

2019

ANNUAL REPORT



BILITIS RESOURCE CENTER FOUNDATION

15 YEARS OF COMMUNITY EMPOWERMENT

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LETTER FROM THE EXECUTIVE DIRECTOR

Dear friends,

2019 was a milestone year for the history of the LGBTI movement both worldwide and in Bulgaria, marking the 50th anniversary of the Stonewall Uprising and Bilitis' 15th anniversary.

The Stonewall Riots are a series of violent confrontations that began in the early hours of June 28, 1969, between police and gay rights activists in a gay bar in the Greenwich Village section of New York City - which gave birth to the international gay rights movement. The 50th anniversary of the what we call today LGBTI rights movement made us activists worldwide think about the long way we as a community have come over the past 50 years and how many and great achievements have been made.

It is symbolic that the same year we mark this historic anniversary, we at Bilitis also have a major success to celebrate - our 15th anniversary!

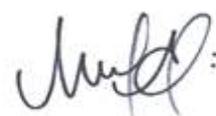
Fifteen years ago, several gay and bisexual women formed an informal group to interact with people like them, driven by the need for a female community in which to be themselves and to explore sexual and gender identities and the diverse LGBTI culture.

Gradually, the group began to develop various activities such as a reading club and sports meetings, as well as self-help groups, in which everyone can share freely and receive advice and support from others. Thus, in 2004, a small cohesive community of queer women was formed and Bilitis, the first LGBTI organization led by women and focusing on women's needs and rights in Bulgaria, was born. The Bilitis team has changed over the years, but the organization's mission remains to this day and it is to empower LGBTI people to assert their rights, as well as the elimination of all forms of discrimination and achieving full equality of LGBTI people in Bulgaria. 15 years may not sound like a very long time, but for a small community organization in the Balkans, it's actually an awful lot. These 15 years make Bilitis the oldest active LGBTI organization in Bulgaria and we are proud that we have managed to withstand the vicissitudes of time and political obstacles and still be at the forefront in the fight for equality of LGBTI people in Bulgaria.

The lesson of Bilitis' 15-year history is that no matter the obstacles, no matter our movement's missteps or the challenges ahead, we will not be dissuaded from advancing our powerful vision. We all deserve to live in a society in which all people have equal rights and no one is discriminated against for who they are. That is what we are continuing to work for and what we've spent 15 years building.

Sincerely,

Lilly Dragoeva
Executive Director



BILITIS IN DEVELOPMENT

Bilitis began its activity as a self-support group of lesbians and bisexual women in 2004. Today, Bilitis advocates actively for eliminating all forms of discrimination and achieving full equality of LGBTI persons in Bulgaria.

Bilitis is a lesbians and bisexual women, trans and intersex people-led organization. Bilitis uncompromisingly defends equality, unreservedly supports and encourages the community and shares its solid intersectional expertise. We combine human rights based approach and participatory approach.

2019 was the year of positive change and development not only within the LGBTI community in Bulgaria, but also within Bilitis.

We are more than happy to say we managed to fulfill one of our long-term goals, namely to expand the staff and strengthen the capacity of Bilitis to be at the forefront of social change towards full equality of LGBTI people in Bulgaria. In 2019 we officially welcomed two people in the team - the Executive Director Lilly Dragoeva and the Activities Coordinator Boryana Atanasova. From volunteers, they have become official team members. We can proudly say that by the end of 2019 we achieved the goal to have a team of 4 people paid staff. Our wish for next year is to further expand our capacity identifying our strengths and passions and to be able to attract new associates to work with for the change we want to see.



MISSION, VISION & VALUES

MISSION

Our mission is eliminating all forms of discrimination and achieving full equality for LGBTI people in Bulgaria.

For achieving its mission, Bilitis has designed the following Strategic Priorities:

1. Development, empowerment and support for the LGBTI community throughout the country.
2. Advocacy for full respect of the rights of LGBTI people, equal inclusion in all spheres of public life, recognition of LGBTI families, legal gender recognition, prevention of anti-LGBTI hate crimes.
3. Change in public attitudes and increasing the levels of acceptance of LGBTI people in Bulgarian society.
4. Work at the international level to raise awareness about the state of LGBTI rights and democracy in Bulgaria.

VISION

A society in which all people have equal rights and no one is discriminated against for who they are.

VALUES

Our values are human dignity, freedom, democracy, rule of law, equality, solidarity, justice, inclusion, non-discrimination and human rights. Bilitis shares and affirms the values of the EU.

2019 IN NUMBERS

COMMUNITY ORGANIZING

20 Community mobilizing events
300 Number of participants
30 Volunteers who supported us

TRAININGS

2 Conducted trainings
35 Number of participants

RESEARCH

2 Completed qualitative research projects

2019 IN NUMBERS

ADVOCACY

3 Advocacy campaigns

22,921 Participants, supporters and allies

MEDIA APPEARANCES

7 Mainstream media
appearances

SOCIAL MEDIA

38 Facebook events

9895 Event responses

468 New Facebook likes

284,342 Facebook reach

24,887 Facebook engagement

KEY ACHIEVEMENTS IN MAKING THE CHANGE WE WANT TO SEE

For 15 years we have been working towards eliminating all forms of discrimination and achieving full equality for LGBTI people in Bulgaria, building communities and thus making a significant change for LGBTI people in the country.

1. BUILDING COMMUNITIES & STRENGTHENING THE LGBTI MOVEMENT IN BULGARIA

We continued our work in the sphere of community building by managing the regular meetings of self-led groups within the LGBTI communities. We facilitated the process of self-organizing by providing access to space and other resources, and helping the most disempowered to feel welcome.

2. ATTRACTING NEW VOLUNTEERS & SUPPORTING OUR VOLUNTEER COMMUNITY

Our dedicated volunteers are the people who make many things possible. That is why it is important for us to support the community of volunteers we work with involving them in various events and providing them with opportunities for development. 2019 we managed to expand our volunteer community by attracting many new volunteers who share our cause, who managed to get involved in various ways in our activities.

KEY ACHIEVEMENTS IN MAKING THE CHANGE WE WANT TO SEE

3. DYNAMIC WORK & NEW INSPIRING PROJECTS

2019 was a year of great success for Bilitis in terms of new projects. We are delighted to share that we launched two new projects led by Bilitis – BrinkItOn, funded by the European Union’s Rights, Equality and Citizenship Programme (2014–2020), and Rainbow Hub, implemented with a financial support provided by Iceland, Liechtenstein and Norway under the EEA Financial Mechanism.

We are also part of a number of successful coalitions, both national and international, which successfully launched the projects SpeakOut, Rainbow Over Hate, Rainbow Shield, CHOICE, Open Doors, PREVENT and R.I.S.E, funded by the European Union’s Rights, Equality and Citizenship Programme (2014–2020), and Youth Theatre against Hate Network Development, implemented with a financial support provided by Iceland, Liechtenstein and Norway under the EEA Financial Mechanism. Bilitis partnered in a number of Erasmus+ projects offering opportunities to LGBTI youth to participate in international activities and trainings.

15TH ANNIVERSARY

BILITIS CELEBRATED ITS 15TH BIRTHDAY UNDER THE MOTTO "15 OF COMMUNITY EMPOWERMENT!"

