

Information Center GenderDoc-M
Project “Social Integration of the LGBT Community in Moldova”
Progress report: 1 September 2004 – 31 August 2005

**Progress Report on the Project
“Social Integration of the LGBT community in Moldova”**

Submitted by Executive Director of
GenderDoc-M to Cordaid Foundation
February, 2006

CHISINAU 2006

1. CORE INFORMATION ON THE PROJECT:

Project name	Social Integration of the LGBT community in Moldova
Location	Republic of Moldova
Themes	Human rights / minorities / gay and lesbian emancipation
Target groups	Moldovan lesbian women and gay men journalists; politicians; Civil society (NGO’s) in The Republic of Moldova; The general public
Submitted by	Moldovan NGO Information Center “GenderDoc-M”
Implemented by	Moldovan NGO “Genderdoc-M”
Duration	September 1, 2004 until August 31, 2007 (3 years)

Reporting period: 1 September 2004 – 31 August 2005
Author: Maxim Anmeghichean, Executive Director

1. Context

1.1 Policy of the government, relationship with partners, etc.

The reporting period in general terms coincides with two major events in the Moldovan political life: parliamentary elections and agreement by Moldova and the European Union on the EU-Moldova Action Plan. These events had direct influence on the LGBT situation in Moldova.

The Communist Party still holds the majority in the new parliament, but has smaller margin of flexibility and manoeuvre, being forced to cooperate with (former) opposition. While the Communist Party is still the ruling party, it has close political ties with three other political parties (which became clear during elections of the president): Christian Democrats People’s Part (CDPP), Social Liberal Party (SLP) and the Democratic Party (DP). It’s been the Communist Party which included sexual orientation in the National Human Rights Action Plan, from which we can say that they are relatively open towards LGBT issues. SLP leader Oleg Serebrian has previously made a public statement that he would support an anti-discrimination legislation, which would include sexual orientation as one of the grounds. DP has always been known as the most gay-friendly party in Moldova. On the other hand, CDPP is known as a very homophobic party, actively promoting its homophobia at the political level.

The EU-Moldova Action Plan states that Moldova should adhere European values, which include respect for minority rights and tolerance. The Plan states as one of the actions that Moldova should pass anti-discrimination legislation for minorities in line with the European standards. GenderDoc-M is doing active lobby to make sure this provision doesn’t stay out of the Implementation Plan of the EU-Moldova Action Plan, being agreed now by Moldova and the European Commission.

Theoretically, overall the political picture looks more favourable for LGBT rights than it did with the previous parliament. On the other hand one needs to keep in mind that Moldovan politics is very unpredictable and LGBT rights are still very much prejudiced against. While there is hope for better laws, there is no certainty that they will be passed.

At the same time during the 1st year of the project implementation there were organized several meetings and conferences dedicated to the elaboration of different policies in the field of HIV/AIDS prevention in Moldova. Meetings with international organizations and funders working in the field of HIV/AIDS prevention were also held. All events were organized by the governmental structures (Ministry of Health, Republican AIDS Centre) in collaboration with NGOs (The Network of NGOs working on HIV/AIDS, STDs and drug abuse prevention, Soros Foundation Moldova). GenderDoc-M was in permanent contact with all these organizations, actively participated in all activities organized on the local and national level, and presented the activities and events organized in the field of HIV/AIDS prevention for the LGBT community in the republic.

1.2 Area and sector: relevant developments in this respect which fall outside the project intervention

GenderDoc-M continues to raise its profile as a successful advocacy organization for LGBT rights and service provider for the LGBT community. Special attention is paid to information work (in relation to advocacy) and training events for students and professional groups.

Internally, the major change is the leaf of the Executive Director, Maxim Anmeghichean, who from September 2005 will be employed by ILGA-Europe (www.ilga-europe.org). GenderDoc-M made all necessary arrangements so that the leaf doesn't affect everyday activity of the Centre. An interim director was appointed – Boris Balanetkii (health_officer@gay.md, from September; director@gay.md), and he will continue coordination of the project, funded by Cordaid. A consultant will be hired to help Boris develop skills necessary for management of the organization.

1.3 Assumptions: possible limiting factors which do not lie within the project's sphere of influence.

The main limiting factors appeared during the project implementation are related to regional development program and HIV/AIDS prevention program.

HIV/AIDS prevention program. One of the limiting factors, which appeared during the project implementation was absence of pharmaceutical and cosmetic companies, which would be interested in producing lubricants. That made our goal to reduce the cost of lubricants unachievable.

Thus, Genderdoc-M had to buy lubricants from abroad as it had been done before. In the process of purchasing the lubricants we met difficulties with the customs due to the fact that organization does not have license for this kind of product. The lubricants were purchased and brought to the country but we cannot take them from the post office until the moment we made a license

(estimated deadline for this is mid-September). Now we are in the process of making license, which takes about 2 months in our country.

The problem appeared due to the fact that previous time, when GenderDoc-M purchased lubricants, the license was not claimed by the customs and we did not know that it was necessary. The license we are making now will be valid 5 years and will allow us purchasing lubricants in the upcoming years in easier way.

