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Annual Report 2005-2006

OUT - Lesbian/Gay/Bisexual/Transgender (LGBT) Well-Being

COMING OUT

1 April 2005 - 31 March 2006

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We thank you for your past, present and future support.

Dawie Nel



Melanie Judge



Fikile Vilakazi



Delene van Dyk



Jay and Iggy



Steve Letseku



Joub joub



Clara



Lizette Stassen



Message from the Chairperson of the **OUT** Board



*The Chairperson of the OUT Board:
Robert Cameron Ellis*

OUT has always been an organisation with a vision: future looking, proactive, always taking on slightly more than we can handle and then producing the goods. The theme of this report "what needs to be done" reflects those attitudes and explores the new and ongoing challenges facing the organisation and the LGBT community.

At the end of a long term as Chairman of OUT, it may, however, be appropriate for me to reflect on what causes our growth and our appetite for new challenges. There will always be work to be done, but it is the doers who make it happen. My job as Chairman has been made easy because OUT consists of people who are willing and able to make a difference. The backbone of the organisation is the people who make it all happen. Thank you to the following people and groups who will be taking on our future challenges:

- Our Board. A group of senior busy people who never-the-less make time to participate in OUT's activities, not only on an executive level, they also pitch in on projects and enthuse the rest of the organization. Board meetings are positive, contributory and supportive while challenging the organization to take on more.
- Our Director, Dawie Nel whose self effacing humility hides a fierce passion to make a difference in the LGBT community. I can never work out whether his activism outweighs his drive for results. Dawie quietly handle crises and persuades the LGBT community and funders to make a difference.
- Our staff and trainees. Hard working, happy and committed. I am not going to single anyone out, because they all have the same attitude. It is always a pleasure to visit the offices. There is a sense of purpose that most business would be envious of.

- The volunteers. OUT Activities always have a buzz. We don't have to beg people to attend, they arrive because they want to be there. Volunteers give just as much as they receive and sometimes more so.
- The organised LGBT community. Working together we are all achieving more than we did alone.
- Our funders and supporters. From the big donors to the individual who makes a cash donation at a function, your support and encouragement has meant that OUT can plan to do big things over an extended period. Continue holding us to account and I am sure we will continue to make a difference.
- Our partner organizations. Research, twinning, mainstreaming, advocacy – just look at all the organisations mentioned in this report. Working with enthusiastic partners always makes results come easier.
- The LGBT community. Spouses of our staff and volunteers, boutique suppliers who deliver more than asked, attendees at safer sex workshops, research participants, people who signed the marriage petitions, all of you contribute to our impact.

Chairing OUT over the last 5 years has been a pleasure. Thank you to all for making it so. Thank you for doing what needs to be done and for your attitude in doing it. I will continue to support as Treasurer and wish the new Chair Davida Ngozwana the same good fortune as I had in leading the organization into the future.

Robert Cameron-Ellis
17 October 2006

Message from the Director: **OUT**



The Director of OUT; Dawie Nel

On 1 December 2005, the Constitutional Court declared South Africa's current Marriage Act as unconstitutional because it excludes same sex couples. The Court gave parliament one year to draft new legislation wherein same sex marriage should have the same benefits and status as heterosexual marriages. This ruling placed South Africa- once again- at the forefront of legal protection on the basis of sexual orientation, in the world and definitely in Africa. As lesbian/gay/bisexual/transgender (lgbt) South Africans, we have much to celebrate. We enjoy legal equality, have community organisations and countless opportunities to contribute to our young, evolving democracy.

OUT has achieved much in the last year. We were co-applicants in the same sex marriage case thus entering the lobbying and advocacy arena. OUT has historically focussed strongly on health and mental health service provision. Over the past year, there has been a move towards a rights based approach in our work, by taking up legal reform, but also to view our services as a basic human right. This, we believe is a struggle for equality, not only on the basis of sexual orientation, but also on the basis of race, gender and other identities.

We have played a significant role in the development of the lgbt sector and the Joint Working Group (JWG) completed its first cycle of combined programmes. The JWG has planned for a second period of co-operation focussing on the development of the sector and individual organisations as well as joint advocacy work. Under the auspices of the JWG, OUT completed two major representative studies on levels of empowerment of gay and lesbian people in Gauteng and in Kwa-Zulu Natal.

These studies had considerable value in that it produced valid and reliable data which has been used for lobbying and planning purposes.

We were in the fortunate situation to have a fully-funded budget for the year. One of the main financial challenges is to ensure longer term financial sustainability and work in this regard should be prioritised.

The theme of this Report is "What needs to be done"? OUT wants to focus on what still needs to be done programmatically. We thank you for all your efforts in the past and would appreciate your ongoing support to achieve healthy communities in a country that respects the dignity of all who live in it and actively works towards eradicating all inequalities.



The national context

South African society is marked by poverty, violence (including high levels of gender based violence), heterosexism and homophobia. At the same time, there is a strong human rights ethos including legal protection on the basis of sexual orientation. LGBT people enjoy legal protection (including the imminent right to marry) but have to negotiate high levels of direct discriminatory acts that are very often violent. In addition, the issues that LGBT people face are often silenced and ignored within human rights discourses and broader struggles for equality. The majority of LGBT people are poor and struggle with accessing basic services, unemployment and disempowerment.

Although the national framework is progressive, there are worrying and increasing reactionary and conservative developments. There has been some emphasis on 'moral regeneration' and 'culture'. The danger is that proponents of these views invariably view LGBT people, abortion, the abolishment of the death penalty and similar issues, as the seed of 'moral degeneration' or 'cultural decay' paving the way for maintaining patriarchy and heterosexism. OUT should therefore continue to build alliances with progressive forces in fostering and strengthening a human rights culture. It is important that social justice movements include sexual orientation on their agendas and that the LGBT sector should also align itself with other struggles for equality.

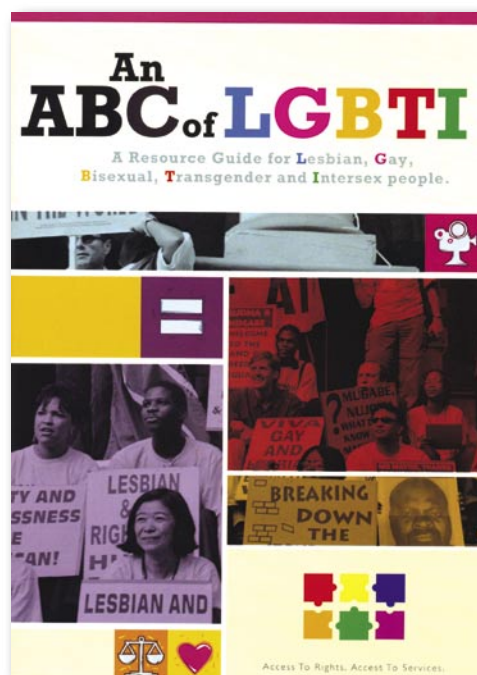
Regarding health and mental health, there are no national programmes working specifically with LGBT people. It remains the task of organisations like OUT to provide these much-needed services and to lobby and equip mainstream services to provide adequate and informed services. At the same time, there is a huge need to research and understand LGBT health and mental health issues better in order to direct programmes, be cost effective and monitor impact. In addition, LGBT peoples' interests must be represented in a range of forums, both at macro-levels such as legislation and at more micro-levels such as policies and guidelines being developed within mainstream and government agencies. The present OUT focus areas of work- direct health and mental health services, research, mainstreaming and advocacy- meet these national needs and the organisation has a national role to play.