On December 4th, Bilitis celebrated its 15th anniversary with friends, volunteers, partners and supporters under the motto "15 years of community empowerment!" SOHO was the place we chose for the occasion and where we managed to make all of our creative ideas possible. For all guests we had prepared a special colourful exhibition showing 15 selected victories we are proud of – one for each of the 15 years of our history.



Bilitis' 15th birthday
Photo credit: Radina Gancheva

15TH ANNIVERSARY

To start the celebration, each member of the team shared their motivation to be part of the LGBTI movement, and the founder of the Bilitis Foundation – Monika Pisankaneva told a little more about the evolution of the organization over the years. The celebration continued by cutting the cake, specially made by our friends at the confectionery shop "Sweet Dreams", as well as a toast.

We celebrated together with many guests – long-standing partners and friends of Bilitis, who shared this special occasion with us.



Bilitis' Executive Director – Lillya Dragoeva (left)
together with the Founder of Bilitis – Monika Pisankaneva (right)
Photo credit: Radina Gancheva

15TH ANNIVERSARY



The exhibition showing 15 selected victories of Bilitis
Photo credit: Radina Gancheva



Bilitis' team cutting the birthday cake
Photo credit: Radina Gancheva

OUR ACTIVITIES IN 2019

COMMUNITY MOBILIZING ACTIVITIES

RAINBOW HUB - OFFICE OF THE LGBTI ORGANIZATIONS & HOME OF THE COMMUNITY

Opened in April 2018 as a result of the joint effort of Youth LGBT Organization "Deystvie", GLAS Foundation and Bilitis Resource Center Foundation as well as other independent activists the first LGBTI community center in Bulgaria - Rainbow Hub became the place where everyone from the community could call their home. Despite the fact there were three fascist attacks against the Hub exactly one year after the opening, we were determined that this would not break us or bring us down and that we would continue to move forward. And we think we succeeded.

Second year in a row Rainbow Hub provides a safe space for all LGBTI+ people in Bulgaria, where they receive useful information about their rights and health, are able to make contacts and gather in interest and support groups. The location also serves as the Sofia Pride headquarters as well as the office of the three national LGBTI+ organizations.

Rainbow Hub keeps on supporting and mobilizing the emerging LGBTI+ community in Bulgaria. It hosts a variety of events and initiatives geared toward the needs of the LGBTI+ people with a special focus on young and disadvantaged people.

The Center serves as a uniting force for the Bulgarian LGBTI+ community and helps strengthening the relationship between the members of the community and between the community-based organizations. It also attracts and supports parents of LGBTI+ children and young people.

OUR ACTIVITIES IN 2019

Furthermore, it contributes to the more effective implementation of a “bottom-up” approach to tackling key issues and challenges that LGBTI+ people face every day. The space also provides an opportunity for direct contact between activists and other community representatives from all parts of Bulgaria.

The Rainbow Hub is located on 24 Lyuben Karavelov Str. in Sofia. You can learn more about the program and the activities of the Center through its official web site www.rainbowhub.bg and its Facebook page. The online platform also contains useful resources and information on programs, services, leadership and advocacy on topics such as healthcare, law, culture and education.

PROTESTS

IN SUPPORT OF LGBTI AND WOMEN'S RIGHTS

In 2019, Bilitis joined the organizing committees of the two main women's rights initiatives in Bulgaria. In March, we co-organized the annual Women's Rights March and in November, we co-organized the annual Protest against Violence against Women. Being part of these initiatives allowed us to address the issues around LBT women's rights and violence against LBT women, topics that are often invisible in the Bulgarian society. Besides doing organizational work, Bilitis organized workshops for creating posters for the demonstrations. The workshops were held at the Rainbow Hub and brought together LGBTI community members and women's rights activists and supporters to create posters to represent the messages of the events.

We believe that being part of these initiatives is an important step forward towards building an intersectional women's rights movement in Bulgaria and joining forces between the LGBTI and women's rights causes.

OUR ACTIVITIES IN 2019

COMMUNITY MEETINGS

RAINBOW HUB PROJECT

In 2019 was launched the Rainbow Hub project, implemented with a financial support of EUR 110 147 provided by Iceland, Liechtenstein and Norway under the EEA Financial Mechanism. Its overall aim is to increase the capacity and mobilize the LGBTI community by supporting 8 self-support groups at Rainbow Hub Community Center, to provide advocacy training and to support advocacy initiatives for each group. The eight groups that will be covered by the project are the BraveLab LGBTI youth group, the QueerFemme group of lesbians and feminists, the trans and intersex people group (T.I.A), the WorkItOUT Club for LGBTI professionals, the parents of LGBTI youth group, the group for LGBTI living with HIV, LGBTI Family Group, the group "Rights in Action".

In this way we managed to consolidate what we started in 2018, and for the second year in a row we managed to provide an opportunity for regular community meetings and a safe space where LGBTI people in Sofia can meet, learn, exchange ideas, find support and grow.

OUR ACTIVITIES IN 2019

QUEERFEMME GROUP

In February 2019 we officially launched the QueerFemme Group - the first self support group for LGBTI women in Bulgaria. At the moment this is one of the safest spaces for LBT women to discuss important topics, that are free of sexism, homo-, bi- and transphobia, and other types of oppression. The purpose of the group is to empower and unite the queer women community in Sofia. The group meets twice a month in Rainbow Hub Community Center to discuss topics such as coming out, dating, feminsim & gender equality, trans & non-binary.

In December 2019 members of the group even decided to start their own project within the group itself - to gather information regarding women's sexual health and to make the first ever informational leaflet providing queer women with general information about some taboo topics such as STIs, sex between women, masturbation etc. the group also participates in various initiatives such as Sofia LGBTI Community Fest, where it organized a workshop on queer sexual health with the Ivor Foundation.



From left to right: The facilitators of QueerFemme - Gloriya Filipova (Bilitis), Doroteya Stefanova (Deystvie) & Boryana Atanasova (Bilitis)
Photo credit: Bilitis archive

OUR ACTIVITIES IN 2019



Participants from
QueerFemme at Sofia
LGBTI Community Fest 2019
Photo credit: Radina
Gancheva

T.I.A. GROUP

The mission of T.I.A group is to achieve equality and non-discrimination of trans and intersex people in Bulgaria, access to adequate health-care, free and fast administrative procedure for gender recognition, based on self-identification. The group also had meeting with specialists in different fields such as lawyers and safe sex experts.

TIA group is mostly trans-led, and all of the people who come to the community meetings self-identify as trans, non-binary or intersex. However, they work in close collaboration with Pol Naidenov (Co-chair of Bilitis), the first visible intersex rights activist in Bulgaria, who has already achieved remarkable media presence. Pol has helped to frame the trans community development work in a strategic way. The regular bi-monthly topic-based discussion events and workshops engaged the trans people in sharing, needs assessment of the trans movement, goal setting, and planning specific actions, which are trans-led.

OUR ACTIVITIES IN 2019

BRAVELAB'S ONE YEAR ANNIVERSARY!

In January 2019 the first self-support group for LGBTI youth – BraveLab, turned one year. For us as organizers and for all the members of the group this one year has been extremely special because it has been filled with a lot of emotions, fun, sharing and support, as well as learning new things about ourselves, others and the LGBTI movement.



BraveLab celebrating its first birthday
Photo credit: Radina Gancheva

BraveLab started in January 2018 as the first safe space for young people from the LGBTI community in Sofia. Since then young LGBTI people aged 15-29 have regular meetings at the Rainbow Hub to meet and discuss important topics such as awareness of LGBTI identity, coming out, family relationships, workplace and mental health issues, HIV/AIDS prevention and other STIs.

