



# ACTIVITY REPORT

**2023**





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# Foreword

## How was 2023 for us?

I would say: with a bit of everything.

First of all we managed to be visible again, with touches of humour and a lot of solidarity from our friends in agencies and beyond.

They helped us to bring to the fore our emotions, our revolt, our rights - and especially our lack of them - our question marks and our voice, made strong by the contribution of each of you.

## #IubimLaFel

The community is opening up, society is changing for the better, slowly, but progress is visible, people understand what we face and support our rights.

And this is not just me saying this, we see it in the Barometer of Opinion on the LGBT+ Community in Romania 2023, where:

- 70% of Romanians would accept their child if they found out they had a different sexual orientation
- 69% of Romanians believe that LGBTQI+ people contribute to the well-being of society, with 61% agreeing in rural areas
- 58% of Romanians think that things would not change or would go in a positive direction if gay marriages were legalised

Unfortunately we are still witnessing various types of discrimination, an area of aggressive extremism, but this does not change what we are doing. But the good news is coming from the area of organisations, both in the professional world and in the academic world or simply in the community where we live.

We have seen in the last year more openness to dialogue, genuine attempts to understand, but also to take this open conversation to the decision-making level.

Change for the better happens in response to the effort, creativity and resilience of each of you.

MozaiQ brings us together, but it is everyone's involvement that is an individual decision that ultimately makes the difference.

Thank you team and volunteers, you make things happen.  
Thank you to everyone who has been and is with us.

*gânduri bune,,  
Cristina Săracu  
Președintă*

# About Us

MozaiQ is a community organization that is directed at LGBTQIA+ people living in Romania. MozaiQ aims to develop the LGBTQIA+ community in Romania through solidarity and mutual trust resulted from social activities, presence on the alternative cultural scene, as well as providing special attention to various groups in the community: Roma LGBTQIA+ people, trans people, HIV+ people, sex workers, LGBTQIA+ people finding themselves in a precarious socio-economic situation, people with different abilities, as well as seniors and young people.

## **Purpose**

Strengthening, supporting and representing LGBTQIA+ communities (lesbian, gay, bisexual, trans, queer, intersex, asexual) living in Romania through programs meant to meet their needs.

## **Mission**

Improving the quality of life of LGBTQIA+ people living in Romania, protecting, supporting and promoting their rights and freedoms, thus ensuring that they can enjoy it fully and without discrimination from participation in key areas in society, family and community life, education, health, culture, the labor market and political participation.

## **Vision**

A society in which LGBTQIA+ people participate actively, openly and visibly to social, political, economic and cultural life, and their needs are addressed through appropriate policies and services, for them to enjoy respect and acceptance in their communities and within society as a whole.

[www.mozaiqlgbt.ro](http://www.mozaiqlgbt.ro)

# Team

## Boar of Directors



### **Cristina Săracu - *President***

Cristina has developed teams, intuitively implemented principles of diversity and organizational inclusion at a time when there was not even a theoretical discussion on this topic in the local business environment. A volunteer for many years, she has been aware of the need for an honest and open dialogue about diversity and inclusion, equity and belonging - an absolutely necessary process in any type of organisation, especially from the perspective of a coherent and applied strategy. He has been actively involved in consultancy and volunteering projects, both in the organisational and educational areas.

### **Octavian Dumitru - *Vicepresident***

Visibility, empowerment, solidarity. At the social and political level, MozaiQ must continue to be present against homophobic and transphobic manifestations, to sanction public misconduct and fight against legislative initiatives targeting the community, as well as to stand in solidarity with other communities and vulnerable groups targeted by hate speech. The voice of the community must be heard through MozaiQ and in MozaiQ, community members must be encouraged to speak out and find in MozaiQ a mouthpiece to amplify their message.



### **Mircea Ciobanu - *Censor***

Mircea Ciobanu believes that as an ally of the LGBTQI+ community it is important to help protect their rights and freedoms. Mircea graduated in economics at ASE and in the Netherlands at the Universiteit van Amsterdam, 4 years work experience in financial auditing and 4 years in financial analysis and planning. He has the experience of having been on the board of a non-governmental organization with over 6000 members, branch president in the same organization and censor of MozaiQ in the 2019-2021 term.



## **Robert Rațiu - Member**

I want more representation and visibility for the LGBTQI+ community in Romania. MozaiQ is an organisation that has grown enormously in recent years and there is a need to strengthen the LGBTQI+ movement in Romania together, especially in the context of the attacks coming on our community from several conservative groups.

## **István Téglás - Member**

I'm an actor and I recently came out as a gay man, a gesture that for me is extremely important, because it means ensuring our visibility, showing that we exist throughout society, in different areas, contributing to the common good. I think there is still a great need for this approach to society, as for decades we have been hidden as a result of the criminalisation of homosexuality through Article 200.



## **Cezara David - Member**

I have over 15 years of experience in project management and advocacy in human rights organisations. I worked for more than 11 years in Romani CRISS - Roma Centre for Social Intervention and Studies, where I also trained as a professional, focusing on Roma minority rights. I have mainly coordinated projects in the field of education (fighting school segregation, promoting diversity, legislative changes), anti-discrimination campaigns and projects for young people (Roma and non-Roma), community development.





## **Tudor Kovacs - *Member***

Tudor Kovacs' career has focused on education, empowerment and the rights and health of the LGBTQI+ community in Romania and internationally. Between 2005 and 2023, he first worked at Population Services International (PSI) in Romania, where he led the national HIV prevention and support programme for men who have sex with men. He then worked as Executive Director at the Eurasian Coalition on Male Health (ECOM) network of organisations, and later as Programme Manager at IGLYO - International Gay, Lesbian, Bisexual, Transgender, Queer and Intersex Youth and Student Organisation.

## **Mihai Lixandru - *Member***

For over 18 years I have been involved as an activist in the HIV sphere, where I have developed and professionalized. I have extensive expertise in the general health sphere with a focus on HIV and sexually transmitted infections and working with vulnerable groups. Almost 6 years ago I created the first testing centre in Romania exclusively for men who have sex with men and trans people, called Checkpoint ARAS. Today we are talking about a network of testing centres in Bucharest, Cluj, Iasi and Timisoara and soon a PrEP clinic, all part of the Checkpoint ARAS Network.



# Team

## Executive



### **Vlad Viski** ***Executive Director***

LGBT feminist activist and PhD candidate in Political Science at the University of Bucharest. He pursued his Master's studies at the Central European University, with a degree in Political Science. He previously graduated from California State University, Los Angeles, with a degree in Political Science. He also attended courses at University of Tel Aviv and University of Hong Kong. From 2015 to 2018 he was the president of MozaIQ.

### **Ana Mohr** ***Administrative and Financial Director***

As a human rights activist, Ana has been working in non-governmental organizations for ten years; coordinated harm reduction services for sex workers, drug consumers, people living on the streets and/or people living with HIV. In 2007, Ana graduated from the Faculty of Theater at UNATC I.L. Caragiale, and in 2013, from the Risk Groups and Social Support Services Master's program.



