



**THE INTERNATIONAL
PRIDE CENTRE**

PROTECTION, RIGHTS, INCLUSION
IN DISPLACEMENT & EMERGENCIES



THE PRIDE CENTRE
ANNUAL

REPORT 2025



A NOTE FROM: The Executive Director - Michael Bruce



2025 was the first full year of programming for The PRIDE Centre, and I could not be more proud of the breadth of what we have achieved in just 12 months.

All of this is due to our amazing team and our partnerships. With a staff of just five - plus two wonderful interns - we have had an impact well beyond what I could have envisioned in January 2025.

When I started The PRIDE Centre in Uganda in the wake of the 2023 Anti-Homosexuality Act, I had a vision, probably naively, that if international aid actors could just learn from and emulate the courage of local LGBTQIA+ organisations, we could do a much better, and more meaningful, job in meeting the needs of LGBTQIA+ people in displacement and emergencies.

I can barely articulate the level of inspiration, even awe, that I have when seeing the work being done by local LGBTQIA+ groups to try and secure safety and protection for their communities. Even in circumstances like our partner in Uganda being directly targeted by the Prime Minister in a speech to Parliament, the refugee-led groups in Kenya providing shelter to a constant influx of queer refugees from throughout the region- most of whom have suffered extraordinary trauma, or the trans refugees in Gorom camp in South Sudan struggling just to provide food and basic medical care for the hundreds of community members who don't receive any formal humanitarian aid. These groups and their leaders never stop.

And so in 2025 we shifted our focus to work more with these local groups to help them scale their work so that they can respond to, and lead, the effort to reach people with diverse sexual orientations, gender identities or expressions, or sex characteristics (SOGIESC) in need in large scale refugee, crisis, climate, and humanitarian emergencies.

In 2026 we've begun expanding our model, starting work in South Sudan and Ethiopia and working on reaching the queer communities in critical need in Sudan. We're also building The Queer Underground, connecting the networks of community organisations across Africa that support LGBTQIA+ refugees on migration routes fleeing violence, while countering misinformation, using innovative tools such as a secure closed loop chatbot and trained AI models.

On an exceptionally sad note, the movement for LGBTQIA+ rights and safety lost a titan in early 2026 with the death of Joan Amek, the Executive Director of Rella Women's Foundation in Uganda. Joan was a fierce warrior in the movement, and an inspiration to all of us at The PRIDE Centre who had the privilege of working with her as part of our partnership with Rella.

This report is dedicated to Joan.



A NOTE FROM: The Board Chair - Alex Gray

Our first year has been both a proof of concept and a statement of what is possible. In just twelve months, the PRIDE Centre has established a presence across five countries, engaged hundreds of LGBTQIA+ activists, leaders, and survivors, partnered with six frontline organisations, and trained humanitarian staff who are now better equipped to recognise and protect people long excluded from crisis response. We generated hard data where none previously existed, evidence donors and agencies have welcomed because exclusion, when unmeasured, remains unaddressed.

These achievements matter. They demonstrate that centring LGBTQIA+ communities, supporting local leadership, and replacing assumption with evidence makes the humanitarian system stronger and more effective for everyone.

Our influence is now reaching the highest levels of global decision making. We presented to UNHCR's Steering Group in Geneva and became the first LGBTQIA+ focused NGO to join the Global Protection Cluster's Strategic Advisory Group. For a young organisation, this is unprecedented, and signals a system ready to evolve.

Yet this progress unfolds amid shrinking humanitarian resources and rising hostility. With only fractions of funding reaching protection, impact depends on explicitly targeting those most at risk. Donors hold extraordinary power here. Funding is vital, but partnership is transformative. Donor leadership can ensure programmes confront exclusion, grounded in the data needed to justify prioritisation.

Inclusion must also be intersectional, reflecting overlapping vulnerabilities and requiring collaboration across specialised actors. The path to transformative change is now visible. With system wide partnership, we can move toward truly Inclusive Humanitarian Action, because if we are not deliberately designing for excluded groups, we are not doing humanitarian work at all.

We are only at the beginning. The need is immense, but so is our resolve, and we are just getting started.



Heat Map



The International Pride Centre

Protection Rights Inclusion in Displacement Emergencies

VISION

Equal & Inclusive Opportunities

A world where the unique needs of persons of diverse SOGIESC are included and responded to with empathy, safety, and urgency.

MISSION

Humanitarian Inclusion for All

To equip humanitarian actors with knowledge and tools to respond to SOGIESC communities needs in crisis and displacement settings.

WAYS OF WORKING

Five Core Work-streams

01 Equitable Environment for LGBTQIA + Individuals

02 LGBTQIA+ Inclusive Programming

03 Collaborative Partnerships

04 Legal & Humanitarian Action Research

05 Advocacy for Change

OUR PRINCIPLES

Inclusion and Equity:

Ensuring SOGIESC communities are visible and represented in humanitarian planning, policy, and delivery at every level.

Protection and Safety

Advocating for safe environments free from discrimination, violence, and exclusion especially in displacement and conflict settings.

Empowerment and Participation

Promoting leadership and agency of LGBTQIA+ people in decision-making processes that directly affect their lives.

