

Stonewall

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.



ACCEPTANCE WITHOUT EXCEPTION WORLDWIDE

Campaigning for
equality for lesbian,
gay, bi and trans people
across the world



Stonewall

Acceptance without exception

ACCEPTANCE WITHOUT EXCEPTION WORLDWIDE
Campaigning for equality for lesbian, gay, bi and trans
people across the world

Cover photograph of Uganda Pride 2012, by Rachel Adams





FOREWORD

Stonewall is here to let all lesbian, gay, bi and trans people, here and abroad, know they're not alone. Our work at home is far from finished, but we also know that there is a lot we can do to support lesbian, gay, bi and trans human rights campaigners in other countries, who are fighting for change in the face of punitive laws and in cultures that remain extremely hostile to LGBT people.

Sex with someone of the same sex is illegal in 73 countries, and punishable by death in 10. Only 50 countries recognise trans people's rights to change their legal name and gender, and LGBT communities worldwide face significant levels of violence and discrimination.

Since Stonewall started its international programme in 2012, we've achieved a great deal. We've established ourselves as a leading voice on international LGBT issues with the UK government, empowered LGBT human rights defenders to campaign for change in their countries, and built an exceptional network with campaigners in over 80 countries.

The most effective and sustainable way to advance LGBT equality in other countries is to work in partnership with those most affected. We take no steps without building consensus with activists. We listen to what they need, share our experiences and learn from their campaigns. We know there is no single path to equality; every journey will be different and we will be by the side of campaigners across the world as they work to achieve equality.

Our programme of work is helping to transform the lives of LGBT people across the world, but there is potential for us to do so much more with your support. Whether you are a policy maker, NGO, employer, or an individual supporter, you can help us to change the world for the better. Join us. Help us ensure that everyone is accepted without exception, whoever they are, wherever they are.

Ruth Hunt

Chief Executive, Stonewall



**EMPOWERING
INDIVIDUALS:**

**HELPING
ACTIVISTS TO
CAMPAIGN FOR
CHANGE**

We're passionate that LGBT rights campaigners should always lead change in their country. Our job is to equip them, amplify their voices, be a committed ally, and stand by their side, and we know we have as much to learn from international activists as they do from us. That's why the work we do with campaigners to build their skills and their capacity to achieve change is at the heart of our international programme.

EMPOWERING ACTIVISTS THROUGH TRAINING

Create networks

We've welcomed LGBT activists from over 30 countries to London for customised networking and learning programmes since 2012. These programmes connect activists with Stonewall staff and other experts to equip them with the broader knowledge and networks they need to create change.

Develop campaigning skills

Our flagship International Campaigners Programme has so far given 26 LGBT human rights defenders from Eastern Europe the tools, skills and confidence to plan and deliver successful campaigns. We know from our impact reporting that this week-long programme doubles participants' belief in their ability to achieve positive social change.

Develop engagement skills

Drawing on Stonewall's experience of working with businesses and organisations to achieve LGBT equality, we deliver a programme that provides activists with the practical skills they need to build strategic relationships with employers in their countries.

Mobilise change-makers

We are launching a new programme that will connect activists and people working in criminal justice with peers in the UK; helping to build their knowledge and skills so they can help transform the way LGBT people are treated (see 'Mobilising change makers across the world' on page 6).

OUR PRINCIPLES

We hold ourselves accountable to a set of principles in all of our international work:

- Sharing what we have learned in our journey to equality with humility and honesty
- Learning from and about the experiences of other movements
- Consulting, collaborating and co-ordinating with partners
- Empowering LGBT rights campaigners in-country to take the lead
- Standing up for what is right and committing to the long haul

These have been developed through consultation with LGBT rights campaigners in 55 countries. They reflect how we can best support their fight for equality and are based on the principles adopted by the Amsterdam Network – an international network of LGBT rights NGOs, of which Stonewall is a member.

