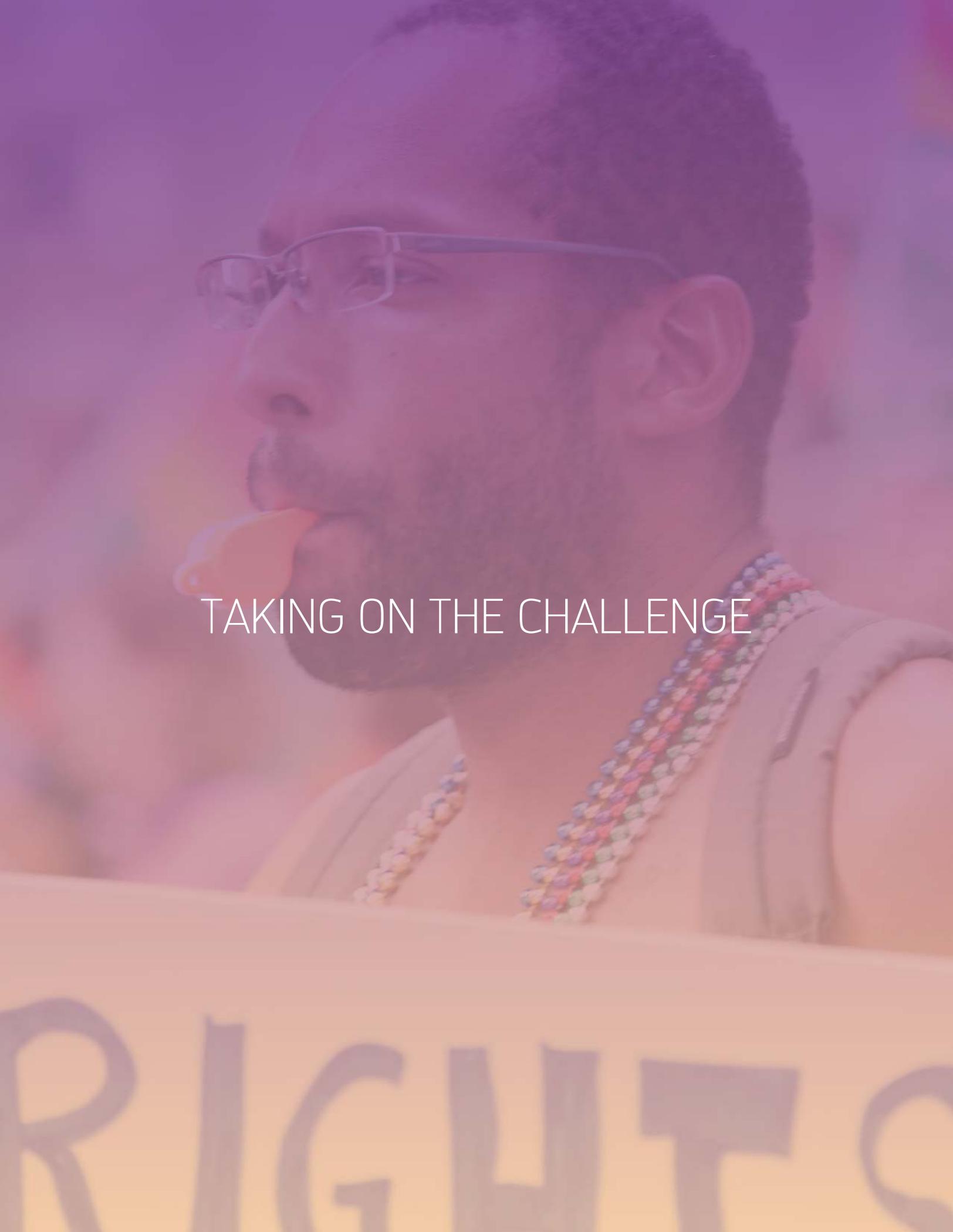
The GEF serves a unique role in the global movement for the human rights of LGBTI persons.

The GEF is:

- One of the largest sources of funding for the human rights of LGBTI persons.
- Linking activists and movements with international diplomatic and business sector support.
- Able to operate in restrictive environments.
- Making a sustainable impact by providing support on the basis of local conditions and needs.



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TAKING ON THE CHALLENGE

RIGHTS



## LGBTI INTERNATIONAL ISSUES AND CHALLENGES

LGBTI persons, and those that defend them, endure serious forms of institutional discrimination and abuse. In many countries, consensual adult same-sex relations are against the law, and in many instances discrimination against LGBTI persons is a lawful and accepted practice. As in years past, 2015 also saw a disturbing increase in the number of serious and violent crimes committed against LGBTI persons solely on the basis of their sexual orientation or gender identity.

### LEGAL PROTECTION VS. LEGAL DISCRIMINATION

#### CRIMINALIZATION

**48%** In 2006, **48% of UN Member States**, or 92 countries, criminalized same-sex sexual relations between consenting adults.

**39%**

In 2015, 75 countries, or **39% of UN Member States**, still criminalize same-sex sexual relations.

#### DEATH PENALTY

In **7 countries**, same-sex relations **are punishable by death**.



