

Funding To Meet Changing Realities

LGBTI Organisations on the State of Funding in Europe and Central Asia

Survey, 2021

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GLOSSARY

In the context of this publication we use the terms below with the following meaning.

Advocacy means acting or speaking in support of an LGBTI socio-economic, political or civil rights or issues.

Budget is the cost to run an organisation for one year, in this case 2020.

Activist Burnout relates to the mental health of individuals involved in delivering services and/or advocating for the rights of LGBTI people, which can include, but is not limited to, feelings of anxiety, frustration, exhaustion, despair, depression or overwhelm in the face of persistent challenges, threats and/or resistance to the realisation of rights for LGBTI people. Burnout results from a constellation of factors that make it more difficult for LGBTI organisations and activists to advance the rights of LGBTI people, including both making changes to social norms and government systems and improving the daily realities of LGBTI people. Examples include, but are not limited to: negative attention to staff or volunteers, having to respond to external threats from right wing, anti-LGBTI or anti-gender groups or individuals and not having enough time to plan strategically.

Communications include activities by LGBTI organisations that support positive attitudes and/or counter negative beliefs or misinformation about LGBTI people.

Community funding includes funds raised by LGBTI organisations from membership fees, community fundraisers, crowd-funding efforts, events or individual contributions. It does not include funds raised from corporate sponsorship.

Community organising is an activity or series of actions that people with a common identity or a common purpose engage in to achieve agreed objectives, share common concerns and overcome social injustice.

Core support refers to all funds awarded to an organisation from an external source that are intended for general or flexible use, including overhead or operations and the ability of organisations to respond to emerging priorities. Core support is also referred to as general operating support.

Dedicated funding refers to funds awarded to an organisation from an external source that are for a specific project and are tied to specific activities or deliverables.

External funding includes money coming from governments, foundations and NGOs and excludes membership fees, community fundraisers, crowd funding, events, individual contributions and corporate sponsorship. External funding excludes in-kind and non-cash donations.

Focus population is referred to when an organisation has specific programs or services for a population or they must compose more than a quarter (25%) of their constituents. Focus populations are reached through targeted efforts by organisations that work with LGBTI people or issues in general.



Intermediary is referred to as an NGO or organisation that receives money from a primary funder (e.g., government, private foundation) and regrants that money to other organisations. In this report, intermediary sometimes refers to a non-profit only, not a public foundation. When this is the case, it is stated explicitly in the text.

LGBTI is an abbreviation for the words lesbian, gay, bisexual, transgender and intersex.

LGBTI people of racial and/or minority background are indigenous people, national minorities, including, but not limited to LGBTI Roma, Kurds and Sami people, Basques in Spain, (Crimean) Tatars and people from Central Asia and South Caucasus in Russia. LGBTI people of racial and/or ethnic minority background also includes Black people, other people of color and Muslim minorities.

LGBTI Specific and Primary Population or Subpopulation is referred to when an organisation is comprised of or works with a part of the LGBTI community and includes transgender and gender nonconforming people (TGNC), bisexual people, LGBTI women, gay and bisexual men or intersex people. Respondents could also select other subpopulations, which included but were not limited to, LGBTI young people, LGBTI sex workers and LGBTI people living with physical, mental and/or sensory disabilities, including neurodivergent people. An organisation that works with LGBTI people or issues in general may also have a *Focus Population(s)* (see definition above), those for which they have specific programs or services and/or the population makes up a quarter (25%) or more of their constituents.

'Organisations' are referred to as both registered and non-registered organisations and groups. They can be small or large, volunteer driven or staffed. They include both ILGA-Europe members and non-members. They are LGBTI-led or focused.

Partnerships include LGBTI organisations efforts to create or sustain joint work with other organisations, including non-governmental organisations and/or local, regional and/or national governments.

Savings is defined as having funds available for one month or more for your organisation to operate at current capacity if no further funding were available.

Social services, peer support activities and emergency assistance, including providing food, shelter or financial assistance and/or psychological or medical care to LGBTI people.



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Executive summary

As there is not a centralised source for data about the activities and funding gaps of LGBTI organisations in Europe and Central Asia, ILGA-Europe has undertaken a needs assessment to ask organisations directly about their experiences, needs and priorities.

This report is intended as a resource for donors and prospective donors, including governments, to inform them in their grantmaking efforts to support LGBTI organisations and movements in Europe and Central Asia. Where sufficient data are available, it highlights disparities between regions, so donors and activists can be aware of gaps in resources identified by LGBTI activists. The report is also intended to reach LGBTI organisations to see their experiences in aggregate and be able to use these data to speak about their collective needs. This report represents interviews with more than twenty LGBTI activists and survey responses from nearly 300 LGBTI organisations. When possible and meaningful, findings from the 2017 and 2021 needs assessment surveys have been compared to understand what, if any, changes have occurred.

The report included organisations from all subregions of Europe and Central Asia, with particularly successful recruitment in Russia and from new organisations

- More than one in five LGBTI organisations in Europe and Central Asia were founded since the last survey in 2017
- About one in ten were from Russia
- About half worked with LGBTI people in general and the remainder worked with a subpopulation, such as transgender and gender nonconforming (TGNC) people, youth, or bisexual people
- About half of LGBTI organisations were interested in working more with the following populations, if they had more funding: TGNC, young people, intersex people and people with disabilities

About one third of organisations have budgets under 20,000 Euro, but there is more representation of LGBTI organisations with external funding, paid staff and savings in 2020 compared to 2017

- About a quarter of LGBTI orgs in Europe and Central Asia have no external funding compared to just under one-third in 2017
- The percentage of LGBTI organisations receiving any external funding increased between 2017 and 2020. Among those receiving any core support, the average percent of external funding that is core support did not meaningfully increase between 2017 and 2020.
- TGNC organisations were much less likely to have external funding in 2017 than organisations with other areas of focus, including LGBTI people in general. In 2020 TGNC and non-TGNC organisations are equally likely to have external funding.

Flexible, long term funding remains rare, while foundation and intermediary funding remain the most common sources

- Foundation and intermediary funding are most common funding sources for LGBTI organisations in Europe and Central Asia in 2020, which is similar to 2017
- In 2020, the average percent of external funding in organisation's budgets that is core funding is about one-third, a similar proportion to the average percent that is multi-year funding
- The majority of funding LGBTI organisations have for the activities they prioritise—creating and sustaining partnerships with other organisations and governments, community organising and



social and health services is not dedicated funding, which creates a reliance on core funding or for organisations to do work that is not funded.

Barriers to funding remain consistent and reflect a lack of alignment between how funders articulate their priorities and what LGBTI organisations say they need

- In 2021, the most common barriers to implementing funded projects were: funding opportunities do not support the types of activities they do, funders do not focus on the population(s) they serve, and funders require spending money in ways that prevent building up savings or reserves — about 3 in 4 LGBTI organisations reported experiencing these barriers
- In 2017, 7 in 10 reported a lack of support for the activities they do compared to about three-quarters in 2021
- About half of those that work with a specific subpopulation said it was hard to get funding for work with this group in 2017; this has gone up to about three in four in 2021

Central and West Asian and Southern European organisations face unique challenges, as do those that focus on a subpopulation of LGBTI people

- Half of organisations in Central and West Asia, and two in five organisations in Southern Europe, reported budgets less than 20,000 Euro in 2020, compared to only one in five in Western or Northern Europe
- Organisations that focus on a specific LGBTI subpopulation (e.g.: TGNC, LGBTI women, etc.) were more likely to have budgets less than 20,000 Euro than organisations that focus on LGBTI people in general
- Organisations in Central and West Asia and Southern Europe were more likely to lack external funding than organisations in other regions
- Organisations in Southern Europe were more likely to have no paid staff than those in other regions
- A larger proportion of TGNC-focused organisations had no paid staff compared to those that focus on LGBTI people more broadly

LGBTI organisations in Europe and Central Asia are most likely to do activities related to partnership, community organising and communications, but also prioritise social services

- More than 8 in 10 LGBTI organisations in Europe and Central Asia do activities related to:
 - Creating or sustaining partnerships with other organisations, including NGOs, local, regional or national governments
 - Community organising of LGBTI people and allies
 - Communications that support positive attitudes and/or counter negative beliefs or misinformation about LGBTI people
- Of the 2 in 3 LGBTI organisations that report providing social services between March 2020 and March 2021, the most common social service activities were providing psychological support to LGBTI people and facilitating or providing space for peer support groups



LGBTI organisations report that the activities they prioritise lack dedicated funding and in some cases, have no funding at all

- Organisations were most likely to prioritise: community organising, partnerships and social and health services among the many activities they undertook
- The majority of funding LGBTI organisations have for these activities is not from dedicated funding, with the remainder being supported from core funding or being unfunded and volunteer

LGBTI organisations reported high levels of negative events and stressful experiences in 2020, both as a result of COVID-19 and anti-LGBTI rhetoric, threats and attacks

- Organisations reported that their staff experienced stressors such as not being able to meet community needs and responding to COVID-19 and anti-LGBTI forces and external threats
- More than eight in ten LGBTI organisations reported at least one source of stress for their staff that contributed to burnout
- Specific stressors disproportionately impacted LGBTI organisations in Eastern Europe, including negative attention to their staff or volunteers, LGBTI community experiencing threats and having to respond to external threats from right wing, anti-LGBTI or anti-gender groups or individuals





Foreword

Since ILGA-Europe published its first funding needs assessment report in 2017, the world has seen drastic upheaval. As a result, today LGBTI activists in Europe and Central Asia find themselves at a crossroads of working towards incremental societal, policy and political change, while supporting the needs of their communities. Adding to this, stronger anti-LGBTI forces, the ongoing COVID-19 pandemic, the urgent needs of marginalised groups and addressing structural inequalities are among many factors that significantly influence and create further pressure on LGBTI organisations and their work.

COVID-19 has put a spotlight on the gaps that governments and institutions have left in meeting the basic needs of LGBTI communities. Whilst systemic oppressions have become ever clearer and inequalities have deepened, LGBTI organisations have found themselves increasingly in a space of providing shelter, food and economic relief. As this report demonstrates, many LGBTI organisations are acutely aware of the glaring inequity as it is experienced with those who are most underrepresented and marginalised within our communities, but they lack adequate resources to respond to these realities and even begin addressing structural inequalities. Perhaps not surprisingly, cross-population work is severely underfunded while remaining a key priority for LGBTI organisations.

We live in a time in which a growing number of governments instrumentalise LGBTI communities in political debates, moving LGBTI organisations into a position where they are forced to defend basic democratic principles. Indeed, populism and democratic backsliding have become another component of work that LGBTI activists have had to prioritise in recent years. Whilst LGBTI activists might have more access to emergency funding to address some of these new challenges, such funding does not enable organisations to develop meaningful and long-term responses required to address the backlash. Activities that remain underfunded are often those that are most important in light of growing anti-LGBTI forces, such as the work to document human rights violations, address misinformation, and work around building sustainable partnerships.

It should come as no surprise to anyone that LGBTI activism is currently under severe pressure. Fatigue and burnout are impeding the movement's ability to think strategically and long term at a time when the work is most needed. Perhaps one of the more alarming findings of this report is that the inability of LGBTI activists to meet the needs of their communities is causing stress and burnout.