BraveLab's goal is to become a sustainable incubator for building confident, capable, and empowered young leaders of the LGBTI community, giving them space to develop their skills, share ideas with peers, and most importantly, build up belief in their own strengths.

We can safely say that the group has proven itself as a successful platform for the development of young LGBTI leaders in Bulgaria. Many of them have become some of our bravest volunteers, while others attended international LGBTI youth camps where they could further develop their leadership and activist skills.

KEY VISIBILITY EVENTS

SOFIA PRIDE 2019

On June 8th, 2019 was held the 12th edition of Sofia Pride under the motto "Do not give power to hatred". 2019 marked the 50th anniversary of the riots at the Stonewall Inn in New York, which started the gay liberation movement and whose celebration marked the beginning of the first parades in the United States.

Sofia Pride 2019 was the biggest and most successful Pride event in Bulgaria so far! Over 6 500 people attended the event organized jointly by Bilitis, GLAS Foundation, Youth Organization LGBT Deystvie, the Bulgarian Helsinki Committee and individual activists.



Sofia Pride 2019, Photo credit: Bilyana Stoyanovska

KEY VISIBILITY EVENTS

From 4:30 pm until the beginning of the street march at 7:30 pm at the gathering point in front of the Monument of the Soviet Army, there was a variety of attractions to attend – information booths with materials and merchandise of the LGBTI organizations, make-up station, photo-booth, messages station, beverages, limited edition products of the businesses who support Pride and various other attractions. A number of companies and businesses attended Pride with their own stands and the festival atmosphere was highlighted by the participation of Ruth Koleva, Mihaela Fileva, Erol Ibrahimov from Wickeda, Mila Robert, the band IVA. A very special guest for the bulgarian audience was the pop-folk singer Galena, who proudly waved the rainbow flag in support of the LGBTI people in Bulgaria. The highlight of the music program was the winner of 2018 Eurovision song contest – Netta. Neta took the stage before the start of the street march at 7:30 pm, and later that day she gave a concert at the Sofia Pride Afterparty on the roof of the Walltopia building in Techpark Sofia.



Eurovision song contest winner – Netta (left) together with Galena (right) at Sofia Pride 2019



Galena waving the rainbow flag during Sofia Pride 2019

Photo Credit: Emil Metodiev
(Photo [EMOtions](#))

KEY VISIBILITY EVENTS

SOFIA PRIDE SPORTS 2019

Sofia Pride Sports second edition offered all sports enthusiasts a rich variety of sport events which were organized in May and June. Sofia Pride Sports is a sports festival which includes variety of sports and wellbeing events as part of Sofia Pride Month. Sofia Pride Sports aims on addressing important for the LGBTI community topics through sports and introducing sports as part of the queer community ilife in Bulgaria in order to fight stigma and promote wellbeing.

The second edition of Sofia Pride Sports consisted of 8 sports events, including women's tennis tournament, football tournament, volleyball tournament, holistic health seminar, bachata dance class for same-sex couples, mobility workshop, street self-defence workshop and Equality Run.



Equality Run V2.0. Photo credit: Bilitis archive

KEY VISIBILITY EVENTS

One of the major events of the sports program this year was the football tournament. The football tournament was supported by Football Radar – a company that unravels the football game at a scientific level with offices in London, Liverpool and Plovdiv. The company was founded with one clear mission: to become the smartest company in football.



Photo credit: Anastas Tarpanov (Anastas Tarpanov Photography)

The second major event was the volleyball tournament. We dared to be pioneers and organize the first LGBTI Volleyball Tournament on the Balkans as part of Sofia Pride Sports 2019! The event turned out to be a great success, as it enjoyed great interest and a large number of participants from both Bulgaria and abroad.

KEY VISIBILITY EVENTS

For a second year in a row Sofia Pride Sports, the sports programme of Sofia Pride, brought together LGBTQ+ people and their friends and allies to join efforts in Equality Run V2.0. The Run was the third event of the Sofia Pride Sports Programme 2019 and attracted many sports enthusiasts. Tied to one another by a wrist band, the runners had to do a 3-km-sprint relying both on their sport and team-player skills. The teams included people of different age groups, sexes, cultural backgrounds, social statuses, sexual orientations and gender identities. There was also an anonymous and free testing for HIV and Hepatitis B, held during the event, and that was provided with the help of CheckPoint Sofia|Center for sexual health. The event is part of the Program for the Development of Physical Education and Sport and is implemented in support of the initiative "Sofia – European Capital of Sport".

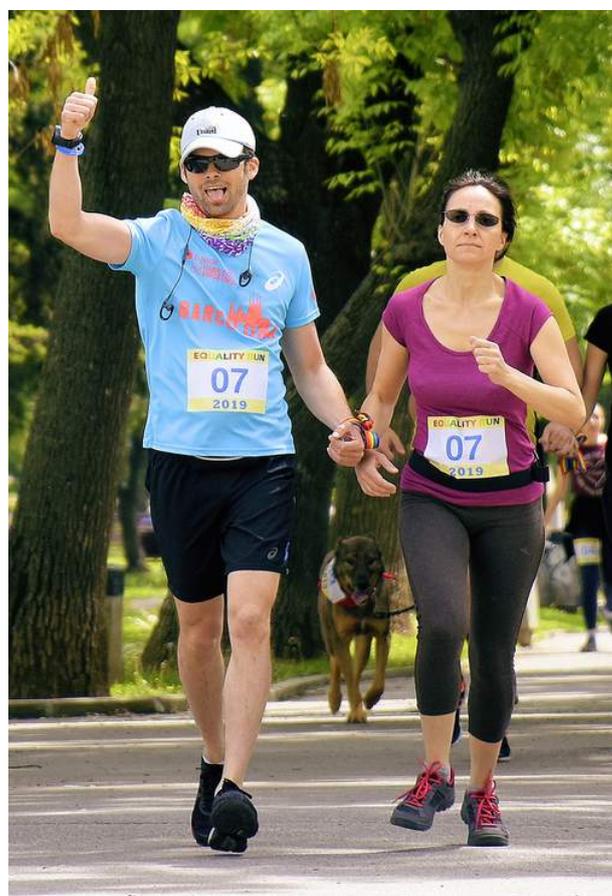


Photo credits: Petar Rizov Photography & Videography (top left), Petya Spasova (bottom left), Ani DIMITROVA

KEY VISIBILITY EVENTS

WOMEN'S FOOTBALL TOURNAMENT AS PART OF THE #FOOTBALLPEOPLE WEEKS CAMPAIGN

For the second time this year, Billitis organized a football tournament with a focus on women interested in and practicing this type of sport. On October 20th, the Women's Football Tournament was held on the football field at the Sports Complex "Mir i Druzhiba" in Sofia, which brought together nearly 40 women, some of them professionally engaged, others – just football lovers. The tournament became a fact thanks to the support from FARE Network as part of the largest campaign for social change and diversity in global football – #FootballPeople.



Photo credit: Evi Kara

KEY VISIBILITY EVENTS

FARE NETWORK

is an umbrella organization that brings together individuals, informal groups and organizations driven to combat inequality in football and use the sport as a means for social change. Fare's commitment to tackle discrimination through football's inclusive power is based on the principle that the game, as the most popular sport in the world, belongs to us all and can propel social cohesion. Fare combats all forms of discrimination, including racism, far-right nationalism, sexism, trans- and homophobia and discrimination against disabled people.



