



# 2022 NEWSLETTER.

## Executive Summary from the *Executive Director*.

**T**wenty-Two (2022) has been a year of success especially from where we did not expect. Creating safe spaces for the Gender and Sexual Minorities in the **places of worship, access to justice mechanisms and referrals and access to health** has been a priority. We have also been in the fore front to capacity build younger organizations through **fiscal and physical hosting** as well as **institutional strengthening support**.

We are grateful to our members, **Board of Trustees, Management, Partners and Stakeholders** for the support and hard work you gave us in achieving these greater heights. Of course we had some few challenges come along here and there but we managed to sail through. Over expectations, sensitizations and dialogues to hardcore stakeholders and backlash were just part of the encounters we had.

As an **optimistic and dedicated team**, we look forward to making Pema Kenya **a center of excellence and a place of solace** primarily for our Gender and Sexual Minority persons and everyone else.

Looking forward for a fruitful year ahead.



Ishmael Bahati, Executive Director

## Under the Kenyan Rainbow

### Documentary

ink available in our website

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### Special points of interest

- Pema Kenya has even greater potential as it sets a new sail to its future.
- Pema Kenya has identified a number of essential service providers
- Mapping of HRDs ecosystem and how they relate to each other, nationally, regionally and internationally more specific to thematic areas of PWG members
- The Pema Kenya welfare has 6 LGBTQ+ leaders represented from every cluster, and so far we have 86 registered members

## Pema Kenya's 15th Anniversary

**H**ow time flies. It feels like yesterday since I joined the board of governance and started working with Pema Kenya as a trustee. It is already 5 years. I must acknowledge the fact that since joining trustee board, I have gained a lot of experience and expertise on governance matters.

I want to take this moment to say a big thank you to everyone for making Pema Kenya as we celebrate our 15-years anniversary in 2023. It is through hard work and loyalty from everyone that we are celebrating this journey.

## A MESSAGE OF GOODWILL FROM EX-BOARD CHAIR...

**To the Management Secretariat:** On behalf of this board of governance, we'll love to say "Thank you" for what you've done for the organization and community at large. For all the efforts you have put throughout the years. I would like to extend my/our heartiest wishes on your work anniversary. Wishing you a blissful 2023 year.

**To My Fellow Board Members:** It has been a great moment working as team together with my fellow board members. The Hard work, Loyalty and Diligence are the characteristics of the best team which has held us together. Much appreciation to our Board Chairperson Catherine, Nelly (treasurer), Ishmael (ED/Secretary to the board), Michael, Pamela, Faridah, Kevin and Diana as fellow board members, because they have all these qualities and experience that Pema Kenya deserve. It's their continuous team work and I couldn't have thought of any better moment than today to appreciate them and wish them good luck and greater strides for the remaining board term calendar.

**To our PK members:** Thank you, because our Pema Kenya members have been an indispensable part of this organization's journey and success. We are grateful for the dedication, passion, and excitement to see the successful growth Pema Kenya.



Dr. Peter K. Ngugi, ex-board chair

## A reflection from A BOARD MEMBER...

It is an honor to serve on the Pema board and to serve a dynamic community and a dynamic membership that is eager to grow. The Pema community is unique in itself outside of other communities. I am learning so much from the diversity of the membership that reflects real concerns, various cultures and diversity of the coastal region. I am acutely encouraged by the zeal and commitment I see from the growing number of members taking up personal and collective responsibility in their respective spaces. As a result, several individuals have established new organizations or groups; this is excellent progress.

The continuous engagement by different duty bearers has opened other areas of collaboration within the queer movement, civil society organizations, and county and national government. Pema continues to expand her networks by engaging like-minded individuals towards the acceptance and inclusion of the queer community in Kenya.

There are a lot of authenticities that Pema boasts, and they add to the more expansive Kenya and the global LGBTQI+ community. It is and has been an honor to be part of this journey.



Kelvin Mwachiro,  
Board Member

## A WORD FROM THE CURRENT BOARD CHAIR...

**T**his year has been a rollercoaster of activities and achievements for Pema Kenya and I am equally thankful, for being able to serve as Chair of the board of Pema Kenya for my second and final term. I am fortunate to be part of a wonderful team that I call family; from the Executive Director, fellow board members, the secretariat, Pema Kenya members and not forgetting our partners, allies, stakeholders and our donor's. Pema could **not have been where it is** if it were not for the **fruitful collaborations, meaningful contributions and the strategic partnerships** with all of you - I applaud each and everyone.