We habitually think about resources in terms of money, but in this report, resources are not just defined as financial means and funding. When conceptualising this study, we deliberately chose to focus on resources in a broader sense. This includes skills and capacities, but also time and space to gain new perspectives and reflect strategically. And indeed, perhaps more than ever, the ability and opportunity to innovate, to think and act creatively, to maintain and strengthen mental and emotional strength, and to take care of each other. Right now, these are all part of the critical toolbox of resources that LGBTI organisations need to have in place so they can not merely function but thrive and create societal change.

Gladly, the report also brings some positive news, as overall funding for the LGBTI movement in Europe and Central Asia seems to have grown. However, the realities described in this report paint a clear picture that these resources are insufficient to respond to the emerging realities. LGBTI organisations often rely on core funding or their own budgets to provide basic services to communities in areas where



governments are failing to fulfil their obligations and provide basic needs to the diverse populations. This reality is not sustainable and reinforces inequalities.

Whilst many funders have reflected on certain aspects of these changes, ILGA-Europe wanted to bring importance and urgency to a more comprehensive story of the realities in which LGBTI activists find themselves every day. Funders have found opportunities to engage in strategy conversations in recent months, but the truth is that few of these places have been accessible for and inclusive of LGBTI activists. Real change cannot happen by looking at specific developments or trends in isolation; it requires a proper reading of where the movement itself is at. That is why with this report we want to bring the story of the priorities that LGBTI activists are naming; how this work is resourced, and what gaps and opportunities look like. Indeed, funders have a responsibility to engage with LGBTI organisations in honest strategic conversations, simply because a lack of alignment only contributes more to stretching the resources of LGBTI organisations even thinner.

This report is not an end point, but rather a starting point for discussions on what activism currently looks like and where funding needs to move. It is the first comprehensive study since COVID-19 erupted, focusing on the availability of resources to support the critical work that LGBTI organisations in Europe and Central Asia are doing. It is an invitation to LGBTI activists, funders, and other supporters alike to reflect on today's realities, and an encouragement to begin discussing what leaps forward need to happen to work towards sustainable and structural change.

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ILGA-Europe





Introduction

ILGA-Europe continues our needs assessment work in partnership with Strength in Numbers to make a case to both better align and increase funding for the work of LGBTI organisations in Europe and Central Asia. The first funding needs assessment was done in 2017 with the intention to shine a light on the activities undertaken by LGBTI organisations, particularly those that are underfunded compared to the importance that organisations give to them. The 2021 needs assessment continues this work, with additional intentions to detect changes in the funding landscape, as well as collect additional data about the lived realities of LGBTI activists and organisations operating in the context of COVID-19, and in many countries, anti-LGBTI and/or anti-gender rhetoric, threats and attacks. Ultimately, ILGA-Europe monitors the funding landscape with an eye to moving towards sustainability for LGBTI organisations, ensuring LGBTI people on the ground can access the services they need and are free from discrimination.

This report is intended as a resource for donors and prospective donors, including governments, to inform them in their grantmaking efforts to support LGBTI organisations and movements in Europe and Central Asia. Where sufficient data are available, it highlights disparities between regions, so donors and activists can be aware of gaps in resources identified by LGBTI activists. ILGA-Europe would like to see the report used as a tool to continue conversations between donors and movements to increase the funding available and align the priorities of donors with the needs and opportunities experienced by LGBTI movements. The report is also intended to reach LGBTI organisations, including ILGA-Europe members, with a view to enhancing our collective understanding of how funding can support the work of our movements.

In 2021, the direct words and perspectives of activists were included in the report, to bring to life the quantitative data. Interviews with activists helped us to understand the unique stresses of being an LGBTI activist in Europe and Central Asia today. LGBTI activists described a constellation of factors that led them to feel burnout, including, but not limited to being unable to meet the needs of LGBTI people, uncertainty that makes it hard for organisations to plan and heightened visibility and pressure on LGBTI people in the media. In a number of countries, LGBTI activists also experienced threats to their organisations and/or to their own staff or volunteers. Strength in Numbers used this qualitative data to create a set of factors that indicate burnout and put them on the survey, to quantify how widespread they were amongst survey respondents. These data add context to what is known about the funding landscape, where organisations struggle to obtain the resources they need to meet community needs in a global pandemic.

Highlighted findings are presented in the Executive Summary, while detailed reporting from the survey on the organisations themselves, their budgets, funding sources and barriers to obtain funding, the populations they serve and activities they undertake, as well as the factors that lead to burnout, are included in the findings section. The report culminates in a set of conclusions that pave the way for foundation and government donors to consider tailoring their responses to shift the funding landscape for LGBTI organisations in Europe and Central Asia.



Methods and understanding data

The survey was designed to collect information from organisations that work specifically and primarily with LGBTI people and issues or any subset of this population (for example, transgender people, intersex people or LGBTI sex workers). It was limited to organisations that manage their own budget and are not programmes of larger organisations. To take the survey, organisations needed to be LGBTI-specific and be located in Europe or Central Asia.

The survey was conducted online and was available in English and Russian. Organisations were recruited to take the survey through ILGA-Europe's members and partners, as well as a variety of other networks and funders. The survey was open for respondents from May 24, 2021 to June 27, 2021. The 2021 survey asked LGBTI organisations about their budgets and external funding in the 2020 calendar year (January–December 2020). In the report, when we refer to the survey itself, 2021 is used as that was when the survey was completed. However, when referring to survey data and in all graphs, 2020 is used to reflect the relevant time period for survey questions. However, the questions about activities they did in the last year had a different time frame, from mid-March 2020 to mid-March 2021, to align with the first year of the COVID-19 pandemic. Prior to designing the survey, 21 activists were consulted in a series of ten interviews and group consultations. The consultation protocol included open-ended questions about:

- The overall experience of being an LGBTI activist in their country in the last year;
- Contextual events that have shaped the work of LGBTI activists;
- How interviewees see organisations responding to these challenges;
- How LGBTI organisations feel funders have responded; and
- What is important to the work of LGBTI activists that funders don't see.

Although the interviews and consultations were originally intended only to inform the survey, permission was ultimately obtained from participants to include some of their words in the report, alongside the quantitative data from the survey.

Survey data were analysed using a statistical program called Stata. Data adhere to sample size criteria; findings are only presented if there are at least five organisations in the numerator and 20 organisations in the denominator. Where relevant, categories are occasionally combined to meet sample size criteria. Differences between percentages are not necessarily statistically significant differences, unless explicitly stated and accompanied by an odds ratio. More detailed information on methods or statistical significance is available by contacting the authors.

European countries and regions

The list below shows which countries included in the survey the United Nations (UN) currently considers to be within each region, regardless of whether any organisation responded from that country. UN world regions are used to understand funding at sub-regional levels, as it allows aggregation in a standardised way. Aggregation avoids the inclusion of data from individual countries that might put activists in particular countries in danger. UN language is not used to refer to individual countries; the language activists in countries use to name their countries is given preference.

COUNTRIES AND REGIONS

EASTERN EUROPE

Belarus
Bulgaria
Czech Republic
Hungary
Poland
Moldova
Romania
Russian Federation
Slovakia
Ukraine

NORTHERN EUROPE

Denmark
Estonia
Finland
Iceland
Ireland
Latvia
Lithuania
Norway
Sweden
United Kingdom of Great Britain
Northern Ireland

SOUTHERN EUROPE

Albania
Andorra
Bosnia and Herzegovina
Croatia
Greece
Italy
Kosovo
Republic of North Macedonia
Malta
Montenegro
Portugal
San Marino
Serbia
Slovenia
Spain

WESTERN EUROPE

Austria
Belgium
France
Germany
Liechtenstein
Luxembourg
Monaco
Netherlands
Switzerland

WEST ASIA

Armenia
Azerbaijan
Cyprus
Georgia
Turkey

CENTRAL ASIA

Kazakhstan
Kyrgyzstan
Tajikistan
Turkmenistan
Uzbekistan

Findings

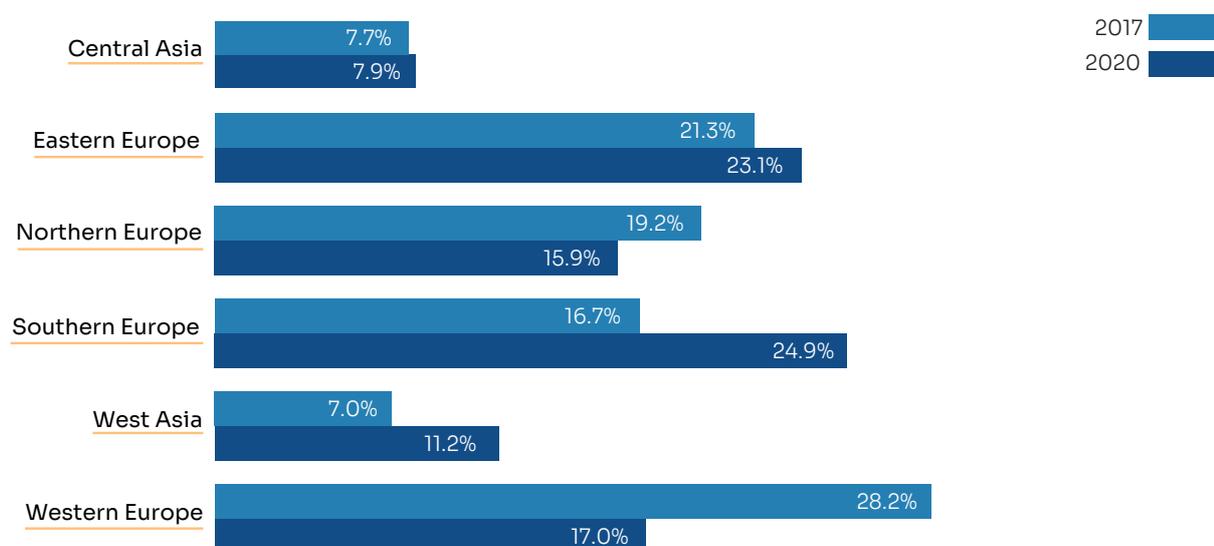
Who took this survey in 2021 and how does that compare with 2017?

Nearly 300 LGBTI organisations participated, with representation from every European subregion

296 LGBTI organisations took the 2021 European and Central Asian Funding and Organisational Survey; 277 included enough data to be included in the report. The most represented regions were Southern Europe (24.9%), Eastern Europe (23.1%), Northern Europe (15.9%) and Western Europe (17.0%). Organisations from West Asia (11.2%) and Central Asia (7.9%) also participated. 65 organisations took the survey in Russian. The country with the highest number of survey responses was Russia (31), representing 11.2% of survey responses.

In 2017, 287 organisations took the survey; more organisations took the survey from Southern Europe in 2021 compared to 2017.¹

UN SUBREGION, 2017 AND 2020



Given the similar number of responses and adequate representation across regions, findings are compared between 2017 and 2021 in several places in this report.²In addition to analysing responses by region, responses were also analysed by country income level.³ About half of survey responses were from high income countries (54.2%), about two in five (36.8%) were from upper middle income countries and about one in ten (9.0%) were from lower middle or low income countries.

