



procedures, report cards, school IDs and diplomas regarding personal data, as well as regulations surrounding change of name, ensuring safety for students (PE classes, psychologists' and counselors' work). As a result, recommendations have been made on how to ensure a friendlier, better working school environment for trans youth.

Throughout the course of the project Trans-Fuzja continued its work also with other trans children and youth, hence the final report has been also enriched with two previously not planned articles – first concerning counseling and psychological work with a trans child to ensure a proper approach to their gender identity and the social struggles that may follow within the context of a binary and patriarchal society, second centered around the systemic aspect of lack of sufficient support for trans youth such as suicide and domestic violence prevention programs, an open and sensitive approach to trans youth medical needs as well as a general, non-threatening attitudes towards gender diverse children,

2. What methodology did you use to collect the information? If it differs from the methodology initially planned, please provide explanations.

As indicated in the project application, the study used qualitative methods in form of structured interviews, conducted among principals in previously identified and approached educational institutions. A non-probabilistic method of sample selection was used, based on information coming from Trans-Fuzja Foundation that during the study, each of the schools had a transgender student attending classes.

Five schools were chosen and approached, out of which one refused to contribute to the study. Ultimately, four principals have been interviewed.

(Details on method also available in translated report).

3. Please describe main success / challenges / difficulties of the project. How did you deal with them?

**Challenges:** Refusal of participation from one school. Before the study, Trans-Fuzja approached 7 educational institutions in which trans students were present and lived in the gender they identified as. Although the research team took the rejection factor into consideration, eventually more than two institutions denied their participation. As underlined by those who refused, these decisions were mostly rooted in fear of being identified (even though the study was anonymous and every potential interviewee was informed on that matter). Trans-Fuzja decided to continue its study with only 4 educational institutions but made sure that the interviews would gather as much diverse information as possible.

**Successes:** Information gathered through interviews showed various strategies and practices of school management staff on how to help transgender students, even though no specific laws or policies are available to serve as guides or toolkits for principals. This data will not only be used to initiate a dialogue on needs of trans youth in the educational system, but will also be helpful (especially considering raw data from the transcripts) for the organization to adjust its current work with trans youth both in and outside of their school environment, as well as to advocate for their better legal protection.

**Difficulties:** A troubling difficulty arose due to the fact that an academic cooperation has been established with the University of Gdańsk. Since the final publication will be subjected to peer review process, the report has not yet been printed, although the final product is expected in April together with an informational series of memes that will be

shared on Trans-Fuzja's facebook page. The research team decided to engage in peer review process knowing that legitimacy coming from an institution of higher education will be extremely useful in the current political context. Changes in Polish political context constituted another difficulty regarding Trans-Fuzja's further advocacy actions with the project, which needed to be re-evaluated, especially regarding possible policy work.

4. Did you have any partners in this project? If yes, please briefly describe the role of each partner.

Initially, Trans-Fuzja did not plan to partner with any institution, throughout the course of the project, however, it engaged with the University of Gdańsk and Anna Kłonkowska, Ph.D., who became a consultant and final editor of the project report which will be published together by the organization and the University.

### III. Project impact

1. What product has come out of the project if any (e.g. report, CD ROM, survey)? Please, give a short description.
  - The project has produced a comprehensive report (in Polish) from the above mentioned qualitative study together with interviews transcription, legal analysis of existing educational laws and policies, an article summarizing counseling and psychological work with a trans child and an article centered around the systemic aspect of lack of sufficient support for trans youth.
  - English translation of the qualitative study analysis report
  - Brochure (in Polish) for principals and teachers on how to help trans children and youth in their school environment
  - A set of quotes (in meme form) to be shared on social media and promote research fundings.
2. What are the main outcomes of the project? Give details here on:
  - a) How you plan to use this information - for advocacy or other purposes (at local, national and/or European level)?

Since the initiation of the project, much has changed in the Polish political discourse regarding trans issues, with the “gender ideology” discourse making a comeback. Nevertheless, two of Trans-Fuzja's experts have become members of a giant working group within the Ministry of Education ([that consists of about 1800 people](#)), whose primary goal is to give feedback on ministerial plans to update school curricula. Although, the format of consultation is not yet exactly known, Trans-Fuzja sees it as a chance to suggest needs of trans youth. It is clear, however, that no legislative work on this issue will take place any time soon. Because of that, Trans-Fuzja decided to move its advocacy work on this issue, to a more supportive approach – using the information gathered to work with management staff of schools where trans children are present, as well as work on a case-by-case basis with the Office of the Commissioner for Human Rights and the Commissioner for Rights of the Child.

b) Who is your key target audience who needs to understand the collected information?

Although the project proposal stated that Trans-Fuzja's key target audience will consist of the Ministry of Education, Ministry of Justice and Ministry of Health, it is currently clear that these ministries will not be willing to cooperate with the organization on the same level, as it was previously anticipated, which is mostly due to changes in governance and a radical shift in approach to trans issues. Having that in mind, Trans-Fuzja wants to focus on working with individual schools and provide a platform for teachers and principals to be able to respond to their needs regarding support for trans youth. As already mentioned above, both the Human Rights Commissioner and the Commissioner for Rights of the Child will be instrumental in these processes.

c) Provide a short description and concrete steps on how you plan to approach your target audience.