In 2015 I took part in Stonewall's free training programme for Russian LGBTQ activists. It was an incredible week: I learnt how to devise and manage projects, how to facilitate discussions, how to give interviews, and much more. The training has helped me develop and improve the social media marketing strategy for our film festival, and I have now participated in LGBT events around the world. I have been living in Russia all my life, and hadn't been optimistic about the power of the LGBT community here. My experience at Stonewall in Britain was amazing. I started to realise that it is possible to win. I feel so much more motivated now. Visiting Stonewall was one of the most impressive and important events in my life. Stonewall does a lot of great things, but most importantly they give activists like me the inspiration to succeed in countries where LGBT people face a lot of problems, and the inspiration to change the world. Thank you Stonewall!

MARIA BALGANOVA, SIDE BY SIDE INTERNATIONAL FILM FESTIVAL, RUSSIA



FUTURE PLANS

The demand from international activists to attend our programmes far outstrips the resources we have to deliver them.

Until now, resource constraints have meant we have focused these programmes on supporting activists from one of our priority areas: Russia and Eastern Europe. With more support we could expand this work and offer tailored programmes to LGBT activists in Africa, Asia, Latin America and the Caribbean.

Our priorities are to:

- a. Develop a programme for LGBT activists from Sub-Saharan Africa, which would focus on developing campaigning skills and enabling them to secure the support of influencers and new supporters.
- b. Expand our new initiative to mobilise change-makers in Turkey and the Balkans into other key areas of work, including education, and adapt the programme to run in Latin America and the Caribbean.
- c. Design a new capacity building programme to support LGBT groups worldwide to raise funds effectively and become sustainable organisations.

Mobilising change-makers across the world

From 2016-2018, we will be running a new peer skills exchange programme that aims to improve the safety of LGBT people in South East Europe, including Turkey and countries in the Western Balkans. The programme will mobilise and upskill individuals in the criminal justice system and link them with civil society organisations, so that together they can address low levels of LGBT hate crime monitoring and reporting, and ensure LGBT people subject to hate crime receive better support.

Through the programme international police and judicial bodies will be connected with LGBT organisations in their jurisdictions, and with their UK-based peers who are already working with Stonewall through our domestic Diversity Champions programme. It will provide an opportunity to share knowledge and best practice on how to take action against LGBT hate crimes, including assisting with the development of action plans to create change in their country.

We will use the learning from this pilot programme to secure additional resources and expand it to other countries, starting in Latin America and the Caribbean where levels of hate crime and violence against LGBT people are high.

Additional support would also enable us to develop similar global peer-to-peer programmes across different sectors, starting with education, to combat discrimination and improve the support that LGBT people receive across a range of key services that are essential for living a healthy and prosperous life.

Capacity building programme

In addition, our aim is to develop a new capacity building programme to help LGBT groups access the funding and support they need. This will include technical training - within a broad, culturally relevant framework - to enable LGBT groups to become sustainable organisations with diverse income streams, strategically designed projects, and the capacity to proactively respond to shifting legal and economic contexts. This will complement our existing policy influencing work to improve the funding environment for LGBT rights organisations worldwide.

A large rainbow flag is being held by a crowd of people on a city street. The flag is the central focus, stretching across the width of the image. In the background, the Big Ben clock tower is visible on the right side, and a row of classical buildings lines the left side. The sky is clear and blue. The overall scene suggests a Pride parade or a similar LGBTQ+ event.

CHANGING LAWS:

**INFLUENCING
POLICY MAKERS
TO MAKE A
DIFFERENCE**

Stonewall works with UK governments, NGOs and other institutions, to help them support LGBT people more effectively in all their international work.

WHAT WE'VE ACHIEVED

Over the last five years, we have shaped the UK's engagement on LGBT rights overseas and established Stonewall as a prominent voice on international LGBT issues.

We have:

- Provided ongoing support and training for Foreign and Commonwealth Office officials and Department for International Development officials to support LGBT rights, including linking them with local campaigners.
- Influenced the UK government to raise LGBT rights at international human rights meetings. To date, the Foreign and Commonwealth Office has taken up 13 of Stonewall's recommendations at the United Nations.
- Supported Department for International Development to develop its first LGBT Approach, to ensure that LGBT communities are properly supported in UK international aid spending.
- Worked as part of a coalition to press the United Nations to improve data collection for LGBT rights.
- Worked in collaboration with over 20 international development charities, including Oxfam and Save the Children UK. This included convening a regular roundtable for advancing LGBT inclusion in international development. Together, we have influenced the UK government's approach and shared best practice.
- Made submissions to parliamentary inquiries on global LGBT rights, foreign affairs and international development.
- Contributed to research in collaboration with the Institute of Development Studies.