### **Andrei Luca** ***Development Director***

Since 2013, after completing his undergraduate studies at the Faculty of Film, Andrei wrote cinema articles for publications such as Film Menu, Cultural Observatory, Political Art Gazette, Scena9, Sub25 or Acoperișul de Sticla. He curated queer film sections for NexT Film Festival and FAQiff. In 2017, he started a project dedicated to classic and contemporary queer film, Cineclub Queer, within which he organized several screenings with LGBTQIA+ films in Bucharest, Cluj and Iasi.



## **Sergiu Marinescu** ***Director of Communication***

Sergiu has been working with MozaiQ since 2018 and has been active in several non-governmental organizations. He has experience working with people with mental disabilities (within Fundația Sprawni Inaczej in Poland), consumers of injectable drugs (within ARAS), people living with HIV (Sens Pozitiv Association), occupational therapy, HIV/AIDS information/prevention and testing as a volunteer at ARAS, diversity education and training, and art therapy.

## **Roxana Marin** ***Advocacy Coordinator***

Roxana is a co-founder of MozaiQ and the creator of the concept behind Unicorns@Work, with the three elements: the job fair for LGBTQIA+ individuals and inclusive employers, Unicorns at Work, the inclusive management conference of human resources Let's Walk the Talk Romania, and T-Talks – public speaking event with LGBTQIA+ people on the topic of access and experiences on the labor market.



## **George Ionesi** ***Manager Department Outreach***

George sought to get involved in civic activism since the beginning of his journey as a student. He volunteered in three NGOs fighting for human rights, later working in communication for Centrul de Resurse Juridice, the Pleoarie pentru Demnitate program. In MozaiQ he began a volunteer, joining the team desiring to bring about grassroots change. He studied psychology, likes to write about his feelings and experiences, to garden in his concrete apartment and to enjoy the sun as much as possible.



## **Bogdan Dogaru** *Office Manager*

Ever since he was a student, he has been active within the LGBT community by working in the gay clubs from the capital city, promoting LGBT culture both through dedicated parties as well as through cultural, social and HIV/AIDS prevention projects. He is a founding member of MozaiQ and of the association „Eu sunt! Tu?“.

## **Victor Pînzariu** **Social Assistant**

He has a long history in the field of activism, dating back to high school when he had the opportunity to collaborate and work in the non-governmental field while pursuing his studies. He has been a social worker for 6 years working with vulnerable groups, and a community mediator in the trans community since 2020.



## **Maximilian Androne** *Communication Officer*

Max has been active in the non-governmental field since he was 17 years old, gaining experience in three different organizations. The main causes he cares about are human rights and environmental conservation. Studying political science, he wants to use specific social sciences knowledge and tools to help MozaiQ build a united community in the face of a hostile society. Max is adaptable, pragmatic, hardworking and with a strong spirit of initiative.





## **Andrei Purice** ***Financial Officer***

Social Work graduate, Andrei met social activism, ever since the first year as a student. He has worked in an NGO that assists vulnerable people, carried out numerous volunteering activities in the social sphere, believing that each of us deserve equal rights. He is now learning about activism for LGBTQIA+ individuals, strongly believing that Romanian society must make an effort to acknowledge what acceptance, equality of opportunity and even love truly mean.

## **Mădălina Bădărău** ***Youth Program Manager***

Mădă works in the field of activism and volunteers since she was a teen. She graduated in Anthropology and is currently pursuing a Master's degree regarding the problems of vulnerable groups from the perspective of social work. She wants to continue working in the field of activism because she understands the need for safe spaces for the community and wants to continue creating these spaces alongside the team she is a member of.



## **Miruna Șerban** ***Financial Officer***



Miruna has dreamt of community organizing ever since she realized she is part of the LGBTQ+ community, although at the type she wasn't familiarized with this term. She finds herself in working and interacting with the community, and believes that, through collective efforts, she truly contributes to beneficial systemic change. She believes in the indispensability of safe spaces and is passionate about social issues, arts and crafts, and believes that a lively and vibrant community space finds itself at the intersection of these three.

### **Thanks as well to:**

Jerzy Ioana Dumitrescu, Gabi Urdoff, Alexandru Palas, Carmen Gheorghe, Ovidiu Anemțoaicei.

# Programmes and Projects

## Campus Pride

### Community advocacy campaigns for safe universities

Campus Pride is the first initiative in Romania that aims to create a welcoming, accepting and safe space for all university students in Romania. The project, dedicated to and created by LGBTI+ students, created the first safe space in which they can inform themselves, socialize, and develop their leadership abilities, in the context of a still profoundly homophobic reality. Campus Pride is the only LGBTQI+ safe space for LGBTQI+ students in Bucharest. We've organized over 100 weekly community actions in the university year since 2021.



From the formation of the Campus Pride team in October 2021 to date, we have organised over 100 community events. These have been held almost weekly on Saturdays during the academic year, with more frequent events during History Month and Pride week. Event themes have included discussion evenings, arts and crafts workshops, gender equality workshops, boardgames and more.



Together with our volunteers we organised events dedicated to young people and women from the LGBTQI+ community during Pride week. The events aimed to socialise and celebrate queer identities. Also during Pride week we curated a selection of LGBTQI+ themed publications written by people from the community for the LGBTQI+ Shelf at Cărturești. The shelf was arranged in 5 stores in Bucharest.

## Campus Pride

We were the most visible organisation in LGBTQI+ History Month, organising 12 events in 4 weeks. Among them, as part of the Campus Pride program, we organized Back to University Get-Together, the reopening of the Campus Pride Bucharest center for the 2023-2024 academic year, Girls Just Wanna Have Fun, a party dedicated to women in the LGBTQI+ community, a Banner Workshop in preparation for the Our Tradition Is Love march, Rainbow Tram and Trivia Night, a trivia night about the history of the community.

As every year, the Campus Pride team was vital in organizing the annual Our Tradition Is Love march held mid-month.



Also during History Month, Campus Pride volunteers were part of an information campaign on the history of the LGBTQI+ community. They wrote texts about moments or characters from the history of the community throughout the month, resulting in 18 posts on Instagram and Facebook platforms with a reach of over 30,000.

We organised 4 workshops for associations and student groups: AS-SAS, ASLS, SCORA SSMB, Gen. Democracy Club. The topics of the workshops differed according to the profile of the associations or groups, but were focused on inclusion, diversity, equity and anti-discrimination.

We have translated the National Campus Pride Report into English to make it more accessible. We have also broadened its content by adding the Campus Pride intervention model.



## Campus Pride

Campus Pride has expanded its borders to Norway and the Republic of Moldova. Together with our Norwegian partners Oslo Pride we were part of the Oslo Pride festival, addressing as part of a panel the situation of LGBTQI+ people in Romania and the results of the Campus Pride National Report. Oslo Pride paid us a visit during the Pride festival in Bucharest, being an active part in organizing multiple events, such as the Rainbow Breakfast. Together with Laolaltă Moldova partners we experienced the realities of LGBTQI+ people in Romania and the Republic of Moldova, organizing together activities in History Month (Bucharest) and Coming Out Days (Chisinau).