Accountability and Advocacy

Holding institutions responsible for equitable treatment and pushing for systemic change in global humanitarian frameworks.

Collaboration and Solidarity

Building partnerships across sectors to strengthen collective action for rights and inclusion in emergencies.

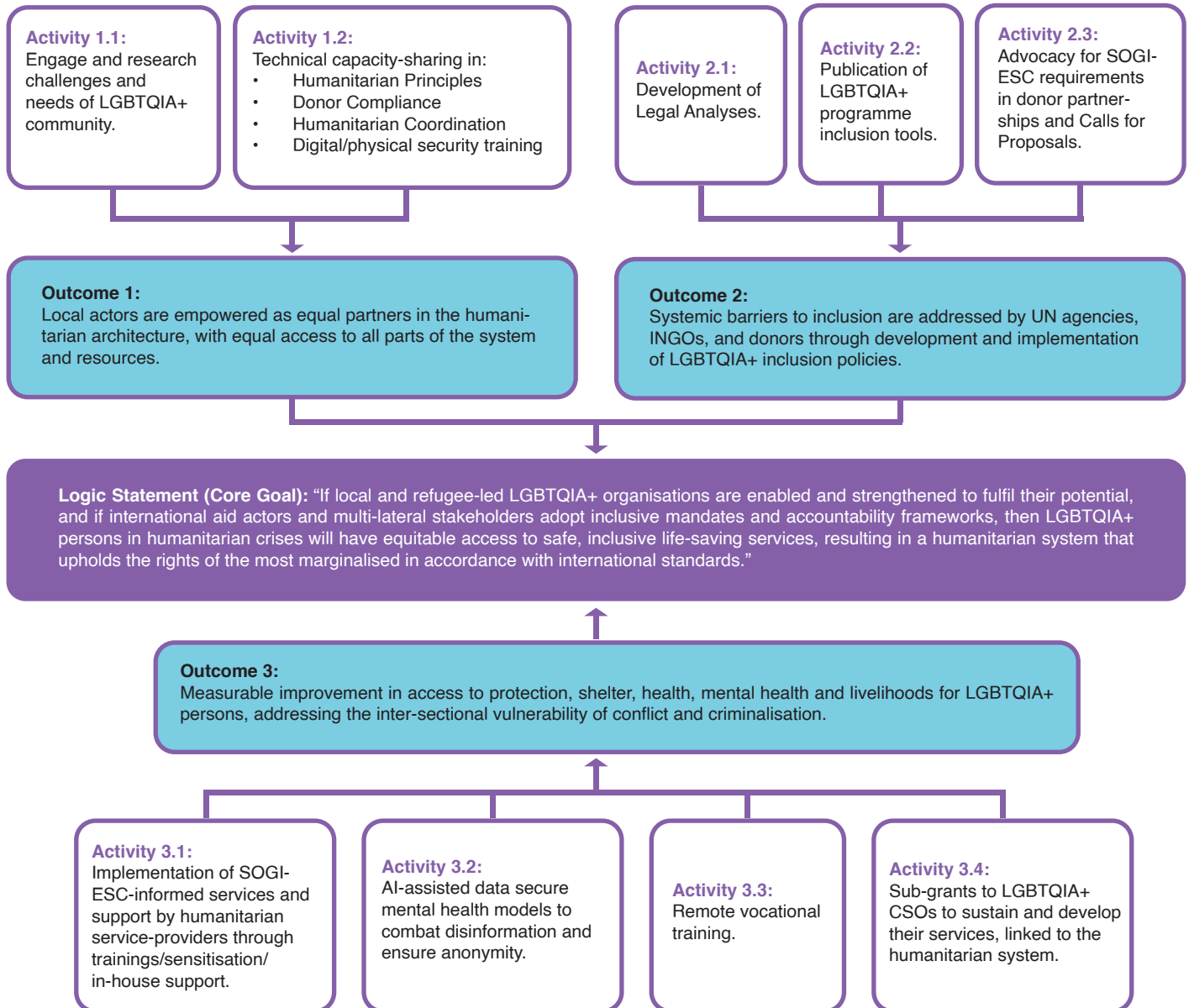
Evidence and Learning

Using data, research, and lived experiences to inform policy and continuously improve humanitarian responses.

Strategic Plan

Our Theory of Change

PRIDE Centre Theory of Change 2026-2028



Partnerships and Collaborations

Partnerships



- **Rella Women's Foundation**

PRIDE maintains an ongoing strategic partnership with Rella Women's Foundation, an established queer feminist organisation in Uganda that provides safe spaces, advocacy, and empowerment for LBQ individuals, through which Rella led community outreach and cofacilitated joint trainings, drawing on their deep grassroots networks and experience supporting LBQ communities facing homelessness, discrimination, and barriers to SRHR and economic inclusion.

- **Angaza Kids Foundation**

Based in Kibera, Nairobi, Angaza Kids Foundation is a community-based organisation supporting vulnerable children, youth, and families. Angaza partnered with the PRIDE Centre to jointly implement a Canada Fund for Local Initiatives funded project that strengthens awareness, protection and inclusion of LGBTQIA+ refugees and asylum seekers in humanitarian programming in Kenya.