2006

2015

#### HATE CRIMES



**Hate crimes** based on sexual orientation are considered an **aggravating circumstance** in **35 countries**, and **incitement of hatred based on sexual orientation** is prohibited in **31 countries**.

#### PROTECTION

Only **8 countries** have a constitutional prohibition against discrimination based on sexual orientation.



As of May 2015, only **62 countries** prohibit discrimination in employment based on sexual orientation.



## PROGRESS IN THE FACE OF ADVERSITY

In spite of the many challenges, movements to protect the human rights of LGBTI persons have made advances due to the efforts of local civil society organizations and courageous individuals working in their countries and communities.

The work of these organizations, along with continued financial and diplomatic support from the international community, enables the gradual, but certain, recognition that LGBTI rights are human rights.

## SUCCESS STORIES

### EASTERN AFRICA: ACCELERATING CHANGE THROUGH LEARNING

Through advanced training programs, a civil society group in Eastern Africa enhanced its community's understanding and awareness of LGBTI issues. With support from the GEF, this organization trained key religious leaders, who in turn, became vocal advocates of equality. Over the next few months, this organization will use a GEF-funded curriculum to train over 200 more religious leaders. Of those, 20 will voluntarily undertake the responsibility of training their peers. This civil society group has helped religious leaders, once a source of homophobic attacks, to become influential advocates of the human rights of LGBTI persons. This shift has gradually but effectively countered the persistent social stigma and discrimination endured by African LGBTI persons.

### ASIA: PROMOTING INCLUSIVE WORKPLACES FOR LGBTI

A GEF-supported NGO in the Philippines provided increasing awareness of the challenges faced by LGBTI persons in the workplace. This NGO currently provides guidance to companies on effective methods for creating inclusive work environments. Through this awareness campaign, companies using such guidance became increasingly sympathetic to LGBTI employees throughout the Philippines, and contributed to the proliferation of more free and inclusive work environments throughout the region.

### LATIN AMERICA: PROMOTING LEGAL CHANGES TO PROTECT LGBTI INDIVIDUALS

A legal rights organization in South America made great strides fighting for equal rights and non-discrimination laws. With support from the GEF, this organization added an experienced lawyer to their team, enhancing their legal expertise and increasing their ability to provide assistance to victims of hate crimes and to the victims' families. The organization called for strengthened hate crime laws to prohibit violence targeting members of the LGBTI community. Working with a coalition organizations within its network, this group is leading the effort to protect transgender persons by lobbying for a national gender identity law.



## THE GEF APPROACH

Managed by the State Department, the GEF supports programs that take advantage of emerging windows of opportunity, accelerating change in the world’s most restrictive environments. While funding is prioritized to meet the most critical challenges and threats, it is also used to sustain positive momentum.

Individuals and organizations supported through GEF grants can be found working toward:

- Protecting persons or groups against the threat of violence.
- Replacing discriminatory laws with an enforceable legal framework that actively prevents discrimination.
- Ending overt and passive forms of institutional and workplace discrimination.
- Building community awareness and support for the human rights of LGBTI persons.

## FUNDING PRIORITIES

### EMERGENCY ASSISTANCE

Emergency and preventative assistance is provided to:

- Civil society organizations.
- Human rights defenders.
- LGBTI persons under physical threat or duress.

### CAPACITY BUILDING

Long-term technical assistance is provided to build the capacity of local and national civil society organizations dedicated to advancing the human rights of LGBTI persons.

### SMALL GRANTS

Direct grants to local nascent civil society organizations are provided to support short-term, targeted projects with immediate impact.



“The situation of LGBTI communities and their visibility as a **particularly vulnerable group** is an aspect of special concern to the Government of Chile. Our state policy is characterized by a **permanent support** for the promotion and **full respect** of human rights, based on the **recognition of human dignity and equality**. As Global Equality Fund partners we wish to achieve the **greatest possible impact** in ensuring that all over the world, **LGBTI persons enjoy their human rights** without discrimination.”

- Hernando Muñoz, Chilean Minister of Foreign Affairs



## HIGHLIGHTS OF GEF SUPPORT FOR LGBTI COMMUNITIES AND HUMAN RIGHTS DEFENDERS

### EUROPE

- Assisted with the documentation of abuses to improve data-driven advocacy efforts
- Supported major media campaigns
- Supported capacity building for local transgender human rights advocates

### SOUTH & CENTRAL ASIA

- Funded an Action Day for the advocacy of the human rights of LGBTI persons
- Subsidized cultural and legal competency trainings
- Funded community awareness trainings
- Supported the initiation of high-level judicial dialogue
- Sponsored human rights trainings for judges

### WESTERN HEMISPHERE

- Funded advocacy programs in healthcare settings
- Supported peer-to-peer parliamentary education
- Assisted general advocacy and outreach programs
- Supported the identification and documentation of violence
- Provided vital emergency response funds
- Enabled trainings for healthcare workers
- Funded education programs to increase the awareness of legal rights and redress
- Assisted individuals seeking legal support
- Helped to establish a transgender anti-violence coalition
- Supported police training sessions
- Supported security training sessions for LGBTI activists

### AFRICA & MIDDLE EAST

- Assisted with the development of advocacy plans
- Helped to launch an anti-hate crime program
- Funded an increase in security and protection services for LGBTI persons
- Supported the launch of paralegal networks
- Enabled the establishment of paralegal training sessions
- Funded security training sessions for LGBTI activists
- Funded strategic litigation and advocacy coordination training
- Provided assistance to mitigate the effects and occurrence of wrongful arrests

### EAST ASIA & THE PACIFIC

- Funded efforts to advocate for inclusive workplace practices and policies
- Sponsored regional and local government representative trainings

“Defending human rights is an **essential component** of Norway’s foreign policy. States are **obliged to protect all their citizens** from violence, discrimination and harassment. However, we see discrimination against sexual minorities in many countries. Norway supports the Global Equality Fund in its efforts to support human rights defenders all over the world who are **promoting human rights for all**, regardless of sexual orientation or gender identity.”