At the same time we will still be looking for the company which is interested to produce the lubricants in Moldova to reduce transportation costs.

Regional Development Program started a half year later due to the some of the factors which do not depend on GenderDoc-M. One of the limiting factors was lack of the human recourses. We tried to find the person who would coordinate the program. Twice the open contest was announced on the organization web page and in some advertising newspapers. A few applications were received but they did not answer fully the criteria of the announced position.

At the initial stage of the program implementation while contacting different local NGOs and state institutions GenderDoc-M met misunderstanding and refusal to collaborate. Some of the individuals told they are afraid to work on this issue because of the fear to have problems on the workplace. Some of the organizations (affiliates of the Resource Center “Contact” in different localities) did not expressed interest to work on this problem.

2. Objectives

2.1 Report on interim position achieved in relation to the intermediate goals established for the reporting period and overall goals.

A. HIV/AIDS Prevention Program

<i>Program objectives</i>	<i>Objectives set for the reporting period</i>
1. To make means of protection and information about HIV/AIDS and other STD's accessible for the LGBT 2. To promote safer sexual behavior among LGBT 3. To promote the LGBT inclusive policies in HIV/AIDS and other STDs prevention on governmental and non-governmental levels 4. To improve skills and knowledge of relevant specialists on medical counseling for LGBT in the field of HIV and STD's prevention	<ul style="list-style-type: none"> • To find possible co-funding for HIV/AIDS prevention program • To participate in elaboration of final version on the nation Strategy on HIV/AIDS Prevention for 2006-2010 • To participate in the activities on the national and international level dedicated to the HIV/AIDS prevention in the Republic • To elaborate and finalize the concept of lobby / advocacy work in the field of HIV/AIDS prevention and sexual health of LGBT community • To purchase lubricants for the distribution for the LGBT community • To purchase and distribute condoms (with support of Soros Foundation Moldova) • To create and distribute safer pack • To organize activities dedicated to promotion of safer sexual behavior among LGBT community (Safer Sex Parties, seminars for the community) • To elaborate the concept of outreach work

	<ul style="list-style-type: none"> • To organize training “Outreach work with MSM” for GenderDoc-M staff and volunteers • To organize study visit to PSI Russia • To extend outreach activities in the regions • To elaborate, issue, and distribute promotional and informational materials • To prepare necessary tools (information, place, schedule, reporting frame), to organize and offer individual medical counseling for the beneficiaries of the Center • To elaborate the concept and launch web page with medical information and medical counseling within web site www.gay.md.
--	---

The majority of the above mentioned objectives set for the 1st year of work have been achieved. In October 2004 the action plan for the 1st year period has been elaborated what made easy to work over the each objective and make the work of the team more efficient. During the project implementation several meetings (in general, once a month) of program staff was organized which allowed organization and better facilitation of ongoing activities.

B. Awareness raising campaign

<i>Program objectives</i>	<i>Objectives set for the reporting period:</i>
<ol style="list-style-type: none"> 1. To provide different governmental actors, the society and LGBT community with objective information about sexual orientation and gender identity 2. To increase the level of tolerance of mass media towards sexual and gender minorities 3. To create networks / partnerships with professional groups working with sexual and gender minorities in order to improve their skills and qualifications 4. To promote tolerance and inclusion at the national political level using information tools 	<ul style="list-style-type: none"> • To publish and distribute magazine “Mirror” quarterly • To organize creative contest for journalists for 2005 • To publish and distribute bulletin “Dialog” • To provide stipends for journalists working on the topic of sexual diversity and sexual orientation • To continue monitoring of Moldovan press • To organize seminars for students about essential aspects of homosexuality

C. Regional Development Program

<i>Project objectives:</i>	<i>Objectives set for the reporting period:</i>
<ol style="list-style-type: none"> 1. Identification and capacity building of regional LGBT leaders 2. Establishing strategic partnerships with local NGOs and public authorities 3. Educating LGBT communities from 	<ul style="list-style-type: none"> • To find the person who will coordinate the program • To identify the persons from the regions who will be able to develop work for the

<p>outside Chisinau in the field of human rights and sexual diversity</p>	<p>LGBT community in the regions</p> <ul style="list-style-type: none"> • To establish contacts with local NGOs, local authorities and individuals from the LGBT community in the regions • To identify potential leaders from the regions To organize the summer school for the potential regional leaders • To organize internships for the identified leaders from the regions • To make the preparation steps for the first cultural event on the local level
---	---

D. Organizational development

<i>Project objectives:</i>	<i>Objectives set for the reporting period:</i>
<ol style="list-style-type: none"> 1. To provide conditions for professional growth of organization’s board, staff and volunteers 2. To ensure functioning of the democratic structure of the organization 3. To promote the image of GenderDoc-M as a transparent and respectful organization, corresponding to the needs of the community and successfully lobbying its interests 	<ul style="list-style-type: none"> • To organize internal trainings for GenderDoc-M staff and volunteers • To hire new staff for positions foreseen in the project • To organize meetings dedicated to the annual planning of the organization activities • To organize trainings on narrow areas of work (lobby and advocacy etc) • To elaborate marketing plans for services of the organization • To elaborate the concept and publish promotional materials of the organization

2.2 Any changes agreed with Cordaid in the reporting period

The implementation of all the activities planned within the project programs in major part coincided with the initial action plan and there were no changes, which would be agreed with Cordaid.

