

2014



ТОЧКА ОПОРИ  
FULCRUM

# ANNUAL REPORT

OUR ACHIEVEMENTS ON  
THE WAY TO EUROPE

Kyiv – 2015

2014 was an extremely tragic and, without exaggeration, turning year in Ukraine. We all have become partakers of historical changes in the country and the revolution of dignity for the European future. LGBT community and FULCRUM were not just observers of these processes, but also active participants. We are one of the groups that are highly interested in the deep reforms of Ukraine, changing social contract and implementation of European standards both in human rights and other areas.

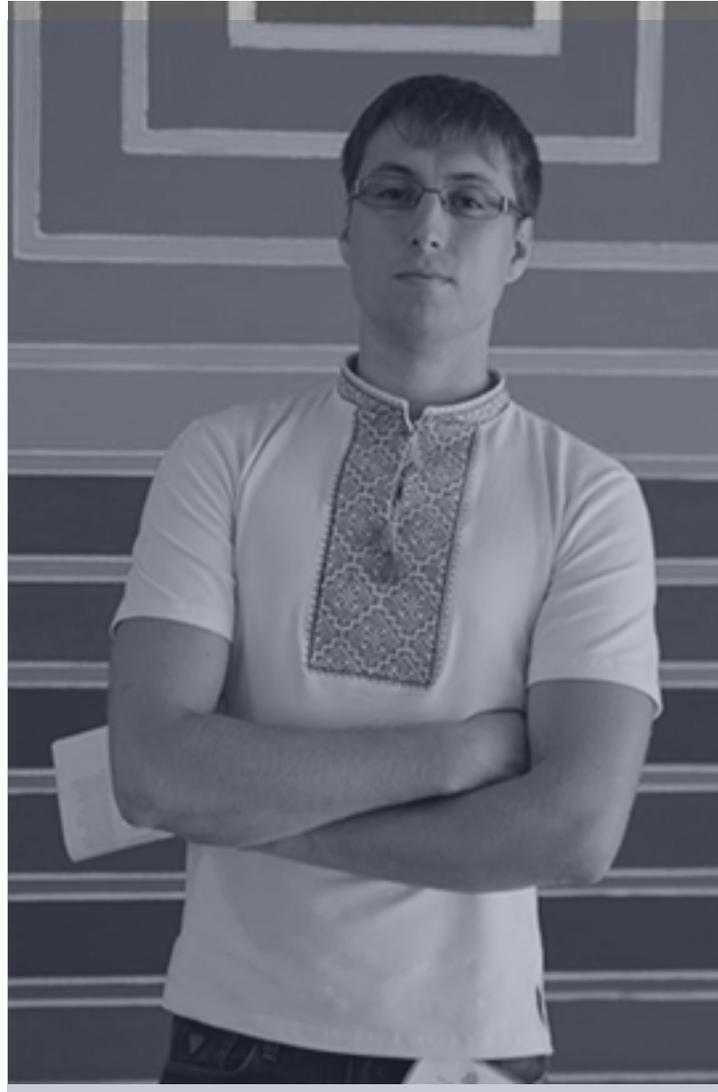
This year FULCRUM has launched a number of innovative programs. We have established Ukrainian Corporate Equality Index, started an updated system of free counseling and HIV testing for bisexual and homosexual men through the system of 'friendly doctor', expanded our parliamentary project and began to actively cooperate with business.

There were also significant changes in the organization. In particular, FULCRUM introduced associate membership and made it available to all people who support the idea of the organization. We believe that by attracting supporters, we are becoming both stronger and more open to public. Due to our close cooperation with the media, we can promote acceptance and tolerance in the society. According to recent studies of Gfk Ukraine, 34% of citizens of Ukraine support the adoption of anti-discrimination legislation based on sexual orientation (36% are opponents), although in 2013 these supporters amounted for less than 10%.

But our main struggle for civil equality and non-discrimination is still ahead. 2015 poses significant challenges: we need to implant a clearly designated prohibition of discrimination on grounds of sexual orientation and gender identity into the national legislation, to continue cooperating with businesses on the implementation of policies of equality and to expand medical services provision through the friendly doctor system.