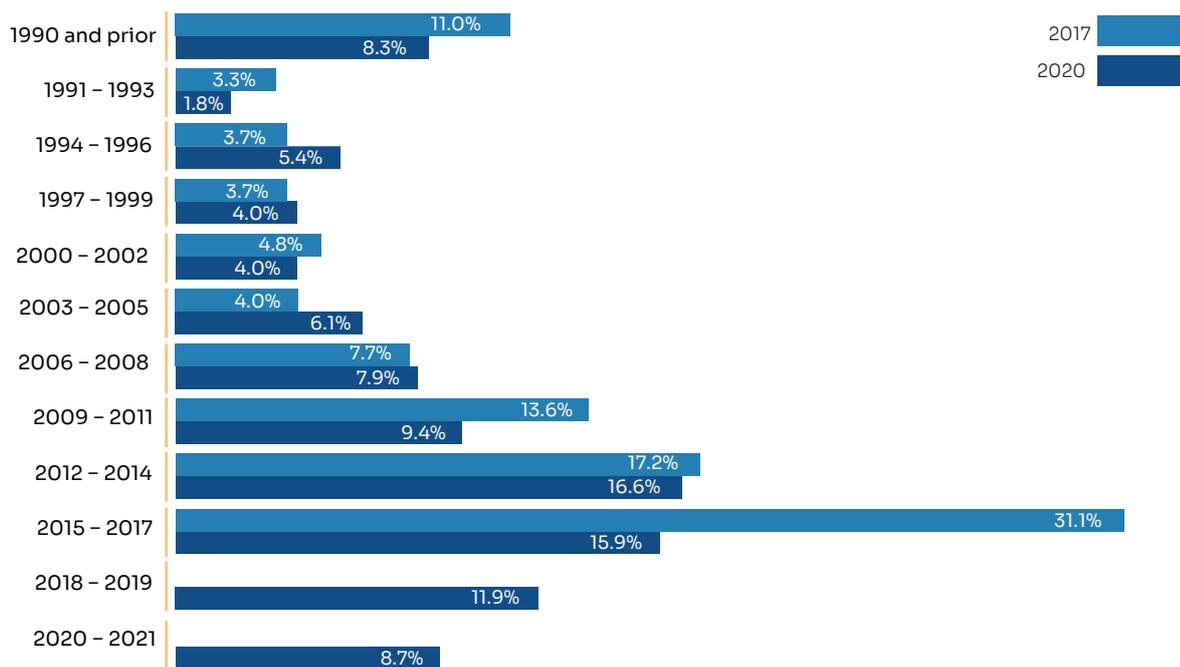
¹ In the report, when we refer to the survey itself, 2021 is used as that was when the survey was completed. However, when referring to survey data and in all graphs, 2020 is used to reflect the relevant time period for survey questions

² Note that organisations were not followed over time, so results are not precisely comparable. However, given the sample size and representation across all UN regions, trends are reported across the full sample.

³ Countries were categorised using the United Nations 2020 World Economic Situation and Prospects, Economies by per capita GNI, available at: https://www.un.org/development/desa/dpad/wp-content/uploads/sites/45/WESP2020_Annex.pdf

More than one in five (20.6%) LGBTI organisations in Europe and Central Asia who responded to the 2021 survey were founded since the last funding survey in 2017. Of the LGBTI organisations that were founded since the last funding survey, about a quarter (26.3%) were in Eastern Europe.

YEAR FOUNDED, 2017 AND 2020



The majority of organisations focus on LGBTI people in general rather than on any subpopulation

LGBTI organisations were asked to select one subpopulation that best reflects the focus of their organisation’s work or to indicate their work with LGBTI people in general. The majority of organisations focus on LGBTI people in general (56.3%); this was very similar to the proportion of LGBTI organisations that focused on LGBTI people in general in 2017 (57.9%). The most common specific and primary populations are TGNC people (11.9%), young people (6.1%), intersex people (4.3%), LGBTI women⁴ (4.3%) and migrants/immigrants/asylum seekers/refugees (4.3%).

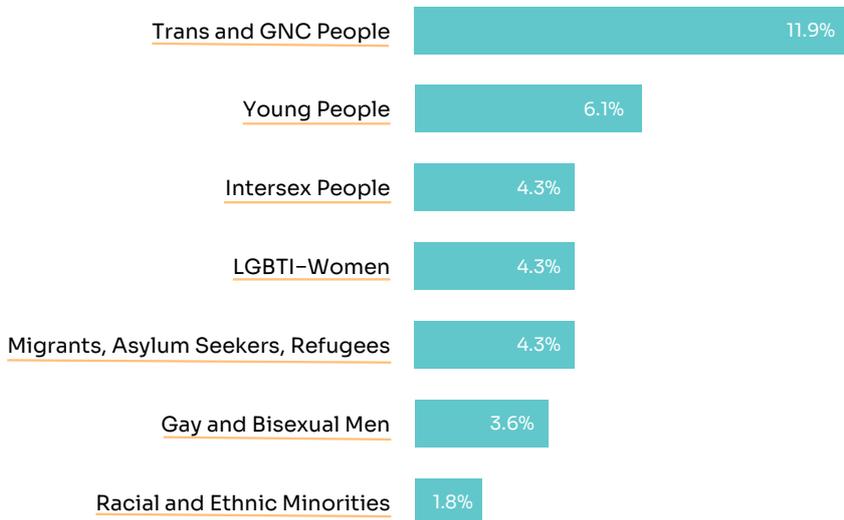
Other populations of primary focus were gay and bisexual men, bisexual people, LGBTI older adults, LGBTI sex workers, LGBTI people living with physical, mental and/or sensory disabilities, including neurodivergent LGBTI people, LGBTI people of racial and/or ethnic minority background, indigenous people and/or national minorities⁵, and LGBTI people of faith or religion.⁶

⁴ The language on the survey was “Lesbian women, bisexual women and/or women within the LGBTI population”.

⁵ In English, examples given were LGBTI Roma, Kurds and Sami people and Basques in Spain. In Russian, examples given were LGBTI (Crimean) Tatars and people from Central Asia and South Caucasus in Russia. For the purposes of analysis, the English and Russian responses were combined into a single racial and ethnic minorities category.

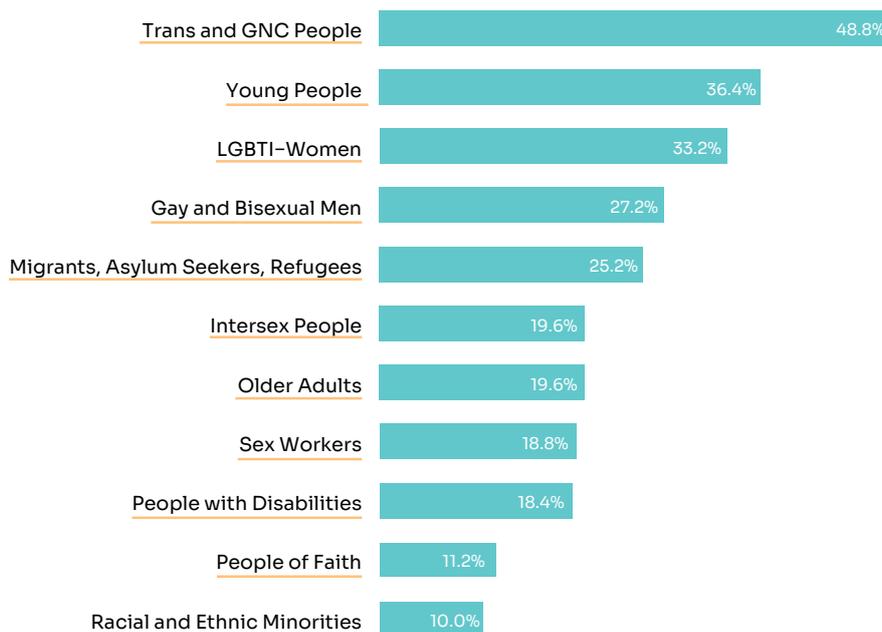
⁶ A write-in option for another LGBTI population was also provided here.

SPECIFIC AND PRIMARY POPULATIONS, 2020



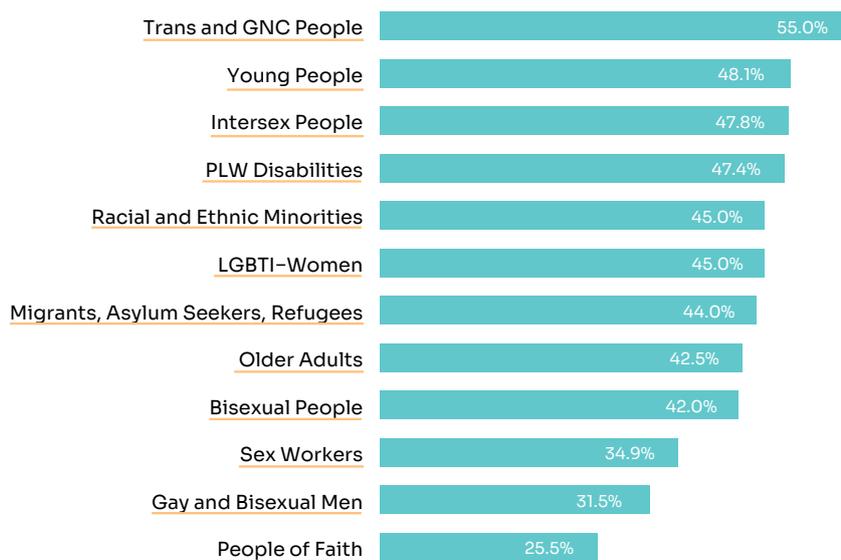
LGBTI organisations were also asked about other populations for which they have specific programs and/or focused services, to whom they have done targeted outreach and/or with whom they have new or strengthened partnerships within the last year; these are referred to throughout the report as “secondary populations”. The most common secondary populations were TGNC people (48.8%), young LGBTI people (36.4%) and LGBTI women (33.2%).

SECONDARY POPULATIONS, 2020



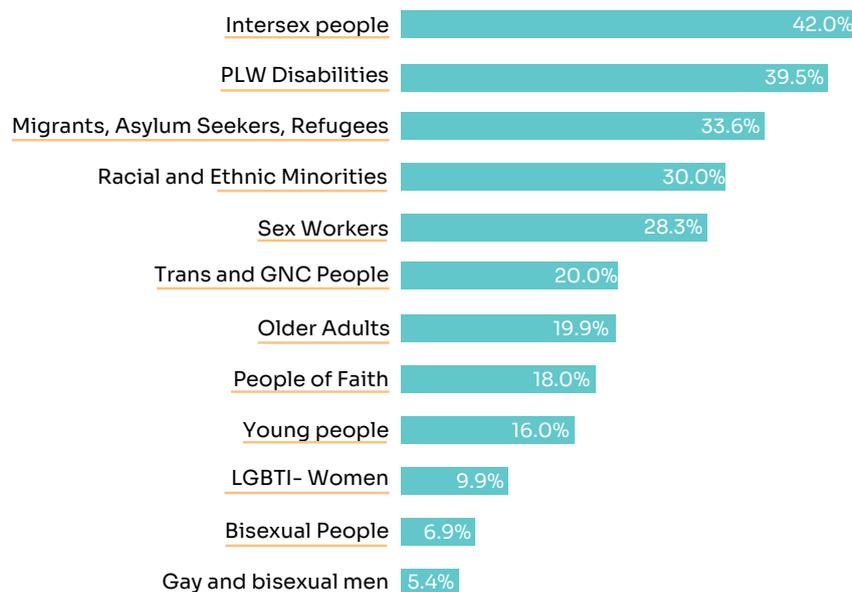
LGBTI organisations were interested in working more with the following populations, if they had more funding: TGNC people (55.0%), young people (48.1%), intersex people (47.8%) and people with disabilities (47.4%).

WOULD WORK MORE WITH POPULATION IF FUNDED, 2020



LGBTI organisations were interested in working more with the following populations, if they had more skills in this area: intersex people (42.0%), people with disabilities (39.5%) and migrants, asylum seekers and refugees (33.6%).