- Visibility of the issue – with this aspect, once the report is peer-reviewed and published, Trans-Fuzja plans to engage in a month-long social media visibility campaign, where quotes from the report (in meme format) will be shared, together with basic information on current situation of trans youth in Poland.
- Work with state institutions – Trans-Fuzja will reach out to the Human Rights Commissioner and the Commissioner for Rights of the Child with its report to ensure that these offices are ready to act upon cases of trans youth being denied their right to self-expression or are facing any other difficulties, this also includes working with parents
- Work with schools – Trans-Fuzja plans to reach out to most schools in Poland with its brochure on how to work with trans youth, in order to give the management and teaching staff space to realize that trans students are present in their work and that it is not difficult to create a safe space for them
- Work with cases and ensure visibility of that work – every year Trans-Fuzja provides support to at least one trans child or young person struggling with recognition of their trans status, with the help of this report and resources, we are now able to create an online space (as part of Trans-Fuzja's upcoming new website) where parents and teachers will be able to find all the relevant information they need.

d) What impact will this have on legislative / decision-making level (e.g. change in laws/policies, new relations with policy makers etc.), if any.

As already stated, it is currently very difficult to state whether any change regarding trans (or LGBTI) issues is possible on a legislative or decision-making level, outside of court practice, hence Trans-Fuzja is devoted to work on a case-by-case basis to ensure that even though there are no specific laws covering trans youth needs, individual support and understanding will be provided.

3. What impact (positive/negative) had the project on your organization?

The project was important to build Trans-Fuzja's current team, as it allowed the organization to finance its coordinator – Izabela Jąderek, who also became the



The European Region  
of the  
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Foundation's Research Officer. It also allowed a closer cooperation  
with Trans-Fuzja's legal team who, as a team of volunteers providing

online legal help, are not present in

the organization's daily work. Finally, Anna Klonkowska, Ph.D. became not only an external consultant to this project, but will also take part in future research work of Trans-Fuzja.

4. What are the lessons you have learned internally? What learning would you share with others undertaking similar projects?

Internally, Trans-Fuzja has definitely been confronted with the question of how planning trans-related research in Poland may still be subjected to the question of ensuring anonymity, especially when it comes to persons working with youth, seeing how 3 approached principals did not agree to participate in the project.

What the research team learned about the struggles of school principals influenced Trans-Fuzja's further work with parents of transgender children and youth, especially regarding their rights to social and/or legal transition and the question of safe space, which needs to be created in understanding and open communication and cooperation with the school management staff.

#### **IV. ILGA-Europe**

How satisfied you are with the quality of cooperation with ILGA-Europe? Please, give a maximum of three positive and three negative points / examples, preferably with suggestions on how the latter can be improved.

Trans-Fuzja has been extremely satisfied with the cooperation and appreciates ILGA-Europe's flexibility when it comes to both to the timeline and budget changes. Including an understanding approach to missed deadlines.

**PLEASE, INCLUDE A COPY OF THE PRODUCT THAT HAS COME OUT OF THE PROJECT (DOCUMENT, CD ROM etc) WITH THE ACTIVITY REPORT.**

#### **V. Financial report**

Documentation to the financial report including outcomes of the project is available at:  
[https://drive.google.com/folderview?id=0B1HT\\_CytCs2LMGM2WWpIUWZMUWM&usp=sharing](https://drive.google.com/folderview?id=0B1HT_CytCs2LMGM2WWpIUWZMUWM&usp=sharing)

Notes to financial report:

As Trans-Fuzja uses accounts in Polish currency (PLN), the grant amount was automatically converted by its bank upon receiving the transfer. Hence, all expenses bear the same exchange rate.

Additional information to expenses:

- Project coordination costs do not bear any tax-related spendings, due to the fact that Izabela Jąderek works as an independent, self-employed expert. As coordination was performed under her self-employment services, taxes are to be paid by her individually.
- Taxes have been paid through Trans-Fuzja's general account, as all taxes for different projects are paid together, hence taxes for agreements are first transferred to another account and then paid to proper authorities. Additionally to the financial report, the organization submitted both proof tax payment to the Polish Tax Office (additional folder in the documentation section).
- Card payments have been paid through Trans-Fuzja's general account, hence travel costs, where applicable, have been reimbursed to that account. Proof of both card payment and internal transfer have been attached to the report. (Invoices/0013.pdf)
- Since the legal analysis has been in the end executed by three experts, the costs have been divided between them.
- Report printing costs have been partially funded by a grant from the Mama Cash foundation (405 zlotys). As the University of Gdańsk provided both layouting and printing, these have been accounted for with the same invoice. Costs were first paid by the proforma invoice and then confirmed by a regular invoice. Both of them have been submitted to ILGA-Europe