'Stonewall was the right organisation at the right time in terms of influencing us. The Department for International Development would have made some serious mistakes without Stonewall's advice.' **DEPARTMENT FOR INTERNATIONAL DEVELOPMENT OFFICIAL**

Stonewall has also produced and distributed its own international guides, including *The Sustainable Development Goals and LGBT inclusion*, which provides evidence and case studies to make sure that LGBT people are included under the UN's new global goals. We also produced *Christian Role Models for LGBT Equality*, which profiles 20 LGBT Christians and allies from across the world, and *Engaging the UK Government – a 'how to' guide for LGBT activists worldwide who are seeking support from UK government*.



FUTURE PLANS

Over the next three years we will continue to work by the side of UK governments, NGOs and international policy makers. We will support them to ensure LGBT equality is central to their work, resulting in tangible improvements for LGBT people worldwide.

'A lot of work can be done by organisations like Stonewall to pressure their governments and the UN. Governments don't like talking about LGBT issues as part of the Universal Periodic Review process – they need to be pushed to.' **INTERNATIONAL LGBT ACTIVIST**

We will:

- Produce and distribute best-practice guidance for Foreign and Commonwealth Office officials and Department for International Development officials working overseas on how to work effectively with local LGBT organisations.
- Support British parliamentarians to hold the UK government to account on international LGBT equality by providing evidence and sharing our networks.
- Expand our influencing work to support politicians and officials in devolved governments and international NGOs based in Scotland and Wales.
- Convene targeted networking events for politicians, officials, NGOs and the private sector with international campaigners, helping to connect them with decision makers that could help with funding and other support.
- Scale up our work with international institutions, including the UN and international development charities, to make sure that LGBT rights are addressed in a way that prioritises local campaigners.
- Increase our impact by engaging with broader networks, such as the international charity network BOND and ILGA (the International LGBTI Association).



Rainbow flag flies on the Foreign and Commonwealth Office building in London, 28 June 2014.

CASE STUDY: WORKING WITH THE UK GOVERNMENT

In close contact with local LGBT groups, Stonewall has briefed the UK government on the LGBT rights situation in more than 50 countries to ensure this is fed into the UN's 'Universal Periodic Review': a process where governments assess each other on their human rights record and make recommendations for improvement. Thanks to this continued pressure, the UK's Foreign and Commonwealth Office has used 13 of Stonewall's recommendations, often for countries that don't receive much international attention but where LGBT people have a real need for support. We plan to expand this work to ensure the UK government continues to raise LGBT issues in a way that is helpful to local campaigners and pushes their governments to take practical action.

TRANSFORMING INSTITUTIONS:

SUPPORTING GLOBAL ORGANISATIONS TO INFLUENCE CHANGE

In more than half the world, LGBT people are not protected from discrimination under workplace law. Equality in the workplace can be a catalyst for wider societal change, and multinational employers have a key role to play in achieving equality for LGBT people across the globe.



Stonewall
Acceptance without exception

In more than
HALF OF THE WORLD
your lesbian, gay, bi or
trans employees may **NOT**
be protected under
workplace law.

ILGA World data shows that 70 UN states do not have workplace protections for lesbian, gay and bi staff.
TGEU data shows that 52 countries have explicit anti-discrimination laws for trans people.

THOMSON REUTERS

europa café

europa café

europa café

at&t

In 2013, Stonewall launched the Global Diversity Champions programme, a coalition of multinational businesses that work together to develop policies, strategies, procedures and approaches to advance global equality through their workplaces. This 80-strong group is growing rapidly and is an important pillar of our international programme. We offer practical advice, best practice resources and networking opportunities with the aim of giving multinational businesses the tools they need to support their LGBT staff and advance equality for LGBT people in the countries in which they work.