WOULD WORK MORE WITH POPULATION IF MORE SKILLED, 2020

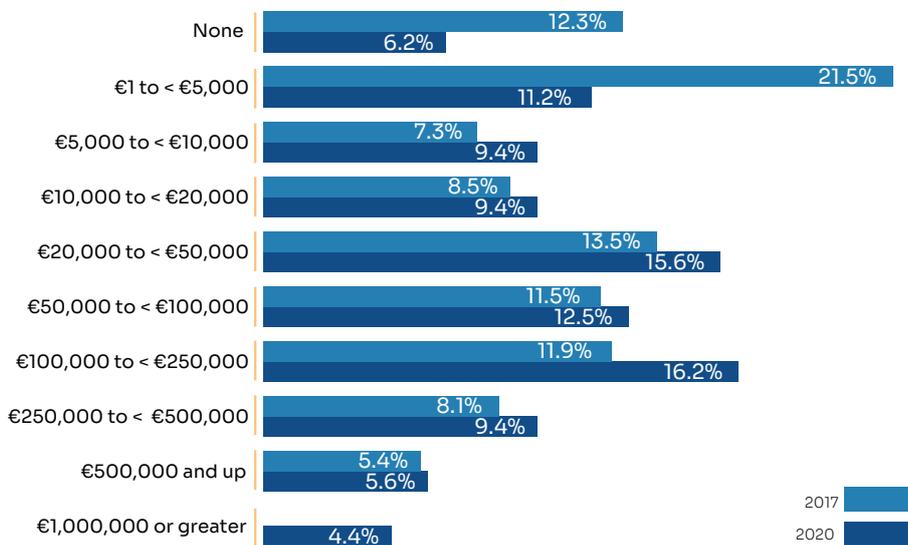


Budgets and funding

About one in six LGBTI organisations had zero budgets or budgets below 5,000 Euro in 2021.

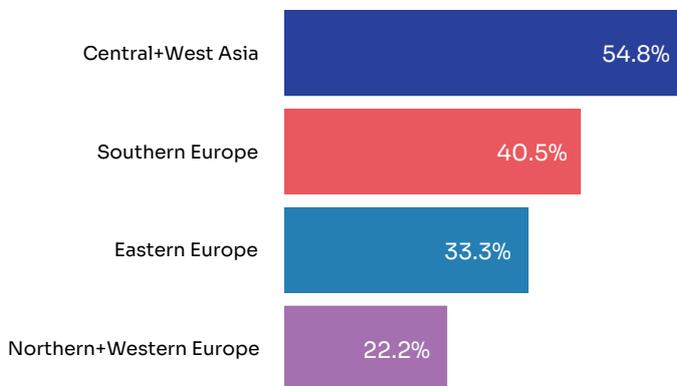
LGBTI organisations were asked about their budgets in 2020.⁷ About one in six (17.4%) organisations responding to this survey in 2021, including those with no budgets, had budgets below 5,000 Euro. In 2017, about a third (33.8%) of LGBTI organisations had budgets below 5,000 Euro. In 2020, more than half (51.8%) of LGBTI organisations had budgets of less than 50,000 Euro.

BUDGET SIZE, 2017 AND 2020



The highest proportion of organisations with budgets under 20,000 Euro in 2020 were in Central and West Asia (54.8%) and Southern Europe (40.5%). About one in five (22.2%) of organisations in Northern and Western Europe reported budgets under 20,000 Euro.

ORGANISATIONS WITH BUDGETS UNDER 20,000 EURO BY SUBREGION, 2020



⁷ Budgets were defined as the cost to run your organisation for one year. Respondents selected a category into which their budget fell, thus, all budgetary information is reported in categories.

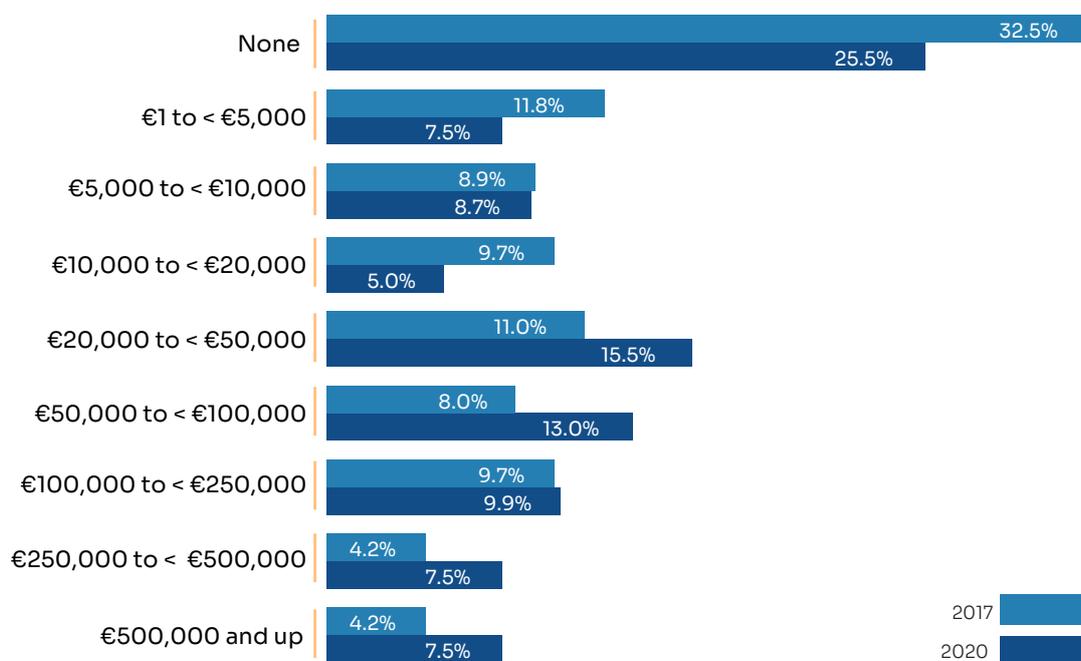
Organisations that focus on a specific LGBTI subpopulation (i.e.: TGNC, LGBTI women, etc.) were more likely to have budgets less than 20,000 Euro than organisations that focus on LGBTI people in general (40.0% versus 33.3%).

Organisations who reported external funding, paid staff and savings were more prevalent in 2020 than in 2017

Three-quarters (76.1%) of LGBTI organisations that took the survey in 2021 reported that they had some amount of external funding⁸, compared to about seven in ten (69.8%) in 2017. Therefore, about a quarter (23.9%) of LGBTI organisations in Europe and Central Asia had no external funding in 2020 compared to just under one-third (30.2%) in 2017. The percentage of organisations receiving any external funding that is core support increased significantly from over half (55.5%) of organisations surveyed in 2017 to more than eight in ten (84.3%) surveyed in 2021 (OR=4.31; 95% CI=2.41, 7.68; p<0.001). However, among those organisations receiving core support, the overall proportion of external funding in organisation’s budgets that is core support has not meaningfully increased (38% versus 41.2%).

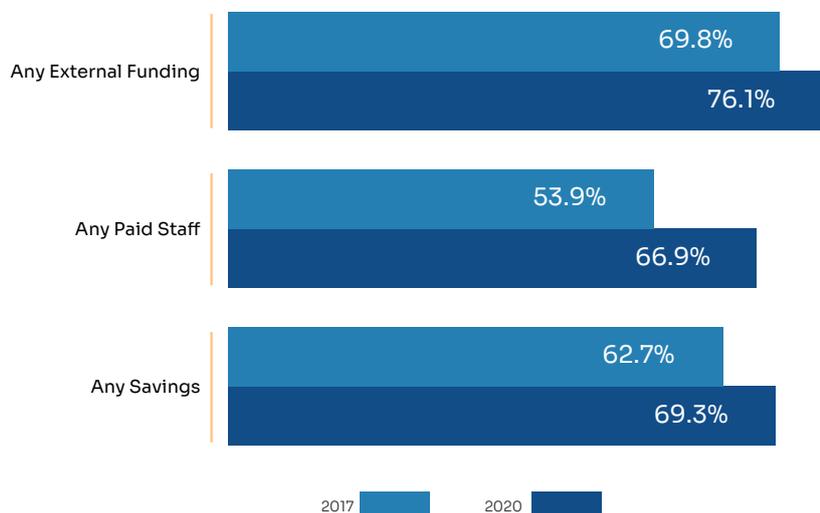
The proportion of LGBTI organisations that reported any savings also increased from about six in ten (62.7%) in 2017 to seven in ten (69.3%) in 2021. Therefore, more than a quarter (30.7%) of LGBTI organisations that took the survey in 2021 reported that they had no savings or reserves compared to about two in five (37.3%) in 2017. However, fewer than one in five (17.7%) of organisations had savings to operate six months or more in 2021, a number that stayed relatively constant from 2017 (19.6%).

AMOUNT OF EXTERNAL FUNDING, 2017 AND 2020



⁸ External funding includes money coming from governments, foundations and NGOs and excludes membership fees, community fundraisers, crowd funding, events, individual contributions and corporate sponsorship. External funding also excludes in-kind and non-cash donations.

EXTERNAL FUNDING, PAID STAFF AND SAVINGS, 2017 AND 2020

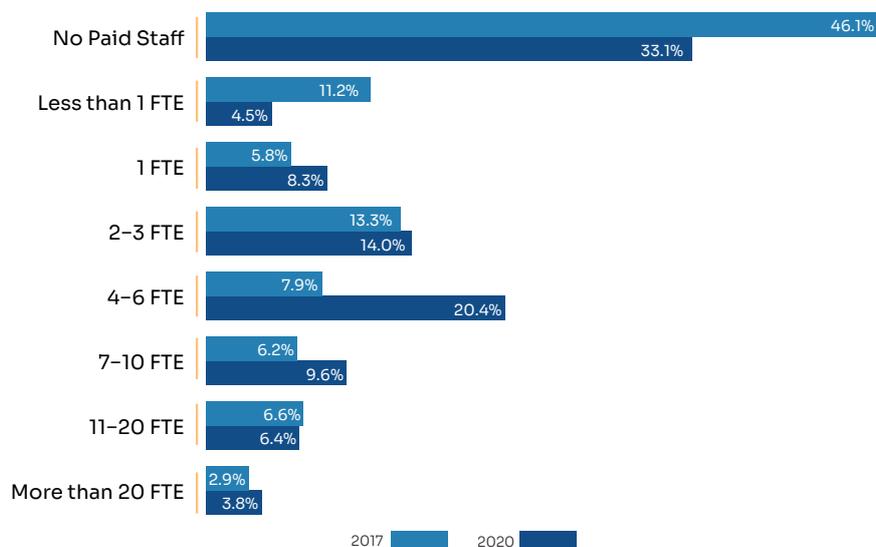


Between 2017 to 2021, the percentage of TGNC-focused organisations reporting external funding increased from 55.6% to 71.4%.

Two thirds (66.9%) of LGBTI organisations that took the survey in 2021 had any paid staff (i.e.: full-time or part-time) compared to about half (53.9%) in 2017. Therefore, a third (33.1%) of LGBTI organisations that took the survey had no paid staff in 2021, compared to nearly half (46.1%) in 2017.

Nearly half (45.3%) of LGBTI organisations in Europe and Central Asia had one or fewer paid staff person⁹ in 2020, compared to about two-thirds (63.1%) in 2017. This suggests that those who took the survey in 2017 were lower capacity than those that took the survey in 2021. It also suggests that more resources are reaching LGBTI organisations so they can hire and pay staff.