Photo credit: Evi Kara

KEY VISIBILITY EVENTS

SOFIA LGBTI COMMUNITY FEST: 15 YEARS OF QUEER MAGIC

In 2019 Sofia LGBTI Community Fest was organized under the motto “15 YEARS OF QUEER MAGIC” to note its 15th anniversary. The Festival was held between the 9th and the 15th of December and included 13 different events on LGBTI and feminist topics, starting with a magic show by the queer female magician Sheherezada and ending with the party “Under a Queer Spell” where queer DJs and drag performers created the most magical night in the history of the festival. As every other year, at the festival we brought together both local and foreign activists and artists to present their art, hold workshops and discussions. Some of the key events at the 15th edition of the festival were the play “ON THE TABLE”, which tells the personal stories of LGBTI people from Bulgaria and their struggles with coming out. The panel discussion “Spill the T” aimed to give voice to the experiences of trans, intersex and non binary people and for the first time in Bulgaria gathered four representatives of the trans and intersex community who shared their views and experiences. We had the honor to show for the first time ever the photo exhibition “Owning the Game”, which shows self-representation of LGBTI Roma people by photographs and videos. The exhibition was accompanied by discussion with the leader of the project Jozsef Marton and Richard, one of the protagonists of the exhibition.



KEY VISIBILITY EVENTS

Sofia LGBTI Community Fest 2019 was organized with the support of many volunteers and we express our gratitude for their support! Sofia LGBTI Community Fest was organized with the financial support of our long-standing donor MamaCash.



Photo credits: Anastas Tarpanov ([Anastas Tarpanov Photography](#)), Evi Kara



RESEARCH AND DOCUMENTATION ACTIVITIES

FREE MOVEMENT OF EU CITIZENS - RIGHTS AND CHALLENGES TO SAME-SEX FAMILIES IN BULGARIA

Homophobia and unequal treatment of LGBTI people are still widespread in the European Union. Indicators of their level in individual Member States vary and the situation is seemingly better in some countries, but the data show that full equality for this group has not been achieved in any of them. Bulgaria is one of the countries where the situation is most unfavorable. In order to shed light on one of the contributing factors, this analysis presents the results of a study on the application of the Free Movement Directive to LGBTI couples on the territory of the Republic of Bulgaria. The analysis includes a review of the rights guaranteed to EU citizens and an analysis of the measures and deficiencies in the implementation of the Directive in Bulgaria, a review of administrative and judicial practice in the country and data from a national survey of same-sex couples with recognized status in other EU Member States who reside temporarily or live in Bulgaria.

This publication is part of the LoveMoves project, funded by Rights, Equality and Citizenship Programme (2014-2020) of the European Union.



ADVOCACY

MEMORANDUM AGAINST HATE SPEECH (MARCH 2019)

In February 2019, the Organization of the Jews in Bulgaria "Shalom" and the GLAS Foundation launched a partnership network of Bulgarian NGOs, united by the desire to live in a civil society without divisions, intolerance and hate speech. As part of the exciting closing ceremony at the Central Sofia Synagogue in connection with the celebrations marking the 76th anniversary of the rescue of Bulgarian Jews on March 10, Bilitis, along with 10 other NGOs, joined a Memorandum Against Hate Speech. We believe that if human rights organizations work together and in solidarity, we will faster achieve a positive change.



Photo: Moni Frances

ADVOCACY

COME OUT PLEDGE

On Europe Day, 9 May 2019, and on the eve of the European elections, we organized a discussion on the right to free movement of families with same-sex partners within the European Union. The main focus of the event was the discussion with the candidate for MEP from "Democratic Bulgaria" - Toma Belev, who signed a public promise to work as an advocate for the rights of LGBTI people if he is elected to the European Parliament.

During the discussion, Monika Pisankaneva spoke about the ILGA-Europe ComeOut campaign in the framework of the 2019 European elections, which calls on the candidates for MEPs to protect human rights. "The core values on which the EU is founded - respect for human dignity and human rights, freedom, democracy, equality and the rule of law - are being called into question. That is why we at Bilitis call on the candidates for Members of the European Parliament to "reveal themselves" by signing the public promise, and thus commit themselves to strengthening protection in EU legislation and policy regarding the rights of LGBTI people, to give the voice of communities that cannot be heard and to maintain an active dialogue with LGBTI activists and organizations," Monika Pisankaneva appealed.



ADVOCACY

Provoked by Ms. Pisankaneva's appeal, after the meeting Mr. Toma Belev from Democratic Bulgaria signed a public promise to work as an advocate for the rights of LGBTI people if he is elected to the European Parliament.



Photo credit: Radina Gancheva

LOVEMOVES PETITIONS

In 2019, we launched two important petitions in support of the rights of same-sex couples residing in Bulgaria, with an officially recognized marriage or cohabitation in another EU member state. One petition was addressed to Bulgarian institutions and gathered more than 5,000 signatures. The other was addressed to the European institutions and collected 17,758 signatures from all over Europe! It was in support of the right to free movement of same-sex couples in the EU and its authors are Christina and Mariama - a French-Australian couple, fighting for their right to legal residence as a family in Bulgaria.

TRAININGS

BILITIS HOSTED A SPORTS WORKSHOP AS PART OF THE CEEYOUSPORT PROJECT

On September 28-29, a two-day sports workshop took place in Sofia on the topic "Base of launching a new LGBTI + sports club. How to expand and develop an existing LGBTI + sports club? How to find and motivate volunteers?" The workshop was part of a series of sports workshops under the CEEYOUSPORT project, coordinated by EGLSF (European Gay & Lesbian Sport Federation), in which Bilitis is a partner organization.

The first day of the workshop was entirely dedicated to the launching of a new LGBTI + sports club and the development of an existing one. The moderator of the sessions was Lilly Dragoeva, Executive Director of Bilitis.



The participants in the sports workshop in Sofia; Photo credit: Bilitis archive

TRAININGS

The workshop kicked-off by sharing the best practices of Western European sports clubs with years of experience in the field (such as LEAP Sports from Scotland, Pan Idraet from Denmark). The second half of the day was devoted entirely to the exchange of experience in creating a new LGBTI + sports club for participants from Central and Eastern Europe. All sessions took the form of discussions and interviews, in which participants had the opportunity to share their experiences and opinions.

The second day of the workshop in Sofia was moderated by a special guest from Denmark – Carsten Friis Overby, volunteer and project manager at Pan Idraet Copenhagen – founded in 1984 LGBTI+ sports organization offering more than 25 types of sports, with over 800 members. As a specialist in the recruitment and management of volunteers, a topic that is extremely problematic for all LGBTI + sports clubs and organizations, Carsten interactively guided the participants through topics such as recruiting volunteers and clarifying our personal needs as a club / organization; we discussed the main drivers that motivate us and how they have changed over time; as well as the needs of volunteers and how we should always be aware of them; the assignment of clear tasks and instructions, and advice on the admission and recruitment of new members to the club / organization.

NETWORKING AND PARTNERSHIPS

MIROSLAVA MANAVSKA FROM BILITIS AT THE EGLSF- ANNUAL GENERAL ASSEMBLY

Miroslava Manavska, the sports coordinator of Bilitis Foundation, took part in the annual general assembly meeting of the European Gay and Lesbian Sport Federation held in March in Budapest. That year was very special as it was EGLSF's 30th anniversary celebration. The guest club organizer and EGLSF board has made the program of the conference very exciting with various events through the city and celebration on a boat on Danube river, as well as a welcome reception held by the local ambassador of the UK in Hungary.