As we look into the new year and a soon Pema's 3rd Generation strategic plan, I am encouraged and inspired to be part of this family that is committed to ensuring Pema upholds its core values; i.e, **community ownership, commitment, responsiveness and integration/inclusivity.**

It is my hope that our newsletter **inspires, encourages, motivates** every reader whom it land on.

Namaste!



Catherine Kariuki,  
Board Chair



**Dr. George Onyango, Consultant**

## A WORD FROM OUR CONSULTANT...

**P**ema Kenya's journey has been a beehive of background and foreground activities. Like the surface of a calm river whose undercurrents move fast and furious, Pema-Kenya has contributed to the so much ground that has been **covered in the human rights work in Kenya and beyond**. Pema Kenya has taken the lead in preparation of stakeholder engagement tools adapted by stakeholders far and wide. It has opened doors that hitherto were no-go areas for LGBTIQ+ organizing, we witness **faith leaders, cultural leaders, community representatives, professionals** from diverse vocations coming together to support inclusivity is something unheard of before Pema -Kenya took the leap.

The exponential growth can be seen at the internal level as well. Pema Kenya is a leader in showing how accountability to primary stakeholders is crucial to programming, it has involved its membership in designing projects, and implementing them as well, all enabled by **a strong internal structure and systems along the areas covering governance and leadership, financial management, program Management, communication and advocacy, and monitoring and evaluation**. My recent engagement in the design of the **3rd Generation Strategic Direction (2023-2027)** offered me a chance to review the just ending strategic plan and it's appreciable they Pema -Kenya has managed to implement **about 90% of its planned strategies and initiatives** planned for the period 2018-2022.

## As we look into the future...

*Pema Kenya has even greater potential as it sets a new sail to its future. Governance systems have so improved that recently I was impressed by the board members holding each other accountable through its systems and the process working so smoothly that one can only "wonder" how that happened in this movement!*

*May the promises hidden in the year 2023 **open opportunities** for more growth and prosperity for Pema - Kenya family!*



# COMPASSION IN ACTION MANUAL AND TRAINING OF UTU MODERATORS.

## FINDINGS LEADING TO COMPASSION IN ACTION CURRICULUM DEVELOPMENT.

- a) **The outlawed among us:** A study of the LGBTI community's search for equality and non-discrimination in Kenya- conducted by the Kenya Human Rights Commission (KHRC 2011) highlights that GSM person experience harassment by state officials, Stigma and discrimination, physical violence and threats to death, expulsion from learning institutions, blackmail and extortion, lack of access to health care. The report points out that these are informed and influenced by religious teachings and faith.
- b) **Survey Report:** Examining perspectives of religious leaders and their institutions towards gender non-conformity (Nyarwek 2019), shared findings that narrative that only 10% of the respondents agreed that violence against GSM is wrong, 33% had no knowledge at all on the same sex sexuality, and 79.9% believed that being gay or lesbian is a choice and goes against the bible teachings.
- c) **Program review by Pema-Kenya** in 2019 explored and found that 15% individuals engaged still remained rigid and unwelcoming, 85% of the respondents agreed having gone through the sensitization on GSM using the Facing our Fears (FoF) training ignited a change in the faith leader's attitude toward the GSM. The respondents in this study however, shared that one-time engagement was not adequate and suggested that several follow up sessions were needed to create a deeper understanding which would develop into a larger impact.



Pema Kenya set out to engage a carder of leaders in expanding access to service by Gender and Sexual Minority (GSM) individuals in various sectors essential for the wellbeing of the GSM persons. To achieve this, Pema-Kenya has identified a number of essential service providers including *police officers, health care providers, chiefs, balozi among other types of persons that provide essential services* for engagement as champions of unhindered access to spaces where the services are offered.

Pema-Kenya brought together the essential service providers, trained/sensitized religious and a cohort of GSM persons to form them into a team that will spearhead the Utu Baraza approach at their various facilities. This approach was informed by the findings of various independent research and program reviews conducted by Pema-Kenya.