PAID STAFF FTE, 2017 AND 2020



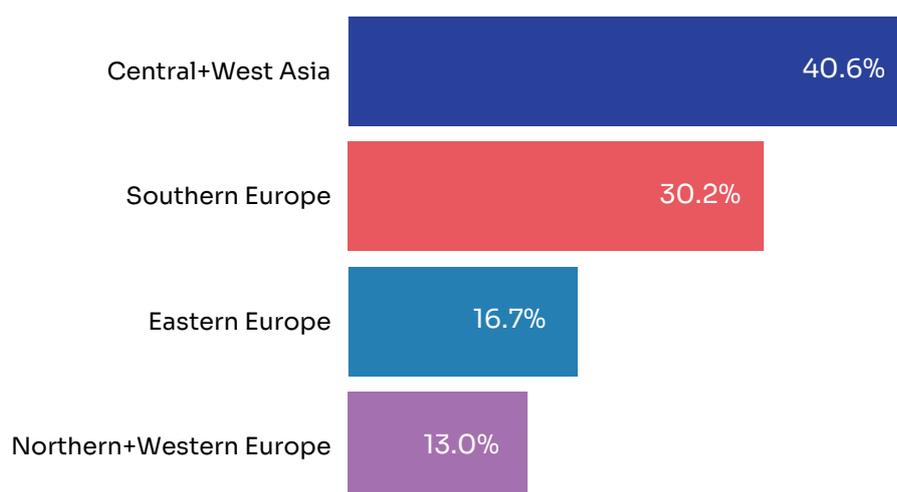
⁹ Paid staff is measured in full-time equivalents (FTEs).



Organisations in Southern Europe (42.9%) were more likely to have no paid staff than those in other regions, but this difference was not statistically significant.¹⁰ One-third (33.3%) of LGBTI organisations in Northern and Western Europe had no paid staff, a similar proportion of organisations in Eastern Europe (31.0%) had paid staff. More than one in five (22.6%) of organisations in Central and West Asia had no paid staff. TGNC-focused organisations were slightly more likely to report that they had no paid staff than those that focus on LGBTI people more broadly (40.0% versus 28.9%), but the difference was not statistically significant.¹¹

In 2021 organisations in Central and West Asia and Southern Europe were more likely to report no external funding than organisations in other regions.

ORGANISATIONS WITH NO EXTERNAL FUNDING BY SUBREGION, 2020



LGBTI organisations in Central and West Asia (40.6%) and Southern Europe (30.2%) were more likely to lack external funding compared to those in Eastern and Northern Europe, although these differences were not statistically significant.

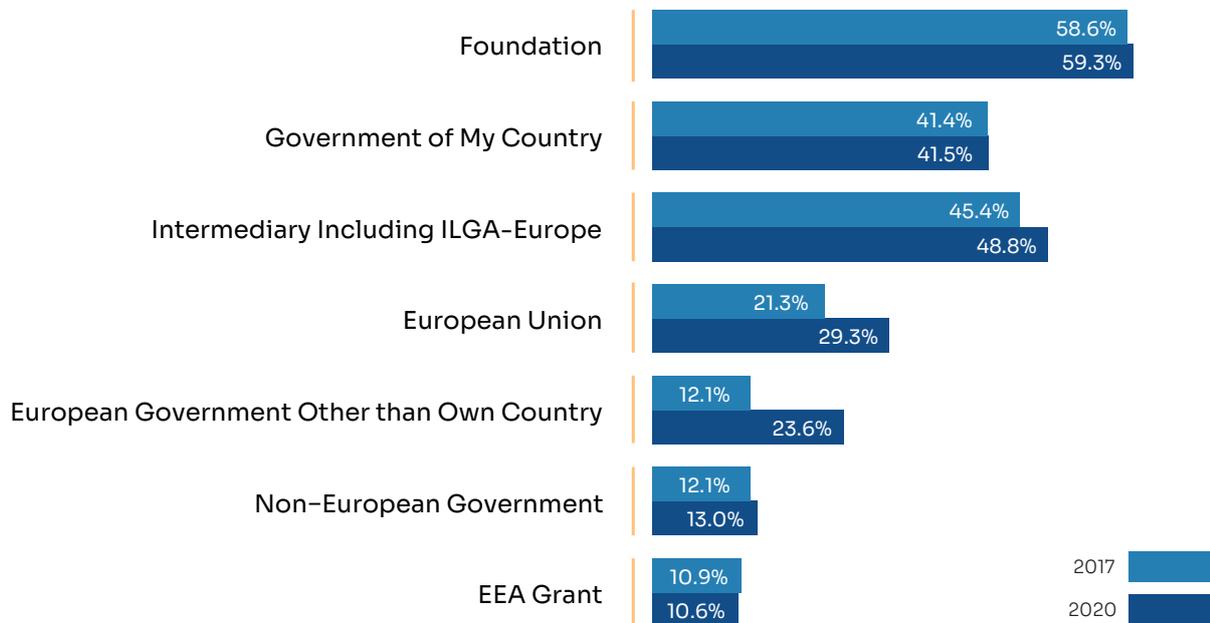
The most common funding sources for LGBTI organisations in Europe and Central Asia are intermediaries and foundations

About six in ten (59.3%) of LGBTI organisations received foundation funding in 2020 compared to a similar amount in 2017 (58.6%). Almost half (48.8%) of LGBTI organisations received funding from ILGA-Europe or an intermediary in 2020, compared to 45.4% in 2017. About two in five organisations received funding from their own country government, which was consistent with between 2017 and 2020. The proportion of organisations receiving support from the European Union (29.3%) and a European government other than their own country (23.6%) increased from 2017 (21.3% and 12.1%, respectively).

¹⁰ Northern and Western Europe and Central and West Asia were combined, as their proportions of paid staff were similar and they did not meet sample size criteria (i.e.: At least 5 organisations in the numerator and 20 organisations in the denominator) otherwise.

¹¹ There were insufficient responses to compare the presence or absence of paid staff among organisations with other LGBTI subpopulations to those that focus on LGBTI people and issues more generally.

SOURCES OF SUPPORT, 2017 AND 2020



Organisations with budgets less than 20,000 Euro were significantly less likely to receive foundation funding (39.4% versus 68.2%, (OR = 0.30; 95% CI = .13, .70; $p < 0.01$), indicating that organisations with small budgets are less likely to get foundation funding. There was a notable increase in proportion of LGBTI organisations with budgets less than 50,000 Euro receiving funding from their own country governments (24.2% in 2017; 30.2% in 2021) and a notable decrease in LGBTI organisations receiving funding from non-European governments (12.1% in 2017; 5.7% in 2020).

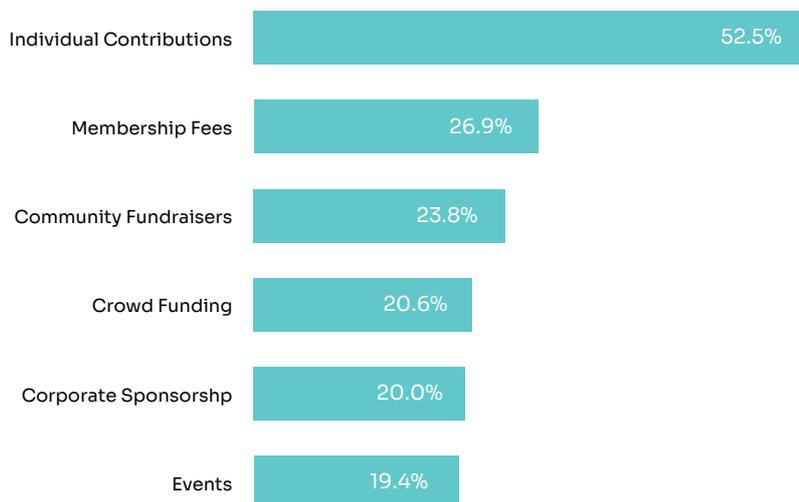
Organisations in Southern Europe reported a five-fold increase between 2017 and 2020 of funding from their country's government (from 40.6% in 2017 to 76.7% in 2021, (OR = 4.80; 95% CI = 1.60, 14.45; $p < 0.01$)).¹²

LGBTI organisations in Europe and Central Asia continue to raise funds from their own communities and corporate sources to supplement the external funding they receive

LGBTI organisations were asked about community sources of funding in both 2017 and 2021 surveys, including membership fees, community fundraisers, crowd funding, events, individual contributions and corporate sponsorship. The most prevalent community funding source in 2020 was individual contributions (52.5%).

¹² Other regions were essentially unchanged between 2017 and 2020 in terms of the proportion of organisations receiving funding from their country governments.

COMMUNITY FUNDING SOURCES, 2020



A similar proportion of LGBTI organisations raised funds from community sources (i.e.: individual contributions, membership fees, community fundraisers, crowd-funding and events) in 2017 (70.3%) and 2020 (68.1%). A similar proportion of LGBTI organisations raised funds from corporate sources in 2017 (18.6%) and 2020 (20%).

Core support and multi-year funding have not changed much for LGBTI organisations

Two thirds of the external funding organisations receive is tied to specific donor-identified deliverables (65.3%) and a similar proportion is one year or less in duration (67.1%). Although the percentage of organisations receiving any external funding that is core support increased significantly between 2017 and 2020 (55.5% to 84.3%; OR=4.31; 95% CI=2.41, 7.68; p<0.001). Of organisations with any core support funding, the proportion of their overall funding that is core support has not meaningfully increased (38% versus 41.2%).

Overall, LGBTI organisations with any external funding reported that on average a third (34.7%) of their funding in 2020 was core support. In 2020, an average of only one third (32.9%) of all external funding across all organisations was multi-year, which was comparable to the percentage of all organisations' external funding that was multi-year funding in 2017 (37.2%).

CORE SUPPORT AND MULTI-YEAR FUNDING AS PERCENT OF EXTERNAL FUNDING



Activities

LGBTI organisations are most likely to do activities related to partnership, community organising and communications, but also provide social services

Organisations engaged in a variety of activities, chief among them partnerships with other organisations, including non-governmental organisations and local, regional or national governments (85.2%), community organising of LGBTI people and allies (81.3%) and communications that support positive attitudes and/or counter negative beliefs or misinformation about LGBTI people (80.2%). However, two-thirds (66.7%) of LGBTI organisations in Europe and Central Asia provided health and social services in 2020. TGNC organisations were significantly less likely than all other organisations to provide social services, 48.0% vs. 70.7% (OR = 0.38; 95% CI = 0.16, 0.90; p=0.028).

ACTIVITIES ORGANISATIONS DO, 2020



Of those that selected activities, organisations chose a median of six activities. Thus, LGBTI organisations were asked to prioritise the three activities that are most needed by the communities they serve and least likely to be done by other organisations or people (“top three”).

IN TOP 3 ACTIVITIES, 2020

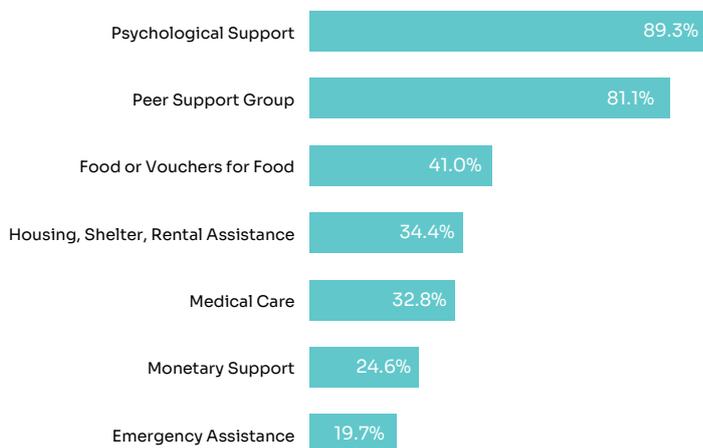


Community organising was second most common activity for LGBTI organisations in Europe and Central Asia after partnership. Community organising was also the activity most likely to be prioritised in LGBTI organisation's top three activities (56.1%), followed by partnership (44.5%) and social and health services (43.9%).