– Børge Brende, Norwegian Minister of Foreign Affairs

## Activists highlight poor investigation

BY ANA SCHROEDER

DAVID WAS barely 20 when he packed his bags and left the town of Williston in search of a job so that he could build a better life for himself and his family. Knowing what it was like to grow up without money, David said goodbye to his paragon younger sister and brother, travelled to Ceres, where he found a job at a local and meat supermarket, a job he loved to do, although he never found his true calling was in design. With his charm, humour, looks, quirky phrases and wit, he made friends easily and easily won the hearts of his colleagues.



VICTIM: Dawid Olyne.

Christo Oncke, 28, is being tried for the murder of Olyne, who was open about being gay and who won several beauty pageants.

community. Very early on, there was discussion on what place that evening. When they stepped in they saw us as people who would listen and our contacts were brought to our attention," Cox said.

By that time the investigation had been stagnant for six months and a new investigating officer had been appointed.

The residents were upset because they claimed that police didn't bother to delve deeper once Oncke was arrested.

The two organisations are some digging of their own, to Oncke's family and compiling a file which contained a list of names and addresses of people who had crucial evidence to say.

"Things like clothes



## IMPACT STORY: OUT WELL-BEING South Africa

On the Western Cape of South Africa, the town of Ceres sits next to the Gydo pass. The town is known to visitors for its mountain views, blue skies, and its bountiful flora and wildlife. It was against this scenic backdrop, on the outskirts of Ceres, that on March 22, 2014 David Olyne, a young 23 year old gay man, was brutally assaulted, strangled, and set alight at a gas station by a group of unidentified assailants. The ensuing investigation and trial resulted in the conviction of the one person most easily connected to the crime. Many of the alleged co-conspirators were acquitted or were never charged. They continue to live in the nearby community.

While the details of the crime are particularly horrific, the circumstances in this case are emblematic of the threats and abuse endured by LGBTI persons in South Africa and around the world.

OUT Well-Being, a South African NGO based in Pretoria, is one organization dedicated to identifying the root causes of systematic abuse and discrimination against LGBTI individuals throughout South Africa. OUT's programs educate the public, help build awareness, and enhance community engagement and communication in regards to LGBTI issues.

OUT also provides direct case management support for LGBTI victims of violence and to those who suffer other forms of discrimination. Through these programs, OUT improves access to basic health and legal services, and builds greater community trust and understanding. As a result of this work, OUT helped to build and strengthen a vital network of support where none previously existed.

**"As much as it is legal to be gay in South Africa, it is still very difficult for us asylum seekers/foreigners to live freely amongst the South African community because you are discriminated against twice. A lot still needs to be done."**

*- Maty Mvula (LGBTI Migrants group)*

Critical financial support provided by the GEF enabled the rapid expansion of OUT's outreach and documentation program across four South African provinces and six cities.

With the support of the GEF, OUT and its partners were able to deepen their reach within these communities, enhancing its capacity to provide vital services. Furthermore, OUT, in partnership with the South African research firm Nudge, and with financial support of the GEF, has also begun to address the critical lack of data related to abuse and discrimination against LGBTI persons. Using data collected from men and women of all races and ages from every South African

province, and leveraging its expansive countrywide network, OUT has undertaken the nation's first comprehensive assessment of the experiences of LGBTI persons in South Africa.

The results of this study will enable government officials and civil society to work with a common purpose to identify and assist the most vulnerable segments of society. This work will improve the quality of life in sectors where LGBTI persons are most likely to experience discrimination.



## IMPACT STORY: EQUAL GROUND

### Sri Lanka

Section 365 of the Sri Lankan penal code criminalizes "unnatural offences", and carries a harsh sentence of up to ten years of imprisonment for acts between adults. Under the law, an arrest can be made on the pretext of preventing "criminal acts" that have not yet occurred.

The law's broad language sets a dangerously low threshold for arresting LGBTI persons for consensual conduct between adults. Many of these arrests reportedly end in bribery, extortion, violence, and coerced sexual favors.

Equal Ground, a non-profit based in Sri Lanka, works to promote the rights of members of the LGBTI community, in large part by fighting for increased legal protections, greater social tolerance, and the reform of laws like Section 365.

With increased capacity enabled by the GEF's technical assistance program, Equal Ground expanded its training programs for lawyers and located new opportunities to strengthen community-based response mechanisms. With support through the GEF's small grants program, Equal Ground provided extensive non-discrimination training to employees at one of the nation's most significant businesses.