In the program of the conference there were board elections, Euro Games bids, status update of Roma Euro Games preparations and status update for Dusseldorf EuroGames preparations. There was also voting for changes in the charter of the organization. Main focus was the discussion around trans and intersex athletes in sports and games regulations.

NETWORKING AND PARTNERSHIPS

FARE GENERAL MEETING

Miroslava Manavska took part in the FARE General meeting in April, 2019 held in London, UK. That date was a big celebration as Fare Network celebrated twenty years of fighting for equality and inclusion in European football. FARE held a gala event that was attended by more than 200 people in football including the founding members of FARE, activists, NGOs, professional footballers who have been active in the fight against discrimination in football over the past 20 years, as well as leading experts, media representatives, minority groups and special guests.

Part of the meeting's agenda were many panel discussions and workshops on the fight against discrimination, racism and sexism in sport. During this General Meeting a new board of FARE was also elected. The event continued with UEFA joining the conference as Fare's partner.



Photo credit: FARE archive

NETWORKING AND PARTNERSHIPS



Peter Odemwingie, Claudia Neumann, Yaya Toure, Khalida Popal, Mbo Mpenza and other pioneering players all attended the celebrations.



Fare's executive director Piara Powar began the gala event with an opening address highlighting the progress and challenges ahead for European football.

Photo credits: [FareNET](#)

NETWORKING AND PARTNERSHIPS

ILGA-EUROPE ANNUAL CONFERENCE

Lilly Dragoeva, Gloriya Filipova and Pol Naidenov took part in the 23rd Annual ILGA-Europe Conference themed “Stronger Together”, which was held between October 23 and 26 in Prague. More than 600 activists from across Europe joined the conference, which is an agenda-setting moment for European LGBTI movements for next year. The 2019 ILGA-Europe conference was special for us, because Sofia received the ILGA-Europe quilt as the hosting city of the conference in 2020. It has been an honour to be granted hosts of the next year’s conference as it offers an amazing opportunity to bring hundreds of activists and stakeholders in our capital and bring public attention around the topic of LGBTI.



Photo credit: ILGA-Europe archive

NETWORKING AND PARTNERSHIPS

In keeping with the tradition, at the official gala dinner at the end of the conference, the Prague hosts officially handed over the rainbow quilt to the representatives of Bilitis and GLAS, who will host the event in 2020 together with our colleagues from Youth LGBT organization "Deystvie". The historic rainbow quilt has been transmitted between the hosts of ILGA-Europe annual conferences since 1997. Sofia is the only city that will host an annual ILGA-Europe conference twice after it hosted it for the first time in 2006.



From left to right: Simeon Vassilev (GLAS Foundation), Lilliya Dragoeva (Bilitis), Pol Naidenov (Bilitis), Dimitar Bogdanov (GLAS Foundation) & Gloriya Filipova (Bilitis) with the ILGA rainbow quilt

Photo credit: ILGA-Europe archive

NETWORKING AND PARTNERSHIPS

INTERNATIONAL SPORTS CONFERENCE “SPORT DISRUPTED - SEX_UALITY MATTERS” IN BERLIN

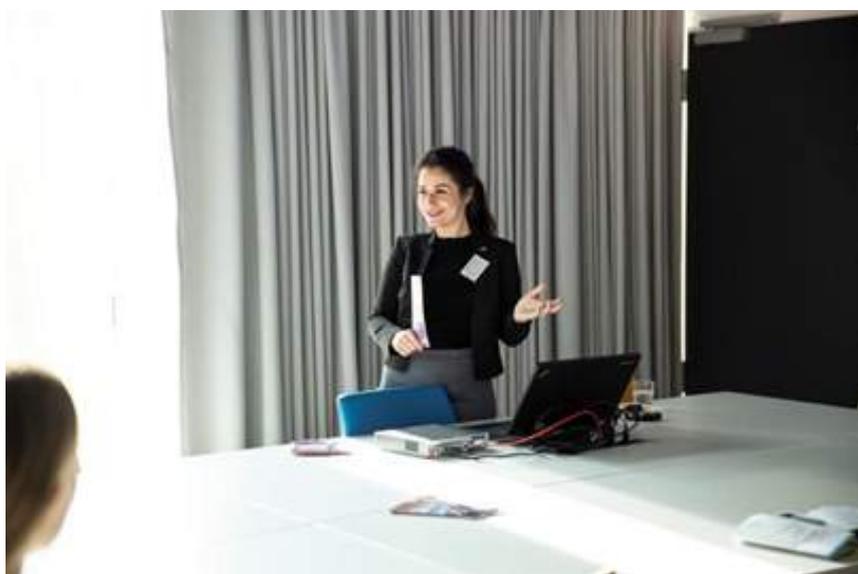
On 30–31 October in Berlin was held an international LGBTI sports conference “Sports Disrupted: Sex_uality Matters”, organized by the football network for women Discover Football, in which Bilitis took part as a partner on the Erasmus+ project “Diverse Identities in Sport”. During the conference activists, athletes, sports politicians and social scientists discussed the effects of the gender binary and heteronormativity in amateur and professional sports.

The conference kicked-off with the screening of the documentary film “Strive to the Rhythm: Queer Disruptions in Sport” by Maria Takacs, which reveals the stories of current and former LGBTI+ athletes from countries like Hungary, Germany and Bulgaria, whose stories have never been told and whose lives are unimaginable to society. One of these athletes is Pol Naidenov from Bilitis, who briefly returns to his childhood to tell the emotional story of an intersex man and former athlete and the path he and his parents went through. The second day of the conference was filled with workshops, performances, personal stories, panel discussions and interviews that touched upon and discussed topics such as what can be the consequences of homophobia / transphobia / internal homophobia on the daily life of an athlete, how can LGBTI athletes be empowered, what an inclusive and non-binary sports world would look like and what professional sports can learn from grassroots projects.



NETWORKING AND PARTNERSHIPS

During the conference, the executive director of Bilitis – Lilly Dragoeva prepared a workshop – discussion on “How to deal with LGBTI-phobia”, during which she acquainted the participants with the situation of LGBTI people in Bulgaria and how, although the sport in Bulgaria is still a place where LGBTI-phobia is spread, Bilitis takes the first steps in countering and dealing with it. At the same time, Miroslava Manavska – Sports Coordinator of Bilitis participated in the panel “Growing LGBTIQ + Sports Movement”, talking about the already two years of sports experience of Bilitis, and Pol Naydenov – in the panel discussion “Beyond Biology – challenges for a non-binary sports world”, in which he shared his personal story of an intersex man and a former athlete and the changes he has gone through.



Our ED - Liliya Dragoeva during the workshop “How to deal with LGBTI-phobia”



Our co-chair - Pol Naidenov in the panel discussion “Beyond Biology”

Photo credits: Discover Football archive

NEW PROJECTS

RAINBOW HUB

The Rainbow Hub project is implemented with a financial support of EUR 110 147 provided by Iceland, Liechtenstein and Norway under the EEA Financial Mechanism. Its overall aim is to increase the capacity and mobilize the LGBTI community by supporting 8 self-support groups at Rainbow Hub Community Center, to provide advocacy training and to support advocacy initiatives for each group. The eight groups that will be covered by the project are the BraveLab LGBTI youth group, the QueerFem group of lesbians and feminists, the trans and intersex people group, the LGBTI professionals group, the parents of LGBTI youth group, the group for LGBTI living with HIV, LGBTI Family Group, the group "Rights in Action".