We, therefore, conducted a 3 days comprehensive dialogue that focused on engaging religious leaders, GSM persons of faith (Muslim and Christians) and essential service providers in a process of inducting them to the Compassion in Actions' Utu barazas methodology, reflect on the faith and culture based hindrances to service delivery to the Gender and Sexual Minorities in the coastal region's. So as to complete the Compassion In Action curriculum, we further engaged the 14 Religious Leaders moderators and 14 GSM persons of faith moderators who we had earlier trained for 3 days - in a deeper dive into the existing separate manuals/guides including *The Facing Our Fears Manual (FoF)*, *The Integrated Leadership Module (ILM)* and *The Hearts Set On Pilgrimage (HSoP)* that they have engaged in previously and to find pathways to collaborative efforts in supporting the trained Essential Service Providers in conducting impactful Utu barazas.

## COMPASSION IN ACTION (Utu Baraza's)

**U**tu baraza is an innovation by Pema-Kenya to facilitate local outreaches with communities. It is a methodology that espouses humanness and promotes equality in many respects including views and opinions.

UTU barazas provided platforms where sensitized essential service providers engage with their colleagues in their profession in promoting inclusive, non-discriminatory service delivery to all.

Utu barazas largely happened at the places where service delivery is carried out. Over 250 essential providers' constituents were reached and engaged across all the Mombasa county's sub-locations.



*"Value clarification and attitude transformation is a journey towards championing for inclusion. There is need to work together in our different capacities in embracing diversity, championing for inclusion and acting with love and compassion." - Ms Kidali, Faith Engagement Officer*

## ENGAGEMENT WITH PARENTS, RELATIVES & FRIENDS OF LESBIANS, GAYS, BI, TRANS, INTERSEX, QUEER+ (PFLAGs).

**M**any LGBTQI+ identifying people and groups are experiencing abuse, violence and mistreatment and excommunication from their homes orchestrated by their parents, relatives and friends due to their sexuality. The effects of this kind of treatment have brought about rejection and mental health issues. In light to this, we several engagement that happened quarterly to empower PFLAGs with knowledge of Gender and Sexual Diversity and Human Rights, and also walking with them the journey of acceptance and co-existence.

This brought together parents and family members of GSM community with a representation from all the clusters. It was encouraging to have a group of accepting family and friends of queer community in a sitting sharing their journeys and engagements with their GSM relatives and friends.





## THROUGH THE CONTINUOUS ENGAGED OF PEMA KENYA'S FAITH WORK...

1. There is Increased and expanded safe social spaces for the GSM community.
2. The Religious leaders and GSM community able to dialogue and embrace diversity.
3. The GSM are able to practice their faith without felling the internal conflict.
4. The GSM community able to access all essential services without stigma and discrimination.
5. There is affirmative sermons in some worship or faith spaces.
6. There is enhanced self-confidence and esteem within the GSM community.

# THE HEARTS SET ON PILGRIMAGE (HSOP) AND THE INTERGRATED LEADERSHIP MODULE (ILM).



The GSM community members of **Amkeni Malindi** and Pema Kenya participated in the HSOP and ILM activities for Christian and Muslims respectively.

## *The Hearts Set on Pilgrimage (HSOP).*

The facilitators were GSM of faith from Pema Kenya. The objective of this activity was to supporting the Christian GSM, resolve internal conflicts, develop a positive self-concept and acquire the capacity to dialogue with religious leaders and also reconcile their faith and sexuality.

## *The Integrated Leadership Module (ILM).*

ILM is a program that was design to empower queer Muslim on how to balance their sexuality and religion and how they can overcome anti LGBTIQ preaching's. With the objective to prepare and equip queer Muslims with knowledge about Islam, what Islam say and to know their positions as queer in religion, and also to participate in a dialogue with religious leaders and a mission to build a community of faith that are diverse and where the fullness of humanity is celebrated.



**“There will be continuous engagement of the religious leaders, GSM persons and all the social and essential service providers to amplify the voice on social inclusion and access to services.”**

# THE NATIONAL DIALOGUE ON PROTECTION OF MINORITIES (KEY AND AFFECTED POPULATIONS, PLHIV, AGYW, WOMEN, PWDS AND SOGIE) DURING THE 2022 ELECTION.