Equal Ground's mission does not prioritize one group over another. Instead, its mission statement includes the refrain "Human rights for everyone." Owing partly to support from the GEF, Equal Ground made headway in making this vision a reality in Sri Lanka, in spite of difficult political, cultural, and legal obstacles.

"Having ethnic, religious, and sexual diversity in the workplace makes a lot of sense. Dollars and sense. At the end of the day, the LGBTI "pink dollar" is a huge boost to any company."

- Rosanna Flamer-Caldera,  
Executive Director, Equal Ground



## PARLIAMENTARIANS FOR GLOBAL ACTION

### New York and The Hague

Parliamentarians for Global Action (PGA) is an international non-profit network of more than 1,300 legislators in 143 Parliaments worldwide working on human rights and the rule of law, democracy, human security, non-discrimination and gender equality. Through its geographically-diverse membership and its commitment to human rights, PGA has been able to bridge cultural and national divides to frame the discussion of LGBTI rights as a human rights issue encouraging parliamentarians to address the needs and challenges of this community.

PGA promotes its vision to create a “rules-based international order for a more equitable, safe and democratic world” by mobilizing parliamentarians to become human rights champions through peer-to-peer information sharing and an improved understanding about equality and non-discrimination. As part of this effort, and in collaboration with the United Nations Development Programme (UNDP), PGA is developing a Parliamentary Handbook on Human Rights, Sexual Orientation and Gender Identity, a tool with key information about human rights and concrete actions to raise awareness, examine, and reform legal frameworks to address the needs of LGBTI persons. “The handbook has the virtue of establishing that human rights are inextricably linked to the essence of being human,” said Dip. Berta Sanseverino from Uruguay, Co-Convenor of PGA’s Gender, Equality and Population Programme.

PGA expects that greater understanding about sexual orientation and gender identity will empower its member-parliamentarians to take action to address and eliminate discriminatory laws and practices in those countries where these still exist. Through support from the GEF, PGA has collaborated closely with LGBTI civil society organizations to design local actions and has facilitated meaningful interactions between LGBTI activists and parliamentarians at the national and regional level.

Additionally, through its partnership with the GEF, PGA leverages its extensive and geographically-diverse parliamentary network to advocate for dignity, equality in all areas, and a life free from violence, stigma and discrimination for all individuals regardless of their sexual orientation and gender identity. For example, PGA educational engagement with Salvadoran legislators from three major political parties, resulted in the Legislative Assembly of El Salvador voting to reform the Penal Code in 2015 by increasing sanctions against murders and threats motivated by hate, including on the basis of sexual orientation and gender identity or expression.

“We are making history with this project. This is the first time that, in many countries, parliamentarians are beginning to discuss LGBTI rights. We ought to continue these dialogues to make sure everyone’s human rights are promoted and protected,” noted Dip. Minou Tavárez Mirabal from Dominican Republic, PGA’s President.



The GEF supports organizations that believe in the notion that all people should be free to live with dignity, regardless of who they are or who they love. However, across the world, LGBTI human rights movements are under constant attack. In these repressive environments, the vocal support of freedom, equality and dignity is met with assault, violence, and sometimes even death.

## A CALL TO ACTION

Recent requests for support from these courageous human rights defenders and organizations have revealed a substantial funding gap. The needs of these organizations far exceed the resources currently available to support their critical work:

1. In 2015, an open call for Technical Assistance and Capacity Building proposals resulted in requests for over \$20 million to support innovative and catalytic programs. Only \$2 million was available to support new work.
2. Our recent LGBTI human rights small grants competition resulted in requests for \$1.5 million in support to nascent and grassroots organizations to create a targeted impact in some of the most restrictive environments; only \$500,000 was available.
3. Funds provided for critical emergency response – support of rights defenders and NGOs under threat of attack due to their work – are severely limited, and cannot yet meet the global demand for assistance from increasingly embattled movements around the world. Only 58% of these applications are able to be approved.



**62** of the largest 100 foundations in the United States provided **no funding** that specifically focused on LGBTI communities.

Of the **38** that did provide funding,

**5** of them awarded 1% or more of their grantmaking to LGBTI issues.

Source: U.S. Foundations Organization: Funders for LGBTQ Issues. 2014 TRACKING REPORT, Lesbian, Gay, Bisexual, Transgender and Queer Grantmaking, page 2.

With its global reach, the GEF is uniquely positioned to support positive momentum and catalyze change.

“The global movement is growing and it is strengthening despite the challenges – and the critical needs and demands outweigh the current funding available. We need to be behind [the advocates of LGBTI equality], supporting them. Just like here in the U.S., we know that the work of advocates will eventually lead to the social change that we all want to see—more tolerance, openness, and competition, and hence better business outcomes, and the Fund is one way in helping us to get there”

– Randy Berry, Special Envoy for the Human Rights of LGBTI Persons

Become a partner today. Learn more at: <http://www.state.gov/globalequality/>  
Contact us at: [GlobalEquality@state.gov](mailto:GlobalEquality@state.gov).

“Finland is **very proud** to be an active partner in the Global Equality Fund. We are happy to have witnessed our joint efforts to promote and protect the rights of the LGBTI persons bear fruit in the last years. **We must continue our work for human rights of all LGBTI persons** and fight discrimination and violence on the grounds of sexual orientation or gender identity everywhere, including our own countries. **I am personally committed to this and will continue to address this important issue in my work** as the Minister for Foreign Trade and Development of Finland.”