In 2023 we also tackled LGBTQI+ cultural practices, starting a series of portraits of people who practice drag in Romania and Moldova with Laolaltă partners. We photographed and exhibited 10 portraits of 10 drag queens from the two countries at the MozaiQ Allies Gala, an exhibition that addressed the theme of Puzzling Identities.

Campus Pride has strengthened its national presence by organising six workshops with local communities. In 2023 we reached Brasov, Constanta, Iasi and Oradea, organising workshops with local associations and groups on youth community organising, anti-discrimination resources and practices.



In 2023 we selected 4 LGBTQI+ students who benefited from workshops and classes on topics such as self-advocacy, communication, community organizing and leadership, actively involving them in running Campus Pride administrative activities as well as weekly activities. The activity aims to create leaders in the LGBTQI+ student community who then take over the coordination of the Campus Pride centre, continuing the Campus Pride leadership model.



## Campus Pride

We ran a social media campaign about the experiences of LGBTQI+ students in several cities and brought to light the issues they face in their everyday lives. Topics covered included housing, discrimination in college, programming and safety in public spaces, with a reach of over 40,000.

We started support groups dedicated to LGBTQI+ youth facilitated by Ana Isac in April 2023. The groups take place every two weeks and provide LGBTQI+ youth with a safe space to discuss the most relevant issues they face and find support. Many of them come from families that do not accept them or have experienced discrimination in the education system/labour market.



### Proiecte din cadrul programului Campus Pride

#### **FIERTE. Supporting LGBT students in Bucharest**

The project aimed to replicate the Campus Pride leadership model, training 4 LGBTQI+ students in advocacy and community organizing to become actors of change in their universities, changing the climate of acceptance in the university environment.

#### **Pride@Work**

The project involved working with the Norwegian organisation Oslo Pride to exchange work experiences, institutional practices and models for organising Pride festivals.

#### **United in Pride**

The project was implemented in partnership with the association Laolaltă Moldova, aiming at exchanging best practices, highlighting similarities and increasing the capacity of LGBTQI+ youth and students from Romania and Moldova to take action.

### Programme results in 2023:

- More than 500 people attended weekly events during the academic year
- Over 40 community events throughout the year
- 16 volunteers recruited for Campus Pride activities
- 4 workshops for student associations and groups
- Partnerships with 2 organisations abroad (Moldova, Norway)
- 6 workshops for local organisations in Romania
- LGBTQI+ shelf present in 5 shops in Bucharest
- Translation of the Campus Pride National Report
- A social media campaign with a reach of over 40.000
- 15 support group sessions dedicated to LGBTQI+ youth
- A leadership camp for LGBTQI+ students



## Rainbow Care

MozaiQ has received an increased volume of requests from LGBTQI+ people in immediate need of assistance in recent years, which is why it realized the lack of access to psychosocial services and the need to reduce risk factors associated with unhealthy living and vulnerability in housing and the labour market. The Rainbow Care programme aims to reduce social inequalities for the LGBTQI+ community in 3 cities in Romania (Bucharest, Timisoara, Brasov) through a suite of activities that address individual community and social risk factors.



Through this programme, individual and group therapy, social and vocational counselling were offered to the most vulnerable members of the LGBTQI+ community in Bucharest, Timisoara and Brasov.



In addition, educational workshops on health topics were held focusing on the concept of individual control over personal health. Participants were guided through interactive exercises to explore the factors that support control over their own health.

MozaiQ opened the emergency shelter for community members in emergency situations. During the first months of the project, the emergency shelter underwent an improvement operation. Appropriate furniture was purchased and general cleaning activities were carried out. The people who have benefited from the services are the most vulnerable members of the LGBTQI+ community.



## Rainbow Care

In addition, we organized a series of training workshops for psychosocial professionals from Bucharest, Brasov and Timisoara. The workshops were designed by the MozaiQ team as an interactive experience about diversity and inclusion, sexual orientation and gender identity, as well as life experiences and vulnerabilities specific to LGBTQI+ people, case studies and appropriate response strategies. The workshops are dedicated to specialists and providers of social, medical and other services from state institutions and professional associations. The workshop was very well evaluated by the participants who expressed satisfaction and thanks for the organisation of this activity and requested the continuation of the initiative and more similar workshops.



We created and implemented an online campaign throughout the project with a series of messages designed to support the idea of self-sufficiency and individual control over one's own health even under adverse conditions, which are the main themes of the programme.

We also organised a Rainbow Breakfast event, where we facilitated networking between members of the LGBTQI+ community and representatives from corporations and other employing institutions, with the aim of exploring employment opportunities, barriers and catalysts to employability for LGBTQI+ people in Romania.

### Programme results in 2023:

- 209 hours of psychological counselling
- 15 support group sessions, of which 8 funded through Rainbow Care
- 4 trainings for professionals (two in Bucharest, one in Brasov and Timisoara)
- 1 networking event with representatives of Romanian employers
- 3 health workshops in Bucharest, Timisoara, Brasov
- 1 workshop on chemsex in Bucharest
- 1 first aid workshop in Bucharest
- Increased visibility of community support services
- Two LGBTQI+ organisations have been strengthened to provide adequate assistance
- 19 posts on MozaiQ's Instagram and Facebook pages with a reach of 48,133

## Engage & Empower Advocacy campaigns for LGBTI communities

The project aimed to strengthen the capacity of local LGBTQI+ communities to influence and monitor human rights policies.

Namely, the project had three main objectives, focused on developing the advocacy capacity of 6 local LGBTQI+ initiative groups, forming a National Network, which will then have the tools to identify 3 timely advocacy themes to attract public support. Finally, we implement advocacy and communication campaigns with the aim of influencing policy makers at parliamentary, governmental and local level on human rights and the promotion of equal and fair treatment.



We mapped the needs of LGBTQI+ communities in 6 cities across the country in order to build a network of LGBTQI+ activists across Romania. The network was strengthened throughout the project through monthly meetings on relevant topics: civil partnership, simplifying procedures and protocols on legal and medical transition for transgender people, representation, visibility and combating all forms of discrimination.



## Engage & Empower

In order to provide tools to activists in the country, we organized 6 learning workshops: communication with Monica Jitariuc, public speaking with Roxana Marin, advocacy Oana Preda, direct action with Olga Popescu, community organizing and project writing with Tudor Kovacs.

As a result of the workshops and meetings, we developed the network's comprehensive Public Policy Intervention Plan, focusing on three interests: safe spaces for LGBTQI+ people in Romania, access to inclusive and dignified healthcare for transgender people and civil partnership for same-sex people.

We have developed and launched the Opinion Barometer on the LGBTQI+ community in Romania 2023, available on the website, with the aim to explore the perception of the general population in Romania towards LGBTQI+ people. The Barometer was conducted following qualitative and quantitative research through 6 focus groups in 6 cities across the country and a nationally representative opinion poll.

We produced and launched the Equality Index, available on the website, which contains 52 political demands of the LGBTQI+ community in Romania, contextualising the current political and social situation.

In response to the attempt of some PSD, PNL and AUR representatives to change the Law on pre-university education, we developed a mailing campaign addressed to the members of the Education Committee of the Romanian Parliament, with the aim of not approving the amendments. 174 mails were sent as a result, the law was not approved.