GLOBAL WORKPLACE PRIORITIES

Strengthen globally, empower locally

We work with leaders in global organisations to maximise the positive impact they can have in their workplaces across the world, as well as facilitating local partnerships that lead to improvements for LGBT people at work and beyond. This includes leading a consortium of NGOs working on LGBT workplace equality initiatives to share resources and ideas on how we can best support employers to influence change internationally.

Inform and mobilise best practice

We provide thought leadership and share best practice guidance on issues surrounding global workplace equality. Using the Stonewall Global Workplace Equality Index and our relationships with global employers, we collate, analyse, evaluate, and share best practice to accelerate the pace of change for LGBT people. We provide practical guidance to our members and the wider community, even in the most challenging environments.

Driving change through collective influence

We recognise that we are stronger together, and that our partners are more confident to use their influence to promote LGBT equality as part of a coalition than they are individually. We work with organisations to explore how they can use their influence and soft power in other countries to support cultural change beyond the workplace, including facilitating partnership working with local activists and NGOs, and influencing policy makers.

FUTURE PLANS

Empowerment programmes

We are in discussion with global organisations and NGOs in other parts of the world to adapt Stonewall's well respected development programmes for leaders, role models and LGBT allies, so they can be offered in other countries and tailored to the local context. These will be co-delivered to in-country staff members to empower them to change their organisations at all levels so they are more LGBT inclusive.

Supporting workplace equality initiatives globally

We want to grow the consortium of NGOs from other countries working on LGBT workplace equality initiatives. We will support them to develop their programmes through training, peer learning and networking opportunities. By doing this we are sharing our experience with our peers in other countries to support their development and financial security, and ensuring that global organisations have effective partners to work with in the countries in which they operate. It also enables us to learn from best practice in other countries, which we can share with our Global Diversity Champions here in the UK.

Resources

We will continue to expand our series of country briefings, best practice guides, webinars and seminars to ensure our members can learn from each other and from us. For example, our next best practice guide will explore approaches to LGBT equality in the most challenging environments, such as those countries that criminalise same-sex sexual activity.

Driving up standards

We will engage more organisations to take part in the Global Workplace Equality Index, our unique benchmarking tool which measures organisations' progress on a number of outcomes related to LGBT equality. By supporting our members to audit their performance and develop robust action plans to deliver LGBT equality, we will continue to drive up standards in global employment practices.

Using our collective influence

We want to do more work with our partners on how we can collectively influence wider changes in policy and practice in the countries where they operate. This could include convening a briefing for government and public affairs leads from members of our Global Diversity Champions programme, exploring approaches to in-country advocacy on LGBT rights. This briefing session would be delivered in partnership with our Global Founding Partners – the companies that helped us set up the programme.

Expand work with international development NGOs

International development charities have a huge impact on the lives of millions of people around the world. We plan to expand our Global Diversity Champions programme to work more closely with them so that LGBT staff in this sector are properly supported wherever they are working as well as empowered to address the needs of LGBT communities through their work.

CASE STUDY: BARCLAYS

Barclays have been committed participants in Stonewall's Global Workplace Equality Index since its inception. They have used the feedback received to make steady improvements to their approach to LGBT equality across their business. For example, Stonewall has supported the Barclays' LGBT network, Spectrum, to build a strong membership base across their operations globally.

Now worldwide, the Barclays LGBT network has demonstrated the wider impact global organisations can have on LGBT equality. For example, in Singapore, the national chapter of the Spectrum network developed a successful partnership with the LGBT social services group, Oogachaga. Through fundraising they supported Oogachaga to launch the Women on Wednesdays (WoW) hotline service: a service run by trained staff that signposts to community resources for lesbian, bisexual, trans and queer-identifying women and offers emotional support. In collaboration with Oogachaga, Barclays also held and hosted a panel event on Singapore's LGBT spaces and history for the investment banking community, which included an LGBT historian and trans community advocates. This event led to further support of the Singapore Pink Trail initiative, where members of the community were given the opportunity to visit local NGOs such as Action for Aids and Oogachaga's counselling space, culminating in a fundraising dinner.