The results of our work affect thousands of people in Ukraine, and we work hard, though the main results have not been achieved yet. We are grateful to all our supporters for their care, assistance and contribution nearing our common victory day of equality!

**Executive Director**  
**Bogdan Globa**



# ACHIEVEMENTS OF THE YEAR



**798 134**

Ukrainians were involved in the discussion on equal rights and anti-discrimination through the National LGBT portal of Ukraine



**5 000**

gay and bisexual men got tested for HIV



We have been working in

**10 REGIONS**

providing direct services for MSM and LGBT



**856**

letters were sent to the MPs on the need to ban discrimination based on sexual orientation and gender identity

**5**



regions have access to their own office of 'Friendly doctor'



strategic litigations on discrimination and hate crimes were started. One case has already been won.

**20**

companies have joined the Corporate Equality Index and supported prohibiting discrimination based on sexual orientation in the workplace



persons were involved into the movement of 'Parents' initiative TERGO'

# MEDICAL SERVICES PROGRAM «JUMP UP!»

2014 FULCRUM launched an innovative program «Jump Up!» supported by Elton John Aids Foundation and Fund Sidaction. We have significantly changed the approach in the provision of health services and used a number of innovative practices. In particular, the program includes the following innovative tools:



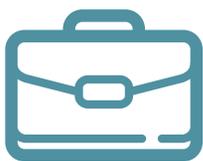
An electronic queue – making an appointment with a doctor you realize that you will be alone with a doctor



Complete anonymity – friendly doctor offices are based in separate locations rather than in NGOs. The client is guaranteed that he won't meet friends while visiting a doctor



. Friendly doctors, the staff of the offices, have obtained the special professional training and are tolerant to their customers and aware of the specifics of work



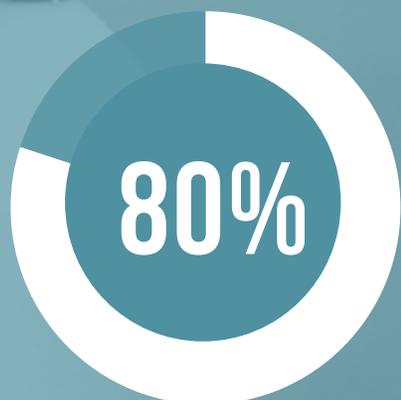
A wide range of experts, such as specialists as an andrologist or venereologist are available which makes it possible to offer various treatment to our clients



On-line treatment – through the personal profile of "friendly doctor", an opportunity arises to get a treatment regimen, and use special assistant that helps you successfully fulfill all the doctor's recommendations



Through innovative servicing and unique services, "Friendly doctor" received a wide support in the community and it is in great demand.



is an average fullness of schedules of doctors



150

new HIV- positive cases got diagnosed during the year



4 652

people received special prevention packages (condoms and lubricants)



32

doctor in 10 regions are involved in the program of "Friendly doctor"

**145** 

doctors got trained  
over 2014

**65** 

specialists in  
10 regions

**14** 

medical institutions and  
2 private institutions

# TRAINING PROGRAM «FRIENDLY DOCTOR» FOR DOCTORS

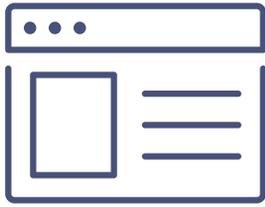
Consulting representatives of LGBT community has a significant challenge for physicians in a number of areas. Also, counseling same-sex couples on sexual and reproductive health is highly specific. One of the problems why same-sex couples do not appeal to a physician with a partner is the fear of being stigmatized and discriminated against.

The medical community is said to continue stigmatizing LGBT people, considering the fact that a large number of textbooks in the medical academies still contains references to homosexuality as a pathology or disease.

In 2013, FULCRUM has developed the special training course "Friendly doctors" which idea is to provide doctors with knowledge and skills to work with the LGBT community and to offer opportunities to provide medical services to homosexual couples.

The information on the part of physicians who received special training program is available on the website <https://friendly-doctor.org/> where clients can seek necessary medical professional in a certain region.