3. Activities and outputs

3.1 activities carried out as compared to the activities planned for the total project period and for the reporting period in question

A. HIV/AIDS Prevention Program

1. Activities dedicated to the promotion of safer sexual behavior

A. Safer sex promotion parties

Five Safer Sex Parties has been held within the gay discos as it has been planned within the project. In general 700 of beneficiaries from Chisinau and other towns (Balti, Tiraspol, Komrat etc.) have come to the parties. At the parties distribution of information materials about HIV/AIDS and how to be protected, red ribbons, condoms and lubricants has been organized. On the events four volunteers of the project were involved. All volunteers were dressed in special T-shirts we have for such kind of events, so the people who come could recognize our volunteers.

The parties have been held with participation of a skilled moderator, who led interesting and attractive contests (the information about safer behavior has been given in an attractive and accessible way). We know from our practice that this kind of activities allows raising sex culture of the beneficiaries through games and other interactive activities.

Especially for the Parties organized within the International AIDS Day and Pride the “safer packs” have been prepared with the help of the volunteers. Each “safer pack” included 10 condoms, 1 tube of lubricant, calendars for 2005 and informational materials about safer sexual behavior. Each person, who came to the party, received “safer pack”. Everybody who need information about safer behavior or had some questions could talk with volunteers in the hall and get all necessary information.

B. Seminars for the community with elements of psychosocial animation

During the 1 year of project implementation 3 seminars on health issues have been held. All seminars have been held in Chisinau.

Within International AIDS Day 2 seminars for MSM have been organized. The theme of the seminars is “Sexual behavior and related risks”. Taking into consideration wide difference in age of the beneficiaries it has been decided to organize one seminar for young people and another seminar for people in advanced age (older than 35). Seminar for young people has been organized in the gay bar, where we found suitable conditions to organize this activity. The seminar included elements of psychosocial animation, which is quite new for our community and was interesting for those who came to the seminar.

The second seminar for older gays has been organized in GenderDoc-M office. The idea to organize this seminar is coincided with the plan to organize meeting for older gay people, which we usually do twice per year. During the seminar topic of safer sex and STDs has been discussed. All people who came to the seminar had possibility to receive the answers to the questions they have and get “safer packs”.

One more seminar was also organized for the older people taking into consideration their requests. The topic of the seminar is “Taking care about health in advanced age”. The seminar has been held with the participation of the specialist we are in good relations with. In both seminars for older gays 27 persons have participated. Despite the fact that this group of gay people is less visible within the LGBT community they meet the same difficulties in their private life and need the same assistance as younger population.

2. Promotion materials

Working group including 6 persons has been created in order to elaborate the concept of the promotional materials for International AIDS Day. The result of the work for reporting period:

- Thematic calendar for 2005 have been issued;
- Special flyer to inform beneficiaries about the importance of safer sexual behavior and events dedicated to the celebration of international AIDS Day has been elaborated and distributed;
- Announcement for the web page about medical counseling have been elaborated and placed on the web page.
- The leaflet about the medical program has been made in three languages (*see annex 1 and 1.1*)

At present moment the team of 4 persons works over the concept of the promotional materials for phone counseling and on-line counseling.

3. Counseling

A. Individual medical counseling

Individual medical counseling has been started earlier than it was planned with the project due to the fact that we saw the need of the beneficiaries in this service and we also were prepared for this. All necessary tools were prepared and beginning with the 2nd half of the year the individual medical counseling was started on permanent basis twice a week.

During the reporting period 25 sessions of individual medical counseling for the people from the LGBT community have been organized. The problems they came with are related to their sexual health and relations with partner. Some of the beneficiaries wanted to make some tests for STDs and AIDS. They were headed to the youth medical center “Neovita” and the Republican AIDS Center we collaborate with. The main problems people were coming with are:

- Questions about safer sexual practices, how to be protected (me and my partner).
- Looking for information where is possible to take the analysis for HIV and STDs
- Problems related to intimate life.
- Suspecting for STD
- Questions and need in advice about general health issues (not related to sexual life)

All persons got necessary advices and recommendations. Counseling has been provided by the program coordinator.

B. On-line counseling

On-line counseling has been started in August. It is offered by means of chat on the web page of the organization. It is one of the safer and confidential way for the beneficiaries to ask the questions about sexual health and safer sex. For the moment this kind of counseling offered twice a week (Wednesday and Friday) two hours per day in the evening time when there are a lot of visitors in the chat.

C. Phone counseling

To the end of the reporting period the concept of phone counseling and its promotion was discussed. GenderDoc-M plans to collaborate in this field with the Association “Youth for the Right to Live”, which offers trainings on phone counseling. There are also skilled phone counselors work in this organization. It is planned to start the phone counseling itself in October 2005.