The lesbian/gay/bisexual/transgender (lgbt) context

One of the strengths of the LGBT sector is its close co-operation and synergy. The Joint Working

Group (JWG) completed its first three year round of combined programme work. Planning for after December 2005 was completed. Rather than programmatic external work, it was decided to develop the sector as well as individual organisations as well as to work together on common advocacy programmes such as same-sex marriage. Over and above combined programmes, the biggest strength of the JWG lies within organisations building relations and trust. It enables long-term, increasing co-operation and common unified responses and positions.

The sector remains young and small. The bigger organisations do not have capacity to meet large parts of identified needs and could easily double its present levels of work, if resources are available. Younger, start up organisations are challenged by needing to build structures and very seldom have the capacity for professional programme implementation. The organised LGBT sector is tasked with all needed work given that Central Government or other mainstream structures do not have any programmes around LGBT issues and needs. It is important to increase programme and organisational capacities within the sector while advocacy/lobbying continues within the mainstream to take forward LGBT issues. The JWG continues to be an important vehicle for this to happen.



One of the JWG products

OUT programmes

OUT programmes continued under four focus areas i.e direct health and mental health services, research, mainstreaming of LGBT issues and advocacy. The advocacy focus area started in January 2006 and marks the increased rights based approach within OUT.

Because of societal discrimination and heterosexual norms within mainstream services, direct expert services are needed. Overall, direct services professionalised and expanded but there are huge needs for expansion and better utilisation of services. New services that started include the quarterly discussion forums aiming for engagement with a larger audience on issues, lesbian sexual health workshops, and a range of lesbian related brochures. The counselling and information line was significantly professionalised as was the study group for therapists.

The OUT mainstreaming programmes aim to change the status quo of service delivery not being accessible and friendly to LGBT experiences. A first programme, in partnership with the Triangle Project in Cape Town, was completed within the Planned Parenthood Association of South Africa (PPASA) and loveLife. Fifty thousand booklets on gay and lesbian related HIV issues were distributed to PPASA/loveLife Youth Centres in three provinces and staff were trained and sensitised to issues around their own prejudices. Processes have started to mainstream issues within the Department of Education which will provide valuable experience on mainstreaming LGBT issues within Government. The central challenge of mainstreaming programmes is the scale of programmes to start making a difference within the hetero normative ethos of the mainstream service provider.

Research is needed for internal and external reasons. Externally, reliable and credible research is an extremely useful tool to illustrate the extent of discrimination against lgbt people and how this impacts on their health. Internally, it guides interventions allowing for optimal choice for programme intervention as well as for on-going monitoring of programme impact. Valid and reliable research was completed on levels of empowerment of gay and lesbian people in KwaZulu Natal as was an extensive study on the sexual practises of young gay men in South Africa.

The new OUT advocacy programme focuses strongly on same sex marriage. OUT led this programme because of its national and international

importance and the lack of advocacy/lobbying capacity within the LGBT sector. In all our work, we had valuable partners. The UNISA Centre for Applied Psychology worked closely with OUT on empowerment research projects and the Centre for the Study of AIDS played a significant role in the development of on-line HIV interventions targetting young gay men. The co-operation with Triangle Project on the PPASA/loveLife twinning programme allowed for broader programme implementation. OUT's twinning partner, the Schorer Foundation in the Netherlands, continued providing invaluable expertise for product development, specifically for the lesbian programme and the HIV/sexual health work. OUT also shared our understandings on working with multi-cultural groups with Schorer in Amsterdam in March 2006; an exciting start to reciprocal exchange of expertise.

Organisational aspects

The OUT Board continued playing a strategic role rather than a hands-on implementing role. Three new Board members joined increasing race and gender representation. The Board gave valuable strategic guidance in changing the ethos of the organisation to delivery and programme development. The year started with a strong focus on staff performance and two staff members' contracts were not renewed. Melanie Judge joined as Programme Manager and she brought with her an impressive energy, insights and professionalism. This has led to faster delivery, credibility and expansions. In January 2006, Fikile Vilakazi joined as the Advocacy Officer and very soon illustrated her valuable skills.

The volunteer structure was revisited and extensive changes planned for the 2006/7 financial year. A career development component was brought into the volunteer component and Jay Matlou and Steve Letsike were selected for two learnerships. The learnerships aim to create full employment within the organisation and include payments towards approved academic studies.

Monitoring took place through monthly staff meetings, quarterly reports and performance evaluations. The staff meetings include a staff development component as well as in-depth programme evaluations. In November 2006, an external evaluation took place that, in the main, found that the organisation is doing valuable work and that it has adequate policies and procedures.

In June 2005, OUT moved to larger premises at 745 Park Street, Arcadia and the office opening was attended by close to 200 people.

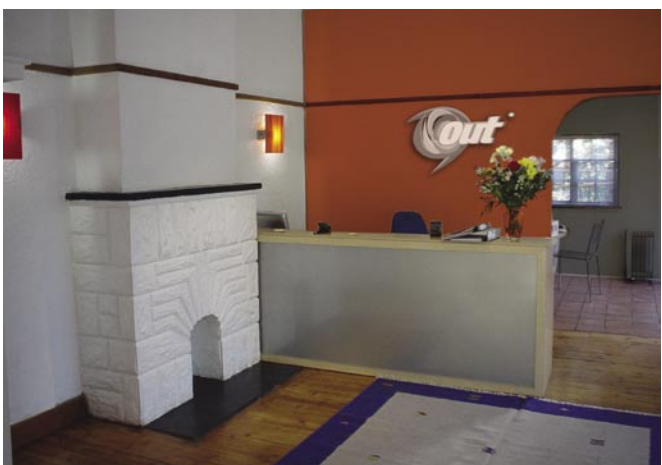
Overview of 2005/6

It was opened by Commissioner Jodi Kollapen of the South African Human Rights Commission and the OUT staff soon realised the difference made by working in airy, light offices.