- **Entrepreneurship Empowerment Advocacy- Health (EEA-H)**

EEA-H, a refugee-led organisation supporting trans, intersex, gender non-conforming (TIGNC) asylum seekers in Kenya and The PRIDE Centre have partnered to co-deliver Nairobi based workshops. EEA-H led community outreach and mobilisation within the LGBTQIA+ refugee community, facilitated participant engagement, and managed logistics while helping to identify both LGBTQIA+ and refugee-led service providers. Together, the two organisations have also jointly submitted proposals for continued and expanded collaboration.

- **Mouvement pour les Libertés Individuelles (MOLI)**

MOLI, a longstanding LGBTQIA+ rights organisation working across Burundi, Rwanda, the DRC, and Congo (Brazzaville), partnered with the PRIDE Centre to support Burundi and DRC based activities as well as workshops in Kenya, taking lead on community outreach, mobilisation, and logistical arrangements while helping identify LGBTQIA+ and refugee-led service providers.

Building on this collaboration, PRIDE and MOLI have also jointly submitted proposals for further regional programming.

Collaborations

In 2025 The PRIDE Centre collaborated on programming, research, and outreach with multiple other stakeholders and allies in the sector, including:

- **Church World Service (CWS)**

PRIDE and CWS co-led an intensive workshop for leaders of LGBTQIA+ refugee-led organisations in Kenya. The workshop focussed on leadership development, advocacy, and upscaling organisations response capacities.

- **ODI Global**

The PRIDE Centre and ODI Global are collaborating on research into the protection issues facing LGBTQIA+ refugees and internally displaced persons (IDPs) in regions affected by conflict, and the ability of the humanitarian sector to respond to these concerns. The PRIDE Centre is leading this research in the Democratic Republic of the Congo and Nigeria; two of ODI's partners are leading complementary research in Haiti and Syria. This research is slated to be published in Q2 of 2026.

- **Strategic Advisory Group of the Global Protection Cluster (GPC)**

In December 2025, the PRIDE Centre was elected to a seat on the Strategic Advisory Group of the Global Protection Cluster (GPC). The GPC brings together local, national and international actors advancing the protection of communities affected by humanitarian crises around the world. It is mandated by the Inter-Agency Standing Committee (IASC), led by the United Nations High Commissioner for Refugees (UNHCR), and governed by a Strategic Advisory Group (SAG). The SAG is the main body for the strategic governance and direction of the GPC. This is a unique opportunity to extend PRIDE Centre advocacy and shape policy within the humanitarian architecture.

- **University of Chicago Law School**

The Global Human Rights Clinic at the University of Chicago Law School is supporting The PRIDE Centre's advocacy efforts for LGBTQIA+ refugees and IDPs through research into the legal and policy obligations of aid agencies, including international organizations (including UN agencies) and their donors. The clinic has produced two legal briefs for the PRIDE Centre – one on the obligations of international organizations, with a focus on the United Nations High Commissioner for Refugees (UNHCR) and the International Organization for Migration (IOM); and one on the obligations of donors

- **Trans Advocacy Organisation-Africa (TAOA)**

TAOA is a trans-led community-based organization in Kenya dedicated to supporting transgender and gender non-conforming (TGNC) refugees, asylum seekers, and displaced persons. PRIDE collaborated with leadership from TAOA to help facilitate our Embracing Inclusion workshops for senior figures in humanitarian organisations. TAOA helped to ensure that the voices of affected members of the community were central to the workshops and to conversations about inclusion.

- **The Ivy Foundation**

The PRIDE Centre was privileged to work with The Ivy Foundation to deliver a webinar to discuss the legal, policy, and social environment for LGBTQIA+ organisations assisting displaced queer people in Malawi. The Ivy foundation is a non-governmental organisation dedicated to LBIQ (lesbians, bisexuals, inter-sex and queer) people. They work towards human rights, health, advocacy, awareness and education.

Note: An earlier partnership with Real/ Real Pheonix Development Initiatives (RPDI) was terminated by The PRIDE Centre in 2025. Additional information is available on request.

What we Achieved in 2025



In 2025, The PRIDE Centre conducted region-wide research across five countries, documenting the conditions facing LGBTQIA+ communities in crisis and emergency settings and learning from the civil society groups and leaders.

This involved:

Field missions to Kenya, Nigeria, Malawi, the Democratic Republic of Congo (DRC) and Burundi, in which we conducted research with 461 participants to identify needs and challenges for LGBTQIA+ populations in humanitarian settings.

Data: filling in the gaps. There is a dire lack of data pertaining to LGBTQIA+ populations in Africa. We have begun to bridge these gaps through developing a methodology for population estimates and applying this to existing humanitarian data, quantitative and qualitative research, and expert analysis.

Data-driven needs analysis. Compiling data from across the region to provide evidence-based insight into the specific and urgent needs the LGBTQIA+ needs in crises in Malawi, Nigeria, DRC, Kenya, and Burundi that can be utilised for (individual or collective) advocacy, strategic programming, decision-making and resource mobilisation.

Advocacy and sustaining change, through taking our messaging directly to decision makers within the humanitarian architecture, such as presenting the Joint NGO Protection Statement to the UNHCR Steering Committee during PRIDE month in Geneva, co-hosting a roundtable on LGBTQIA+ refugee issues with the High Commission of Canada to Kenya, and holding over 50 engagements with donors, embassies, ministries, and UN agencies.