# NATIONAL LGBT PORTAL

# 798 134

readers visited the  
National LGBT portal  
during 2014

The National LGBT portal Ukraine became the largest online edition for and about LGBT in Ukraine. As a result, the editorial board managed to double the number of unique readers.

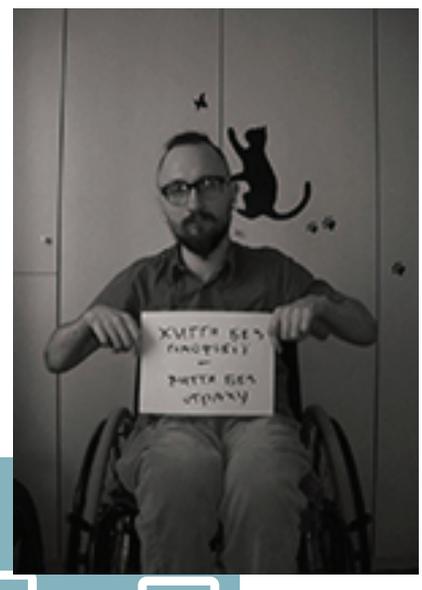
The portal became not just a favorite reading for many LGBT, but also a platform for discussion. We should mention that the portal is read by both representatives of the LGBT community and a large number of people interested in the topic.

Through our interview section, we involve well-known personalities and socially important public figures into discussions on LGBT-issues and initiate public debates on human rights.

FLASH MOB

# #LIFEWITHOUTHOMOPHOBIA





20



participated in the  
Ukrainian corporate  
equality index survey

90



of the TOP Ukrainian  
companies were trained  
on implementing the  
policies of equality

130



employees took the  
equality policies course

300 000

lawyers and HR managers  
have access to the typical  
policy of equality in the  
system LEAGUE: THE LAW

# UKRAINIAN CORPORATE EQUALITY INDEX

In 2014 FULCRUM initiated the national survey of private sector – the Ukrainian corporate equality index. This initiative was launched in cooperation with the National Assembly of the Disabled of Ukraine, Women's Consortium of Ukraine and International Renaissance Foundation. The information project partner is the corporation LIGA: ZAKON.

This project was unique in its kind, because, unlike most social and corporate ratings, the Ukrainian corporate equality index simultaneously surveys three aspects: discrimination based on disability, sexual orientation and gender identity. The cooperation of these three groups vulnerable to discrimination is unique both in Ukraine and Europe.

To implement this project, the special website [www.cei.org.ua](http://www.cei.org.ua) was created which contains a database of information materials for HR-managers of private companies. The site also has a number of unique services: for example, a company can automatically generate a "typical provision prohibiting discrimination."

Online Index also posted a list of companies that meet the anti-discrimination European standards (Council Directive 78/2000) and a collection of 'Best places for LGBT' scheduled to get released in 2015.

The European Business Association and Chamber of Commerce are also actively involved into the project. In particular, a variety of activities and workshops for private companies were held with their participation.

# WORLD STAFF®

Recruiting Company

Дмитрий Толмачев



20 

meetings of parents

4 

special publications  
for parents and  
families with LGBT  
children

50 

new members of the  
movement

11 

public presentations  
of the movement  
activists

# “PARENTS’ INITIATIVE “TERGO”

The strategic direction of FULCRUM is to support parents’ movement. Promoting parents’ movement has several objectives:

- ✓ To help families with LGBT- children find harmony in relationships, prevent stigma and discrimination
- ✓ To help parents better understand their child providing access to modern scientific researches on homosexuality
- ✓ To form an active community of parents with LGBT- children ready to advocate their rights
- ✓ To create an international platform based on TERGO to exchange information and experiences between representatives of parents’ movements in post-Soviet environment.

In 2014 the organization celebrated its first anniversary. During 2014 we focused on institutional development of the organization, support of parents, and finding answers to their multiple questions. We selected a support group as our working format, and once a month the group of parents met in Kiev. The psychologist Marina Didenko performed as a facilitator of these meetings.

