

## Annex I. Core activities

A. *Only the activities listed below can be supported **financially** (included in the budget) under this grant.*

- Renting an office space/sustaining the existing office space
- Recruiting staff/covering the salary costs of the existing staff
- Buying/subscribing to digital tools & software for their organisational needs and fulfilment of core functions
- **Buying** training, coaching, counselling, consultancy<sup>1</sup>, translation/interpretation, legal support, external audit and evaluation **services for their organisational capacity development needs**
- Paying membership fees for international/national networks

B. *Example of the core activities description.*

Social media monitoring program is one of the core activities of the organisation that contributes to other programs of the organisation and provides input for shaping our activities and updating organisational strategies on yearly basis. The monitoring of the media is carried out regularly and based on the observations the reports are being issued on bi-annual basis. In this way, are able to observe trends in covering LGBTI+ news and identify shifts and changes. Ongoing monitoring work also helps us to identify spikes in hate speech towards LGBTI+ communities and helps to analyse the cause and build strategies how to deal with it. As a result we can inform relevant stakeholders about these trends and driving forces of hatred in the society on regular basis. Our reports are also used as a basis and supporting materials for our advocacy activities. Through social media, we also carry out case monitoring in important LGBTI+ related cases, and with the data provided, we are able to develop counter media campaigns to raise awareness on related problems. In 2024 there will be 2 staff members working under the program and the project will support salary costs of the Program Coordinator for 5 month out of 12.

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<sup>1</sup> Within this program, a certain level of expert/mentor support will be provided to promote the organizational capacity development of each grant beneficiary. Therefore, please take this opportunity into account when designing your proposal for 2023.