The new OUT offices on 745 Park Street Arcadia

The OUT budget was fully funded for the year and the main funders- Atlantic Philanthropies and HIVOS- showed great interest in the work and development thereof. It is necessary to attract new funding for the coming financial year in order to meet budget demands and a long term funding strategy needs to be developed for when current main funders cease their support in 2011.



Programme Achievements and Next Steps

Direct mental health services

This remains one of the organisation's most important areas of work but is under-utilised, and needs more staff capacity. It is important because mainstream services do not provide affirmative and appropriate services and because discrimination has severe mental health consequences. In the past year, there was an overall expansion of service delivery to service providers. The study group for therapists and the quarterly discussion forums afforded service providers the opportunity to familiarise themselves more with issues that their LGBT clients might face. These expansions should be continued through marketing of services, including the counselling and information line, to service providers. There should also be more programmes specifically for transgender people.

The present OUT mental health services are limited in its reach. As an example, the telephonic counselling line is mainly used by clients in Gauteng and there is limited budget to actively market the service. The same under-utilisation holds for the support groups, the study group and quarterly discussion forums. One staff member, who was also responsible for the research function, managed the services. Having more dedicated staff capacity available would contribute greatly to development. In addition, South African LGBT people are not sufficiently psychologised, making it difficult for them to attend to their own development.

There is a need to provide more positive community and individual development related services. There is also a need for services which create norms outside of the club, substance and casual sex arenas. In the coming years, services should be introduced that enable a sense of community which is constructive, healthy and result in self-growth.

Major achievements:

- start of service provision to service providers of LGBT clients
- consolidation and well-functioning study group for therapists successful HIV+ support group for young gay men from under-resourced areas

What needs to be done:

- greater marketing capacity
- dedicated staff member positive normative services for individual and community growth

Direct sexual health services

The focus on black young gay men from under-resourced areas continued. Programmes for two new target groups were added, black lesbian women and young gay men from resourced backgrounds. A lesbian sexual health workshop has been designed and implementation started and a large study was done on the sexual practises of young gay men from resourced backgrounds. The results of this study were used to design a unique on-line intervention providing tailored information on this target group's most common risk moments.

There is still no accurate data available on the rates of HIV infection among gay men and lesbian women. In the 2003 OUT study, some data was obtained but it is problematic because of self reporting and not measuring when respondents went for an HIV test. One area of concern from this study, is the high levels of HIV infection among black lesbian women, that of 9%. There is a need for reliable data, specifically on the sexual practises of sub-groups of gay men and lesbian women. Such data would enable on-going monitoring and targeted well-informed interventions.



The funky OUT condom sachets

As with the majority of OUT programmes, the sexual health programmes can expand significantly in scale. It is especially true with HIV-prevention, treatment and care. There are no such LGBT mainstream programmes. If the aim is to make a difference in rates of infection, programmes need to go beyond Pretoria. One also needs to be mindful of the underlying reasons for risky sexual behaviours, what is needed to change these and how much it costs. OUT will start with testing, treatment and care services shortly, with the longer term aim of expert treatment plans for HIV+ LGBT people.

Programme Achievements and Next Steps

Major achievements:

- development and implementation of lesbian sexual health workshops
- large scale research on sexual practises of young gay men from resourced backgrounds. Design of unique web based intervention
- on-going presentation, evaluation and quality control of HIV schools targeting young black gay men from under-resourced backgrounds

What needs to be done?

- baseline valid and reliable data from sub-groups of gay men and lesbian women, their sexual practises and risks
- larger scale programmes informed by areas of risks and ability to make a difference provision of testing, treatment and care services

Community development

Programmes have managed to maintain a strong LGBT community within Mamelodi and Atteridgeville. The programme implementation is handled by a registered social worker and it allows on-going availability of counselling. The drop-in centres provide regular social spaces and the organisational learnerships provide a career path and development opportunities for volunteers.

Some critical questions that arose include possible over-servicing a small group of clients and the boundaries between volunteers and clients. The same people tend to be the recipients of a range of programmes and it hinders access of new clients because of the group cohesion among a small regular group. The volunteers, who perform duties for the organisation, form the bulk of this group and there is conflation between their volunteer duties and being programme recipients. The volunteer system is also expensive as 20 people receive weekly stipends and an over-dependency on OUT is potentially created.

Major achievements:

- on-going provision of social spaces and positive community norms
- learnerships and career path development for volunteers
- long experience, to be written up as model for community development

What needs to be done:

- re-plan the volunteer structure making it more efficient and cost effective
- establish boundaries between volunteers and clients
- possibly start present services within other communities, exit from present sites

Lesbian programmes

The lesbian programmes have been one of this year's great successes. The Board prioritised development of lesbian programmes for the year and a lesbian staff member was responsible for the management thereof. Having dedicated staff time and budget available greatly contributed to successful implementation. More direct mental and sexual health services were offered; lesbian representation and issues were internally and externally mainstreamed; there were various networking and partnership building exercises; and four specific lesbian products were developed.

In the future, dedicated staff time and budget should continue as should monitoring of lesbian programme content and representation within the organisation. There needs to be more research on lesbian sexual health issues including HIV related issues, a continuation of specific direct services to lesbian women, and stronger links and partnerships with the gender sector.

Major achievements:

- more direct services including a lesbian sexual health workshop, discussion groups, and socials
- regular audit on lesbian issues internally and within programmes
- four specific products including a brochure, posters, stickers and flyers, and research report

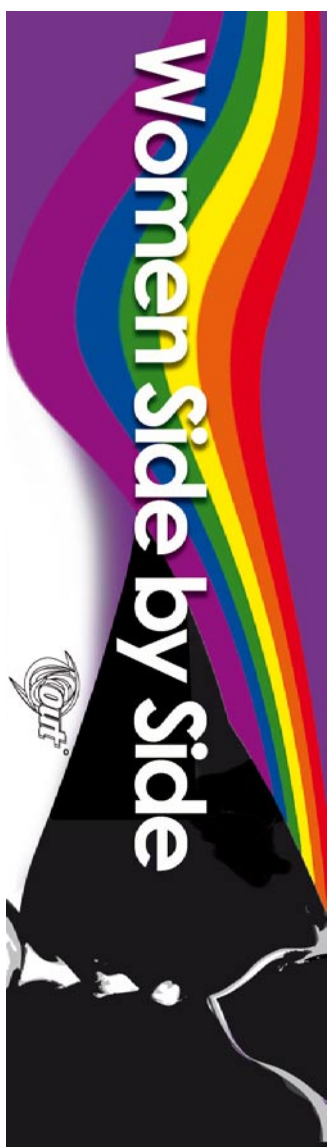
What needs to be done:

- closer and stronger links with mainstream gender sector
- research on lesbian sexual health practises
- continued dedicated staff time and budget

Programme Achievements and Next Steps



Stickers developed for the lesbian programme



Research

The focus area continued highlighting the importance of credible research into LGBT issues. OUT, under the auspices of the Joint Working Group (JWG) and through close co-operation with the UNISA Centre for Applied Psychology, conducted valid and reliable research on the levels of empowerment of gay and lesbian people in Kwazulu-Natal. It follows a similar study in Gauteng that is also being duplicated in the Western Cape. Research was also conducted into issues and experiences of lesbian women and social power which included 398 participants and a study was done of the sexual practises of young gay men which sampled 318 respondents.