4. Lubricants and condoms purchasing

A. Condoms

During the first year of the project implementation the condoms offered by Soros Foundation Moldova SFM (which is co-funding for the project) were distributed within the projects activities. There were distributed about 1700 condoms monthly and 20 000 during the 1st year.

B. Lubricants

During the first half year of project implementation the lubricants purchased within the project funded by SFM (which is co-funding for the project) have been distributed. In general during the year 20 000 of units* were distributed. (* one unit is equal to 5 ml sachet).

At the same time we tried to contact different companies in Moldova to find interested company to produce lubricants in Moldova in order to reduce transportation costs. Unfortunately we did not find any company for the moment.

To resolve this problem we contacted the companies from abroad (Romania – Dr. Soleil and Sweden - RFSU), from which we already purchased lubricants on reasonable prices. We agreed to buy lubricants from the same companies. The contracts with these companies were signed and lubricants were purchased in agreed quantities in tubes and sachets. While purchased lubricants we met the problem with the customs not having the license. Now GenderDoc-M is in the process of making license. Estimated time for getting lubricants in the organization – mid-September 2005. Until now we have the lubricants for the distribution: partly they are left from previous purchase and partly we received donations from partner organizations (RFSL).

5. Outreach work

A. Elaboration of the draft of the concept for outreach work

The draft of the concept of outreach work was elaborated by the policy officer. The draft of the concept was discussed during the training on outreach held in May and all necessary information has been added.

B. Training for trainers “Outreach for MSM”

The training is aimed to transfer the knowledge from skilled specialists working in the field to the Genderdoc-M team. The contacts were established with organization from Russia – PSI (Russia). This organization has 5 years experience in outreach work with MSM. The training was organized on 23-24 May. (*The program of the training is in annex 2.*) In the training 10 persons have participated: program staff and volunteers. Within the program of the training trainers visited cruising areas with our volunteers. One of the topics discussed within the training is distant medical counseling via Internet. We got the advice to use the chat, which is one of the most important sources of communication for the LGBT community in Moldova.

C. Outreach activities

During the 1st year of project implementation the outreach activities have been actively continued and extended. All volunteers working within the project (5 persons) have been weekly provided with information materials, tools of protection and monitoring forms. During the reporting period outreach volunteers met with about 300 beneficiaries monthly (including all outreach activities).

The outreach activities include: free distribution of condoms and lubricants, providing with information materials on HIV/AIDS and STDs prevention, and peer education (talks with beneficiaries about the necessity of using condoms and being protected). At present moment in outreach work 5 volunteers are involved. They distribute tools of protection and information on cruising areas, at gay discos, and during the research dedicated to LGBT health GenderDoc-M is implementing at the present moment.

At the beginning of year 2005 we found a person from Tiraspol who is willing to do outreach activities in the region. He told he would be able to take certain quantity of condoms and

lubricants for free distribution. The volunteer agreement was signed and he is monthly provided with 250 of condoms and 100 of lubricants for free distribution in the region.

At the moment GenderDoc-M is looking for the potential volunteers who will be involved in outreach activities in the regions.

6. Study visits/ trainings

A. Study visit to “MenCheck-Berlin”

During the 1st year the study visit for two persons (program coordinator and program assistant) was organized. The study visit was made to Berlin within the SCI work camp on HIV/AIDS prevention for MSM. The work camp was organized in cooperation with the NGO “MenCheck - Berlin” working with MSM in Berlin. The study visit lasted four weeks in summer time and offered possibilities to be involved in the “MenCheck” activities: to share working experience, to get new skills and knowledge, to visit different organizations in Berlin working in the field of HIV/AIDS prevention, and to provide the seminars on HIV/AIDS prevention for different groups. The program of the study visit is attached. (*See annex 3*)

B. Study visit to Russia

The discussion about study visit for GenderDoc-M team to the organizations working in the field of HIV/AIDS prevention was initiated with one of the trainers from PSI-Russia in mid-June. He provided project coordinator with the information about the organizations, which would be interesting and useful to visit. At the moment we are in the discussion process about the dates and organizations to visit.

C. Training on advocacy organized by AFEW

In July (9-12) project coordinator participated in four days training “Advocacy and Partnership Developing on the Local and National Levels” organized by AFEW in collaboration with Soros Foundation Moldova. In the training representatives of NGOs, working on HIV/AIDS Prevention, have participated.

7. Participation in the activities on the national and international level dedicated to the HIV/AIDS prevention in the republic

A. Participation in the national forum of NGOs working in the activities within 1 December – International AIDS Day

Two members of GenderDoc-M staff (program coordinator and projects assistant) have participated in the event. Program coordinator made the presentation of the program goals, objectives, activities and results.

The evaluation of the Forum: the resolution of NGOs about joint work in the field and exchange of experience has been produced and distributed.

B. Participation in the elaboration of the national strategy of communication in the field of HIV/AIDS prevention in Moldova

GenderDoc-M has actively participated in the process of elaboration of Communication strategy. LGBT was included in the Strategy as one of the priority groups. The elaborated strategy was adopted by the Ministry of Health in March.