- Ms. Lenita Toivakka, Minister for Foreign Trade and Development of Finland



## COMPANIES

Through their support for the GEF, corporate partners have the opportunity to customize their corporate impact story to different constituencies and markets.

### Companies that support the GEF can:

- Enhance brand value with key stakeholders.
- Support inclusive environments for employees and customers in key markets.
- Enrich its workforce through inclusive values.
- Demonstrate corporate leadership on prominent social issues.
- Build and strengthen relationships with government partners.
- Develop relationships with local communities in key markets.
- Build corporate recognition with cross-sector partners.
- Retain and develop top employees by engaging in service projects with civil society organizations around the world.

In 2016, Deloitte provided in-kind contributions in support of the GEF to enhance grant management practices.

## FOUNDATIONS

Foundations will appreciate that the GEF is administered in a manner that reflects advanced operational capacity, high-impact funding strategies, best practices for selecting and evaluating implementing partners, and a global network, including U.S. embassies and consulates throughout the world.

### Foundations that support the GEF can:

- Leverage the expertise of a global diplomatic network.
- Extend support to politically constrained environments.
- Gain economies of scale and quality assurance through the well-developed, global grant-making operations that support the GEF.
- Support the development of methods, systems, and partnerships that maximize impact.
- Gain access to cutting edge social research.
- Build connections with organizations working to advance human rights and provide services in specific countries and communities.

In 2013, the Arcus Foundation provided a challenge grant in support of the Global Equality Fund, offering a 1:1 match of any corporate contribution, up to \$1 million.

Gifts from U.S.-based corporations, individuals and foundations to government agencies qualify for tax exemption under IRS Code Section 115 as long as the purpose of the donation is limited to charitable purposes.



## GOVERNMENTS

A country that partners with the GEF will play a leading role in promoting universal human rights and non-discrimination around the world.

### **Governments that support the GEF can:**

- Align themselves in a multinational coalition of support for the LGBTI human rights movement around the world
- Join in collective diplomatic action through embassy networks and capitals
- Ensure maximum impact of national giving in support of the human rights of LGBTI persons
- Demonstrate leadership on human rights in the international community

In January 2015, Chile became the GEF's first government partner from Latin America. In the November 2015 meeting of the GEF Partners Committee, Chilean Ambassador Juan Gabriel highlighted a recently approved bill to recognize civil unions for same-sex couples.

“[The Royal Bank of Canada] RBC is committed to building a **culture of inclusion** for its employees and communities. We are honored to support the critical work of the Global Equality Fund in **protecting and promoting** the human rights of LGBTI persons across the globe in their struggle for **dignity and equality.**”

– Mike Meyer, Head of Global Credit and Executive Sponsor of RBC PRIDE



## TYPES OF CONTRIBUTIONS

Through financial or in-kind contributions, GEF partners simultaneously enhance the GEF's ability to promote the human rights of LGBTI persons worldwide while demonstrating their commitment to the core values of freedom, equality and dignity.

## FINANCIAL CONTRIBUTIONS

**“Diversity is our future, is part of our legacy, and is fundamental to our success.”**

*- Christopher J. Nassetta President & Chief Executive Officer of Hilton Worldwide*

In March 2015, Hilton Worldwide officially joined the coalition to fight for the human rights of LGBTI persons around the world through a partnership with the GEF. As the first hospitality company to join Hilton Worldwide joins a strong and diverse alliance of like-minded governments, foundations, and corporations.

Hilton Worldwide operates in diverse global communities and serves a wide range of equally diverse guests; more than 30 languages are spoken by the over 300,000 Hilton Team Members in more than 4,000 franchised hotels across 90 countries. Sponsorship of a culture of diversity and inclusion is vital for a company engaged in so many parts of the world.

This partnership has formalized a set of values supported by top leadership at Hilton. The dual benefit to Hilton of this approach to diversity includes an increase to the size of Hilton's potential talent pool and a significant value-added to the company's global business operations, by fostering innovation and competition.

Hilton Worldwide's financial contributions have allowed the GEF to continue its work as a leading source of support for the global LGBTI human rights movement, leveraging Hilton's experience as an advocate for diversity and inclusion.

This partnership has allowed Hilton Worldwide to take the next step towards building a more inclusive workforce and world, benefitting both its own ability to expand into these ever-improving markets as well as the people who live and work within Hilton communities.



## IN-KIND CONTRIBUTIONS

Companies can also bring their specialized expertise and services to benefit CSOs working on the ground, providing real employee engagement opportunities with the LGBTI community.

Grantees identified a few areas in which corporate in-kind contributions are helpful in supporting their work:

- Digital safety and security training and technology assistance
- Communications and social media strategies
- Financial management
- Providing safe spaces for work and meetings
- Flight and hotel travel vouchers

The GEF works with corporations to shape partnerships that seek to align brand values, employee interest, and giving priority to the most immediate needs of LGBTI human rights defenders.