Research capacity needs to be built. Research offers a tool for greater insights, programme planning, media exposure, and lobbying/advocacy. More specifically, there is an immediate need for further research on sexual health issues and lesbian women with a focus on HIV; a baseline study of rates of HIV infection among gay lesbian people; and integrating findings of levels of empowerment studies in Gauteng, KwaZulu-Natal and the Western Cape.

Major achievements:

- quantitative representative study on levels of empowerment of gay and lesbian people in KwaZulu Natal
- extensive study on lesbian women and social power
- large study on sexual practises of young gay men

What needs to be done:

- maintain and expand present research capacity
- study on lesbian women and sexual health issues
- baseline data on different sub-groups of gay men and lesbian women and their sexual risks

Mainstreaming

The past year saw the implementation of the mainstreaming programme within the Planned Parenthood Association of South Africa (PPASA)/lovelife in partnership with the Triangle Project (Cape Town).

Programme Achievements and Next Steps

It was the first such programme implemented by OUT and these programmes are valuable. They change attitudes and behaviours among members of the 'general public' in a focused and systematic way while ensuring more and better services to LGBT people.

Work started on a programme within the Gauteng Department of Education. There were inputs into a Ministerial Review Report on Education and endorsement was secured for sensitisation training in Gauteng and for the development of LGBT related materials. The programme is implemented in co-operation with the Gay and Lesbian Archives (GALA) and a working relationship was established with the Gauteng Education Support Services for the implementation of the programme. A specific programme was also developed for the School of Education at the University of the Witwatersrand.

For the 2006/7 financial year, a programme is planned for the Gauteng trauma service providers and funding for this was secured. It follows continual work of a high quality within the Gauteng Victim Empowerment Forum. OUT continued its affiliation to Themba Leziswe, an affiliation of trauma service providers. Work continued within the South African Qualifications Authority (SAQA) Standard Generating Body (SGB) on Gender ensuring that sexual orientation is taken up in the development of new unit standards.

The mainstreaming programmes need to expand their reach. In order to make a difference within the ethos of an agent, one needs more than ten workshops within one province. As behaviour change is a complex issue, one also needs on-going interventions rather than an once-off workshop.

Major achievements:

- completion of programme within PPASA/loveLife
- start of work on programme within Gauteng Department of Education
- start of work within Gauteng trauma sector

What needs to be done:

- expand capacity for programmes across provinces
- follow up, more in-depth interventions
- consolidate programmes within Department of Education

Advocacy

The focus area was added to work in January 2006. It focussed mainly on same sex marriage and the African Union Peer Review Mechanism (APRM). The same sex marriage programme is to ensure that section 30 (1) of the Marriage Act as well as the common law definition of marriage is changed by the South African Parliament in order to assign the same benefits and status to same sex marriage. Programme components include the lobbying of parliamentary structures, alliance building with progressive partners, and information to LGBT constituencies.

The APRM programme resulted in the successful inclusion of human rights abuses on the basis of sexual orientation within the South African Country Self Assessment report.

On behalf of the JWG and in co-operation with the AIDS Law Project, OUT negotiated with the South African Blood Transfusion Services on their refusal to accept donations from gay men. Outcomes included commitments to further research in order to make informed non-discriminatory decisions and a reworked donor form.

Further programmes were representation on the South African Qualifications Authority Standard Generating Body on Gender and establishment of The Centre Space, a study group that is open to clergy and lay members from member churches in the Gauteng Council of Churches.

Major achievements:

- development of same sex marriage programme
- inclusion of sexual orientation related issues within APRM South African country report
- Centre Space Study group

What needs to be done:

- continue representation on African Union processes
- increase advocacy capacity in organisation and in sector
- successful programme to obtain same sex marriage

Programme Achievements and Next Steps

Management and finances

The OUT Board continued providing strategic direction and were instrumental in finalising the job structure for the current year. New positions were confirmed in order to contribute to a culture of delivery. Two staff members' contracts were not renewed and two new appointments were made. Melanie Judge joined as the Programme Manager and Fikile Vilakazi joined as Advocacy Officer in January 06. Board meetings included approval of the 2006/7 plans, budget and salaries; and monitoring meetings. Three new Board members joined, Kabelo Seitshiro, Kgamadi Kometsi and Farhana Zuberi.

Monitoring took place through monthly staff meetings. These meetings included a staff development component which focussed on team fun activities, political and topical discussion and skills building. Every quarter, staff meeting evaluated all programmes, the functioning of project teams, the twinning agreement with the Schorer Foundation and the organisational audit. Quarterly staff evaluations took place and performance was linked with annual salary increases. All policies were reviewed and categorised in three groups i.e. human resources, governance and financial and volunteers.

An external evaluation was commissioned by one of the organisation's funders, HIVOS, and took place in November 2005. Overall, the reports found that OUT is solid, that it has an important role to play in the sector, that it has impact, and that its processes, procedures and structures are functioning well. Some of the recommendations from the evaluation report and which will be taken forward are the need to develop a strategic plan, that organisational assumptions need to be questioned more by a range of stakeholders, development of a Human Resources policy, and to more celebrate small victories.

The funders for this year were The Atlantic Philanthropies, HIVOS, the Department of Health, and the National Lotteries. OUT also generated its own income through payments to Department of Health councillors, VAT returns, and monthly debit order contributions. For the next financial year, new relations have been established with the Open Society Foundation and the Ford Foundation. A past funder- the Heinrich Boll Foundation- will again fund work in 2006/7.

Monthly actual/budgeted statements were compiled and managed. Monthly profit and loss as well as balance sheets was compiled. These were submitted to the OUT Board and to funders. Financial controls included weekly petty cash and cheque requisitions that were approved by the Director and reconciled on a monthly basis. Better control can be established by co-approval of all requests, reducing cash payments and non-negotiability of invoices.