C. Participation in the elaboration of the National Strategy of HIV/AIDS Prevention for 2006-2010.

GenderDoc-M was included in the team, which participates in the elaboration of the National Strategy of HIV/AIDS Prevention for 2006-2010.

8. Collaboration with Soros Foundation Moldova (SFM).

The project proposal for SFM for year 2005 (co-funding for the HIV/AIDS prevention program) was submitted at the beginning of the year. At the end of February the project proposal was approved and contract for one year was signed. Beginning with March 2005 Genderdoc-M continues implementing activities on HIV/AIDS prevention in co-funding with SFM.

B. Awareness raising campaign

1. Publication of the LGBT magazine “Mirror”

After the break of almost two years, GenderDoc-M has renewed the publication of the magazine for the LGBT community “Mirror”. The first issue within the project was printed in May on the occasion of pride. The issue includes description of GenderDoc-M projects, activities and policy statements, interviews, articles on development of the LGBT movement in the United States, international news, religion, prose, presentations of books, etc. The theme of the issue – transgender, therefore the article includes interviews with a transsexual and a transvestite, theoretical article about cross-dressing.

GenderDoc-M initially had problems in signing contracts with two main distribution agencies in Moldova: Moldpres (for Chisinau) and Posta Moldovei (for the rest of Moldova). But by the end of May the problem was solved and over 300 issues were given for distribution throughout the country. The price of one issue is 10 lei.

The next issue of the magazine will be printed in September (already out for printing), to be followed by one issue in November and one issue in January.

2. Development and maintenance of on-line information resources

GenderDoc-M continues to develop its web-site, which is the only source of information on Moldovan LGBT issues. The site is regularly updated with Moldovan and international news, the articles from the magazine and the information bulletin are also placed on the web-site. Special attention is given to presentation of GenderDoc-M, which has been updated and gives a comprehensive overview of its project and activities. One part-time member of staff is working on the administration of the web-site.

3. Organization of creative contest for journalists

The contest was announced in cooperation with the Independent Journalism Centre. First stipend was already awarded to “Radio 7” for a cycle of four programmes, which were aired in May before, during and after the pride.

5. Radio show “Color” organized on Radio station “Seven on the Seven Hills”

The contacts with journalists working on the Radio Station “Seven on the Seven Hills” were established. Four shows “Color” devoted to the issues of sexual diversity in Moldova (May 6,

13, 20 and 27 from 21:00 to 22:00) were organized. This radio station is of the most popular among listeners of different ages from Chisinau and suburbs.

The subjects highlighted within the shows are:

- Psychological aspects of homosexuality;
 - Legal and social aspects of homosexuality in Moldova;
 - History of LGBT movement in the world and in Moldova;
 - Gay Prides: history, developments, importance for LGBT movement;
- Partnership and gay marriages: psychological and social aspects.

5. Monitoring Moldovan press

GenderDoc-M continued the process of monitoring of Moldovan press, the articles being collected and filed, short description of the articles drafted.

6. Publication of information bulletin

One issue of the bulletin was printed during the reporting period and distributed during the pride events and via the mailing list. The bulletin included information on GenderDoc-M activities, international news, religion, advises on human relations with LGBT persons (“If your friend is gay”), combating prejudices against bisexual persons, etc. Two more issues of the bulletin are planned to be printed by the end of 2005 within the project.

C. Regional Development Program

1. Summer school for potential regional leaders

In July 24-28 the summer school for potential regional leaders was organized. During the preparation the information about the program and summer school was sent to the different NGOs and state institutions (*see section 4*).

In the summer school 9 persons from the regions (Comrat, Uncheni, Floresti, Tiraspol). All the participants were selected on the basis of the contest announced one month in advance. The training was facilitated by the trainers from Genderdoc-M who has experience of work in the field of human rights and LGBT movement.

During the school following topics were discussed: general aspects of sexuality, diversity of sexual orientation (facts, stereotypes, prejustices), coming out, LGBT lifestyles, history of LGBT movement in the world, methods of work with LGBT community, creation of action plan for the work in the regions. (*See annex 4 - program of the school, evaluation and elaborated action plan for the regions*)

D. Organizational development

1. Annual planning meeting (October 2004)

At the beginning of the project one day meeting of staff and volunteers was organized. The main aim of the meeting is to set the main objectives for the rest of 2004 and 2005 years and schedule all the activities planned within the programmes of the project for this period. In the meeting executive director, president of the Board, and all the program coordinators and assistants have participated. (*See annexes 5 and 6*)

2. Training on personal motivation for GenderDoc-M staff

In January 2005 one day training on personal and professional motivation for staff members and volunteers of the organization took place. The training was facilitated by the local expert Ina Gutium who has huge experience in this field. During the training the main motivation factors for the staff members were identified and strategy of development of staff and volunteers motivation was elaborated.