Activities

- Conducting research on the needs of the LGBTI community representatives within the identified eight groups and setting advocacy goals.
- Providing 6-module training to members of the eight groups aimed at enhancing their advocacy skills.
- After the end of the training, participants will apply their advocacy skills by organizing real advocacy initiatives planned by each group based on the group's identified needs and opportunities to achieve the greatest impact.
- Dissemination of information for the project and on the advocacy activities and campaigns at the Rainbow Hub, inviting representatives from LGBTI communities to participate.



Rainbow Hub

NEW PROJECTS

Duration

30 months (01/11/2019 – 30/04/2022)

Partners

Bilitis Foundation, GLAS Foundation, Youth LGBT Organization Deystvie



Rainbow Hub

NEW PROJECTS

YOUTH THEATRE AGAINST HATE NETWORK DEVELOPMENT

The project “Youth Theatre against Hate Network Development” is conducted with the financial support of 77 526 Euro, provided by Iceland, Liechtenstein and Norway under the EEA Financial Mechanism. Its overall aim is to build a network of organization, working with youth and to raise their capacity on implementing a model for overcoming conflict and developing critical thinking among youngsters through theater. The project is aimed at building the capacity of over 20 civil society organizations from 4 Bulgarian regions to implement innovative models for empowerment, development of democratic values and overcoming hate towards marginalized groups among youth.

Activities

- Creating video tutorials on how to implement the “youth theatre against hate” model, showing case studies that support critical rethinking of stereotypes towards vulnerable groups and overcoming the negative attitudes towards them.
- Training of trainers where the leading organization will present its “youth theatre against hate” work method, illustrated with the video tutorials, but will focus on exchange of experience among partners as well.



NEW PROJECTS

- Further developing the “youth theatre against hate” methodology and creating a Handbook for trainers. Developing and documenting case studies to be a base for theatre sketches, representing LGBTI, Roma people, migrants and youngsters with addictions.
- Dissemination of the “youth theaters against hate” model and expanding the network among other NGOs that work with youth through 9 interactive seminars.
- Conducting a communication plan to promote the project and to attract interest among potential participants from the target groups.

Partners

Association Debyut, Delphi Association for Strategic Management, Bilitis Resource Center Foundation, “Hristo Smirnenski 1949” Community Cultural Center

Duration

30 months (24.10.2019 – 23.04.2022)



NEW PROJECTS

PREVENT: WORKPLACE WELL-BEING AND RISK ASSESSMENT FOR LGBTI EMPLOYEES

The overall aim of the "PREVENT" project, funded by the Rights, Equality and Citizenship Programme of the European Union is to promote the wellbeing of LGBTI people on the workplace and to tackle the risk of discrimination. The project also aims to promote management that develops the diversity of the employees in the public as well as in the private sector.

Activities

- Data collection of interviews and focus groups, monitoring the implementation of EU legislation on safety and wellbeing on the workplace
- Development of risk assessment tools and collecting and sharing of existing best practices on prevention of discrimination via online learning
- Training of employers and prevention workers through e-learning
- Dissemination and outreach in national seminars, a European conference, animated information videos and social media campaign.

Partners

Bilitis Resource Center Foundation (Bulgaria), GLAS Foundation (Bulgaria), CAVARIA VZW (Belgium) IDEWE (Belgium), ASSOCIACAO ILGA PORTUGAL (Portugal)

Duration

24 months (1.10.2019 – 30.09.2021)



NEW PROJECTS

R.I.S.E.: RAISING AWARENESS FOR INCLUSIVE SOCIETIES TO EMBRACE RAINBOW FAMILIES IN EUROPE

The overall aim of the project R.I.S.E., funded by the Rights, equality and citizenship (2014–2020) Programme of the European Union is to improve the recognition of LGBTI families' rights in Bulgaria, Lithuania, Latvia, Poland, Romania and Slovakia by promoting diversity in society and achieving better acceptance of LGBTI families. The project aims to guarantee the rights of respect for the family life and the right of free movement in the EU for LGBTI citizens, by raising the society's understanding on the consequences the current legislation has on the quality of life of same-sex couple.

Activities

- Positive Rainbow Families Role Model campaign
- Assessment of the "Daily Life Challenges" of Rainbow Families
- Advocacy and Lobbying interventions in support of Rainbow Families' rights
- Dissemination and awareness rising on LGBT families discourse

Partners

Bilitis Resource Center Foundation, Bulgaria, LIETUVOS GEJU LYGA ASOCIACIJA (LT), LESBIESU, GEJU, BISEKSUALU, TRANSPERSONU UN VINU DRAUGU APVIENIBA MOZAIKA (Latvia), STOWARZYSZENIE MILOSC NIE WYKLUCZA (Poland), ASOCIATIA ACCEPT (Romania), Iniciativa Inakost (Slovakia)

Duration

24 month (September 2019 – September 2021)



NEW PROJECTS

OPEN DOORS: PROMOTING INCLUSIVE AND COMPETENT HEALTH CARE FOR LGBTI PEOPLE

Between September 2019 and January 2021 Bilitis Resource Center Foundation is implementing an international research, training and awareness raising project entitled Open Doors: Promoting Inclusive and Competent Health Care for LGBTI People.

Objectives

- Reducing discrimination against LGBTI people in the field of health
- Increasing the number of health professionals providing inclusive and competent health care for LGBTI people
- Raising awareness among health professionals on the needs of the LGBTI community
- Raising awareness in LGBTI community on discrimination in healthcare
- Fostering cooperation between LGBTI NGOs, professional organizations and medical universities

Activities

- Conducting needs assessment research among health care professionals and decision-makers
- Publishing a short guide and a handbook for health care professionals
- Trainings held at medical universities for students
- In service trainings for practicing health professionals
- Developing and delivering e-learning course
- Online video awareness raising campaign via videos
- International conference



NEW PROJECTS

Partners

Háttér Society (Hungary) – coordinator, GLAS (Bulgaria), Bilitis (Bulgaria), Lambda Warszawa (Poland), University Of Brescia (Italy), University Of Girona (Spain), Surt (Spain)

Duration

24 months (September 2019 – September 2021)



NEW PROJECTS

RAINBOW SHIELD: IMPROVING THE LEGAL PROTECTION OF LGBTI PEOPLE IN BULGARIA

The main objective of the project Rainbow Shield, funded by the European Union's Rights, Equality and Citizenship Programme is to improve the legal protection of LGBTI people in Bulgaria by improving the qualifications of lawyers to lead cases of LGBTI people, as well as improving their practices and methodologies in this area. The project also seeks to introduce a holistic approach to effectively address discrimination and other violations of LGBTI people's rights by providing legal advice, assistance in litigation, psychological support and training in media appearances. The project will raise awareness among the LGBTI community about the possibilities of legal protection in cases of discrimination and other violations of their rights and, as a result, will promote the reporting of cases of discrimination. The project will also contribute to the dissemination of best practices by various European civic organizations to enhance the legal protection of LGBTI people.