**OUT - Lesbian/Gay/Bisexual/Transgender (LGBT) Well-being
Annual Financial Statements
31 March 2006**

745 Park Street
Clydesdale
Arcadia
Pretoria

Audited Financial Statements

OUT - Lesbian/Gay/Bisexual/Transgender (LGBT) Well-being
Annual Financial Statements
31 March 2006

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Approval and Statement of Responsibility

The OUT Board is responsible for the preparation, integrity and fair presentation of the financial statements of OUT - Lesbian/gay/Bisexual/Transgender (LGBT) Well-being. The financial statements presented on pages 2 to 4 have been prepared in accordance with generally accepted accounting practice and the various agreements with funders.

The financial statements have been audited by Ms M Roos, an independent auditor, who was given unrestricted access to all financial records and related data, including minutes of all meetings. The Director and Chairman believe that all representations made to the independent auditor during her audit were valid and appropriate. The auditor's report is presented on page 1.

The Annual Financial Statements set out on pages 2 to 4 were approved on 11 October 2006 and are signed on OUT's behalf by:



D Nel - Director



RE Cameron-Ellis - Chairman

QUALIFIED REPORT OF THE INDEPENDENT AUDITOR TO THE FUNDERS OF OUT

I have audited the annual financial statements of OUT set out on pages 2 to 4. These annual financial statements are the responsibility of the Director. My responsibility is to express an opinion on these financial statements based on my audit.

Scope

Except as discussed in the following paragraph, I conducted my audit in accordance with statements of International Auditing Standards. These Standards require that I plan and perform the audit to obtain reasonable assurance that the annual financial statements are free of material misstatement. An audit includes:

- _ Examining on a test basis, evidence supporting the amounts and disclosures in the financial statements,
- _ Assessing the accounting principals used and significant estimates made by management, and
- _ Evaluating the overall financial statement presentation.

I believe that my audit provides a reasonable basis for my opinion.

Qualification

In common with similar organisations, it is not feasible for OUT to institute accounting controls over cash collections prior to the initial entry of the collections in the accounting records. Accordingly, it was impractical for me to extend my examination beyond the receipts actually recorded.

Qualified audit opinion

In my opinion, except for the effect on the financial statements of the matter referred to in the previous paragraph, the annual financial statements fairly represent, in all material respects, the financial position of OUT at 31 March 2006 and the results of its operations for the year then ended in conformity with generally accepted accounting practice.

This audit is performed under the exemption contained in Section 41 (3) (b) of the Auditing Profession Act (Act 26 of 2005). It is done by a member of OUT and no fee has been charged.



M Roos CA(SA)

107 Valley Street
Clydesdale
Pretoria
0002

12 October 2006

Audited Financial Statements

OUT - Lesbian/Gay/Bisexual/Transgender (LGBT) Well-being
Balance Sheet
As at 31 March 2006

	Note	31 March 2006		31 March 2005
		R		R
Funds Employed				
Accumulated funds (loss)		5,420.07		45,488.18
		<u>5,420.07</u>		<u>45,488.18</u>
Employment of funds				
Fixed assets	2	1.00		1.00
Current assets		48,708.98		100,353.25
Bank balances and cash		40,761.62		43,606.31
VAT recoverable		6,397.36		44,397.44
Debtors		-		12,299.50
Deposits		<u>1,550.00</u>		<u>50.00</u>
Less Current liabilities		(43,289.91)		(54,866.07)
Creditors		<u>(43,289.91)</u>		<u>(54,866.07)</u>
Long term Liability				
Net employment of funds		<u>5,420.07</u>		<u>45,488.18</u>

Audited Financial Statements

OUT - Lesbian/Gay/Bisexual/Transgender (LGBT) Well-being Income and Expenditure Statement For the year ended 31 March 2006

	31 March 2006	31 March 2005
	Actual	Actual
Income	2,917,119.21	2,313,774.35
Atlantic Philanthropies	1,721,500.00	1,600,000.00
Department of Health	269,292.60	242,318.50
HIVOS	468,360.00	273,740.50
Heinrich Boll Stiftung	14,997.90	74,000.00
Schorer Twinning agreement	63,637.20	19,600.00
Department of Health Services rendered	54,342.26	20,000.00
Donations by Debit order	8,640.00	9,190.00
Forum for the Empowerment of Women	20,000.00	
Joint Working Group	26,572.23	
National Lottery	25,000.00	
World Aids Day	139,320.00	
Open Society Foundation	68,750.00	
Miscellaneous Income	1,045.00	
Other Donors	3,650.00	
Interest	32,012.02	74,925.35
Expenditure	2,957,187.32	2,214,008.17
Projects	969,059.23	698,721.16
Marketing and safer sex promotions	178,815.25	184,134.23
Mental Health Project	171,345.81	39,849.12
Sexual health Project	232,912.44	112,943.32
Community Development Costs	43,350.78	61,408.51
Mainstreaming Project costs	176,931.18	185,645.44
Research project costs	68,717.48	45,586.00
Schorer Twinning Direct Expenses	10,948.00	
Volunteer allowances	86,038.29	69,154.54
Administrative Costs	1,988,128.09	1,515,287.01
Accounting fees	-	11,220.00
Bank Charges	15,281.17	18,122.08
Cleaning services	42,314.35	40,837.78
Furniture, Computers and software	77,671.58	38,543.08
Computer support	65,270.15	38,536.33
Equipment	10,265.00	51,709.82
Interest paid	-	381.21
Security and Insurance	21,995.65	13,286.18
Water and lights	15,226.65	9,036.15
Other Costs	16,840.00	
Organizational development and HR Costs	48,597.49	56,107.05
Printing and stationery	69,404.67	38,703.18
Recruitment	-	5,171.37
Refreshments	21,039.44	22,136.04
Rent	110,325.77	44,054.34
Repairs and maintenance	16,919.31	3,961.46
Staffing costs	1,219,216.43	918,271.24
Staff development	27,333.41	43,247.78
Telephone and postage	118,978.00	94,331.06
Transport for volunteers	51,813.12	33,739.93
Board costs	10,556.32	24,165.20
Travelling	29,079.58	9,725.73
Surplus/(loss) of income over expenditure for the year	(40,068.11)	99,766.18
Accumulated (loss)/surplus funds at beginning of year	45,488.18	(54,278.00)
Accumulated surplus funds/(loss) at end of year	5,420.07	45,488.18

OUT - Lesbian/Gay/Bisexual/Transgender (LGBT) Well-being
Notes to the Financial Statements
For the year ended 31 March 2006

1. Accounting policies

The financial statements are prepared on an accruals basis.