*At the end of the national dialogue organized by **KELIN**, there was a clear understanding of state actors' mandate to protect, promote, respect and fulfil human right; Increased understanding of bodily autonomy and integrity; and Identified advocacy strategies for the protection of vulnerable and marginalized peoples' rights in the 2022 general elections.*

**T**he Constitution of Kenya provides that all state actors have a responsibility to uphold human rights at all times. Specifically, Article 21 of the Constitution of Kenya provides that it is a fundamental duty of the State and every State organ to observe, respect, protect, promote and fulfil the rights and fundamental freedoms in the Bill of Rights. Further, the Constitution recognizes the need for the protection of marginalized and vulnerable communities in Kenya including children, youth, persons with disabilities, elderly persons as well as women. As we approached the 2022 Elections, there were risk factors that raised the likelihood of SGBV during the elections, as well as other grave human rights violations. There were latent tensions and disagreements, in particular around the Building Bridges Initiative (BBI), risk of erupting in acts of violence, as recently observed in some localities (such as Kisii and Murang'a counties). Further, neither political figures nor the bodies in charge of organizing the elections, in particular the Independent Electoral and Boundaries Commission (IEBC), seemed to have considered election-related SGBV as a security risk to be considered and addressed.

Violence amidst the election lead to violation of the right to life as protected under Article 26, right to dignity under Article 28, right to security of the person under Article 29, right to health under Article 43, right to adequate housing under Article 43 as well as the right to property under Article 40 of the Constitution of Kenya.

In that regard, there was a need for key stakeholders to come together in a national dialogue and discuss what steps would be taken to ensure human rights are protected and promoted before, during and after the 2022 General Elections.





## THE TRANSFORMATIVE DIALOGUE CREW EXPERIMENT (DOUBLE TD CREW).

**Double TD Crew:** An experiment of getting non-NGO to the narrative change work by engaging high level stakeholders/duty bearers i.e Law Enforcers, Judicial Officers, Faith Leaders, Health Care workers in the seeking inclusion of Gender and Sexual Minority persons.

*Conversation with High level law enforcers confirmed that even with the Kenyan Constitution 12 years in operations, the LGBTIQ+ persons continue to face violence by State actors and private individuals and are often revictimized if they attempt to report crimes committed against them while the State has the duty to refrain from violence and to protect people from violence committed by non-state actors. Double TD Crew learnt that the state must "take special measures of protection towards persons in vulnerable situations whose lives have been placed at particular risk because of specific threats or pre-existing patterns of violence" therefore need to probe respective duty bearers in understanding the individual's commitment in their positions.*

## GETTING NON-NGO INTO THE NARRATIVE CHANGE WORK.

The Double TD Crew had conversations with high level stakeholders from the law enforcement, judiciary, health care workers and local administrators. We also had a conversation with officers from the NGO Coordination board. Engaging the NGO coordination board officer, we learnt that the board is responsible for advising the government on their contribution to national development and that entails the contribution made by the marginalized community to the national revenue as well as providing policy guidelines for NGOs to align their activities with national priorities including for the marginalized groups. This is a gap we learnt that most of the GSM organizations have no information on this we would wish to continue the conversation with the respective NGO coordination board and or with the GSM

organizations so that can best understand how to align their engagements to the national priorities so that even as the LGBTIQ+ organizations do their work, it is speaking to the national policy guidelines.



## PEMA KENYA'S STRATEGIC FAITH ENGAGEMENT WITH RELIGIOUS LEADERS .

This strategic engagement with religious leaders in Mombasa County, happens quarterly with a group of religious leaders who have walked the



advocacy journey with Pema Kenya for over 7 years. This engagement brings together religious leaders 6 Christians(3 male 3 female) and 6 Muslims 4 female 2 male) to share the feedback and updates of their engagement and in en-

suring the acceptance of the LGBTIQ community in the worship spaces and the society at large.

This platform also provides an opportunity for the religious leaders to updated on the current situation or environment for LGBTIQ community in their respective localities or generally.