**“At Deloitte\*, the belief that people thrive in environments where they can comfortably and authentically be themselves is central to our culture. It is this belief that drives our support of the Global Equality Fund and its ongoing efforts to advance human rights for LGBTI persons around the world. At its core, the fund represents a commitment to build a safer, more equal and inclusive world, and that is a cause Deloitte is proud to get behind.”**

*- Punit Renjen, Deloitte Global CEO, May 2016*

Deloitte was the first corporation to become a partner of the GEF and has been an annual contributor since 2013.

Partnership with the GEF provides Deloitte the opportunity to make a contribution as an expression of its corporate culture and its role as a leader for promoting the human rights of LGBTI persons in the global workplace.

In 2016, in addition to its financial contribution, Deloitte provided four months of pro bono consulting and advisory services, staffed full time by professionals in grants management, strategy, and digital media. Deloitte’s in-kind contribution, provided on the basis of its strengths in the marketplace, prepared the GEF for financial growth and long term sustainability, while providing Deloitte staff the opportunity to make an impact.

\*Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. Please see [www.deloitte.com/about](http://www.deloitte.com/about) to learn more about our global network of member firms.

A photograph of two men wearing glasses, looking at a document together. The image is overlaid with a semi-transparent red and blue gradient. The text 'FINANCIAL HIGHLIGHTS' is centered in white.

# FINANCIAL HIGHLIGHTS

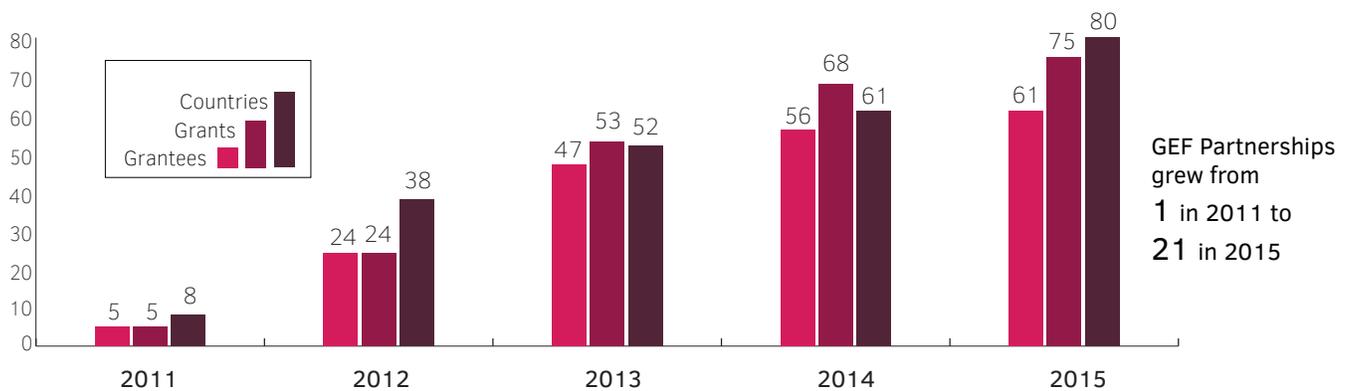


## STATEMENT OF ACTIVITIES FOR THE YEARS 2011- 2015

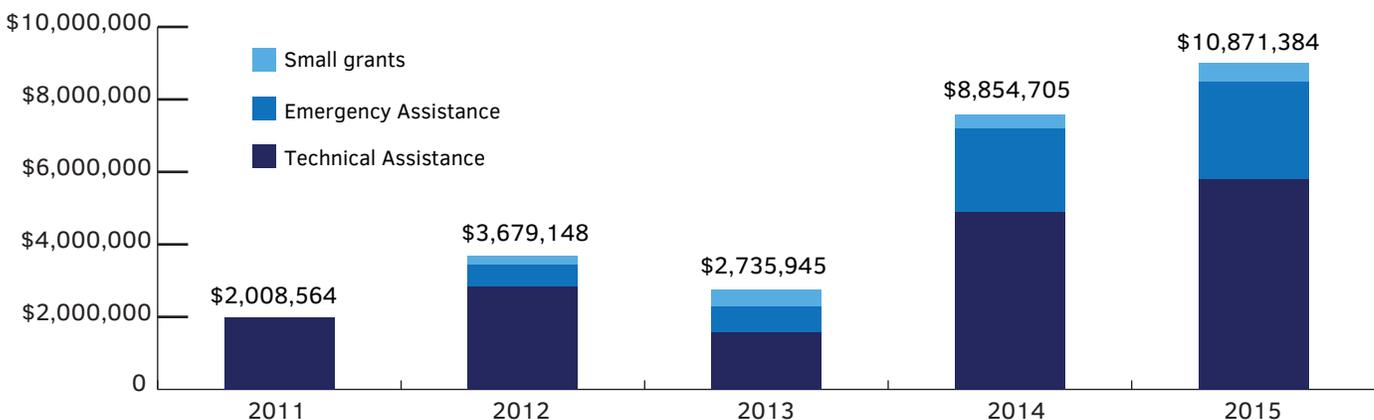
Since its launch in December 2011, the Global Equality Fund has been able to operate in all regions around the world, expanding networks on the ground to be able to provide more grants to more civil society organizations in more countries each year. Through the GEF, more than \$24 million in more than 80 countries and territories has been provided to support an emergency protection and rapid response program (Dignity for All), technical assistance programs, and small grants.