Of the two in three (67.3%) LGBTI organisations that report providing health and social services in 2020, the most common activities were providing psychological support to LGBTI people (e.g.: counselling, referrals, tailored psychological support for survivors of hate crimes, gender-based and domestic violence, helplines and support groups) (89.3%) and facilitating or providing space for peer support groups (81.1%).

Two in five (41.0%) LGBTI organisations that did health and social services activities provided LGBTI people with food or vouchers for food. LGBTI organisations that provided health and social services also reported helping LGBTI people who are not housed to obtain shelter (including providing rental assistance if such assistance is not given as direct monetary support) (34.4%), providing medical care (other than psychological services), including medications and hormone treatments (32.8%), providing direct monetary support or assistance to LGBTI people (24.6%) or providing emergency assistance to LGBTI individuals in times of sociopolitical unrest and/or humanitarian crisis (e.g., refugees from Chechnya in cases of homophobic purges, LGBTI community in ongoing Belarusian protests, LGBTI population in/after Nagorno-Karabakh crisis etc.) (19.7%).

SOCIAL AND HEALTH SERVICES ACTIVITIES, 2020

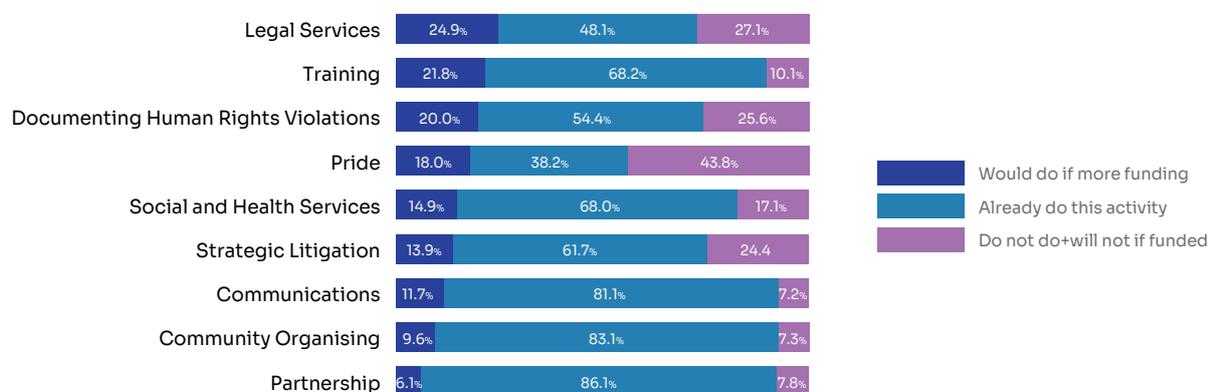


Social and health services were significantly less likely to be done by LGBTI organisations in Northern and Western Europe (52.6%, OR= 0.38) compared to Central and West Asia (77.8%), Eastern Europe (73.3%) and Southern Europe (72.7%).

LGBTI organisations would do more legal services, training and documentation of human rights violations if they had more funding

Many organisations indicated that they would do activities if they had more funding or more skills in this area. Legal services and support to LGBTI people (24.9%), training professionals or community members who are not LGBTI themselves about LGBTI issues and people (21.8%) and monitoring and documenting human rights violations and discrimination against LGBTI people (20.0%) are the top activities LGBTI organisations would do if they had more funding.

WOULD DO IF MORE FUNDING, 2020¹³

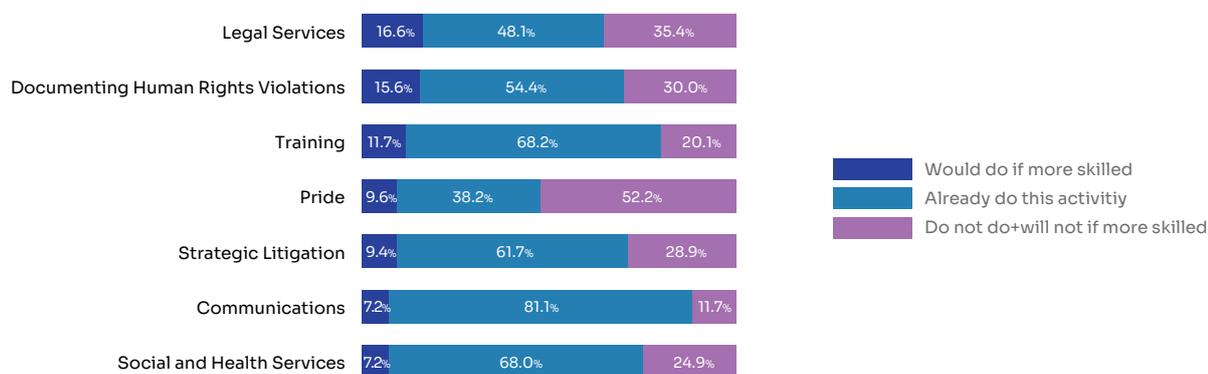


¹³ "Do not do+will not if funded" includes those who do not currently do the activity, and did not select that they would do it "if had more funding." This group therefore includes those for who the activity "is not a priority" for their organisation, as well as those who "would do this if we had more skills in this area".



The top three activities LGBTI organisations would do if they had more skills are the same — legal services and support to LGBTI people (16.6%), monitoring and documenting human rights violations and discrimination against LGBTI people (15.6%) and training professionals or community members who are not LGBTI themselves about LGBTI issues and people (11.7%). However, skills are less of a barrier than funding, as fewer organisations reported they would do each activity if they had more skills in this area. There is significant overlap between activities that need funding and those that need skills.

WOULD DO IF MORE SKILLED, 2020¹⁴

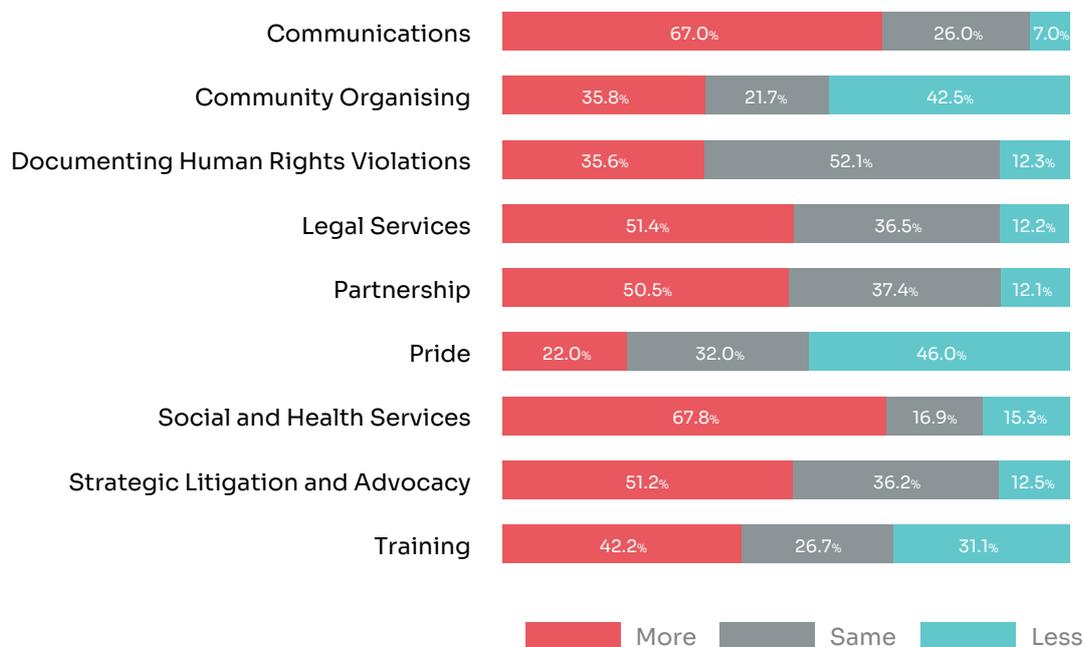


LGBTI organisations in Europe and Central Asia were also asked whether they did more, less or the same of each activity in March 2020–March 2021, as compared to the year prior to the onset of the COVID-19 pandemic.¹⁵ Two-thirds (67.8%) of organisations that did social and health services reported they did more social and health services than they did last year. The same was true for communications to support positive attitudes and/or counter negative beliefs or misinformation about LGBTI people (67.0%). More than half of the organisations that did legal services to support LGBTI people (51.4%) or strategic litigation or advocacy to improve laws and policies for LGBTI people (51.2%) reported they did more of this work than they did last year. More than two in five organisations reported organising fewer Pride events (46.0%) or doing less community organising of LGBTI people and allies (42.5%) than in the previous year.

¹⁴ “Do not do+will not if more skilled” includes those who do not currently do the activity, and did not select that they would do it “if we had more skills in this area.” This group therefore includes those for who the activity “is not a priority” for their organisation, as well as those who “would do this if we had more funding”.

¹⁵ Although the March 2020–March 2021 time period is significant in terms of the COVID-19 pandemic, it is not the only important factor that impacted the activities of LGBTI organisations during this time period.

ACTIVITIES ORGANISATIONS DO MORE, LESS, AND THE SAME AMOUNT, 2020



Many of the activities LGBTI organisations do are unfunded, or must be supported through core funding

LGBTI organisations in Europe and Central Asia were asked about how their top three activities were funded. Options included core funding, dedicated funding and unfunded.¹⁶ For many of the activities they prioritise, LGBTI organisations rely on core funding and/or remain unfunded. For example, among the 15.5% of organisations that list monitoring and documenting human rights violations and discrimination against LGBTI people as one of their top three priority activities, an average of 57.2% of their efforts towards this activity are unfunded. More than half of organisations' efforts towards organising pride events (56.5%) and creating and sustaining partnerships with other organisations and local, regional and national governments (55.3%), are also unfunded.

Of the three activities that were most likely to be prioritised by LGBTI organisations—community organising, partnerships and social and health services—the majority of the funding LGBTI organisations had for these activities was not dedicated funding. More than half (51.6%) of the LGBTI organisations that rank partnership as one of their top three priorities of work say that the majority of their partnership work is unfunded, whilst nearly a quarter (24.2%) say that their partnership work is completely unfunded.

About two in five (41.5%) LGBTI organisations that rank community organising as one of their top three priorities of work say that the majority of their community organising work is unfunded.

¹⁶ Core support refers to all funds awarded to an organisation from an external source that are intended for general or flexible use, including overhead or operations. Dedicated funding refers to funds awarded to an organisation from an external source that are for a specific project and are tied to specific activities or deliverables.

Nine in ten (92.4%) LGBTI organisations that rank social services as one of their top three priorities of work say they have no core funding to support this work and seven in ten (72.7%) say less than half of their funding for social services is dedicated funding.