Activities

- Improvement of the qualification of legal practitioners on the specifics of working with LGBTI people through trainings; creating opportunities for exchanging experience and conducting a study visit to Romania with a focus on gaining Romanian experience in building a comprehensive legal program. As a result of this experience, will be launched the first holistic legal program to work with the LGBTI community in Bulgaria.



Enhancing the legal protection
of LGBTI people in Bulgaria

NEW PROJECTS

- Working with and empowering the LGBTI community through trainings for community leaders across the country and launching an awareness raising campaign on what LGBTI discrimination is, how to recognize it and where to report cases of such discrimination, incl. organizing a series of community cultural events, including music nights, movie screenings, presentations, book discussions, and more.
- Specialized support for the trans community through the preparation of a leaflet providing useful information on the legal aspects of gender reassignment procedures and conducting a number of meetings with representatives of this group.

Partners

Youth LGBT Organization Deystvie (Bulgaria), Bilitis Foundation (Bulgaria), GLAS Foundation (Bulgaria), Accept (Romania), NELFA Association (Belgium)

Duration

24 months (1.08.2019 – 31.07.2021)



Enhancing the legal protection
of LGBTI people in Bulgaria

NEW PROJECTS

ON THE BRINK OF ACCEPTANCE: FIGHTING DISCRIMINATION BY STRATEGIZING AND EMPOWERMENT FOR THE LGBTI COMMUNITY IN BULGARIA (BRINKITON)

The overall aim of the BrinkItOn project, funded by the European Union's Rights, Equality and Citizenship Programme (2014–2020), is to improve the social acceptance of LGBTI people in Bulgaria. Among the project's objectives are to identify and analyse the trends and societal perceptions regarding LGBTI people by conducting research, as well as to build the capacity of the LGBTI movement for strategic planning development. During the project duration, the first LGBTI Strategic Framework and Action Plan in Bulgaria will be developed which will further be utilized to empower the LGBTI community and its allies and mobilise support for change.

Activities

- Conducting research on the needs of the LGBTI community across the country, as well as exploring societal perceptions and attitudes of the general public towards LGBTI people.
- Carrying out consultations and enhancing the capacity of LGBTI community representatives to formulate strategic goals and develop a national Strategic Framework and Action Plan for the LGBTI movement in Bulgaria.
- Organizing a series of events, including around Sofia Pride 2020, to build coalitions with various stakeholders and mobilize support for the implementation of the developed Strategic Framework.

The logo for BrinkItOn features the word "BrinkItOn" in a bold, sans-serif font. Each letter is a different color: 'B' is orange, 'r' is purple, 'i' is yellow, 'n' is pink, 'k' is blue, 'I' is green, 't' is light blue, 'O' is dark blue, and 'n' is orange.

NEW PROJECTS

- Dissemination of information for the purposes of the Strategic Framework, both among the LGBTI communities and the general public, aimed to put forward the topic of equality in the public agenda.

Partners

Bilitis Foundation, GLAS Foundation, Youth LGBT Organization Deystvie, Noema

Duration

24 months (1/07/2019 – 30/06/2021)

The logo for BrinkItOn features the word 'BrinkItOn' in a bold, sans-serif font. Each letter is filled with a different color from a rainbow spectrum: 'B' is orange, 'r' is purple, 'i' is yellow, 'n' is pink, 'k' is blue, 'I' is green, 't' is light blue, 'O' is dark blue, and 'n' is orange.

NEW PROJECTS

CHOICE: PROMOTING SCHOOL ENVIRONMENTS INCLUSIVE OF DIVERSITY BASED ON SOGI

The main objective of the CHOICE project, funded by the European Union's Rights, Equality and Citizenship Programme, is to prevent and combat all kinds of intolerance and discrimination in schools, as well as the resulting violence and abuse. The project is aimed at establishing a sustainable mechanism to support victims of bullying at school on the basis of sexual orientation and gender identity, as well as enhancing the capacity of teachers and school authorities to prevent violence at school by promoting tolerance. This project aims to contribute to a more inclusive school environment in Bulgaria, Greece, Lithuania and Romania.

Activities

- Exploring the needs of students, parents and school professionals related to improving measures to prevent and combat violence based on sexual orientation and gender identity at school. Making recommendations for improving the existing mechanism for prevention and combating violence at school based on the carried out needs assessment.
- Building a web-based platform for anonymous psychological counseling for victims of school violence that will be accessible to students across the country. Qualified psychologists will provide free counseling and referral for young people to other professionals and institutions when the case requires complex intervention.



NEW PROJECTS

- Training for teachers from major cities in the country to implement a complex approach to preventing and combating violence based on SOGI in a school that addresses the roots of the problem and improves coordination between teachers, parents, and institutions working on the problem.
- Disseminating information about the initiative and raising awareness of various stakeholders, including LGBTI youth, who are often subject to violence at school, parents, institutions working on the problem.

Partners

KMOP (Greece), Bilitis (Bulgaria), Color Youth (Greece), ACCEPT (Romania), LGL (Lithuania)

Duration

24 months (1.07.2019 – 30.06.2021)



NEW PROJECTS

RAINBOW OVER HATE: ENHANCING THE CAPACITY OF PUBLIC AND PRIVATE ACTORS TO PROVIDE SUPPORT TO VICTIMS OF ANTI-LGBTI HATE CRIMES IN BULGARIA

The main objective of the Rainbow Over Hate project funded by the European Union's Rights, Equality and Citizenship programme is to enhance the capacity of professionals working with victims of anti-LGBTI hate crimes. The project envisages an evaluation of the implementation of the European Directive on the Rights of Victims of Crime (Directive 2012/29 / EU) and the development of a document with recommendations for its transposition in view of the needs of LGBTI people in Bulgaria. On the national level, the project also aims to raise awareness among the LGBTI community about the consequences of homophobic and transphobic hate crimes, and to generate support for changing legislation on this type of crimes.

Activities

- Evaluation of the implementation of Directive 2012/29 / EU in Bulgaria, which will include the study and preparation of a report with conclusions and recommendations for possible improvements and legal changes. A handbook about the process of evaluating the implementation of the Directive will also be published.
- Both national and regional trainings for professionals on dealing with victims of anti-LGBTI hate crime are planned.



NEW PROJECTS

- A campaign will be conducted among the LGBTI community and the general public to disseminate information on anti-LGBTI hate crime. Through information meetings with LGBTI people, the community will be encouraged to report this type of abuse, and within a roundtable and international conference, experts in the field will discuss the issue of anti-LGBTI hate crime and possible ways of dealing with them.
- A series of meetings and events will focus on building trust and partnership between law enforcement, prosecutors and LGBTI activists, which will form the basis of future collaborative work to tackle anti-LGBTI hate crime.

Partners

Bilitis Resource Center Foundation, GLAS Foundation, LGBT Youth Organization
Deystvie

Duration

24 months (July 2019 – June 2021)



NEW PROJECTS

SPEAK OUT: TACKLING ANTI-LGBT HATE SPEECH AND HATE CRIME

The overall objective of the Speak Out project, funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020) is to improve the online environment for LGBTI people in 9 EU Member States: Bulgaria, Belgium, Portugal, Estonia, Spain, The United Kingdom, Hungary, Lithuania and Latvia. The project is planning on creating training materials on anti-LGBTI crime and hate speech to help professionals working with victims of this type of crime, as well as informing LGBTI people about the types of online hate crimes, how to recognize and report them.