Regional LGBTQIA+ outlook and analysis, using quarterly Situation Reports to map conditions across the six core countries, including new laws, displacement patterns, access barriers, and trends in violence.

Key Findings and Data Points:

Displacement Status

51%

Displaced (refugees or internally displaced)

64%

Displaced 4+ years

1/3

Displaced 8+ years

Permanence of displacement: Despite years in limbo, 77% say returning home is not important to them, indicating countries of origin remain unsafe and unwelcoming. Trans persons are the most likely to be displaced across borders.

Migration Patterns & Drivers

Migration is incremental, not planned. Each displacement is forced and triggered by acute shocks, family rejection, and/or threat to life. People flee to the most quickly accessible location perceived as safer: often a neighbouring country or urban centre. Misinformation, limited legal pathways, and desperate search for safety shape each displacement trajectory.

Mental Health Crisis

Direct

Correlation between time in displacement and mental health deterioration

59%

Experience extreme danger to both safety and mental health simultaneously

Violence & Insecurity

94%

Experienced physical or sexual violence since displacement or in current location

Violence originates from:

80%

Community members

50%

Family members

45%

Government actors (police, military)

19%

UN/NGO staff

Among those from DRC, half of those experiencing physical violence experienced it within camp settings.

The top hope for the future? "Freedom from violence" ranked first, ahead of resettlement or economic security.

Economic Exclusion & Survival

61%

Rely on sex work for income

85-90%

Estimated reliance among LGBTQIA+ refugees (per community leaders)

Trans women, trans men, and gay men are disproportionately reliant on sex work. Exclusion from formal aid and employment pushes many into desperation and negative coping mechanisms, a survival economy with no safety nets.

Most Urgent Needs

38%

Safety & protection

37%

Shelter

37%

Food

23%

Healthcare

23%

Livelihoods support

Community informed Legal & Policy Analysis:

Road maps for assisting LGBTQIA+ persons

A cornerstone of our 2025 work was producing rigorous legal analyses, which provide humanitarian and development actors with a clear and pragmatic road map to navigate operational risks, protection obligations, and the safety environment for LGBTQIA+ communities. These included:

- **Burundi**

Based on field research and analysis with LGBTQIA+ people from 14 community organisations and four key informants from the international aid actor, our report detailed strategies used by Burundi's LGBTQIA+ organisations to be able to reach and assist community members in need in the face of intense political hostility. Burundian political rhetoric creates a highly repressive environment for LGBTQIA+ people, with criminalisation provisions, selective enforcement, and politically driven crackdowns, most notably the 2023 mass arrest, leading to widespread violence, discrimination, and fear across the community. Despite this, LGBTQIA+-led organisations continue to operate strategically through public health and economic structures, and there are clear opportunities for international aid actors to safely support inclusive programming by partnering with these groups, strengthening protection mechanisms, and leveraging existing precedents in the HIV sector.

- **Kenya**

Our first report on Kenya details that LGBTQIA+ refugees in Kenya face major protection gaps rooted in restrictive registration systems and the exclusion of urban refugees from essential assistance, leaving many unable to access food, shelter, healthcare, and livelihoods support in Nairobi and other urban areas. It also raises serious concerns about the government's Shirika Plan, warning that relocating refugees into "integrated settlements" would dismantle the fragile, community driven protection networks LGBTQIA+ people rely on and expose them to heightened violence, discrimination, and exploitation. A second and more extensive report on Kenya will be published in Q2 of 2026.

- **Malawi**

The PRIDE Centre's report on Malawi was based on research undertaken with 64 individuals from 14 LGBTQIA+ organisations, including 31 refugees; 6 key informants from human rights and humanitarian organisations; and two religious leaders. The report highlights how LGBTQIA+ people remain largely invisible in both refugee response and internal displacement planning, with humanitarian actors showing limited awareness of their needs and virtually no inclusion of LGBTQIA+ individuals living outside Dzaleka camp—despite rising displacement driven by climate shocks, cholera outbreaks, and cross border influxes. It further underscores how criminalisation, discriminatory immigration provisions, and intensifying hostility toward LGBTQIA+ civil society undermine safe access to services, leaving community groups overstretched and exposing LGBTQIA+ people to heightened risks in a rapidly worsening humanitarian environment. Malawi is also a major transit country for LGBTQIA+ refugees from across the continent seeking to access enhanced protection in South Africa and other countries in the region.

- **Nigeria**

The PRIDE Centre's Nigeria report was based on interviews conducted with 70 LGBTQIA+ individuals from 16 organizations, three people working with Nigerian organisations supporting refugees and IDPs, and international humanitarian workers across multiple regions. The report outlined how multiple layers of criminalisation affect LGBTQIA+ Nigerians, including the Same Sex Marriage Prohibition Act, Sharia-based restrictions in northern states, and cybercrime laws targeting trans communities. Although Nigeria criminalises same sex relationships, including the death penalty¹² northern states, there are no legal barriers to providing humanitarian assistance to LGBTQIA+ people. Yet LGBTQIA+ individuals remain almost completely excluded from humanitarian, IDP, and refugee programming due to misinformation, security concerns, and homophobia and social stigma among aid actors. Nigerian LGBTQIA+ CSOs are active nationwide but none that we identified are currently engaged in humanitarian aid. Our report urges international agencies to proactively include SOGIESC minorities and strengthen partnerships to meet the substantial unmet needs of an estimated 11.4 million LGBTQIA+ Nigerians and 186,500 displaced LGBTQIA+ people.