During 2014, we managed to create a sustainable core of initiative proactive parents who may and want to promote the rights of their children.



”

My only beloved son is a gay which is not a source of pride and does not make him special. It's just an objective reality! In the time when my son realized the nature of his sexuality, almost no one knew anything about homosexuality in Ukraine, and the majority of people believed that homosexual relations should be criminalized. That is, my son mightn't be influenced by "promotion of homosexuality" while making his choice. Now, many years later, I am firmly convinced that there is no causal relationship between propaganda and choice of sexual orientation.

Olena Hloba

Chairman of "Parents initiative "Tergo"

672 

advocacy letters  
were written to MPs

40 

responses and  
proposals

8 

package proposals for  
legislation / govern-  
ment programs



Regular monitoring  
of discriminatory  
initiatives of MPs

## ADVOCACY IN THE PARLIAMENT

The other strategic direction of our work is interaction with the Parliament and MPs of Ukraine. In particular, we are focusing our work on collaboration with the two parliamentary committees: the Committee for European Integration and the Human Rights Committee. We also established cooperation with some pro-European MPs.

In 2014 FULCRUM personally appealed to all MPs to lobby legal prohibition of discrimination on grounds of sexual orientation and gender identity.

During the election campaign to the Verkhovna Rada of the VIII th convocation, FULCRUM filed a request to the highest-rated parties to designate their position on LGBT rights. Bloc of Poroshenko expressed a necessity to strengthen the legal responsibility for hate crimes and to prohibit discrimination based on sexual orientation in their letter of response.

Moreover, FULCRUM actively participated in the meetings of the Committees on Human Rights and European integration and expressed its position at the relevant meetings.





**3 602 393**

UAH raised  
in 2014

**BY  
155%**



more than last year



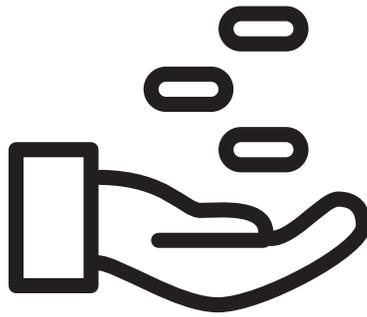
of our expenses totaled  
program costs

## FINANCIAL REPORT

The introduction of innovative services, development of advocacy campaigns and troublesome everyday work for community development are impossible without a significant amount of resources. Owing to the faith of our donor teams in the idea of FULCRUM, we have made significant progress in expanding the range of services offered by the organization.

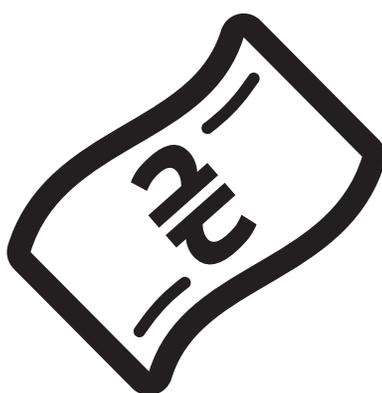
Moreover, we care about the possible creation of more effective mechanisms for use of funds, greater transparency and flexibility both for donors and for the community. We know that we are expected to achieve both significant results of our program activities and adequate value of these achievements. That is why a part of our work is a concern for the efficient spending of each hryvnia.

2014 was a good year for fundraising. We managed to raise ₴3,602,393 which is by 155% more than last year. 89% of our expenses totaled program costs.