HOW TOP 3 ACTIVITIES ARE FUNDED, 2020



Sources of stress

LGBTI activists and organisations experienced a variety of sources of stress and burnout, including factors that make it more difficult for LGBTI organisations and activists to advance the rights of LGBTI people and make changes to social norms and government systems and improving the daily realities of LGBTI people. Sources of burnout largely stemmed from working in the context of COVID-19 and from anti-LGBTI rhetoric, threats and attacks. The following quotes¹⁷ came from qualitative interviews with LGBTI activists in Europe and Central Asia, they fall into the following themes:

- 1) Greater visibility, media requests and responding to misinformation;
- 2) Not being able to meet community needs, cancelling events and responding to COVID-19;
- 3) Plans and strategies interrupted and responding to emergencies; and
- 4) Negative attention, threats and increased scrutiny.

Greater Visibility, Media Requests and Responding to Misinformation

One type of burnout stemmed from the greater visibility of LGBTI issues and people, additional requests from the media and pressure to respond to misinformation about LGBTI people. Examples activists gave on this theme included:

*Also, previously, this traditional media was asking for interviews. Now they don't do it. They create stories. They don't talk to us anymore. **They create their own fake stories, and we have to struggle with it to explain to society that it's not true...we have more possibilities to use social media, but also from other hand, the haters use social media. They have more access to different groups than us. Sometimes we have to spend money for advertisements to boost those posts onto social media. They can do it easily without spending money because their language, their fake information is more emotional, and it reaches more people.** — [An activist from Armenia](#)*

*It also meant a lot of international media attention, which is good, of course, but that's also a lot of things that you have to deal with when something happens. Then, for the next two or three days, you can't work on the things that you need to work, and you have to just respond at once to all these media requests...I didn't feel it as a waste of time or waste of energy. **It just was very, very time-consuming to give dozens of interviews a day, basically.** — [An activist from Hungary](#)*

*...**the lifecycle of daily news has never been shorter.** Before, you had a news lifecycle which was lasting for, let's say, seven days. Now it lasts for one day. Tomorrow, everything that happened yesterday is not relevant anymore. — [An activist from Montenegro](#)*

*Since the beginning of the pandemic, whenever things got bad and news came out that was negative about the government, especially about the health department, they always found some target to direct the public's attention. What they did was, from the start of the pandemic, **target LGBTI+s as the cause of the disease.** Right now, they are using LGBTI+s to distract from their response to the pandemic and their actions in the country. — [An activist from Turkey](#)*

¹⁷ All quotes reflect the words and phrasing used in the interviews and consultations conducted in English and were not edited by the report's authors, except in cases where clarifying words are added in brackets or omitted using ellipses. At an interviewees' request, changes were made to correct grammar or clarify intended meaning.

Not Being Able to Meet Community Needs, Cancelling Events and Responding to COVID-19

LGBTI activists also described not being able to meet the increasing demand from communities for services, having to cancel events, including Pride, and needing to respond to COVID-19. Examples on this theme included:

*...in our case, also the number of requests for **psychological support tripled**. We also managed to ask some donors to redistribute the money. We increased the hours of work of the hotline and of the online chat to provide more help, but it seems that it wasn't still enough. There were many cases when people were calling the hotline, and there was no one to reply, just because all the psychologists were already talking to other people... Also, we managed to have these small grants for the trans community, not only to provide food packages and medicine and to cover rent sometimes. —*

[An activist from Russia](#)

*Actually, the need for support—this is social support, psychological support, and legal support—**the number of calls and emails we received last year actually doubled**. We received over 2,000 calls and emails last year. There was a very big increase in topics such as shelters, social assistance, such issues. LGBTI people in Turkey cannot have access to shelters—most of them if they are not female assigned at birth, I mean. — [An activist from Turkey](#)*

*...you have to understand, for countries like us, there is a huge lack of services from the government. Also, these small services that are given from the government, they are not accessible to LGBTI community. We have been playing — from this whole one and a half year, **we have been playing the role of institutional service providers**. — [An activist from Albania](#)*

*Providing wellbeing and things related to mental health, so trying to provide some mental health services, trying to create some other forms of social services, and very concretely, humanitarian needs that occurred... **We had to start offering a humanitarian support for people**, for food, for medication, or accommodation. This is something that completely out of reach for us. We never had that problem before. We never had resources for that. This was, I think, the main takeaway for us for the last year. The newest challenge that we had. —*

[An activist from Bulgaria](#)

*...we were providing hormone therapies for transgender men and women. We still do that. Also, we were not buying but making the antivirus therapy accessible; making it accessible because during the daytime, there was a poor curfew. Sometimes there was a curfew, so you couldn't go everywhere you wanted. Also, these block posts were everywhere, so only people with special documents could travel within the city. That's why, with those kind of documents, **we were providing and delivering antivirus therapy**. — [An activist from Kyrgyzstan](#)*

*From one side, everything that was planned, it was impossible to implement, but also, it didn't make sense on a personal level but also the meaning.. For example, we had a very tough agenda for October. We wanted to make an awareness-raising month. We made social advertisements. We had a lot of things to publish. Almost every day, we had something new to do. It was planned to make a very [laughter] month of visibility. **We canceled everything** and all the videos that we had. — [An activist from Armenia](#)*

*The other thing that we dealt with was, especially sex workers, because that was completely ignored by the state. All of the help that was thought for all the different work categories didn't include at all sex workers. That was a big problem. **We supported a crowdfunding campaign organised by sex workers' organisations, just to try and collect some money. It was really basic help — food, medicines, masks and stuff like that.** It was far from enough. — [An activist from Italy](#)*

Plans and Strategies Interrupted and Responding to Emergencies

LGBTI activists also described how difficult it was to stick to their organisation's strategic plan, given the uncertainty in the last year. They described feeling frustration about lacking time to plan strategically and having to put aside plans and strategies to respond to emergencies.

***I cannot plan my week.** I plan it and then it gets filled up with many advocacy opportunities and needs to react publicly, many interviews, many requests by other donors, by institutions. I feel like all of us are working three jobs at the same time in one organisation. — [An activist from Albania](#)*

*We spent more times in meetings trying to coordinate and plan and think, then again in doing — **re-evaluating some of our plans because the situation changes really quickly.** — [An activist from Bosnia and Herzegovina](#)*

*The structures for homelessness, of course, are not prepared for young people and not prepared LGBTI people, especially trans and gender-diverse people. Actually, the municipality here was very understanding that they were completely unprepared, so they asked us to jump in and to train their staff and to develop a plan with them. This consumed all the resources because this was an immediate request for help. **We had to stop everything to do that... but it didn't come with financial help for us.** — [An activist from Western Europe](#)*

Negative Attention, Threats and Increased Scrutiny

LGBTI activists in Europe and Central Asia also reported experiencing threats to their physical and digital safety. Several organisations reported negative attention to their staff or volunteers or increased scrutiny of their activities or finances by law enforcement or other government agencies. LGBTI activists also spoke about needing to respond to external threats from right wing, anti-LGBTI or anti-gender groups or individuals.

...it was a project that **specifically threatened LGBT+ activists**. They were publishing personal information, including photos, numbers of IDs, addresses. They were calling for violence, calling for murders. They were saying that they're going to pay a reward for them. They started a hunt... They [the police] refused, really, to investigate all those cases of threats. In this situation, it's really hard to do something — [An activist from Russia](#)

One of the MMA fighters in Kazakhstan, who is very popular and has an audience of 300,000 followers on Instagram, makes a post that these people are worse than dogs and should be killed, to which a very brave, young lesbian blogger makes a responding post that, actually, this is insane. No one should be killed, basically. Then **she started receiving threats...**— [An activist from Kazakhstan](#)

I think these types of institutions are looking at NGOs more closely, trying to find any way to put some more money into the public budgets. We really cannot risk at this time to do the humanitarian activities, if we're not allowed by the law to do them. — [An activist from Bosnia and Herzegovina](#)

We started to develop legal help, too, for the activists, regardless of whether they are participating in pro-LGBT marches or they are participating in women protests against the abortion bill... We started to develop those. A network of lawyers that were there either on-spot, or they coordinated by our lawyer to travel to different police precincts **to take care of the activist that they're keeping detained.** — [An activist from Poland](#)

We've had ban on legal gender recognition as an act of parliament that was adopted. We had constitutional amendments putting in transphobic language in the text of our constitution. We've had legislation restricting rights related to parenting and adoption. In terms of resources, of course, that means that **there's a lot of need in terms of direct legal aid for people that all these amendments have created the struggle for.** — [An activist from Hungary](#)

Sources of stress that lead to burnout was a significant issue for LGBTI activists and organisations in 2020

Burnout is a serious issue for LGBTI activists throughout Europe and Central Asia. Based on the input from LGBTI activists in Europe and Central Asia, corresponding topics were added to the quantitative survey to determine how widespread these phenomena were amongst activists and organisations.

Overall, 84.9% of survey respondents indicated at least one source of burnout. The most common cause of stress and burnout across Europe and Central Asia was not being able to meet the needs of LGBTI people coming in for help (49.7%), responding to COVID-19 (46.1%) and having to respond to external threats from right wing, anti-LGBTI or anti-gender groups or individuals (43.6%).

SOURCES OF STRESS TO LGBTI ORGANISATIONS IN EUROPE AND CENTRAL ASIA, 2020



The top sources of stress and burnout varied by region. For example, in Eastern Europe, the most commonly selected source of stress and burnout was the LGBTI community experiencing threats, selected by more than half (53.5%) of organisations in Eastern Europe. In Northern Europe, the most commonly selected source of stress and burnout was responding to external threats from right wing, anti-LGBTI or anti-gender groups or individuals, selected by almost three-quarters of organisations (73.9%). In both Southern and Western Europe, the most commonly selected source was being unable to meet their community needs (reported by 41.9%, and 45.8%, respectively). The remaining top sources of stress and burnout experienced by organisations in each region are listed below:

- Eastern Europe: not enough time to do strategic planning; cannot meet community needs; responding to COVID-19; putting aside plans to respond to emergencies (each reported by 48.8% of organisations)
- Northern Europe: putting aside plans to respond to emergencies; responding to COVID-19 and LGBTI community experiencing threats (each reported by 47.8%); cannot meet community needs and negative attention on staff and volunteers (each reported by 43.5%)
- Southern Europe: responding to COVID-19 (48.8%); not enough time to do strategic planning (41.9%); putting aside plans to respond to emergencies (37.2%); pressure to respond to misinformation (30.2%)
- Western Europe: put aside plans to respond to emergencies (41.7%), not enough time to respond to emergencies and respond to COVID-19 (each reported by 37.5%); pressure to respond to misinformation (33.3%)



Organisations that focus specifically on TGNC people experienced more sources of burnout than organisations that had other areas of focus (e.g.: LGBTI people in general, etc.). The most common sources of burnout for TGNC organisations were:

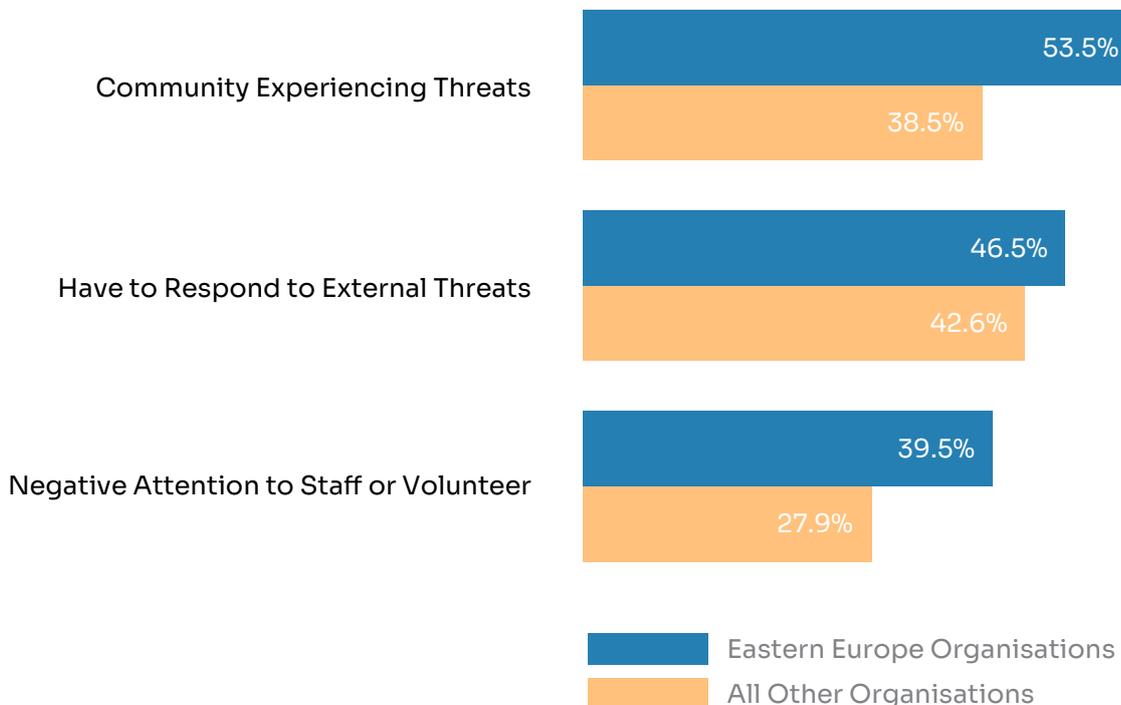
- 1) Having to respond to external threats from right wing, anti-LGBTI or anti-gender groups or individuals (71.4%);
- 2) Not enough time to do strategic planning (57.1%);
- 3) LGBTI community experiencing threats; cannot meet community needs; heightened visibility and put aside plans to respond to emergencies (each reported by 47.6%).

Although a similar proportion of TGNC organisations experienced at least one burnout indicator when compared with those without a TGNC focus (85.7% versus 84.7%), of those TGNC orgs who reported even one burnout indicator, on average, they reported more sources of burnout than organisations with all other areas of focus (6.4 versus 5.0, $p=0.028$)

Eastern European organisations were more likely to experience three specific sources of burnout than organisations in all other regions combined: negative attention to their staff or volunteers, LGBTI community experiencing threats and having to respond to external threats from right wing, anti-LGBTI or anti-gender groups or individuals

64 organisations responded to the survey from Eastern Europe. Half (48.4%) respondents were based in Russia. Other countries with the most responses in Eastern Europe included: Ukraine (12.5%), Poland (10.9%) and Bulgaria (7.8%). Eastern European organisations were more likely to experience three specific sources of burnout: LGBTI community experiencing threats (53.5% versus 38.5%), negative attention to staff or volunteers (39.5% versus 27.9%) and having to respond to external threats from right wing, anti-LGBTI or anti-gender groups or individuals (46.5% versus 42.6%).

EXTERNAL THREATS IN EASTERN EUROPEAN VERSUS ALL OTHER ORGANISATIONS, 2020



Barriers to funding remain consistent and reflect a lack of alignment between how funders articulate their priorities and what LGBTI organisations say they need.

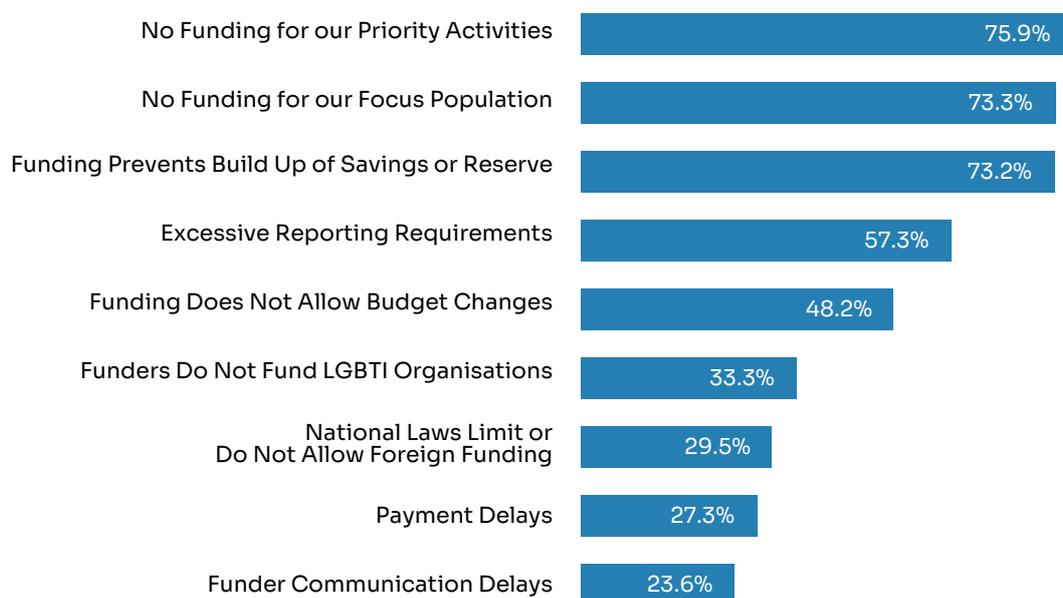
LGBTI organisations were asked about barriers to implementing funded projects, including:

- Existing funding sources do not allow us to change our budget to reflect changing priorities and circumstances
- Funders delay payments
- Funders do not respond or delay responding to inquiries
- Reporting requirements are excessive given the quantity of funding
- Funders require spending money in ways that prevent building up savings or reserves
- Funding opportunities do not support the types of activities that are most important to LGBTI organisations
- Changes in national laws limit the capacity of NGOs to receive funding from outside the country where they're located or limit the operation of organisations that receive such funding
- Funders do not focus on the population(s) the organisation serves

'Funders require spending money in ways that prevent building up savings or reserves' was a new category added on the 2021 survey, and the high number of responses indicate that this is a significant problem for the sustainability of LGBTI organisations in Europe and Central Asia.

The most commonly reported barriers for LGBTI organisations in Europe and Central Asia include: funding opportunities do not support the types of activities that are most important to LGBTI organisations (75.9%), funders do not focus on the specific and primary population(s) the organisation serves (73.3%) and funders require spending money in ways that prevent building up savings or reserves (73.2%).

BARRIERS TO FUNDING FOR LGBTI ORGANISATIONS IN EUROPE AND CENTRAL ASIA, 2020



Barriers did not differ significantly across regions, with the exception of the barrier, “changes in national laws limit the capacity of NGOs to receive funding from outside the country where they’re located or limit the operation of organisations that receive such funding”, which was significantly higher in Eastern Europe (63.3% versus 15.2%) (OR= 9.77; 95% CI=3.82, 24.97; p<0.01).

Barriers to funding remain consistent and reflect a lack of alignment between funders and LGBTI organisations. In 2017, 7 in 10 reported a lack of support for the activities they do compared to about three-quarters in 2020. About half (52.3%) of LGBTI organisations that work with a specific subpopulation said it was hard to get funding for work with this group in 2017; this increased to 73.3% in 2020.



Conclusions

LGBTI Organisations: Current Status

Nearly 300 LGBTI organisations participated in the 2021 European and Central Asian Funding and Organisational Survey. Responses came from all regions with growing representation from Southern and Eastern Europe — an indicator of LGBTI organisations' investment in funding data and ILGA-Europe's growing relationships.

Despite improvements in access to external funding since 2017, LGBTI organisations in Europe and Central Asia continue to operate with very little resources — more than half have budgets under 50,000 Euro, one third have less than 20,000 Euro of external funding and another one quarter have no external funding—this is not sufficient for how much work they do!

Organisations with a specific and primary LGBTI subpopulation are more likely to have budgets under 20,000 Euro, and are less likely to have paid staff than organisations that focus on LGBTI people in general.

LGBTI organisations in Europe and Central Asia want to do more cross-population work, but lack the necessary funding and skills. They have the desire and interest and are aware of the needs, but require financial and capacity building support to do this work.

LGBTI organisations continue to prioritise community organising in their work. However, in 2020, they also place an emphasis on building partnerships, communications and the provision of health and social services. The median number of activities LGBTI organisations do is six. Even with very small or zero budgets, LGBTI organisations do many activities.

LGBTI Organisations: Changed Realities

One in two LGBTI organisations report an inability to meet community needs as a source of stress. Two in three do some form of social and health services and a similar proportion report doing more health and social services activities in the first year of COVID-19.

LGBTI organisations throughout Europe and Central Asia have to put aside their plans to respond to emergencies, do not have enough time to do strategic planning and are unable to stick to their strategic plans due to events beyond their control, including but not limited to COVID-19 and anti-LGBTI and anti-gender rhetoric, threats and attacks.

LGBTI organisations throughout Europe and Central Asia report threats to their safety, a need to respond to broader external anti-LGBTI and anti-gender threats and/or heightened media visibility and pressure to respond to misinformation.

LGBTI organisations in Eastern Europe face threats to LGBTI community members, as well as negative attention to their staff and volunteers more frequently than LGBTI organisations in other parts of the broader region.

Funding is not keeping pace with the changing realities experienced by LGBTI organisations. About



three-quarters of LGBTI organisations identified a lack of funding for the activities that are most important to their organisation as a barrier to implementing projects. A similar proportion of LGBTI organisations with a specific and primary subpopulation said that funders do not fund work with their subpopulation.

LGBTI Organisations: Needs Not Fulfilled

Despite increasing foundation donor commitments to trust-based philanthropy and core or general operating support, LGBTI organisations receiving any core support report that the proportion of external funding that is core support has not meaningfully changed. In addition, the proportion of external funding that comes as part of multi-year grants has not moved. LGBTI organisations also report that funders require them to spend money in ways that prevent them from building up savings or reserves.

Access to resources for LGBTI organisations is uneven by region—Central and West Asia and Southern Europe could use particular attention, as they're more likely to lack external funding and paid staff than other regions.

LGBTI organisations report difficulties obtaining funding for the activities they prioritise. Many LGBTI organisations reported doing the activities that were most important to them without funding, or without dedicated funding.

Nearly all efforts related to social and health services done by LGBTI organisations that prioritise these activities were done without dedicated funding, relying instead on core funding or no funding at all.

More resources, both funding, capacity building and technical assistance, are needed to support LGBTI organisations in Europe and Central Asia to effectively do cross-population work.

- More than half of LGBTI organisations would work more with TGNC people if they had funding to do so, while nearly half would work more with young people, intersex people and people with disabilities if funded.
- Two in five LGBTI organisations would work more with intersex people or people with disabilities if they had more skills.
- A third of LGBTI organisations would work more with racial and ethnic minorities if they had more skills.

Legal services, training professionals and community members and documentation of human rights violations were the activities LGBTI organisations would do if they had more funding and skills. However, more organisations lacked funding than skills.

Although there have been gains in the proportion of TGNC organisations with any external funding, more organisations with a specific and primary LGBTI subpopulation report experience barriers to accessing funding based on their populations of interest. Many organisations with small amounts of external funding may have difficulty identifying additional sources of funding.

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