New and pending anti-SOGIESC laws and policy

Across several countries in West Africa and the Sahel, governments have recently introduced or passed new laws intensifying the criminalisation of LGBTQIA+ people — including Burkina Faso's 2025 law banning same sex relations and "promotion of homosexuality," Ghana's revived Human Sexual Rights and Family Values Bill imposing prison terms for simply identifying as LGBTQIA+, and Mali's 2024/2025 penal code amendments criminalising same sex.

Taken together, these developments reflect a broader regional movement toward restrictive legislation targeting sexual and gender minorities, raising concern for human rights, civic space, and the safety of LGBTQIA+ communities across the continent.

The PRIDE Centre analyses these emerging legal efforts and provides trends analysis, issuing recommendations to help ensure that LGBTQIA+ people in need can continue to receive humanitarian assistance despite increasingly restrictive environments.

- **Burkina Faso**

Emerging provisions in Burkina Faso's draft Family Code signal a significant shift toward criminalising same sex relationships and any perceived "promotion" of LGBTQIA+ identities, creating broad legal exposure for LGBTQIA+ individuals, local organisations, and even humanitarian staff operating in the country.

To navigate this rapidly tightening environment, our analysis urges aid agencies to conduct tailored risk assessments, adjust programming to minimise legal vulnerability, and reinforce support for local LGBTQIA+ groups who are unable to register formally and face escalating threats under the junta's restrictions.

- **Niger**

In Niger, lawmakers have repeatedly signalled plans to introduce criminal penalties for same-sex intimacy. Current laws do not explicitly criminalise same sex intimacy. These new regulations come amidst a backdrop of rising moral panic, extremely low public acceptance, and a military led political environment that has grown increasingly hostile to LGBTQIA+ expression. The PRIDE Centre's analysis underscores the need for humanitarian agencies to prepare for a potential criminalisation shift by strengthening safeguarding measures, maintaining discreet but reliable referral pathways, and ensuring that LGBTQIA+ people can still safely access protection and assistance even if a new law comes into force.

- **Mali**

Mali's 2024–2025 penal code amendments newly criminalise same-sex intimacy, expand offences to include undefined “promotion” of homosexuality, and introduce additional discriminatory provisions—changes that sharply escalate risks of arrest, violence, and targeting for LGBTQIA+ people under an already restrictive military controlled environment. The analysis encourages humanitarian actors to prepare for heightened legal exposure by strengthening protection protocols, adapting programming to avoid criminal liability, and ensuring that LGBTQIA+ individuals can still access lifesaving assistance despite an increasingly punitive legal framework.

- **Ghana**

Ghana's Human Sexual Rights and Family Values Bil, a revived version of a 2023 law which passed parliament but which was not signed into law, would criminalise simply identifying as LGBTQIA+, impose prison terms for allies and anyone deemed to “promote” or “support” LGBTQIA+ people, mandate public reporting of suspected queer individuals, and embed state sanctioned conversion practices—amounting to one of the most punitive legal frameworks in the world if enacted. The analysis urges humanitarian actors to prepare for major protection risks by reinforcing discreet service pathways, safeguarding staff and partners from prosecution, and ensuring continued access to assistance for LGBTQIA+ people who may be forced into hiding or displacement if the bill becomes law



Workshops and Tools



In 2025 The PRIDE Centre implemented our comprehensive workshop and training portfolio, delivering a structured programme of in person and online capacity strengthening sessions for humanitarian actors, civil society partners, refugee-led organisations, and frontline service providers. These trainings were designed to embed LGBTQIA+ inclusion across operational, organisational, and community-level systems—particularly in countries where legal, political, and social hostility presents acute risks.

A total of eight thematic training modules were delivered throughout the year. These included two iterations of “Embracing Inclusion”, a participatory workshop focusing on foundational concepts of SOGIESC inclusion, stigma reduction, and practical entry points for inclusive humanitarian programming. All of these workshops are delivered in collaboration and co-facilitated by local LGBTQIA+ organisations, including refugee-led organisations providing critical shelter and protection services.

To support organisations confronting complex and restrictive legal environments, two sessions of “Risk Analysis and Mitigation” were delivered. These trainings strengthened partners’ capacity to assess operational threats, design confidentiality protocols, and identify safe engagement strategies with LGBTQIA+ communities in criminalising or unstable environments.

Another two sessions of “Staff Inclusion” focused on internal organisational culture, addressing safety, non-discrimination, safeguarding, and staff wellbeing. These helped agencies improve internal protections for LGBTQIA+ personnel and volunteers.

In partnership with EEA-H, we delivered a workshop for leaders of LGBTQIA+ refugee-led organisation which focused on strengthening responses to gender-based violence (GBV) within LGBTQIA+ refugee communities, with particular attention to reporting documentation, and survivor-centred support in same-sex and gender-diverse relationships. This workshop strengthened the leadership practical skills in safe disclosure, ethical case documentation, and referral pathways to inclusive services, while also enhancing coordination among community actors.