We organised two negotiation sessions with decision-makers at the Parliamentary Forum for Diversity, with MPs and members of civil society, and then at the second meeting, with REPER MPs, where we discussed the next steps for the creation of an inter-parliamentary group on LGBTQI+ rights in the Romanian Parliament.

An audience meeting with three representatives of the Ministry of Family, Youth and Equal Opportunities, where we asked for the amendment and completion of the application rules of the governmental loan programs "StudentInvest" and "FamilyStart", so that these programs include same-gender couples in the definition of family.



## Engage & Empower

We organised the Our Tradition is Love protest in October 2023 as part of LGBTQI+ History Month. Over 1000 people shouted out their demands for the legalisation of civil partnerships and recognition of same-gender families.



We have launched the Iubim la Fel Campaign, a national campaign to increase society's support for same-gender civil partnerships. It integrated the efforts of many creative agencies with diverse visions. The Iubim la Fel campaign was present on social media and street billboards in 5 cities across the country.

### Programme results in 2023:

6 thematic sessions mapping the needs of the LGBTQ community, in 6 cities, with 84 participants

6 networking meetings in the 6 cities with 50 participants

6 workshops for the Network with a total of 87 participants

The Network's integrated intervention plan on public policies

6 focus groups with a total of 36 people in 6 cities across the country

1 nationally representative opinion survey with 1,110 valid responses

Launch of the Opinion Barometer on the LGBT+ community in Romania 2023

Launch of the Equality Index

1 mailing campaign addressed to Members of the Education Committee of the Romanian Parliament

Our Tradition is Love protest with over 1000 participants

2 negotiation sessions with decision-makers

An audience meeting with three representatives of the Ministry of Family, Youth and Equal Opportunities, where we requested that social programmes include an inclusive definition of family

We launched the national campaign Iubim La Fel.

96 street billboards, in 5 cities, with a reach of approx. 2 million

Over 70 social media visuals

3 video spots

- Website iubimlafel.ro, dedicated to the campaign

## Queer în România

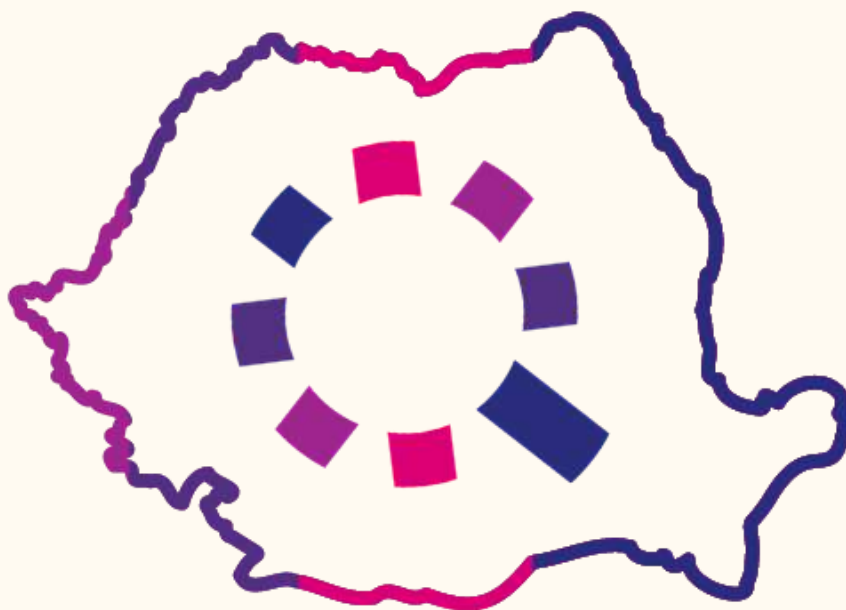
Queer in Romania is a research and advocacy project that aims to combat discrimination by mapping the realities of queer lives and promoting human rights by empowering community members and engaging authorities in dialogue about proposed policies. Our approach centres the community and enables its members to acquire research skills and collaborate on a data collection intervention.

The outcome of the project will be the Queer in Romania report, a report that will benefit the LGBTQI+ community as well as academics, policy actors, members of civil society and others.

In 2023 we developed the research methodology together with allies from the academic community and started mapping the experiences of queer people in Romania, covering key areas such as education, health, culture, access to jobs and housing, family life, safety in public spaces.

Within the project we professionalized 4 community members as research associates who helped with data collection. We organised 5 focus groups in Bucharest, Iasi, Oradea, Brasov and Constanta.

By building a body of data and expert assessments on existing policies we aim to contribute substantially to a paradigm shift in the general attitude of the authorities regarding their responsibilities towards Romanian citizens who are part of the LGBTQI+ community and thus contribute effectively to the fight against discrimination and the strengthening of human rights in Romanian society.



**Queer în România**

## **We are HERE**

### **Communication campaigns for growth confidence in the NGO environment**

The aim of the We Are Here project is to raise the visibility of the role and work of the LGBTQI+ non-governmental sector at national level among allies, stakeholders and the general public through three awareness and engagement campaigns over a 12-month period.

The project targets the LGBTQI+ community and its allies, and the central message is that NGOs are the foundation of democracy and direct involvement in their work generates systemic change, especially for vulnerable, minority groups.

Among the project's highlights was the Allies Gala - Pink Skies, which brought together over 250 guests from civil society, media, TV, influencers and other leaders of change who have promoted the inclusion of the LGBTQI+ community in society, either from the position of ally or community member.



#### **Project results in 2023:**

- The MozaiQ 2023 General Assembly was held and broadcast live on the MozaiQ Facebook group to ensure democratic transparency of the elections of the new Board for the period 2023-2025.
- 4 events were held within Pride 2023 and LGBTQI+ History Month 2023: Pride in the Garden - Fair of LGBTQI+ initiatives in Romania, Empowering Impact - Activism in Norway, Rainbow Tram and Guided Tour through Queer Bucharest
- We organized through Campus Pride 8 events in Brasov, Oradea, Iasi and Constanta
- A social media storytelling campaign about the lives of LGBTQI+ students in Romania
- ALLIES GALA - Pink Skies, where allies from civil society, media, TV, influencers and leaders of change were present



## Unicorns@work

The Unicorns@Work project aims to increase the employability of transgender people in Bucharest, working in parallel with both transgender people to improve their diverse skills and with companies, being an information space for employers and employees committed to the idea of diversity inclusion in the Romanian labour market, trans people, LGB+ people and allies of LGBTQI+ people in Romania. The project has been running since April 2019.



As part of Unicorns@Work we organised two networking events for employers and companies who want to create open, flexible and inclusive organisational cultures for LGBTQI+ people. The first event took place in July in partnership with Oslo Pride and the Norwegian Embassy in Bucharest. Together with Oslo Pride's Executive Director Dan Bjarke, we explored strategies and ways in which the private sector can amplify the message about inclusion and help create a culture where diversity is valued not only within their own organisations, but also socially.



The second event was held in partnership with the French Institute and took place as part of LGBTQI+ History Month. Throughout the event we presented data from the Opinion Barometer on the LGBT+ community in Romania. Based on this x-ray of Romanian society, we started a conversation about the inclusion of LGBTQI+ people in the Romanian labour market.