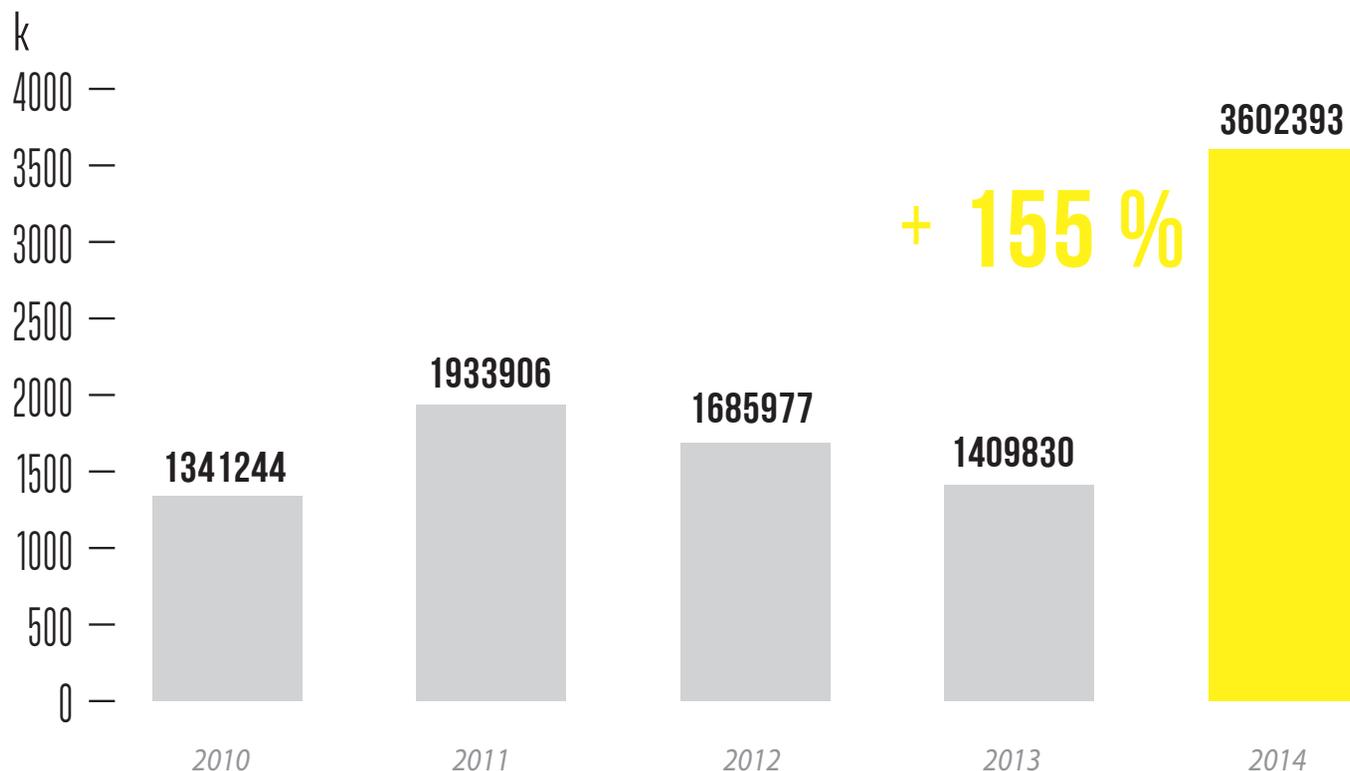


	<i>2013</i>	<i>2014</i>
BEGINNING NET ASSETS	100591	200185
<b>Contributions and Support</b>		
Membership Fees	692	19183
Private Donations	51132	47958
Grants	3550569	1342689
TOTAL of Contributions and Support	3602393	1409830
<b>EXPENSES</b>		
<b>Program Expenses</b>		
Health program, HIV testing for MSM, psychosocial assistance to HIV positive MSM	2234661	931572
The program of cooperation with business on implementation of Corporate equality index	108902	0
Support of Parents` initiative "TERGO"	96312	28906

Parliament project	28368	0
National LGBT portal (Mass Media)	153673	78380
Total Program Expences	2621916	1038858
<b>Administrative Expenses</b>		
Office Maintenance	182000	84000
Common Management	38234	25551
Consulting	50360	12832
Overhead Cost	30400	18600
Total Administrative Expenses	300994	140983
Total Expenses	2922910	1179841
CHANGE IN NET ASSETS	679483	229989
<b>ENDING NET ASSETS</b>	<b>780074</b>	<b>100591</b>



# TOTAL CONTRIBUTIONS, DYNAMICS



## OUR DONORS



ELTON JOHN  
AIDS FOUNDATION



USAID  
ВІД АМЕРИКАНСЬКОГО НАРОДУ

RESPOND



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