Finally, one specialised session on “Local Civil Society Capacity Strengthening” delivered jointly with Church World Service in Kenya, supported emerging LGBTQIA+ refugee leaders of local community aid organisations to enhance governance, advocacy planning, and community-based protection in challenging humanitarian settings.

Capacity Sharing and Operational Tools



In 2025, The PRIDE Centre advanced a transformative approach to strengthening operational readiness across the humanitarian sector by pairing evidence-based tools with a capacity sharing philosophy grounded in learning from local leadership and cascading this learning to international organisation. Our core belief is that local LGBTQIA+ organisations hold critical knowledge, strategies, and survival methodologies for operating in hostile environments—knowledge that international agencies urgently need but often struggle to access or apply safely. Through our work, The PRIDE Centre acted as a bridge between these sectors, supporting a two-way exchange of learning that strengthened protection outcomes for LGBTQIA+ people across displacement and crisis settings.

To support organisational practice, we expanded our suite of operational tools, including the LGBTQIA+ Inclusion: Risk Assessment Tool (English and French) that helps agencies assess threats, evaluate confidentiality risks, and plan safer programming. We also produced “How To Guides”, such as How to Celebrate Pride in Restrictive Settings and How to Build a Safe and Inclusive Workplace, along with a comprehensive SOGIESC glossary, Operational Guidelines, and a Programme and Operational Toolkit designed to translate inclusive principles into day-to-day practice.

These tools were disseminated widely—reaching national and international NGOs, UN agencies, donor missions, international organisations, refugee led groups, local CSOs, global LGBTQIA+ networks, and Red Cross Movement chapters—forming the backbone of inclusion efforts across the region. The uptake was further supported by PRIDE Centre’s accessible content, including the Long Story Short bulletins, which organisations used to deepen staff understanding of LGBTQIA+ rights and inclusion.

The PRIDE Centre has helped equip local organisations with knowledge of humanitarian systems, including standards, coordination mechanisms, protection pathways, and funding architectures, that are often opaque, inaccessible, or nearly impenetrable for smaller LGBTQIA+-led groups. By demystifying the humanitarian space, sharing operational frameworks, and contextualising humanitarian principles for local realities, we helped position these organisations not just as beneficiaries or consultees, but as leading actors in shaping inclusive humanitarian response.

Through this integrated approach—combining tools, training, and bi directional learning—The PRIDE Centre strengthened the ecosystem of actors working to ensure LGBTQIA+ people are seen, included, and protected within humanitarian response.



Risk & Inclusion Tools

- LGBTQIA+ Inclusion: Risk Assessment Tool
- Outil d'évaluation du risque
- Humanitarian Environment for Civil Society and LGBTQIA+ Communities in Burundi
- Environnement humanitaire pour la société civile et les communautés LGBTQIA+ au Burundi

Practical “How-To” Guides

- How to Celebrate Pride in Restrictive/Hostile Environments
- How to Build a Safe and Inclusive Workplace
- How to Strengthen Privacy, Confidentiality, and Survivor Safety Protocols
- How to Develop Safe Referral Pathways (for local and humanitarian actors)

Knowledge & Learning Tools

- Comprehensive SOGIESC Glossary
- Long Story Short bulletins – short, accessible staff education explainers used by multiple organisations
- Humanitarian Navigation Aids (introductions to humanitarian architecture for local CSOs and RLOs)

Cross-Cutting Guidance Modules

- Community Safety & Digital Security Tipsheets
- Staff Care & Internal Protection Measures for LGBTQIA+ Personnel
- Partnership and Localisation Guidelines (supporting collaboration between humanitarian agencies and LGBTQIA+-led CSOs)



Advocacy and Global Engagement

When we engage with stakeholders, from ministry officials in capitals to embassy representatives in our activity countries to UN agencies in Geneva, we ensure that we don't only present them with the data and evidence which demonstrates the critical needs of LGBTQIA+ persons in crisis settings, we also present them with pragmatic, concrete actions that they can take to help better embed protections and access to aid for vulnerable LGBTQIA+ communities.

Some of the key messages and advocacy asks that we take to stakeholders include:

Mandate inclusion: If they want to see these changes take effect, donors and headquarters offices of INGOs and UN agencies need to mandate their partners to include LGBTQIA+ needs in their humanitarian programming. Our engagement and outreach in the countries we work in has made clear that many international NGOs and UN agencies are not going to incorporate LGBTQIA+ inclusion into their work until they are told that they have to. For this reason, we directly ask donor agencies, MFAs, and headquarters to adopt similar approaches as were taken with persons with disabilities, age inclusion, and localisation, and start mandating partners to adopt this inclusion into their analysis, data collection, and needs assessments and start engaging with partners who can reach these communities and do so in culturally sensitive ways.

Localise: LGBTQIA+ civil society and community benefit organisations are strong, even in the most hostile and repressive environments. These groups need to be resourced, strengthened, and empowered to engage in humanitarian and refugee responses in order to ensure that LGBTQIA+ persons in displacement and emergency settings are reached, recognised, and helped.