# Outcity

The OUTcity project aims to support LGBTQI+ people outside Bucharest, and to provide assistance to informal groups and LGBTQI+ organisations. MozaiQ works in a collaborative way with informal groups and LGBTQI+ organisations in the country, according to their needs and local realities.

We have supported Pride in Iasi, Cluj, Timisoara, Brasov and, for the first time in Romania, Oradea Pride. We have also supported local initiatives during LGBTQI+ History Month. Throughout the year we provided grants to local groups, funded capacity building courses, connected organisations and groups together, strengthened a national network, provided constant advice according to need and were continuously present in communities across the country.



## Project results in 2023:

- Thematic mapping sessions on the needs of the LGBTQI+ community in 7 cities
- Informal group sessions to increase advocacy capacity
- National network building sessions
- Grants worth 23.762 RON
- Advice on legal establishment as an NGO
- One-on-one sessions on the internal functioning of organisations
- Over 10,000 kilometres travelled across the country
- Collaborative sessions with organisations and informal groups in the country on regional collaboration, future actions and existing resources

# LGBTQ+ Community Fund

In 2019 we launched the LGBTQ+ Community Fund, the first fund dedicated to LGBTQI+ community initiatives in Romania. The LGBTQ+ Community Fund aims to support local LGBTQI+ community initiatives and allies to ensure safety, visibility and equality for all people in Romania, regardless of their sexual orientation, gender identity or other characteristics.

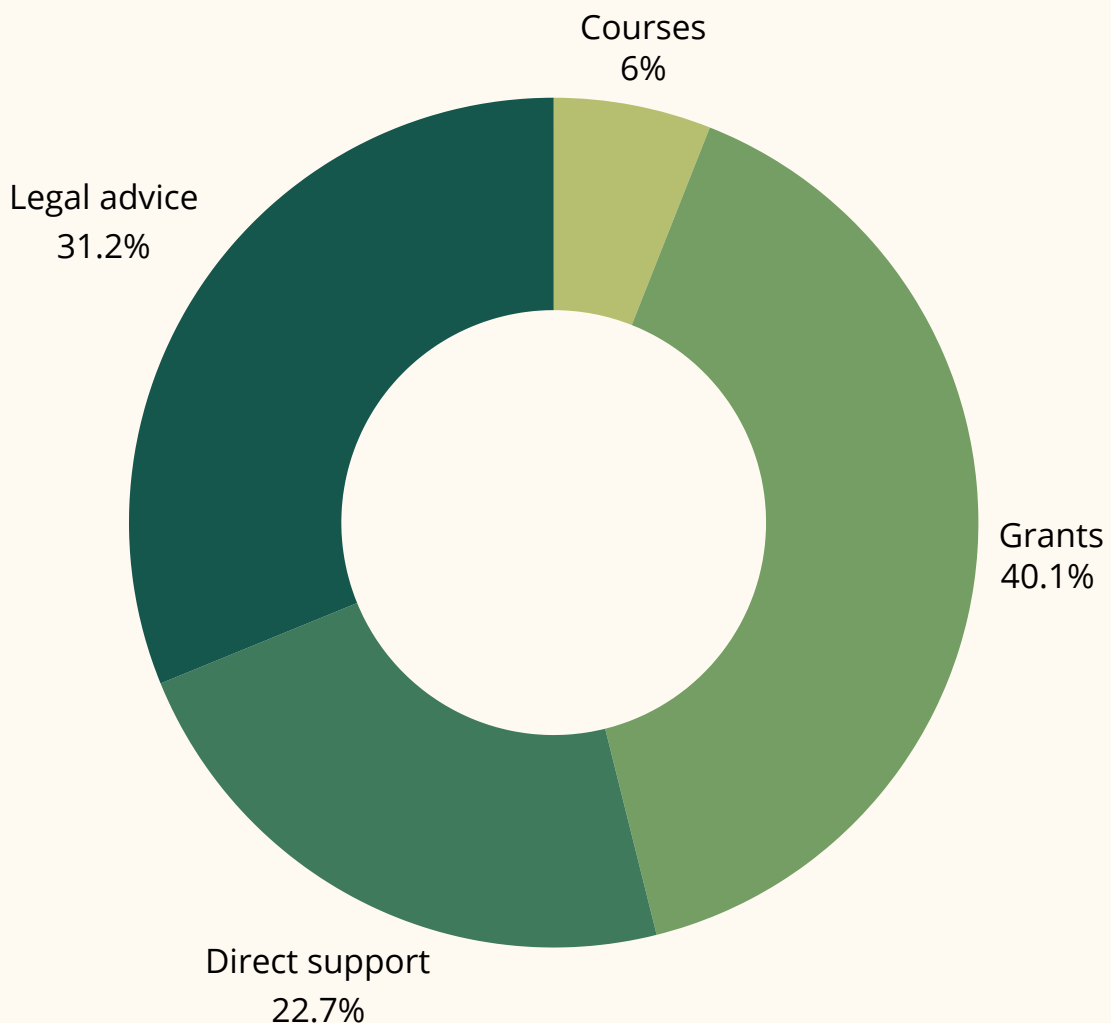
In 2023, MozaiQ distributed 59,242 RON to the community through the LGBTQ+ Community Fund:

Grants to LGBTI+ groups and organisations: 23,762 RON

Legal advice: 18.470 RON

Direct support for vulnerable people: 13.460 RON

Retraining courses: RON 3,550



# Advocacy

În January MozaiQ took a public stance on the European Court of Human Rights ruling in Fedotova and others v. Russia, in which the Council of Europe again stressed the need for European countries to recognise same-sex couples.

In the same month, the National Audiovisual Council sanctioned Romania TV for homophobic speeches in its coverage of the Tradiția Noastră E Iubirea march, and in August, following a complaint from MozaiQ, the same TV station was sanctioned with a public summons.

In February, MozaiQ took a stand on a new legislative initiative proposed by two ex-AUR MPs, which would ban so-called "gay propaganda" along Putinist-Orbanist lines.

In the same month, ILGA-Europe published its annual report, which noted MozaiQ's work on Campus Pride and Unicorns@Work projects, as well as MozaiQ's signals that violence against LGBTQI+ people has increased.

On 8 March, we joined the feminist protest Our Womb is Not Your Profit, highlighting the importance of reproductive rights.

In March and April, we were actively involved in the process of adopting new education laws by:

- submitting a letter to the Ministry of Education signed by 42 civil society organisations, student associations, pupils' associations and national federations, joined by thousands of citizens, teachers, students, pupils and parents
- Signing a letter with over 100 civil society organisations to parliamentarians calling for the principles of non-discrimination in education to be upheld.
- taking a public stance in the media
- monitoring the parliamentary trail of legislative proposals
- organising a protest in Victory Square, together with other civil society organisations
- Organising a mailing campaign to MPs in the Education Committee of the Chamber of Deputies, asking them to reject the AUR amendments, which would have removed the protection of LGBT young people from the laws - over 200 citizens joined our campaign
- we fought and negotiated with MPs to keep articles on the principles of non-discrimination in education in education laws



In May, on the occasion of IDAHOBIT - International Day Against Homophobia, Biphobia and Transphobia, we launched the Guide to LGBTQIA+ Inclusion in the Romanian Labour Market, written by our colleague Roxana Marin, at an event organized in collaboration with the Canadian Embassy in Romania, attended by dozens of representatives of the diplomatic corps and private companies.