The Global Equality Fund is a leading source of support for these efforts globally thanks to its growing number of like-minded partners. It is through these partnerships that the GEF is able to empower global movements for the human rights of all people, regardless of sexual orientation or gender identity.

### GROWTH OF THE GLOBAL EQUALITY FUND, 2011-2015



### GLOBAL EQUALITY FUND GRANT-MAKING, 2011-2015 (USD)



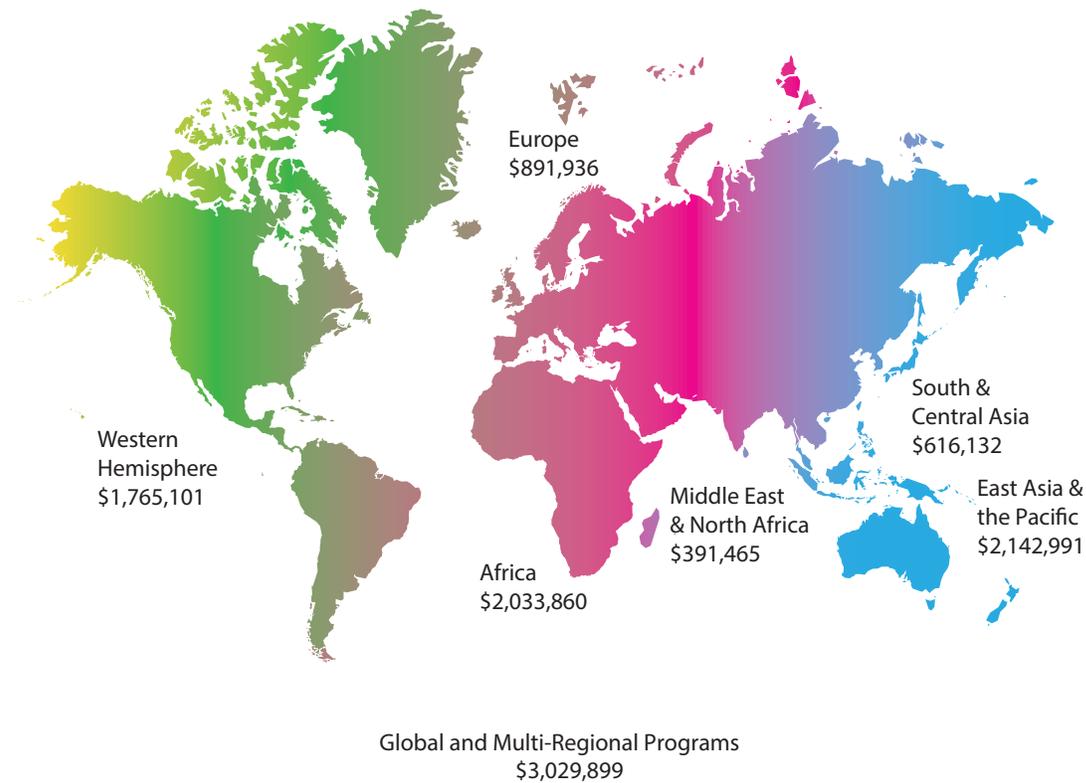
“Through the Global Equality Fund and more specifically ‘Dignity for All’ we assist in **establishing positive changes on the ground** by enabling the activists and Non-Governmental Organizations who are in **the forefront of the struggle** for more **equality and dignity** for the LGBTI-community. Through emergency funding, advocacy support, and security assistance to these modern day heroes **we work to diminish the risk they run every day.**”

– Mr. Kees van Baar  
Dutch Human Rights Ambassador



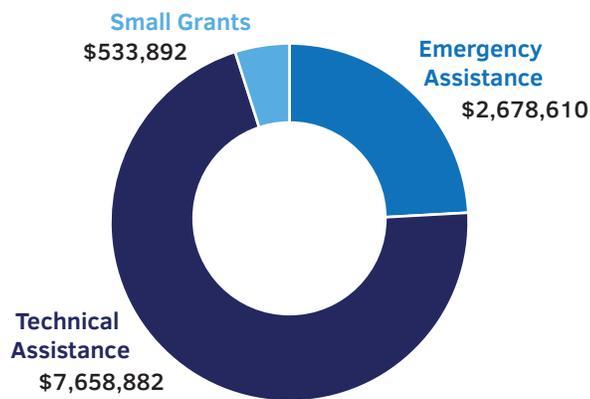
## SPENDING BY REGION IN 2015

For small grants and technical assistance



## DISTRIBUTION OF GRANT FUNDS IN 2015

By program



A photograph of a man with a beard and dark hair, smiling and looking towards the camera. He is wearing a large, vibrant rainbow Pride cape that covers his shoulders and extends down his front. He is standing on a city street with a large, multi-story building in the background. The building has several arched windows and a classic architectural style. Other people are visible in the background, some walking and some standing. The overall scene is bright and festive, with a strong rainbow color palette. The text 'CONTACT AND ACKNOWLEDGEMENTS' is overlaid in white, centered on the image.

## CONTACT AND ACKNOWLEDGEMENTS



## PARTNERS

Deepest thanks to the Partners of the Global Equality Fund, whose contributions of time, resources, and wisdom help to make this crucial work possible.