'As an organisation conducting business in more than 50 countries around the world we recognise our responsibility to help positively influence all forms of inclusion including LGBT equality. We are proud to be part of Stonewall's Global Diversity Champions programme, which is bringing together like-minded global organisations who together provide thought leadership and resources to drive this positive change'

MARK Q. MCLANE,
BARCLAYS MANAGING
DIRECTOR, HEAD OF
GLOBAL DIVERSITY AND
INCLUSION



CASE STUDY: VODAFONE

With support from Stonewall, Vodafone has taken a targeted approach to ensuring their LGBT employees are safe and supported when travelling and working internationally. This has involved developing guidance on LGBT topics for employees, developing a toolkit for line managers and training HR colleagues to understand LGBT matters better.

CASE STUDY: BP

With coaching from Stonewall, BP established a programme to help senior LGBT allies from across the global business develop a more LGBT friendly culture in their workplaces. BP set up a buddy system which paired all senior LGBT allies with chairs of the LGBT network group in-country and also senior diversity and inclusion staff. This provided senior managers with the tools and knowledge they need to be role models in their day-to-day behaviour and wider communications, and enabled them to have a positive impact on the culture of their workplace.

CASE STUDY: CITIGROUP

In June, Citi celebrated Pride Month with a variety of local community and employee awareness, and volunteer, events. Citi had over 1,000 employees, friends and family participating in Pride celebrations around the world, including in Belfast, where they are one of the first corporates to publicly support the parade and calls to extend marriage equality to Northern Ireland. Citi have launched a network chapter and allies programme in Belfast and, supported by Stonewall, convened the first inter-industry event on LGBT workplace equality.



**CHANGING
HEARTS AND
MINDS:**

**GOING DEEPER
INTO GLOBAL
COMMUNITIES**

**SOME
PEOPLE
ARE GAY.
GET
OVER
IT!**

**有些人
就是
同志。
接受吧!**

**НЕКОТОРЫЕ ЛЮДИ
ГОМОСЕКСУАЛЬНЫ.
ПРОСТО
ПРИМИТЕ
ЭТО!**

**CERTAINES
PERSONNES
SOMME
SONT
GAY.**

**SOME
PEOPLE
ARE GAY.
GET OVER
IT!**

**1989
2014
2039**

**1989
2014
2039**

**SOME
PEOPLE
ARE GAY.
GET OVER
IT!**

Stonewall
Healthcare for the
LGBT Community

Stonewall

Stonewall

#lotstodo

#lotstodo

#lotstodo

Since we were founded in 1989, we've learned a lot through our British campaigning work, which has helped bring about a sea change in public attitudes towards LGBT people. There's a lot of demand to share this experience with international campaigners, many of whom face an uphill struggle for acceptance with public attitudes stacked against them.

When we hear about discrimination against LGBT people in other countries, we understandably want to take a clear and visible position to support them. However, in line with the principles which govern our approach to influencing change internationally (page 5), getting it right means taking our cue from international LGBT activists, and letting LGBT equality movements in each country determine what action is needed to change hearts and minds where they live.

Boycotts, sanctions, and personal attacks on a government or leader can sometimes seem like attractive options, especially when it appears there's nowhere else to turn. However we know from talking to international activists that these actions can often be ineffective, or even counterproductive – triggering a backlash against LGBT communities locally.

International LGBT human rights defenders tell us there are better ways that we can support them to transform public opinion in their countries, for example by working by their side as peers, taking their lead and ensuring that any interventions build on and amplify their work.

OUR APPROACH

Encouraging support from individuals and organisations with global impact and reach

Stonewall campaigns can have a huge impact in Britain, as well as internationally. For example, Stonewall's *Rainbow Laces* campaign to end homophobia, biphobia and transphobia in sport targeted English Premier League football, which is of course hugely popular in Britain, but also reaches more than a billion people, in over 200 territories worldwide. Stonewall's *#RainbowLaces* campaign, to end homophobia, biphobia and transphobia in sport, has engaged visible support from Premier League players and teams. This is especially impactful in countries where few public figures are willing to speak out.

Building campaigns that are owned by international activists

We've been inundated with interest from activists wanting to adapt Stonewall's flagship anti-discrimination campaigns for use in their countries. This includes *No Bystanders*, our campaign bringing people in communities together to take a stand against homophobic, biphobic and transphobic bullying and abuse, and *'Some People Are...'*, our iconic campaign to challenge people to accept difference in sexual orientation and gender identity. The latter has already been translated into 17 languages.