Also in May, we welcomed the ECHR ruling in the Buhuceanu and others v. Romania case, where the Court obliges Romania to recognise same-sex couples, through a strong media presence. In September, the ECHR judgment becomes final, following the rejection of the Romanian state's application to refer the case to the ECtHR Grand Chamber, and MozaiQ is again making media appearances.

In June, July and August we joined the efforts of activists and organisations in Romania by supporting Pride festivals, both financially (through the LGBTQ+ Community Fund) and by participating in activities in Iasi, Cluj, Oradea, Brasov and Timisoara.



In June we joined the European efforts of the EU Agency for Fundamental Rights (FRA) by disseminating the 3rd edition of the LGBTQ+ survey and questionnaire, which by July had collected around 2000 responses.



Also in June we strengthened Romanian-Norwegian relations through the participation of a MozaiQ delegation at Oslo Pride, where we met with representatives of the Norwegian Ministry of Foreign Affairs and Ministry of Culture, as well as numerous companies from the Oslo Pride Business Forum and civil society activists.



As part of Pride Bucharest 2023, MozaiQ organised 14 events with 21 partners, gathering over 1000 participants, and our message of equality reached over 175,000 people on social media.



In July we attended the rainbow flag raising at the US Embassy, an event attended by many people from civil society, the diplomatic corps and academia, with short speeches by US Ambassador Kathleen Kavalec, Labour Minister Simina Bucura-Oprescu and members of the LGBTQI+ community.

In August, MozaiQ launches the English translation of the Campus Pride National Report.



In September we organised the United in Pride Leadership Camp, bringing together young activists from Romania and the Republic of Moldova to increase their knowledge of community activism and coalition building tactics.

In October, as part of LGBTQI+ History Month, MozaiQ hosts a Parliamentary Forum attended by several MPs from the current legislature, organizes an advocacy workshop with Oana Preda, and organizes the annual Our Tradition Is Love protest march, which gathered over 1000 participants.

In total, during LGBTQI+ History Month we organised over 13 events, with thousands of participants from the LGBTQI+ community, civil society, politics, academia, business, putting on the agenda issues relevant to the community. During the same month, we also ran an online campaign, bringing to light stories from our history near and far.



In October, MozaiQ is launching the Queer in Romania project, which involves collecting data and analysing the social, cultural, legal and economic context of the LGBTQI+ community in Romania, through a report that is intended to be replicated in the future.

Also in October we joined the housing movement and the feminist movement by participating in public protests and by standing in solidarity with other entities on issues relevant to these movements. October was also the culmination of our work to negotiate the hosting of the annual ILGA Europe conference in Bucharest in 2024 by announcing the host city at the Ljubljana Conference in Slovenia.

The first day of November started with the launch of the #IubimLaFel Campaign, the largest and most robust campaign promoting same-sex civil partnerships in Romania. The campaign was the result of a collective effort, involving dozens of creative, media and advertising agencies, as well as dozens of allies and friends of the LGBTQI+ community who agreed to get involved pro-bono in the campaign. Numerous billboards were displayed as part of the campaign, in several cities across Romania, reaching over 2 million impressions, and over 70 campaign visuals were posted on social media, as well as 3 video spots. Also in November, we launched the Barometer of opinion on the LGBT+ community in Romania 2023, an initiative that aims to survey the attitudes of Romanians on LGBT+ issues and which we hope will become a tradition.





At the beginning of November, in the context of a national scandal regarding the referendum for the family and the positioning of Elena Lasconi, mayor of Câmpulung, MozaiQ took a stand in a press release, asking the political class to urgently legalize civil partnerships.

Also in November, we organised the second edition of the LGBTQI+ Allies Gala, an event attended by over 250 people from the community, celebrities and influencers, allies, friends and members of MozaiQ. The Gala awarded personalities who have contributed to the promotion of LGBTQI+ issues in Romania and Moldova.



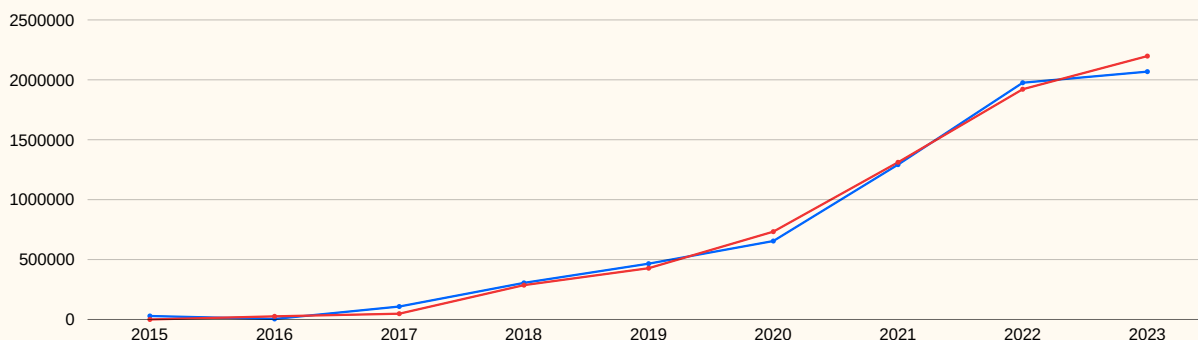
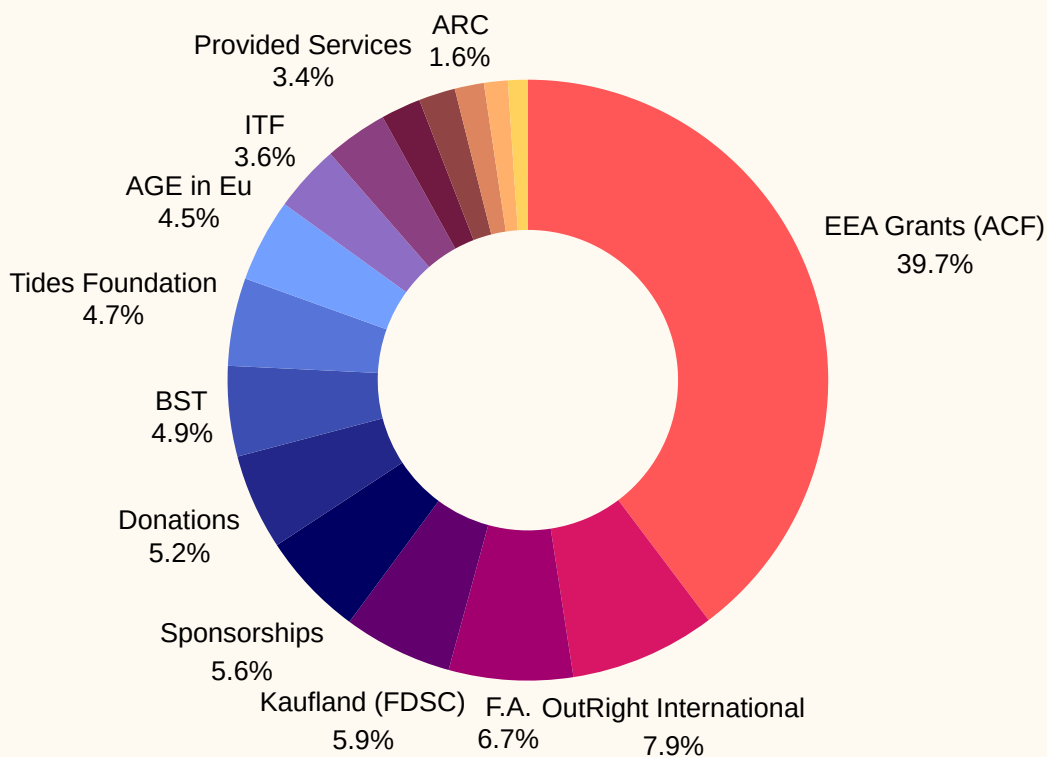
In mid-November, MozaiQ launched a campaign on the Family Start programme of the Ministry of Family, drawing attention to the fact that the programme discriminates against same-sex couples. To this end, we submitted a letter to Family Minister Natalia Intotero, issued a press release and held a negotiation meeting with representatives of the Ministry.