Acknowledge and address data invisibility: LGBTQIA+ persons in emergency, humanitarian, and displacement settings have a double invisibility: first, they keep themselves invisible for their own survival, and second, mainstream aid agencies do not have the systems, policies, or tools needed to identify, recognise, and/or assist them. The PRIDE Centre is starting to address this data gap, but we need the international aid actors to be open to/mandated to do the same.

Vulnerability and need: LGBTQIA+ persons living as refugees, IDPs, asylum seekers, and fleeing discrimination and violence are some of the most vulnerable people on Earth. However, these needs are not being addressed, or even recognised. Sometimes this is due to aid agencies not having the tools required, sometimes it is due to outright homophobia and transphobia among staff, contractors, and partners, and sometimes it is due to a deep lack of understanding regarding the laws in their countries of operation. To even begin to address the extraordinary suffering being endured and prolonged by these human beings, actors in the aid sector needs to properly recognise the levels of vulnerability and need in crisis affected LGBTQIA+ communities.

Visit and listen: we ask all our interlocutors, whether in Bujumbura or in Brussels, to come to the field with us, meet the individuals struggling in these crises, and hear their stories and their struggles and hear about their critical needs so that we can all work together to address these to ensure that LGBTQIA+ persons are not being left behind.

Some of the highlights of our advocacy for 2025 include:

Presenting the joint NGO Protection Statement to the UNHCR Steering Group in Geneva during Pride month, representing one of the first such statements to explicitly focus on the issues of LGBTQIA+ persons in displacement.

- Securing safe shelter for a group of extremely vulnerable trans refugees in Kampala.
- Co-hosting an LGBTQIA+ refugee issue roundtable with the High Commission of Canada to Kenya.
- Myth vs Fact campaign across social networks.
- Our submission to the UN's Human Rights Council Independent Expert on Sexual Orientation and Gender Identity on discrimination and violence faced by lesbian, bisexual and queer (LBQ) women in humanitarian settings.
- Taking a public stance to not use X/Twitter and Meta platforms due to the transphobic policies and positioning of their owners and senior executives.
- Featured Tribune Libre/OpEd in France's Liberation daily newspaper, in conjunction with Pride month.
- Analysis of The World Bank's agreements inclusion and financing with Uganda.
- Mobilising awareness and a (albeit limited) response to the irregular movement of LGBTQIA+ refugees and asylum seekers to South Sudan.
- Dozens of advocacy engagements to influential missions within countries hostile to LGBTQIA+ persons, taking our core asks for humanitarian intervention directly to decision makers.

LIST OF PUBLICATIONS (2025)

FACT SHEETS (2025 Series)

- Burundi – Fact Sheet 2025
- Nigeria – Fact Sheet 2025
- DRC – Fact Sheet 2025
- Kenya – Fact Sheet 2025
- Malawi – Fact Sheet 2025
- Uganda – Fact Sheet 2025



LEGAL ANALYSIS & RECOMMENDATIONS

Crosscutting:

- Submission to the Independent Expert on SOGI: LBQ Women in Humanitarian Contexts
- Joint NGO protection statement delivered to the UNHCR Steering Group, June 2026.

Country Specific:

- Ghana – Legal Analysis, Draft Anti-LGBTQIA+ Law
- Kenya – Legal Framework and Its Impact on LGBTQIA+ Refugees and Asylum Seekers
- Nigeria – Protection & Assistance for LGBTQIA+ Persons Affected by Displacement
- Burkina Faso – New Anti-Homosexuality Law: Analysis, Impact & Recommendations
- Burkina Faso – Analyse de la nouvelle loi anti homosexualité
- Burundi – Legal Analysis & Recommendations
- Burundi – Analyse juridique et recommandations
- Malawi – Legal Analysis
- Mali – Legal Analysis
- Niger – Legal Analysis
- Burkina Faso – Legal Analysis



NEWSLETTERS

- September 2025
- October 2025
- November–December 2025

SITUATION REPORTS

- Situation Report 1 (Jan-Mar 2025)
- Situation Report 2: (April-July 2025)
- Situation Report 3: (August-Dec 2025)

PROGRAMME & OPERATIONS TOOLS

- LGBTQIA+ Inclusion: Risk Assessment Tool
- LGBTQIA+ Inclusion: Outil d'évaluation du risque
- Humanitarian Environment for Civil Society and LGBTQIA+ Communities in Burundi
- Environnement humanitaire pour la société civile et les communautés LGBTQIA+ au Burundi
- LGBTQIA+ Needs in Displacement & Humanitarian Crises
- Operational Toolkit: LGBTQIA+ Inclusion in Humanitarian Response

BRIEFING NOTES

- Briefing Note: Resumption of World Bank Funding to Uganda
- Onward Movement of SOGIESC Refugees and Asylum Seekers to South Sudan

LONG STORY, SHORT

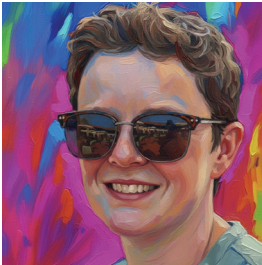
21 bulletins describing one LGBTQIA+ inclusion principle while demystifying some of the complexities around LGBTQIA+ inclusion in humanitarian and development environments.