Supporting campaigns by international LGBT activists

Where LGBT campaigners in other countries tell us it will have a positive impact, we support their campaigns publicly as part of our overarching *#ByYourSide* campaign. For example, expressing solidarity during Pride events or providing access to influential celebrities and policy-makers are practical and visible ways we demonstrate to LGBT people and allies in other countries that we are by their side.

FUTURE PLANS

Adapting our campaigns

We will build on our work to share our resources and enable activists abroad to adapt our core campaigns in their own countries. We'll continue to listen and learn from activists about what works best for them and feed that into our campaign development work.



#ByYourSide

A key stream of Stonewall's *#ByYourSide* campaign will involve supporting and amplifying campaigns led by activists around the world. As always we will take their lead but use the strength of our brand and networks, including the Global Diversity Champions, to give international LGBT activists the support they need, when they need it.

Rainbow Laces

From 2016 we are expanding our *Rainbow Laces* campaign to challenge homophobia, biphobia and transphobia across all sports. Our focus in year one will be rugby and cricket alongside football, in part because they have the greatest potential to reach new audiences internationally. This will expand into a wider range of sports in years two and three. We will work with activists abroad to co-ordinate our activities and maximise the impact of sports personalities from their counties, who play for British teams and publicly support the campaign. Through our *Rainbow Laces* campaign we will use the emotional engagement that sport inspires to shift attitudes among a wide range of people across the world.



Stonewall's history of political leadership, specialisation in operations, and solution-oriented approach to legal engagement was striking. Its values of respect and gradual engagement stood out in its desire to advance its international work. Its ability to access the political establishment in targeted ways and to periodically collaborate with other groups in amplifying communication concerns to the public offered insights into what we were doing right, and what needed to be done to strengthen rights defence and protection concerns locally. Stonewall's archives offered insight into the humble beginnings of Ruth Hunt's efforts on how to advance social transformation with an outcome that matters. The acquired knowledge has helped us build a partnership with Michigan Law Clinic, and to refine our understanding of socio-economic, civil and political rights advocacy concerns. It has led to scaling-up our communication in development and policy documents, and has shaped our political communications with state systems in Belize.

CALEB OROZCO, UNITED BELIZE ADVOCACY MOVEMENT, BELIZE





HELP US FUND OUR VITAL WORK

Our work relies on the generous support of the public. We appreciate every donation, big or small, but by making a major gift you can make an enormous impact. These gifts not only allow us to fund projects now, but allow us to plan ahead, so no matter what challenges the future holds, we can be there for LGBT people across the world.

By making a financial contribution to our international work, you will enable us to extend and increase the scope and impact of our work, to create positive social change. If you are considering investing in our work, from your charitable trust and foundation or your corporate social responsibility or philanthropy programme, please do get in touch to explore the various opportunities further.

Stonewall's resources, such as our best practice guides and international empowerment programmes, help to promote LGBT equality worldwide but can't reach the broadest possible audience without your support.

£250k will allow us to develop and run a two-year capacity building programme in a priority country or region of the world – facilitating improvements in the way the criminal justice system, education or other public services support LGBT people.

£50k will give 10 LGBT campaigners the opportunity to come to the UK for a week long intensive training programme focused on campaigning and communicating, based on Stonewall's experiences.

BE PART OF OUR MOVEMENT FOR CHANGE

The support of individuals and organisations is absolutely vital to enable Stonewall to achieve its vision of a world where everyone, everywhere, is free to be themselves. For every £1 of funds we raise, Stonewall reinvests 99 per cent into our programmes, campaigns and fundraising activities, which work towards changing the lives of LGBT people here and abroad. There are many ways that you can be part of our movement and help us to work towards acceptance.

Share

Share Stonewall's campaign messages with your personal and professional networks. Help us to access international influencers who can reach new audiences with our campaign messages.

Join

Join our Global Diversity Champions Programme and receive targeted support to ensure that your LGBT staff are safe and able to reach their full potential, even in the most challenging environments.

Work

Work with us to ensure LGBT rights are mainstreamed through international development and human rights programmes, and to ensure that LGBT communities - some of the most marginalised communities globally - are not overlooked.