Fixed assets are fully depreciated when purchased

2. Fixed assets

			31 March 2006
			R
	Cost price	Accumulated depreciation	Net book value
Furniture and equipment	21 134	21 133	1
Computer equipment and software	36 308	36 308	0
Total	57 442	57 441	1

			31 March 2005
			R
Furniture and equipment	3 464	3 463	1
Computer equipment and software	17 896	17 896	0
Total	21 360	21 359	1

1. Direct mental health services

1.1 Telephonic counselling and information

Outputs	Service description
April-June: 52 July-September: 71 October-December: 54 January-March: 47	Weekdays 8:30-22:00 and week-ends

Summary:

Various marketing efforts aimed to increase the usage of this flagship programme. In spite of this, usage was not optimal. There were important lessons learned including the need to offer the service during the week and office hours as well as having dedicated staff capacity for the management thereof. Successes during the year include a small amount of professional and dedicated counsellors, provision of on-going training, extended hours of operation, and regular updates of the resource directory.

1.2 Psychotherapeutic support group for men

Outputs	Service description
Met once every two months. Average attendance of 6 members	Group therapy for gay men, meets once every two months

Summary:

The service is very successful largely due to the professional facilitation thereof. It is working at a deep level and manages to identify primary issues confronting gay men. An exiting next challenge would be to draw on these insights for other programme planning and sharing of expertise with mainstream mental health service providers. The group also afforded knowledge on how to start support groups and the challenges to make these sustainable.

1.3 HIV+ gay men support group

Outputs	Service description
Met twice a month for a period of 10 sessions	Psycho-social support group for gay men from township areas who are HIV+

Summary:

The group started of as a psycho-therapeutic service. At the start it attracted resourced and under-resourced men. Over time it became clear that the mix of different level of resourced members did not work as their experiences vastly differ. The resourced members left the group and under-resourced participants did not find the psycho-therapeutic approach useful. The group was changed to a psycho-social service which worked better. The group is meeting a need and two new groups started within the year. Gaps are a group for resourced HIV + men and women and questions on creative ways to provide support.

1.4 Study group for therapists

Outputs	Service description
8-10 people per group. 11 groups took place	Topics covered are relationships, transgender issues, spirituality, racial dynamics in relationships, legal issues, starting support groups, internalised stigma

Summary:

Significant progress was made with this service. Procedures were refined ensuring adding to the address list, timely and personal contact with interested partners, a clear programme for the year, and an interesting programme. These procedures resulted in higher attendance and participants' positive evaluations of discussions. More work can take place on recording discussions and making these available to a larger audience of mental health service providers.

1.5 Quarterly discussion forums

Outputs	Service description
Three forums held in June 05, September 05 and February 06. Average attendance 15 people per group	For mainstream audience, service providers and lgbt people to engage with relevant lgbt mental health issue

Summary:

The Discussion Forums allow for the opportunity to engage with a broader interested audience on issues facing LGBT people. It is a new service and attendance was low. It could benefit from more intensive marketing and solid procedures, similar to those described in point 1.4. It is also becoming clear that the use of the OUT direct mental health services is not the result of one specific action such as placing of an advertisement. Rather, it is a combination of meeting a need in an appropriate form for a specific target group. In addition, OUT must be known. Given available resources, it means constant presence and advertising wherever possible and cross referrals to services.

1.6 Transgender programme

Outputs	Service description
Study group discussion on transgender issues and talk to telephone counsellors	To mainstream transgender issues and to develop transgender specific products

Summary:

OUT appointed a transgender person to its Board in order to ensure that this issue remains on the organisational agenda. It has remained on the agenda, however, programme delivery could have been better. The biggest gap has been in terms of products produced. A planned pamphlet was not completed mainly because of the complexity of issues involved and that the target group was not involved in development of the product. Transgender representation is useful and should be continued, as should the internal mainstreaming of issues. More products should be produced in the future.

2. Direct sexual health services

2.1 HIV Schools

Outputs	Service description
12 HIV schools with 200 beneficiaries. 180 black male and 20 coloured males. Schools held in Soshanguve, Hammanskraal, Eersterus, Soweto, Tembisa, Hillbrow and Alexandra. A total of 33 buddy group follow up meetings were held	Week-long workshop addressing the under-lying behavioural dynamics in sexual risk taking of gay black men from township areas

Summary:

The schools remain a valuable intervention method to address risk taking behaviours among black young gay men from township areas. The impact of the service is constantly monitored and close attention is paid to successes in behaviour changes. The critical evaluation will continue with needed programme adjustments. The value lies in addressing complex issues underlying risk behaviours of a specific target group within very specific situations. Present questions include cost effectiveness and the additional interventions required to further change risk behaviours within this target group.

2.2 Lesbian sexual health workshops

Outputs	Service description
4 workshops presented, three in Pretoria and one in Soweto. Total of 80 participants; 75 black lesbian women and 5 black bisexual women. 12 follow up buddy group meetings held	4 day workshop to break the silences about lesbian sexuality and to provide basic information on HIV and STD's

Summary:

The service addresses a significant, previously unmet need and is one of the success stories of the OUT lesbian programme. Lesbian women are not usually seen as being at risk of HIV infection and their health needs are easily forgotten. However, black lesbian women do have a significant risk of HIV infection because of 'curative rape' and having heterosexual sex for payment. Lesbian women, in general, often struggle to openly deal with sexual matters and the lesbian health workshops also aim to break these silences. The workshops were presented in Pretoria/Tshwane and Johannesburg further strengthening OUT's provincial presence in service delivery.

2.3 Ad-hoc support to HIV+ volunteers and supporters

Outputs	Service description
Support to 8 black gay men and 1 black lesbian woman	Provision of nutritional supplements and ensuring access to support (therapy and support groups)

Summary:

Gay and lesbian people from township areas, especially, have a need for nutritional supplements and quality therapy. The service offered these albeit on a limited scale. With the planned launch of an OUT clinic within the 2006/7 financial year, it will be very possible that these types of services will be expanded. HIV related treatment will be high on the agenda of the new clinic, including issues such as diet and therapy and holistic health.

2.4 Research

Outputs	Service description
Research for development of an on-line HIV prevention website for young gay men from resourced backgrounds. Three planning sessions in co-operation with the Schorer Foundation (the Netherlands) and Udi Davidovich (Municipal Health Services, Amsterdam). Beneficiaries will be black men (6%), white men (82%), coloured men (7%) and Indian men (5%). 89% will be gay and 11 % bisexual	On-line intervention with four sections i.e. a questionnaire assessing individual behaviour and risk, general information on risks, personalised risk profile and modules on condom and lube use, HIV testing, negotiated safety drug and alcohol use and STD's

Summary:

Research was conducted among young gay men from resourced background to identify their sexual risks. The large study produced valuable insights that were used for programme planning which drew on the expertise of interventions developed in the Netherlands. OUT is very thankful to Udi Davidovich (Amsterdam Municipal Health Services) for his valuable assistance and guidance in the development of this intervention. A web-based intervention will be launched within the 2006/7 financial year and uses an exciting tool (the web and internet) for the target group to calculate their own sexual risks and to receive relevant tailored information. It will be a ground breaking intervention within the South African context and holds great possibilities.