- Chile
- Croatia
- Denmark
- Finland
- France
- Germany
- Iceland
- The Netherlands
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- Sweden
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We also extend deep appreciation and gratitude to the civil society organizations and activists who spent time sharing their important work and stories of impact with us. Your dedicated efforts to promote and protect the human rights of LGBTI persons inspire us every day. Your example strengthens our own commitment to increase the available pool of resources and partnerships available through the Global Equality Fund. It is a privilege to support your efforts to create positive, lasting change.





## CONTACT US

The Global Equality Fund is a leading source of support for organizations around the world working to protect the human rights of LGBTI persons. The GEF supports courageous organizations and individuals in eighty countries around the world - and counting.

We are making progress every day, but much work remains. Become a vital part of this historic effort. For more information about becoming a Global Equality Fund Partner, contact [GlobalEquality@state.gov](mailto:GlobalEquality@state.gov).

## GLOBAL HEADQUARTERS

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[GlobalEquality@state.gov](mailto:GlobalEquality@state.gov).  
<http://www.state.gov/globalequality/>

The Department continues to pursue partnerships with foreign governments, corporations, foundations, institutions, and individuals in this important effort.



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(Paramaribo, Suriname 5 March 2015); Photographer: Parliamentarians for Global Action, South American parliamentarians meet with Honorable Dip. Lorena Peña, Speaker of the Legislative Assembly of El Salvador, and members of the Executive Board, to address human rights issues. Page 14: Photo by Nick Johnson is licensed under CC BY 2.0 with ombre saturation overlay added. Page 17 (L to R): Photo by See-ming Lee is licensed under CC BY-SA 2.0; Freedom for Afghan homosexuals by Tjook is licensed under CC BY-ND 2.0; IMG\_7373 by krytofr is licensed under CC BY 2.0; Nobody suspects anything by Tjook is licensed under CC BY-ND 2.0. Page 18 (L to R): Photo by Kevin Dooley is licensed under CC BY 2.0; Couple by Tjook is licensed under (CC BY-ND 2.0; Photo by Renata Nascimento is licensed under CC BY 2.0; mark\_carson\_protest\_DSC\_0170 by Michael Fleshman is licensed under CC BY-NC 2.0. Page 20 (L to R): Colorful people by Tjook is licensed under CC BY-ND 2.0; Photo by José Miguel Rosas is licensed under CC BY-SA 2.0; Ryoko et Yeni à la Tokyo (Gay) pride parade by David Martín Clavo is licensed under CC BY-NC-SA 2.0; Gay Pride in Reykjavík 2009 by Helgi Halldórsson is licensed under CC BY-SA 2.0. Page 21 (L to R): Photo by Niv Singer is licensed under CC BY-SA 2.0; Love; Leading a gay parade by Tjook is licensed under CC BY-ND 2.0; Sign: Two Mommies and a Baby by John Nakamura Remy is licensed under CC BY-SA 2.0. Page 22: Beijaço contra a homofobia by Maia Rubim for Editorial J is licensed under CC BY-SA 2.0 with ombre saturation overlay added. Page 23 (L to R): Love is universal by arda is licensed under CC BY-SA 2.0; Photo by Esparta Palma is licensed under CC BY 2.0; Photo by ismael villafranco is licensed under CC BY 2.0; Photo by Elvert Barnes is licensed under CC BY 2.0. Page 25 (L to R): We(I am) are not hetro in any case by Tjook is licensed under CC BY-ND 2.0; Selling pride flags along Avenida de Mayo by Beatrice Murch is licensed under CC BY 2.0; mark\_carson\_protest\_DSC\_0219 by Michael Fleshman is licensed under CC BY-NC 2.0; Photo by Niv Singer is licensed under CC BY-SA 2.0. Page 26: Beijaço contra a homofobia by Maia Rubim for Editorial J is licensed under CC BY-SA 2.0 with ombre saturation overlay added. Page 27 (L to R): Gay Pride Parade\_325 by U.S. Embassy Tel Aviv is licensed under CC BY-SA 2.0; Before and After. by Chris Tina Bruce is licensed under CC BY 2.0; The Center - redhead love - DC Gay Pride Parade 2012 by Tim Evanson is licensed under CC BY-SA 2.0; Twice the Love by micadew is licensed under CC BY-SA 2.0. Page 29 (L to R): Amor internacional by Gustavo Facci is licensed under CC BY-SA 2.0; Photo by Tim Evanson is licensed under CC BY-SA 2.0; Photo by micadew is licensed under CC BY-SA 2.0; Photo by Su-May is licensed under CC BY-SA 2.0. Page 30 (L to R): Photo by Jason Pier in DC is licensed under CC BY-NC 2.0; Photo by ep\_jhu is licensed under CC BY 2.0; Just married by Marc Love is licensed under CC BY-SA 2.0; Photo by Jason Pier in DC is licensed under CC BY-NC 2.0.

“The Global Equality Fund **drives critical resources** to LGBT communities around the world. It brings **high level commitment** from the U.S. government and has **unlocked new resources** that otherwise may never have reached the community. This kind of **cross-sector collaboration is central** to the advancement of LGBT global movements.”

– Kevin Jennings, Executive Director, Arcus Foundation