Throughout the year, MozaiQ also carried out other advocacy activities, including strengthening a partnership between Campus Pride and the Gender and Democracy Student Club of the Faculty of Political Science of the University of Bucharest, promoting online materials on relevant community days (World HIV Day, Trans Victims Commemoration Day, etc.), constantly posting on international LGBTQI+ news, promoting LGBTQI+ artists and more.

# Short Financial Report

## Income

SOURCE	SUM (LEI)	SOURCE	SUM (LEI)
EEA Grants (ACF)	821.543	ITF	74.803
OutRight International	162.467	Provided services	70.147
F.A.	138.145	All Out	44.353
Kaufland (FDSC)	121.536	Embassy of Netherlands	40.726
Sponsorships	116.265	ARC	32.500
Donations	106.672	Erasmus	26.436
BST	100.469	French Embassy	22.095
Tides Foundation	97.815		
Alliance of Gender Equality in Europe	92.440	<b>TOTAL</b>	<b>2.068.411</b>

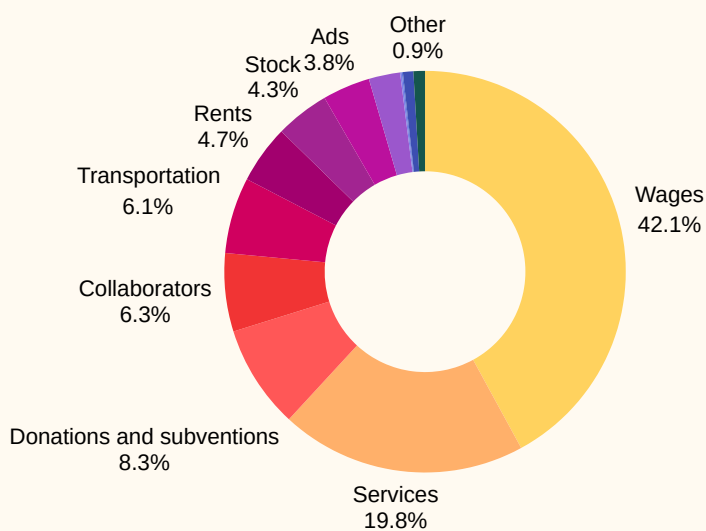
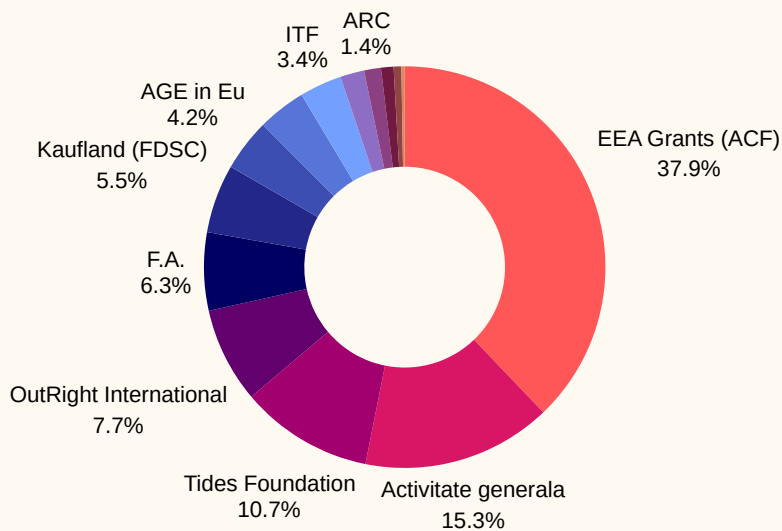


Evoluție **venituri** (albastru) și **cheltuieli** (roșu) 2015-2023, lei

# Short Financial Report

## Expenses

DESTINATION (PROJECT)	SUM (LEI)
EEA Grants (ACF)	832.329
General Activity	335.702
Tides Foundation	235.182
OutRight International	168.599
F.A.	138.218
Kaufland (FDSC)	121.536
Alliance of GE in Europe	92.440
BST	85.498
ITF	74.803
Embassy of Netherlands	42.499
ARC	29.838
French Embassy	22.095
All Out	13.625
Erasmus	5.797
<b>TOTAL</b>	<b>2.198.161</b>



DESTINATION (TYPE)	SUM (LEI)
Wages	905.977
Services	426.764
Donations and subventions	179.357
Collaborators	135.722
Transportation	132.135
Rents	100.954
Stock	93.645
Ads	82.574
Protocol	54.477
Banking services	28.550
Utilities	20.020
Value exchange	18.005
Other	19.982
<b>TOTAL</b>	<b>2.198.161</b>

# Media presence and communication

In 2023, MozaiQ had over 70 press appearances. Here are a few:

DIGI24: [Doi parlamentari ex-AUR cer interzicerea „propagandei” gay prin lege, pe modelul Viktor Orban: „Mie nu îmi plac homosexualii”](#)

Edupedu: [Scrisoare deschisă către Ministra Educației, Ligia Deca, semnată de 42 de ONG-uri: Eliminarea diversității ar încălca Constituția României](#)

France24: [Romania must recognise same-sex civil unions, EU top rights court rules](#)

DCnews: [Asociația MozaiQ LGBT publică rezultatele alegerilor pentru Consiliul Director 2023-2025: Cristina Săracu, președinte. István Téglás, printre alți membri](#)

G4Media: [SONDAJ Peste o treime dintre români ar vota la alegerile parlamentare un candidat care susține căsătoriile gay / Proporția se dublează în Capitală](#)

Libertatea: [Marș de susținere pentru legalizarea parteneriatelor gay: „Am venit să arătăm că existăm”](#)

IQads: [#IubimLaFel | Un statement în industria creativă: ”Deși diferiți, cu toții iubim la fel o cauză dreaptă”](#)

ELLE: [Asociația MozaiQ celebrează aliații și susținătorii comunității LGBTQAI+ la Gala Alianților 2023](#)