Support

Support one of our projects that needs funding, whether you wish your donation to be restricted to a specific area of work or to use towards core funding of our international programme.



FREQUENTLY ASKED QUESTIONS

1. Why should I give to Stonewall and not direct to activists on the ground?

You can have an impact by doing both, but in many countries it is hard to get money to activists because of financial and legal barriers established to prevent their work from being funded or even for them to form organisations that are legal entities.

While this is not the situation everywhere, it is in those countries where LGBT people face the greatest danger from violence, persecution and denial of their human rights.

That is why support through other means, including programmes established by Stonewall, is vital to empower and enable activists to drive positive change in the most difficult circumstances.

Our empowerment programmes give activists the tools, skills and networks to achieve tangible change in their own countries. We evaluate the impact of every programme immediately, in six months and further down the line, to ensure that the resources we've invested deliver a long-term and sustainable impact.

Our reputation with policy makers in the UK and abroad also means we can influence key decision makers and powerful institutions to leverage change across the world, including UK governments, multinational corporations, inter-governmental institutions and international development charities. Our aim is to ensure that LGBT issues are fully included in the global human rights and development agenda. By prioritising influencing, we ensure our work has a reach and impact far beyond what we could achieve alone.

And our experience and reputation of campaigning for LGBT equality means we are uniquely placed to approach campaigners outside Britain as a peer. This approach is well received by our international partners, who are keen to learn from our wealth of campaigning experience, while also sharing their own.



2. How will I know what impact my donation will make?

We measure the impact of all of our interventions, in the UK and abroad, to evaluate the change we've achieved and where we need to do more. We report on our impact to our supporters regularly and welcome a two-way dialogue, so you can be confident when you invest in our work that we will maximise the impact of your donation. All of our work is focused on achieving long-term, sustainable change.

Our strong and growing relationships with activists across the world mean we have our finger on the pulse of how the campaign for global LGBT rights is developing, so we can respond nimbly to opportunities and threats, and share first-hand testimony from activists across the world. We use our platform to make sure their voices are heard with key policy makers, and ensure you can hear directly about the impact of their partnership with Stonewall.

3. What does Stonewall do differently to other international LGBT organisations in the UK?

We always aim to complement other organisations in the UK and abroad, focusing on our areas of strength and expertise.

Our reputation as an effective influencer with policy makers means we focus on helping governments, NGOs and others to support positive change in global LGBT rights. We have a lot to offer and learn from activists worldwide and are creating a growing network with campaigners in over 80 countries. We're also building on our already successful domestic Diversity Champions programme with the Global Diversity Champions programme, which brings together organisations with a global reach to have a positive impact on LGBT equality abroad.

4. What countries does Stonewall work in?

Stonewall has links with partners in over 80 countries. This, combined with our work with UK policy makers and international human rights bodies, means we now have a truly global reach.

We also work with more than 80 global employers through our Global Diversity Champions programme. Through the programme we work with multinational corporations with a huge combined global footprint, giving them the tools they need to protect their LGBT staff wherever they are in the world

Our empowerment programmes, which give individual activists the tools to achieve tangible change, have focused on supporting campaigners in Eastern Europe so far, but we want to expand their reach in the next phase of our international work when we secure the resources to do this. Through our policy work to ensure LGBT inclusion in diplomacy and international development, we collaborate with organisations throughout Africa, Asia and the Caribbean. We also work closely with peer organisations in Europe and Northern America to expand our influence.

5. What is Stonewall's background?

Stonewall was founded in 1989 by a small group of people active in the struggle against Section 28 of the Local Government Act. Section 28 was a discriminatory piece of legislation designed to prevent the so-called "promotion of homosexuality" in schools; as well as stigmatising lesbian, gay and bi people, it spurred the LGBT community to action.

Stonewall is renowned for its campaigning and lobbying work. We have helped transform life for LGBT people in Britain, including helping to achieve equalisation of the age of consent, lifting the ban on LGB people serving in the military, securing legislation which allowed same-sex couples to adopt, the repeal of Section 28, securing civil partnerships and then same-sex marriage, and ensuring that the Equality Act protects lesbian, gay and bi people when accessing goods and services. Stonewall has been working on global LGBT rights since 2012.