Activities

- Conducting a study targeting three different target groups – LGBTI people and their experience with online hate speech, representatives of law enforcement and victim support centers and their experience on the topic, as well as research into the use of restorative justice among professionals
- Development of resources, including website with information on anti-LGBTI hate crimes (<https://www.speakout-project.eu/en/>), development of training materials for dealing with anti-LGBTI hate crime cases for law enforcement agencies, as well as the publication of a Handbook on Restorative Justice and its implementation in cases of anti-LGBTI hate crimes.
- Involvement of professionals from all over Europe through the organization of an international conference in Sofia in October 2020, at which experts from all over Europe will discuss the topics of restorative justice and anti-LGBTI hate crime.

SAFE.TO.BE BY SPEAK OUT
PROJECT

NEW PROJECTS

Partners

Bilitis Foundation (Bulgaria), Associação ILGA Portugal (Portugal), Çavaria (Belgium), Estonian Human Rights Centre (Estonia), FELGTB (Spain), Galop (UK), Háttér Society (Hungary), LGL (Lithuania), MOZAIKA (Latvia)

Duration

20 months (February 2019 – October 2020)

SAFE.TO.BE BY SPEAK OUT
PROJECT

STAFF DEVELOPMENT

EXPANDING OUR TEAM

Engaging our first two part-time employees in 2009, over the years Bilitis' team gradually expanded and we are proud that in 2019 we have four full-time employees, one part-time and over 10 permanent volunteers. The expert assistance of professional volunteers in various fields such as web design, online marketing, organizing sports events and others is one of the proofs of the institutional growth of Bilitis over the years. The Bilitis team consists of courageous activists working to empower the LGBTI community. Hardened in daily struggles for rights, which they also led as volunteers before taking a paid position in the organization, the members of our operational team Lilly Dragoeva, Pol Naidenov, Gloriya Filipova and Boryana Atanasova are among the most prominent leaders of the LGBTI movement in Bulgaria.

OUR ED IS ON THE BOARD OF DIRECTORS OF EPOA

More than 160 representatives of over 50 member Pride organisations gathered in Bilbao between September 20 and 22 for the biggest ever Annual General Meeting of the European Pride Organizers Association (EPOA). One of the goals of the conference was to elect four new members to the Board of Directors and we are delighted to share that the position of Secretary was unanimously assigned to the Executive Director of Bilitis, Lilly Dragoeva!

"I am extremely happy with the great recognition and the vote of confidence. I believe that the presence of more Eastern European activists in such leadership positions is a sign that European Prides place human rights protection at the forefront and understand the importance of showing solidarity with our region. My main focus over the next two years will be to support the development of the Balkan prides", Lilly said immediately after the results of the vote were announced.

STAFF DEVELOPMENT

The European Pride Organisers Association (EPOA) is the network of European lesbian, gay, bisexual, transgender and intersex (LGBTI) Pride organisations. It was founded in 1991 in London as a joint initiative of the Prides of Amsterdam, Berlin and London. Over the 28 years that followed, EPOA has consistently grown and now has more than 130 member organisations across Europe.



The Board of Directors of EPOA, Bilbao 2019
Photo credit: EPOA archive

STAFF DEVELOPMENT

GLORIYA FILIPOVA AND BORYANA ATANASOVA PARTICIPATED IN A TRAINING DEDICATED TO NON-FORMAL METHODS OF EDUCATION IN SLOVAKIA

Project Manager Gloria Filipova and Activities Coordinator Boryana Atanasova took part in a 10-day training on the Erasmus + project Queer NFE, dedicated to the implementation of various non-formal methods and forms of education in the youth work in Košice, Slovakia. The training was organized by our partners from Sapling Slovakia and had participants from countries such as Italy, Spain, Serbia, Ireland, Slovakia, Poland and Romania. As part of the training, all participants had prepared workshops on various topics related to non-formal learning, which they use in their work as youth leaders.

Some of the workshops were more theoretical, such as Ace & Aro, a workshop dedicated to asexual and aromatic people. Others were fully interactive and fun, such as Drag in Youth Work, where participants learned more about drag activism in Spain and then had the opportunity to turn themselves into drag queens or kings.

Gloriya and Boryana from Bilitis chose as the topic for their workshop the one of Non-formal methods of education within the context of self-support groups, where together with the participants they reviewed the development of a self-support group from the very beginning and shared good practices and difficulties in working with young people from their own experience.

FINANCIAL REPORT 2019

BALANCE SHEET

as of 31.12.2019

VAT 131221510

Assets			LIABILITIES		
Sections, Groups, Items	All figures are in thousand BGN		Sections, Groups, Items	All figures are in thousand BGN	
	Current year	Previous year		Current year	Previous year
B. Long term assets			A. Capital and reserves		
II. Long term tangible assets			IV. Reserves		
Equipment and other	26	38	1. Other reserves	105	105
Total group I :	26	38	Total group IV :	105	105
Total Section "B" :	26	38	VI. Current profit / losses		
B. Short term assets			Total section "A" :	105	105
II. Short term takings			B. Liabilities		
Trade receivables	12	12	2. Other liabilities incl.:	3	6
Total group II :	12	12	-- to employees:		5
IV. CASH			-- social security and health insurance :	3	1
Cash available	566	86	-- taxes and state subsidies payable:		
Account	566	86	Total Section "B, Incl.:	3	6
Cash Equivalents			G. Funding and future takings incl.:	496	25
Total group IV :	566	86	1. Funding	496	25
Total Section "B" :	578	98	Total Assets (Section A+B+C+G)	604	136
Total Assets (Section A+B+C+G)	604	136			

Date: 20.3.2020r.

FINANCIAL REPORT 2019

REVENUE AND EXPENDITURE ACCOUNT

for profit activities

by 31.12.2019 r.

VAT 131221510

Sections, Groups, Items	All figures are in thousand BGN		Sections, Groups, Items	All figures are in thousand BGN	
	Current year	Previous year		Current year	Previous year
I. Expenses for Operating Activities			Net revenues from profit activities incl.:		
Expences for raw materials and outside services, incl.:		2	- Services		2
a) outside services		2	TOTAL revenue from operational activities		2
Payroll expenses :			Financial Incomes		2
a) Salaries			Total incomes		2
b) insurance and social benefits			Grand total		2
TOTAL expenses for operational activities		2			
TOTAL expenses for the activities		2			
Total expences		2			
Grand total expenditures		2			

Date: 20.3.2020r.

FINANCIAL REPORT 2019

REVENUE AND EXPENSES REPORT FOR 2019

non profit activities

VAT: 131221510

Type of expenditure	All figures are in thousand BGN		Type of income	All figures are in thousand BGN	
	current year	previous year		current year	previous year
a	1	2	a	1	2
I. Expenditures			I. Income from the activity		
A. Expenditures from the planned activities			A. Incomes from donations		
1. Other expenditure	124		1. Income from conditional donations	327	170
Total A	124		2. Income from unconditional donations	4	7
B. Administrative expenditures	207	172	Total group I	331	177
Total for group I	331	172	II. Financial income		
II. Financial expenditures			Positive results from changes in exchange rate		
Negative results from changes and exchange rate			Total group II		
Total for group II			IV. Total incomes	331	177
IV. Total expenditures	331	172	VI. Result		
V. Result			5 Grand total (IV)	331	177
Grand total (Expenditures + V)	331	177			

Date: 20.3.2020r.