3. Community development

3.1 Learnership and volunteer career development

Outputs	Service description
One gay man and one lesbian women selected for learnership	Career path for volunteers. Include specified duties for a two day placement as well as financial support to approved academic studies

Summary:

OUT volunteers make valuable contributions to work. They are tasked with condom distribution, facilitating of group discussions, working on the telephonic counselling and information line, are involved in public exhibitions of the organisation, and representation on community forums. Volunteers are also important in maintaining a sense of community. Over the last few years, the volunteer structure has become very costly as stipends were paid to volunteers from under-resourced backgrounds. Dependency was also created and volunteers found it difficult to seriously seek employment and to establish lives separate from the organisation. Furthermore, it became difficult to distinguish when a person was a client and when a volunteer. Taking these considerations into account, the volunteer structure was re-developed. It was streamlined and a volunteer career development path was developed. Four volunteers were selected for needed implementation of programmes within the townships. Two learnership positions were created, one for a black gay man and one for a black lesbian woman from under-resourced areas. The learners were offered a one year contract with OUT and the organisation paid towards an approved academic course. The rationale is that learners will eventually take up full time employment with OUT with needed academic qualifications. The learnerships also create employment opportunities for volunteers.

3.2 Weekly drop in centres

Weekly drop in centres		
On average 15 people attending in Mamelodi and 15 in Atteridgeville weekly	To provide safe social spaces for gay and lesbian people within townships	Active marketing took place to learners at schools

Summary:

The weekly drop in centres provide safe spaces for lesbian and gay people from Mamelodi and Atteridgeville to meet. Very often there are no lesbian/gay friendly places within these communities and gay/lesbian people do not have resources to access such spaces in other centres. The drop in centres also play an important role in community building where people can meet informally, share their concerns and experiences and offer mutual support. The aim is not to formalise spaces but to leave it within the realm of informal gatherings. An exciting development over the last year has been learners starting to make use of the service. Drop in centres are a valuable service that should continue to be offered and its informal nature should be retained.

4. Lesbian programmes

The lesbian sexual health workshops have been described under point 2.2 above.

4.1 Lesbian direct mental health services

Outputs	Service description
2 discussion groups (each consisting of a cycle of 4 sessions) have taken place in Atteridgeville and Mamelodi. 37 people attended. 4 lesbian socials on a quarterly basis, 155 women attended. Established an OUT lesbian soccer team	To provide mental health services that meet the need of lesbian women and increase their access to such services

Summary:

New participants were drawn into the discussion groups and there was a clear facilitation system in place. The discussion groups included "Love and Lust, You and Her". At first, few women attended but attendance improved after that.

The socials centred on a range of different activities, thus meeting the needs of diverse groups of lesbian women. This included soccer, swimming, braaing, dancing and drama. New participants were drawn into the activities which expanded the organisational reach within lesbian communities. The socials provided an opportunity to recruit for the lesbian sexual health workshops and there was coverage of the socials in the local newspapers.

4.2 Mainstreaming, internal and external

Outputs	Service description
Audit to set quotas for lesbian representation. Lesbian woman selected for learnership. Externally, organisational representation on SAQA SGB, 4 lesbian specific materials, study group for therapists focussed on lesbian intimacy and communication, participated in Women's Day celebrations, paper for the International Gay and Lesbian Human Rights Commission on gender based violence against lesbian women, papers on lesbian women and HIV and hate crimes at Foundation for Tertiary Institutions of the North (FOTIM)	To integrate lesbian issues within internal programmes as well as in broader mainstreaming programme

Summary:

OUT was able to be profiled as an organisation that reflects lesbian leadership and holds expertise on issues affecting lesbian women. Relationships were established with the broader women's movement i.e. the Commission for Gender Equality and the National Network of Violence against Women. There was, however limited staff capacity to adequately respond to the demands from mainstream organisations.

4.3 Materials

Outputs	Service description
Four products developed i.e. brochure, stickers and flyers, posters and research report (lesbian women and social power)	To produce lesbian specific information linked to programme activities

Summary:

Much was accomplished by way of materials development. There was a wealth of historical experience within the organisation which was tapped in the development of materials that made it possible for a high level of outputs to be achieved. The involvement of peer facilitators in the development of materials was central, and pre-existing relationships with these individuals facilitated this feedback process.

The information provided in the lesbian materials was seen as informative, clearly articulated and appropriate to the needs of the target audience. The messages conveyed in the materials complemented the issues covered in the sexual health workshops. The strength of the materials was that they used the voices of lesbian women, as well as reflecting a language mix.

4.4 Networking and partnership building

Outputs	Service description
Sexual health workshop held during the Pride 2005 celebrations, 50 people attended. Established links and presented to the Commission for Gender Equality. Presentation during the 10 days of activism at the National Network of Violence against Women. 16 days of activism, participation in cyber dialogue and presentation of lesbian research. Co-operation in JWG production of lesbian e-book	To create links with existing lesbian networks, service providers and interventions

Summary:

These interventions increased the representivity of OUT, in the LGBT sector, as a source of knowledge and experience with regard to lesbian issues. In future, programme planning should incorporate strategies for integrating lesbian issues into existing gender networks and campaigns. OUT's visibility on national and local structures/campaigns is critical to being perceived as a legitimate voice for lesbian women.

5. Lesbian programmes

5.1 Levels of empowerment study in KwaZulu Natal

Outputs	Service description
Final report produced, valid and reliable data. Media coverage of findings	Valid and reliable data on biographical issues, experiences with mainstream service providers and own health and mental health. 410 respondents

Summary:

The levels of empowerment of gay and lesbian people in Gauteng study was duplicated in KwaZulu-Natal. The research has proved to be valuable and has been picked up by the media, thereby increasing awareness of LGBT issues. Finding research participants was more challenging in KwaZulu Natal, particularly among the Indian community where stigma associated with sexual orientation is thought to be high. The research indicated that fear of victimisation and hate speech was high in this province which is possibly indicative of high levels of homophobia in the province. The research will also now be duplicated in the Western Cape thereby allowing comparison between three provinces for commonalities and differences.

5.2 Lesbian research

Outputs	Service description
Final report produced. Used for product design	398 participants including 11 interviews

Summary:

The research integrated qualitative and quantitative research methodologies. The value of the research is that a range of issues were identified facing this target group and it allows for further in-depth research.