6. How does Stonewall decide which activists to work with?

We are inclusive; engaging with as many groups and activists as our resources allow. We focus on working with activists where we are best able to respond and provide the support they need. We work with a network of other LGBT and human rights organisations in the UK and abroad and always aim to ensure we complement rather than duplicates each other's work.



The LGBT rights organisations we partner with to deliver joint projects or programmes range from relatively large and professionalised NGOs with national and international reach, to small grass roots organisations run by volunteers, often working on a specific issue or based in remote locations. What matters to us is people’s readiness to engage, their need, and their capacity to deliver joint projects of various scales.

7. How does Stonewall help to keep activists and staff safe?

International activists’ security and well-being is of paramount importance to us in everything we do. Our international programmes are designed not only to provide respite and support, but to empower and equip international LGBT activists to reduce discrimination in their countries, therefore improving community safety overall. We are also extremely careful in our approach to communications around our international work; while we would love to talk more openly about the work that we do, we are also very mindful that activists must not be put at risk by being connected to our programmes.

We have a robust policy for staff travelling overseas, and conduct a consultative risk assessment ahead of the delivery of any major in-country projects. This looks at both the risk to staff and the risk to the activists we work with.

8. Is Stonewall an international charity?

We’re a British registered charity with a remit to work on both domestic and international LGBT rights issues, and we’re increasingly mainstreaming global issues across all of our work. There is still a huge amount of work to do to ensure everyone is accepted without exception in Britain, so that remains our core work, but we envisage that a growing proportion of resources will focus on our goal to support positive change in global LGBT rights.

9. Does Stonewall work with other international NGOs?

Yes. Stonewall is a member of ILGA-Europe and ILGA World (the international associations of LGBTI groups), as well as the Amsterdam Network – an association of leading LGBT rights NGOs from Western Europe and North America. We convene an international development roundtable where staff from over 20 leading UK-based international development charities come together to discuss and collaborate on LGBT inclusion in their work. We are also a member of the Doughty Street Group – a forum of UK-based international NGOs with a principal focus on LGBT human rights violations.





ABOUT STONEWALL

Stonewall was founded in 1989 in response to the introduction of Section 28 of the Local Government Act, a piece of legislation which prevented the “promotion of homosexuality” in schools.

Stonewall’s founders recognised that there was a need for a professional lobbying group to campaign for full legal equality for lesbian and gay people. Stonewall’s approach at this time was strategic, pragmatic and entirely focussed on equality before the law.

Some of Stonewall’s most notable achievements in the UK include involvement in securing equal marriage, equal adoption rights, the right to serve openly in the armed forces, protection at work and legal protection from discrimination in the provision of goods and services.

In 2012, Stonewall began its work alongside LGBT activists in other countries and other global influencers to achieve equality and acceptance across the world. In 2015 Stonewall extended its mission further to include work with trans communities to achieve trans equality in UK and abroad.

Stonewall is now Britain’s foremost LGBT charity and is internationally respected for its progress towards justice and equality for LGBT people. Our mission is to let every lesbian, gay, bi and trans person, here and abroad, know that they are not alone and our work will go on until everyone, everywhere, is free to be themselves.

There remain significant challenges ahead if we are to achieve our vision and mission in every community in Britain and throughout the world, and our work is only made possible through the support and generosity of individuals and organisations that support our goals and want to help us achieve a world where everyone is accepted without exception.

For more information about Stonewall’s activities and achievements, our management team and trustees go to www.stonewall.org.uk.

ACCEPTANCE WITHOUT EXCEPTION WORLDWIDE

Campaigning for equality for lesbian, gay, bi and trans people across the world.

Published by Stonewall

June 2016

Stonewall, Tower Building,
York Road, London SE1 7NX
United Kingdom

e: info@stonewall.org.uk

w: www.stonewall.org.uk

t: 020 7593 1850

Registered Charity No. 1101255



Stonewall
Acceptance without exception

ACCEPTANCE WITHOUT EXCEPTION WORLDWIDE

Campaigning for
equality for lesbian,
gay, bi and trans people
across the world



Stonewall
Acceptance without exception