### ***REFRESHER TRAINING FOR LGBTQ PARALEGALS.***

Paralegals and VPRTS play a very integral role in the organization. The same is so because, they are the people on the ground and help in responding to violence cases geared towards the LGBTIQ+ community members. In addition to responding, Paralegals and VPRTs have the obligation of documenting the said violations and violence cases for follow ups by the relevant people in the office. Having seen the laxity and inability of some of the paralegals in responding, reporting and documenting of violations towards the LGBTIQ community, there was need to have a refresher training to remind the paralegals and VRTs of their mandate and obligation to the organization.

## **HUMAN RIGHTS EXCHANGE FORUM WITH UNIVERSITY OF NAIROBI LAW STUDENTS.**



**L**aw students play a very integral role in advancing Gender and Sexual Minority (GSM) human rights issues. The same is so because they are the next players in the legal industry. With a lot of rigid legal players in the legal field, it has become hard for the GSM community to access justice as most of the legal players i.e., Judges, magistrates and advocates tend to rely more on morality and what they believe in as opposed to the law. It is hard to change the mentality of the legal players in the field now, because most of them, while in the law school, never had a chance to interrogate the laws on GSM persons. The engagement was therefore useful as it was an eye opener for the law students on how well the law should be interpreted to work for the people as opposed to the people working for the law.

University of Nairobi law students were convened for a two-day exchange forum with the LGBTIQ community members. A total of 15 law students were engaged in the fruitful 2-day engagement. An advocate from the Mombasa law society was called upon to facilitate the engagement. The engagement gave a chance to the LGBTIQ community members have an insight of the legal loopholes in law hindering the enjoyment of rights for everyone. The engagement also gave a chance to the law students to have first-hand information on the legal needs and wants of the community.

## **LEGAL AID CLINICS FOR THE LGBTIQ COMMUNITY IN MOMBASA COUNTY.**

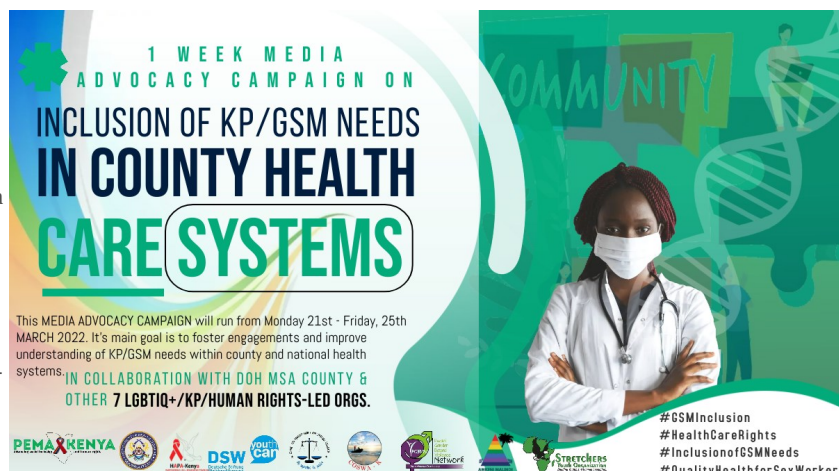
**3** legal aid clinics have been conducted which brought onboard 9 advocates and more than 75 LGBTIQ community members engaged. The members were able to get legal counselling and a follow up of their cases which require legal redress. Most recorded cases ranged from assault, inheritance child support and employment.



## A JOINT MEDIA ADVOCACY CAMPAIGN WITH 7 KP/ LGTBIQ+ /HUMAN RIGHTS-LED ORGANIZATIONS IN THE COASTAL REGION.

The media campaign began on Mon, 21st and will run until Saturday, 26th March on 2022. We have been sharing information to foster engagements and improve understanding of KP/GSM needs within the county health systems. We targeted the Department of Health within the Mombasa County as well as different bodies established within the national and county government to work with KP/ GSM, for example, NACC, NASCOP, MoH persons by reminding them that there is need for a one stop service provision that is inclusive of Key Populations and the Gender and Sexual Minority persons. All the organizations involved in this campaign have vibrant existing social media platforms i.e Facebook, Twitter, Instagram, TikTok, and YouTube.

This campaign included conducting twitter chats, twitter spaces and radio talk show conversations in line to the media advocacy's theme. On twitter, we held twitter spaces conversations between key KP/GSM activists or human rights defenders on the national and county frameworks/policies that have been put in place for the KP/GSM persons.