Ziare.com: [Organizația LGBT+ care solicită partidelor legalizarea de urgență a parteneriatelor civile în România: ”E momentul ca lucrurile să se schimbe”](#)

România liberă: [Ministerul Familiei, acuzat că discriminează persoanele LGBTI](#)

PRESShub: [Vlad Viski: Vor fi patru runde de alegeri, iar agenda electoratului progresist nu va fi reprezentată de partidele mari](#)

Antena 3: [Parlamentul ignoră cererea MAE legată de parteneriatele gay](#)



**Followers:** 30.607 (+423)  
**Total Reach:** 695.491 (2023)  
**Paid Reach:** 520.497 (2023)  
**Posts:** 270 (2023)  
**Audience:** 27,9% Bucharest

Age & gender



**Followers:** 18,813 (+2.494)  
**Total Reach:** 325.214 (2023)  
**Paid Reach:** 157.910 (2023)  
**Posts:** 330 (2023)  
**Audience:** 38,3% Bucharest

Age & gender



**Total Followers:** 1269  
**Total Likes:** 14.4K



**Subscribers:** 756 (+49)  
**Views:** 102.817 (2023)



**Campus Pride:** 2.174 Followers  
**Skandal Circuit:** 612 Followers  
**Meme Fructate:** 382 Followers  
**Rainbow Social:** 326 Followers

## Partners and thanks

**NGOs:** Transcore, Ark Oradea, eQuiVox Timișoara, Rise Out, Q Society, Eu sunt! Tu?, [H] Brașov, Laolaltă Moldova, GenderDoc-M, Incluziune pe Bune, Perspectiva Cluj, Asociația Română Anti-SIDA, Checkpoint ARAS, CPES, Centrul FILIA, E-Romnja, FCDL, Centrul de Resurse Juridice, Asociația Pride, Oslo Pride, Forbidden Colors, Revista Cutra, Asociația ACCEPT, Art200, Teatrul Stela Popescu, Greenpeace, EasyECO, COPAC, Cărturești, Rețeaua VIF, Kiki Circuit, European Union Agency for Fundamental Rights, Semper Musica, Sens Pozitiv, Asociația Moașelor Independente, Consiliul Național al Elevilor, Club Gen. Democrație, A.S-S.AS, AUMAM, ASLS, SCORA SSMB.

**Loctions:** ArtHub, Institutul Francez, Q Club, Moxy Hotels, Tranzit Iași, Manasia Hub, Fabrica, Sauna SOHO, Delirio Club (Cluj și Sibiu), Centrul Social Iedera.

**Embassies:** Ambasada Norvegiei, Ambasada Franței, Ambasada S.U.A., Ambasada Suediei, Ambasada Spaniei, Ambasada Țărilor de Jos, Ambasada Canadei.

**Agencies that Love the Same:** GLITCH, Next Advertising, CAP, Cheil-Centrade, Almost Ready, Rusu+Bortun, Sonica, Daniel&Andrew, Orchestra Gologan, GRF+, Headvertising, Forever Summer, Diud si Phoenix Media.

**Friends:** Active Citizens Fund, OutRight International, Kaufland, Alliance for Gender Equality, German Marshall Fund, Tides Foundation, Centrul Step-by-Step, National Democratic Institute, Ambasada Frantei, Asociația pentru Relații Comunitare, ILGA Europe, ChicChic, Westhouse International, Head Hunting IT, Q Club, Sephora, Societe Generale GSC, IBM, Bunge, Google, Ernst & Young.

**Volunteers:** Florin, Alex, Alex Emily, Angi, Daria, Diyaa, Eliza, Ioana, Mara, Miruna, Natalia, Ofi, Sia, Ștefania, Teo, Tzatziki, Iulia, Axel.

## Partners and thanks

**Amazing people we've worked with:** Cristian Dorobăntescu, Ana Isac, Cristi Mușat, Lari Rotaru, Zsigmond Yry, Chelsea Sonea, Iulian Dițiu, Alex Zbîrciog, Luca Dumitrescu, Teodora Talpes, Georgi Țucan, Ioana Fotache, Iulia Jugănar, Ionela Băluță, Irina Zamfirescu, Fidelie Kalambayi, Lavinia Chirică, Lev Fejes, Ștefan Cibian, Adriana Dîncu, Issore Boly, Sergiu Rusu, Ioana Gonțea, Andra Manea, Georgiana Iorgulescu, Mihnea Florea, Monica Jitariuc, Cristiana Belodan, Dan Stănescu, Sonia Panait, Ruxi Muntean, Cătălin Rusu, Balint Hajagos, Petronela Sterea, Maximilian Barat, Adina Popescu, Alexandra Mihus, Bogdan Theodor Olteanu, Alexandru Ion, Maria Popistașu, Victoria Răileanu, Ruxandra Maniu, Cornel Gologan, Andrei Turenici, Mihai Gongu, Cristina Petcu, Tudor Chirilă, Irina Margareta Nistor, Alexandru Potocean, Ana Ularu, Dragoș Ioniță, Katia Păscariu, Istvan Teglas, Ilinca Manolache, Cezar Panait, Mihai Zarug, Cătălin Vîrvoreanu, Alina Dumitriu, Mihai Vasilache (Zook), Augustin Zainea, Răzvan Sorescu, Alexandru Moisii, Mădălin Soare, Mihai Neagu, Dorian Ilie, Larisa Baltă, Mădălina Marcu, Roxana Sofică, Dana Pîrțoc, Dolores Neagoe, Excelența Sa E.S. Siri Beate Barry, Andrei Duncă, Tudor Havriliuc, Doinița Grosu, Jascha Willimek, Răzvan Murad, Răzvan Rada, Julie Dorf, Paul Jansen, Iosif Manea, Cosmin Gurău, Carmen Lică, Sorin Dragomir, Alice Pop, Samantha de Comines, Kent Fogg, Maria Florea, Julia Marcinschi, Svetlana Zakharova, Kathi Scheidereiter, Ioana Ilie, Andreea Rusu, Andrada Cilibiu, Marian Panait, Raj, DJ Roblems, DJ Andrei Hangiu, Oana Preda, Elena Calistru, Adi Newell Păun, DJ Aldessa, Gabriel Ghioca, Mariam Kvaratskhelia, Cosmina Simean, Paul Ermacov, Rusty, Bună Ziulica Fă, Mama Liga, Barbie Drag Aryne Queen, Natalia Socolova „Venus”, Maria „Virgo”, Denis „Jenny Tales”, Marin Bunescu, Norvina Bucurovici, Emanuela Bozai, Bogdan Istrate, Irina Mateescu, Alexandra Columban, Alexandrina Dinga, Ioan Petre, Noemi Meilman, Adina Alionte Mateescu, Brigitte Preda, Michi Anton, Radu Borcea, Ada Galeș, Alexandra Stan, Emil Rengle, Răzvan Firea, Vergine Santa Frida, Aparatus22, Roxana Voloseniuc, Andrei Ursu/WRS, Silviu Faiar, Gabriela Atanasov, Irina Ilisei, Theo Rose.

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**mozai** 