3. Hiring new staff members

During the 1st year of the project implementation due to the fact that some of the staff members (policy officer, executive director) left the organization (because of the personal reasons) the necessity to hire new staff members appeared. The open contest for vacancies was announced in June 2005. The announcements were placed in the newspapers and organization web page. After the applications were received the commission was created to hold the interviews with the candidates: the commission consisted of President of the Board, Executive director and vice director of the organization. According to the results of the interviews were selected to persons on the position of executive director and policy officer.

The announcement for the vacancy for the position of the coordinator of the regional development program was open. In summer 2005 the person for this position was selected on the basis of contest. (*See annex 7*)

4. Elaboration of the marketing plan for the Network of psychologists for tolerance diversity and non-violent communication

In September 2004 a questionnaire was distributed to the Network members in order to investigate their professional needs. Based on this questionnaire, the program coordinator and the policy officer developed a draft of a marketing plan, which will help the Network to set up the priorities, the needed activities, the responsible persons, recourses etc (**5 sessions**).

On 11 of May and 21 of June 2005 a group of 9 professionals from the Network participated in a workshop during which the draft of marketing plan for the services of the Network was discussed and completed. Also, other 3 working sessions in the period of May-June 2005 were organized as part of development process of the marketing plan.

At the moment all the work resulted in a document, which includes following elements: vision of success on the society, members of the Network (psychologists and social workers), infrastructure, image of the Network, values of the Network, directions/programs of the activity, objectives. The marketing plan includes the SWOT analyze of all the directions of the Network. These directions are following:

- Public relation and raising awareness (on tolerance, vulnerable groups, inclusion, social cohesion);
- Professional development;
- Supervision and prevention of burn-out syndrome;
- Marketing.

This marketing plan it is a helpful referent point for the members of the Network and a good evidence of the priorities. It will help to develop more efficiently the activities and to raise funds for them. (*See annex 8*)

5. Training for GenderDoc-M staff and volunteers on “Prevention of burn out syndrome”

In June 2005 the assistant of HIV/AIDS Prevention program Igor Doncila organized for the staff members and volunteers half day training dedicated to the prevention of burn-out syndrome. In the training all the staff members and volunteers participated. The program of the training consisted of two parts: theoretical part, during which the information about the burn out syndrome and its prevention were given, and practical part. During the second part the questionnaire were distributed to the participants. According to the evaluation of the training 70% of the staff members have to review their working schedule to prevent appearance of burn out syndrome.

6. Preparation of the 6 years activity report

In 2005 the staff of the organization worked over the preparation of the materials for the 6 year activity report. During the year the materials about all organization’s activities were collected, our partners and people we collaborate with were interviewed, and all the materials were translated into 3 languages: Russian, Romanian and English. To the end of the reporting period the report was ready to be laid out and printed. It is planned to issue the report in 3 languages till the end of 2005.

7. Training on advocacy

Taking into account the facts that one of the main areas of work of the organization is lobby and advocacy of LGBT community rights and that not all staff members possess enough knowledge in this field, the specialized 2 day training with the international expert Dennis van der Veur was organized in March 2005. In the training the Executive director, President of the Board, policy officer and program coordinators took part.

First day of the training was dedicated to the identification of the main needs of the staff and how to work in lobby and advocacy. During the second day the action plan for lobby and advocacy were elaborated.

8. General meetings of the members of the Organization

During the reporting period two general meetings of the members were held: in January and in August. Usually one general meeting per year is planned. But this year due to considerable changes in the organization it was decided to organize non-scheduled meeting of the members in August. The aim of the meeting was to discuss with all the members the upcoming changes, present the plan of action on sustainable development of the organization during the period of transition, and present new staff members. (*See agenda of the meetings in annex 9*)

3.2 Any changes agreed with Cordaid for the reporting period

The implementation of all the activities planned within the project programs in major part coincided with the initial action plan and there were no changes, which would be agreed with Cordaid.

3.3 Comparison with the planned and realized activities and output, summarized in an overview.

A. HIV/AIDS Prevention Program

In comparison with the planned activities we have organized more events and activities for the community:

- Five Safer Sex Parties instead of one;
- Three seminars for MSM were organized (it was planned to start seminars beginning with the 2nd year);
- Outreach activities for MSM was started and extended beginning with the first year (it was planned to organize these activities in the 2nd year);
- Medical counseling (individual and on-line) was started a half year in advance in comparison with project plan.

During the 1st year of project implementation GenderDoc-M was also actively involved in the elaboration of different documents of national importance like Communication Strategy in the field of HIV/AIDS prevention and National Strategy of HIV/AIDS Prevention.

B. Awareness raising campaign

All the activities planned within Awareness raising campaign were implemented according to the elaborated action plan.

C. Regional Development Program

The summer school for the potential regional leaders was organized earlier then it was planned the project started. It was necessary to identify the potential leaders and organizing such big event GenderDoc-M had good opportunity to establish contacts with persons and organizations for further collaboration.

D. Organizational development

During the reporting period all the activities from the Organizational development program foreseen in the action plan were successfully implemented. The obstacle appeared with the hiring of regional program coordinator due to the fact that this position is new for the organization and it took time to find the person who can work on this position.