**Purpose:** *To stimulate conversations that develop collective thinking and action on “diversity needs” and inclusion of these needs in the County health programs to provide an efficient and high-quality health care systems for the KP and GSM population.*

## QUARTERLY NATIONAL PROTECTION WORKING GROUP (PWG) MEETINGS FOR HRDS.

Pema Kenya actively participates in the quarterly National Protection working group for HRDs that brings together all civil society organizations working to protect HRDs so they could better coordinate among themselves without duplicating their efforts, as well as to strengthen community networks to enhance collective safety and security of HRDs..

Through these meetings, members of the PWG agreed to the devolution of PWG engagements at the county level through the existing PWG members. Mapping of HRDs ecosystem and how they relate to each other, nationally, regionally and internationally more specific to thematic areas of PWG members so that we can leverage on the Internal strengths to compliment each other.

The PWG agreed that that their is need for coordination of trainings amongst the members as well Guidelines and Mechanisms for HRDs to be tabled at EU.





## PEMA KENYA WELFARE

*“The Pema Kenya welfare has 6 LGBTIQ+ leaders represented from every cluster, and so far we have 86 registered members as part of the welfare with a growing Kshs. 56000 in their account”. - Ednah, PK Welfare Chair*

## 2022 ANNUAL GENERAL MEETING.



**W**e engaged over 250 LGBTIQ+ members of Pema Kenya in our yearly Annual General Meeting, in Mombasa County. This provided a platform where the community members shared their contributions towards the existing Pema Kenya's 2nd Generation strategic plan, and provided feedback and suggestions towards improving the 3rd Gen Strategic plan. In the workshop, we grouped the LGBTIQ+ members according to their cluster i.e Lesbian women cluster, the gay men cluster, bisexual women cluster, queer cluster, transgender and intersex cluster, so that we could specifically identify and capture their unique yet crosscutting needs/areas of priority in the next strategic plan.

Being a board of governance affair, the Pema Kenya board of trustees chair used the opportunity to report back to the membership on the state of the organization, financial status and what the board has been able to achieve in relation to the membership affairs. They reported the progress of the Pema Kenya's welfare of the membership allowing them to come together for a common course.



## MOMBASA COUNTY WORLD AIDS DAY COMMEMORATION...

During the 2022 WORLD AIDS DAY, Pema Kenya together with other partners joined to mark this day. This was an opportunity for all the partners in the region to unite in the fight against HIV, it's also reserved as a day to bridge new and effective programs and policies across different sectors around HIV/AIDS. The 2022 theme was "**Putting Ourselves to the Test: Achieving Equity to End HIV**", **EQUALIZE!**

The national theme for 2022 went hand in hand with the hashtag *#EndTrippleThreat*. This was driven by:

1. Ending New HIV Infections
2. Ending sexual and Gender based Violence.
3. Ending Adolescent pregnancy.

# DIALOGUE BETWEEN GSM AND THE LAW MAKERS ON HUMAN RIGHTS AND HUMAN RIGHTS VIOLATION.



**C**ontinuous engagement of law makers and enforces creates a link between the GSM community members and the policy makers, This dialogue was to improve police relations and cooperation with GSM for better public health services uptake, community safety and respect to human rights. The HIV epidemic among GSM continues to be exacerbated by human rights violations, which are fueled by discrimination, stigma, violence, and punitive laws, policies and

practices.

Marginalization in society, including in the health sector, limits access to effective HIV services by GSM as well as some religious interpretations and community beliefs, which do not promote dignity of all.

## With Continu- ous Engage- ment of the Duty Bearers...

We are keen to establish systems that track, monitor and evaluate police engagement and responses to human rights violations suffered by key populations. This will generate evidence to inform police and policy interventions. We will also continue conducting regular in-service trainings that ensure continuous innovative understanding, approaches, solutions and learning of GSM person issues by promoting interpersonal dialogue that fosters human rights protection and promotion. Human rights, public health and risk reduction should take center stage for such engagements.



# MONTHLY MEDICAL CAMP FOR THE GSM COMMUNITY MEMBERS.



*"There is easy to access medical services by the LGBTIQ+ community members. This was achieved by providing free and high-quality medical services for the LGBTIQ+ individual. We also continued to raise awareness among the community member on mental health and referral linkages to professional counsellors." - Nekesa, P.O Health*

**P**ema Kenya in partnership with **Médecins Sans Frontières** designed this program for the GSM members. This is a monthly medical camp that is done at Pema Kenya offices.