People

Staff



Michael Bruce (he/him)
Founder &
Executive Director



Kate McGrane (she/her)
Director of Programmes
and Partnerships



Aska Okeyo (she/her)
Senior Coordinator,
Training &
CSO Outreach



Clare Brown (she/her),
Legal and Policy
Advisor



Safa Bouzidi (she/her)
Finance Coordinator

Strategic Advisory Board (Mar 2025-current)

Alex Gray (he/him)
Chair

Jamie Munn (he/him)
Secretary-Treasurer

**Eirene Chen
(she/her)**

**Dina Morad
(she/her)**

**Chris Murithi
(they/them)**

**Thomars Shamuyarira
(he/him)**

**Insa Nieberg
(she/her)**

**Peter Irungu
(he/him)**

**Unni Krishnan (he/
him)**

Advisory Committee (Sep 2024-Mar 2025)

**Carleen Pickard
(she/her)**
Chair

**James Curtis
(he/him)**

**Insa Nieberg
(she/her)**

**Alex Grey
(he/him)**

**Susan Wilding
(she/her)**

**Daniel Sissling
(he/him)**

Interns

**Precious Meshach
(she/her)**

**Jahnavi Eluru
(she/her)**



Governance

The Board endeavors to provide representation of SOGIESC identities in all their diversity. While it may not be possible to include each unique SOGIESC identification on the Board, members commit to the greatest of their ability, to ensure consideration of the perspectives and needs of those communities not present. LGBTQIA+ allies on the Board and its committees and working groups have equal obligations.

The Strategic Advisory Board is committed to fostering a culture of diversity, equity, and inclusion that reflects the values and aspirations of LGBTQIA+ communities globally. The Board will prioritize equitable representation of voices from the Global South, ensuring that individuals from marginalized communities, including trans, non-binary, and gender-diverse persons are central to decision-making. The PRIDE Centre values both professional expertise and lived experiences, striving to create an inclusive space where every board member can contribute meaningfully. By embracing intersectionality, the Board aims to dismantle barriers and build equitable and inclusive leadership.

To help achieve these aims:

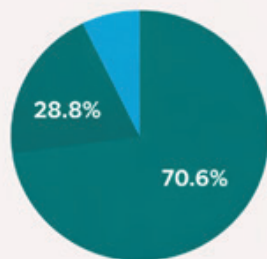
- *At least 50% of board members identify as a member of a SOGIESC community.*
- *At least 50% must be from or resident in the Global South.*
- *Minimum one (1) person who self-identifies as a member of a non-cisgendered community.*

The PRIDE Centre is an independent Secretariat hosted by the [International Council of Voluntary Agencies](#) (ICVA), registered in Geneva, Switzerland. ICVA is a global network of 160 non-governmental organizations (NGOs) active in 160 countries, operating at global, regional, national and local levels.

An Advisory Committee was formed in 2024 to serve as an interim governance mechanism pending the establishment of this formal Strategic Advisory Board. The Advisory Committee was disbanded upon the creation of the Strategic Advisory Board.



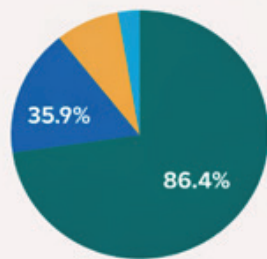
Financials



Revenue

Grants	€422,411	70.8%
Donations	€172,204	28.8%
Other income	€3,400	0.6%

Total €598,015



Expenses

Salaries and Benefits	€403,312	86.4%
Program Delivery	€23,160	5.0%
Travels	€23,735	5.1%
General and Administrative	€16,421	3.5%

Total €466,628

Donor Acknowledgement

The PRIDE Centre extends sincere appreciation to all donors, supporters, and institutional partners whose commitment made this year's achievements possible. Your solidarity enables us to carry out vital, life affirming work in some of the world's most challenging humanitarian contexts.

Through your support, we advanced legal and policy analysis, strengthened grassroots leadership, delivered training to frontline responders, and produced high quality tools that improve safety and inclusion for LGBTQIA+ persons across Africa.

We remain deeply grateful for your confidence in our mission.

France Ministry of Foreign Affairs, Crisis and Support Centre/ Ministère de L'Europe et des Affaires Étrangères, Le Centre de crise et de soutien

Canada Fund for Local Initiatives, via The High Commission of Canada in Kenya

Australian Direct Aid Programme, via The Australian High Commission in Kenya

Global Human Rights Clinic, University of Chicago Law School

Lush Cosmetics

The Centre for Disaster Philanthropy

Joshua Berson Photography



THE INTERNATIONAL PRIDE CENTRE

PROTECTION, RIGHTS, INCLUSION
IN DISPLACEMENT & EMERGENCIES



Rest In Power Joan Amek

The PRIDE Centre is rooted in a foundation of anti-racism and aid decolonisation across all outputs and operations. We embrace SOGIESC communities in all their diversity, inclusive of indigenous understandings of non-CIS sexual identity and gender expression and identity.

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IMAGES FOR A CHANGING WORLD



Activity supported by the
Canada Fund for Local Initiatives
Activité réalisée avec l'appui du
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THE UNIVERSITY OF CHICAGO
THE LAW SCHOOL
Global Human Rights Clinic