During the reporting period the big changes in the administration of the organization took place. The necessary measures were undertaken (hiring new staff members, organization of coaching and specialized trainings for new staff members etc) to continue work of the organization in the same way and with the same power. All the programs of the organization work to fulfill all planned activities in full volume.

4. Organizations

During the reporting period within the HIV/AIDS Prevention program we have collaborated with following organizations:

- Ministry of Health - elaboration of documents and policies, informational support;

- Republican AIDS Center -elaboration of documents and policies, informational support, implementation of the research “HIV/AIDS surveillance in high risk groups”;
- Soros Foundation Moldova – co-funding, donation tools of protection and information materials for free distribution among LGBT community;
- Resource Center “Young and Free” elaboration of information and promotion materials;
- The Network of NGOs working on HIV/AIDS, STDs and drug abuse prevention in Moldova;
- “Neovita” - NGO offering youth friendly medical services. We provide them with information materials for our target group and also donate tools of protection. We head to this organization those beneficiaries, who want to get analysis for HIV and STDs because they have reduced costs.
- PSI-Russia – Russian brunch of PSI working with gay community in Russia. The organization has 5 years working experience in the field of HIV/AIDS and STDs among MSM.
- “MenCheck-Berlin” - the organization from Germany (Berlin), working on HIV/AIDS prevention for MSM. In cooperation with Service Civil International and “MenCheck-Berlin” the study visit for medical program team was organized.

Within the awareness raising campaign we successfully collaborated with the following organizations:

- Radio 7 on 7 Hills (organization of radio program dedicated to the topic of sexual diversity)
- Center of Independent Journalism
- Municipal television EURO TV

Within the regional development program Genderdoc-M started developing collaboration with the following organizations:

- Organizations GenderDoc-M already collaborates with:

1. Resource Center “Contact” (Chisinau, Soroca, Balti, Comrat, Cahul),
2. Association “Youth for the right to Live” (Chisinau and Balti);

- other organizations working in the field of human rights:

1. “Human rights Regional Center ” (Causani),
2. “Moldovan Helsinki Committee for Human Rights” (affiliate Causani),
3. “Educational Center for the Promotion of Human Rights” (Rezina),
4. Primaria of Floresti,
5. “Regioanl Employment Agency” (Comrat),
6. Liceum “G.Gaidargi” (Comrat),
7. Liceum “M. Eminescu” (Ungheni),
8. “World window”(Tiraspol)

Within the Organizational development program we successfully continued our collaboration with resource Center CReDO.

5. Assessment and forecast

5.1 Degree in which the objectives have been achieved

A. HIV/AIDS Prevention Program

Taking into consideration all activities in the field of HIV/AIDS prevention and promotion of safer sexual behavior among our target group, which have been implemented during the 1st year of the project implementation, we can say that all objectives was in major part achieved.

Some activities were started earlier than it was planned in the project. It was possible because we have possibility (help of volunteers), experience (some of the activities we already organized), and recourses (co-funding from Soros Foundation Moldova) to start them earlier. At the same time it was decided to postpone some of the activities planed for the 1st year for the 2nd year:

- The training with regional originations from Ukraine dedicated to the transfer of the knowledge on outreach work scheduled for the end of the 1st year was delayed due to the lack of human resources from both sides, lack of experience for the moment of preparation. Genderdoc-M decided to organize it during the 2nd year after the study visits and it will also coincide with the work within the regional program. That will allow organizing the training in a more efficient way, involving in the training more interested participants, increasing the outcomes of the event, and providing more effective follow up in this field.
- It was decided to postpone issuing the guide for medical workers planned for the end of the 1st year for the first half of the 2nd year. We plan to gather the opinions of medical workers about the information they consider should be included in this guide and would be useful for their future work with the LGBT community. Issuing of the guide will coincide with the beginning of the work with the medical workers and allow distribution of the guide in the different medical institutions in more organized way.

B. Awareness raising campaign

All the objectives set for the reporting period were achieved in full degree.

C. Regional Development Program

Despite the fact that Genderdoc-M met some difficulties at the initial stage of the program implementation the objectives set for the 1st year were achieved. It was decided to organize the summer school planned for the beginning of the 2nd year at the end of the first year in order to give the potential leaders general knowledge about the LGBT and specific methods of work with the community. At the same time the first cultural activity planed for the first year were postponed for the 2nd year due to the fact that it was rather difficult to find partner organizations in the regions. The idea of the general concept of the cultural activity which would be relevant for the regions (not to cause negative reaction of the local societies) were discussed on one of the staff meetings dedicated to the preparation steps for the summer school.

D. Organizational development

All the objectives set for the reporting period were achieved in full degree.