5.3 Dissemination of data

Outputs	Service description
Reports send top various stakeholders. Presentation at FOTIM and MAP conferences. Articles in Sunday Times (Sept 05), Agenda (March 06), Gmax, Exit, Natal Witness, E-News, and SABS news	Share results with general public as well as relevant decision makers

Summary:

Although dissemination of results was slow to begin with, the media picked up on press releases and the research (both KwaZulu Natal and Gauteng) has received wide coverage on radio and in the print media. The KwaZulu Natal results were featured on SABC news and E-News. OUT is beginning to be known as an organisation that has conducted research on LGBT issues in SA and various people have phoned in to obtain results. The research was also of great use for advocacy as issues could be backed up with valid and reliable research.

5.4 Ad-hoc research initiatives

Outputs	Service description
Co-operated with the Medical Research Council on research of gay men, drug use and HIV. Co-operated on levels of empowerment research in the Western Cape. Levels of empowerment reports send to selected post-graduation students in Psychology	On-going co-operation and sharing of expertise regarding lgbt issues

6. Mainstreaming

6.1 Planned Parenthood Association of South Africa (PPASA)/loveLife

Outputs	Service description
Sensitisation workshops: in Gauteng a total of 40 people attended in two workshops in Orange Farm and Braamfontein; in Limpopo, a total of 77 people in Polokwane and Lenyene; in the Western Cape, a total of 78 people in Khayalitsha, Vredenburg, George and Worcester. 50000 booklets on HIV and gay and lesbian people distributed to sites where training took place on a quarterly basis	Sensitisation trainings to staff at youth centres in three provinces and distribution of specifically developed booklet to these sites for LGBT clients

Summary:

This was the first mainstreaming programme for OUT where sexual orientation issues were mainstreamed within a large service provider. As such it was a valuable experience. The programme centred around sensitising of key levels of staff, reviewing policies, and product development for the gay and lesbian clients within PPASA/loveLife. During the course of the programme, there were changes within PPASA/loveLife that hampered programme implementation. In spite of this, the sensitisation training and booklets were well received by PPASA/loveLife and in follow up field visits, there were indicators that there is a reduction in stereotypes and an openness to engage with sexual orientation issues.

6.2 Department of Education

Outputs	Service description
Input into Ministerial review report on education. Secured endorsement of national department for sensitisation training in Gauteng and material endorsement. Workplan finalised including sensitisation of all district support based structures, materials development and policy review. Developed intervention with Wits School of Education; 7 lecture module for teacher trainees on sexual orientation	Mainstreaming of LGBT issues within Education Department. Gauteng would be the pilot working with life orientation and psychological services

Summary:

Ensuring buy-in from the Department of Education required time and energy. It was the first governmental mainstreaming programme and some of the lessons learned include the importance of having strong partnerships with key government players that are strategically placed as well as the importance of having champions for the issue within the selected agent. A constitutional policy framework, in a given sector, created the imperative for action and this enables an entry point for a LGBT intervention. There is a need for programmes that have both targeted and integration elements i.e. for longer term sustainability it is important that LGBT issues are integrated into existing trainings and not only ad-hoc and stand alone trainings. Sensitisation interventions must be sure to link LGBT issues with broader concerns eg. access to education, sex and sexuality, school safety and so on. The programme has led to close working relations with the Gay and Lesbian Archives (GALA) and joint collaboration in sensitisation training and material development and dissemination. It holds great promise with a range of possibilities of further roll out to other provinces and subject areas; it would however require significant additional funding.

6.3 Levels of empowerment study in KwaZulu Natal

Outputs	Service description
Attending the Victim Empowerment Forum, actively shape its terms of reference and scope. Secured funding for programme within trauma sector mainstreaming programme. Serves of reference group for development of National Family Policy	Sensitisation and product development for mainstreaming of LGBT issues within Gauteng trauma sector

Summary:

The programme is key to OUT developing its profile within mainstream service provision as:

- an expert resource on LGBT issues
- a referral point for direct services
- an advocate for the implementation of the Minimum Standards for Service Provision which specify non-discrimination on the basis of sexual orientation in service delivery

Within the 2006/7 financial year, a programme will be launched to mainstream sexual orientation issues within selected trauma service providers.

7. Advocacy

7.1 Same sex marriage programme

Outputs	Service description
Developed programme including consensus position within lgbt sector; working with partners to prepare for supportive submissions; identify relevant parliamentary and political people; marketing campaign to inform own constituency	Programme to represent issues on same sex marriage

Summary:

The Constitutional Court ruled on 1 December 2005 that the current Marriage Act is unconstitutional in that it does not recognise same sex marriage. It gave parliament one year to draft new legislation that affords same sex couples marriage that is equal in status and benefits. At the start of 2006, there was no dedicated advocacy programme within the South African LGBT sector. OUT moved in to fill some of this gap. Fikile Vilakazi joined as the Advocacy Officer in January and one of her main programmes has been the same sex marriage programme. It is probably the most important piece of legal reform to achieve gay and lesbian equality. OUT's involvement in this programme also strengthen the organisations commitment to working within a human rights framework.

7.2 African Peer Review Mechanism (APRM)

Outputs	Service description
Submissions to Gauteng Provincial Government APRM consultation and conference. Submissions to South African Non Governmental Organisation Coalition (SANGOCO) report. Accredited as research partner in drawing up South Africa's self assessment report	To represent human rights abuses on the basis of sexual orientation issues within the APRM South Africa Country Self Assessment report

Summary:

The programme offers a unique opportunity to highlight human rights abuses within South Africa and Africa. South Africa is the only African country which prohibits unfair discrimination on the basis of sexual orientation. Through South Africa's role and position within the continent, the issue can be placed on an African agenda. It does mean active representation within the South African APRM processes, which OUT has done and sexual orientation was included in the Country Self Assessment Report.

7.3 Centre Space Study Group-Gauteng Council of Churches

Outputs	Service description
Quarterly meetings, database of 50 people	Partnership building with Gauteng Council of Churches members. Support for progressive church positions on same sex relationships

Summary:

Traditional Christian voices have always been quite vocal in their condemnation of same-sex equality. It is often stated that gay and lesbian people are un-Christian allowing for human rights abuses on the basis of sexual orientation. Within this context, it becomes important to work within Christian structures. The Centre Space creates a space for progressive Christian voices to discuss gay and lesbian issues and, where appropriate, take progressive social positions. In doing so, it also breaks a monolithic Christian voice that is anti-gay/lesbian. The work done with the Centre Space is especially important because of the expected, vocal traditional Christian opposition to same sex marriage.

7.4 South African Qualifications Authority (SAQA)

Outputs	Service description
On-going participation on SAQA Standard Generating Body on Gender	Integration of sexual orientation issues within developed qualifications

Summary:

It is a strategic intervention that integrated sexual orientation issues within developed standards. OUT maintains a continual involvement and presence.