5.2 Achievement figures

A. HIV/AIDS Prevention Program

- 5 Safer Sex Promotion Parties were organized within gay discos
- 700 beneficiaries came to Safer Sex Promotion Parties
- 3 seminars with elements of psychosocial animation were organized (one seminar for youngsters and another for elder people)
- 40 persons have come to the seminars
- 1000/1000 of safer sexual behavior promotion materials (calendars for 2005) were printed and distributed
- 400 brochures about condom use were donated by SFM for free distribution
- 20 000 condoms and 20 000 units of lubricants were distributed during reporting period
- 400 persons benefited monthly from outreach activities
- 25 sessions of individual medical counseling were organized
- The concept of the outreach work has been elaborated
- The training “Outreach work among MSM” for the Genderdoc-M staff was organized
- 10 persons (staff and volunteers) participated in the training “Outreach work among MSM”
- 5 outreach volunteers work within the program
- One study visit was organized for medical program staff
- National Strategy of Communication in the Field of HIV/AIDS Prevention in Moldova has been elaborated
- Draft of National Strategy of HIV/AIDS Prevention for years 2006-2010 has been worked out
- Co-funding for the HIV/AIDS prevention program for year 2005 has been received from Soros Foundation Moldova (12690\$).

Meetings, conferences:

Program personnel have participated in the following events:

1-3 December 2004 - National Forum of Organizations Working on HIV/AIDS Prevention
(*Boris Balanetkii, Igor Doncila*)

22 December 2004 – meeting of NGOs working on harm reduction organized by SFM
(*Boris Balanetkii*)

10 February 2005 – Meeting of the Network of Organizations working on HIV/AIDS, STDs, and Drug Abuse Prevention in Moldova (*Boris Balanetkii*)

2 March 2005 - Meeting with mass media organized by SFM in collaboration with AFEW

9 and 29 March 2005 – meetings within the Health Ministry dedicated to the discussion and adoption of the Communication Strategy in the field of HIV/AIDS prevention in Moldova. (*Boris Balanetkii*)

21-22 March 2005 - participation in the conference organized by Cordaid
(*Boris Balanetkii and Maxim Anmeghichean*)

6-7 April 2005 – participation in the discussions dedicated to the elaboration of the National Strategy of HIV/AIDS Prevention for 2006-2010 (*Boris Balanetkii*)

B. Awareness raising campaign

- 2 issues of magazine “Mirror” were issued and put on distribution
- 2 issues of bulletin “Dialog” were issued and sent out to different institutions (350)

- the contest for journalists was announced
- the stipends for students and journalists were awarded
- 4 radio shows on topic of homosexuality and sexual diversity were organized
- the new design of the web page was elaborated

C. Regional Development Program

- the person who will coordinate the regional Development Program was found
- the connections with NGOs state institutions from different regions were established
- 10 persons (individuals and representatives of the organizations) interested in work with and for LGBT community in the regions were identified
- the contest for the participation in the summer school was announced
- One 5 days summer school for the potential regional leaders has been organized
- 10 persons interested in work with LGBT community in the regions participated in summer school
- An action plan of the work in the region has been created

D. Organizational development

- Staff meeting dedicated to annual planning was organized
- action plan for the 1st year of the project was elaborated
- Two general meetings of the organization’s members were organized
- 2 new staff members were hired
- the training of personal and professional motivation was organized
- the training on advocacy was held
- the training on burn out syndrome prevention was held
- the concept for the 6 year activity report was created and materials selected
- marketing plan for the Network of psychologists for tolerance diversity and non-violent communication was elaborated

5.3 Forecast, planning for the next reporting period

A. HIV/AIDS Prevention Program

Taking into consideration working experience Genderdoc-M staff gained during previous years and during the 1st year of project implementation, growth of the number of staff members (project assistant) and number of volunteers GenderDoc-M will continue implementing all planned activities in full volume and will extend the work in this area in the regions.

Objectives:

- To continue safer sex promotion activities (seminars, safer sex promotion parties) (including the regions);
- To continue and extend outreach activities, to create safer packs;
- To initiate the work with medical specialists on HIV/AIDS prevention among LGBT community and creation of the network of gay friendly medical workers;
- To publish informational leaflet about LGTB community for medical specialists;
- To organize study visit to PSI Russia;

- To publish informational and promotional materials on HIV/AIDS prevention for the LGBT community;
- To continue lobbying the LGBT rights in health area and extending the cooperation with other NGOs and governmental institutions.

B. Awareness raising campaign

- To continue issuing magazine and bulletin;
- To continue updating and placing information on the web page of the organization;
- To develop collaboration with the alliance of the NGOs working to create antidiscrimination legislation;
- To organize the contest for journalist highlighted the topic of homosexuality during 2005;
- To organize TV programs on the city and national channels dedicate to the topic of sexual diversity and homosexuality;
- To produce press monitoring reports.

C. Regional Development Program

According to the results GenderDoc-M achieved for the moment and in order to reach the objectives of the strategic plan and programs *objectives* the following objectives have been set for the next half of the year:

- to organize one cultural activity in the region;
- to create the focal points for the LGBT community in the regions;
- to organize internships for regional leaders in GenderDoc-M.

D. Organizational development

It is foreseen to organize trainings for the staff and volunteers of the organization:

- to investigate the needs of staff members in terms of professionalization;
- to organize specialized trainings dedicated to the professional growth of the staff according to the needs;
- to organize exchange of experience visit to ACCEPT
- to provide coaching sessions;
- to organize study visits and internships in the similar organizations;

Project action plan for the next year (see annex 10)