The Gender and Sexual Minority (GSM) community members often faces discrimination and stigma when seeking medical health care services in both private and public hospitals. Most health care providers in public hospitals are known for breaching their privacy and confidentiality by exposing the sexual orientation of their patients to other colleagues at the facilities. Most of the health care providers are usually not friendly and hardly understand GSM's sexual and reproductive health needs.

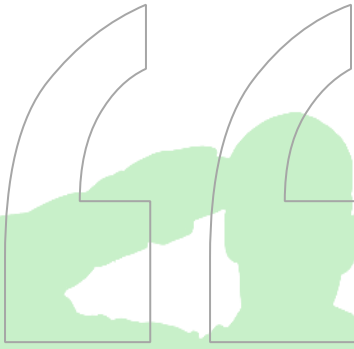
As a matter of facts, this has re-

duced the access to specific medical care by the LGBTIQ+ people because majority of them have had experience of homo, bi- or trans-phobic health professionals. This may make them less inclined to seek medical help, or they may wait longer before they seek help. Many health workers in public health facilities claim that they treat everyone the same but this usually means that they treat everyone as heterosexual.

The monthly medical camp therefore gives an opportunity to the LGBTIQ+ members to access medical services at their safe space without discrimination. These services included: STI Screening, HTS, Treatment of minor illness, Health and wellness check-up, Mental health support and health education.



## HAIL UTU BARAZA ENGAGEMENTS.



**H**uman rights programs play a vital role in promoting and protecting the rights of individuals around the world. These programs work to ensure that all people are treated with dignity and respect, regardless of their race, ethnicity, religion, gender, sexual orientation, or any other characteristic.

One particularly noteworthy human rights program that Pema Kenya used in its work is the UTU Baraza methodology, which has been very significant to the work Pema does. As we all know Pema Kenya works to promote equality and justice for LGBTQ+ people through a variety of initiatives, including lobbying for fair and equal treatment in the workplace, home spaces and healthcare systems, and working to pass legislation that protects the rights of LGBTQ+ individuals.

One of the reasons that Utu Baraza has been so effective is its commitment to intersectionality. It recognizes that LGBTQ+ rights are interconnected with other social justice issues, such as housing, inclusion in public spaces and gender equality, and works to address these issues in a holistic and inclusive way.

Another reason to praise the Utu Baraza program is its use of grassroots organizing and activism. The program has a strong presence at the local level, with local administrations,

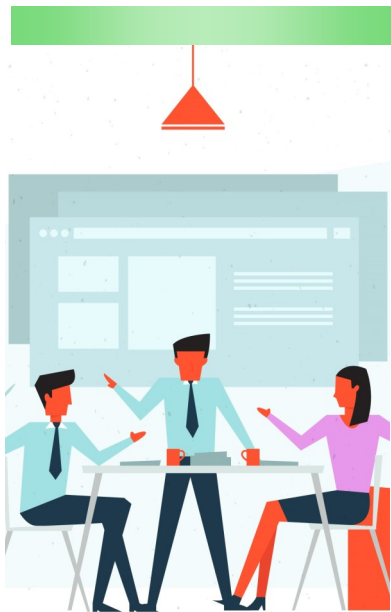


*Kelvin Wangari, M&E assistant*

religious leaders and activists working to engage with their communities and raise awareness about LGBTQ+ rights. This grassroots approach is essential for creating lasting change and ensuring that all people, regardless of their identity, are treated with respect and dignity.

In conclusion, Utu Baraza is a valuable and important human rights program that works to promote and protect the rights of LGBTQ+ individuals. Its commitment to intersectionality and grassroots organizing make it a model for other human rights programs to follow and embrace, **HAIL UTU BARAZA!**





# ABOUT PEMA KENYA.

**Pema-Kenya** is a membership-based organisation founded in 2008 whose work is premised upon creating an enabling environment for its members and the general population to thrive. We are a **lesbian, gay, bisexual, transgender, intersex, queer (LGBTIQ)-led** organisation that works with LGBTIQ+ individuals and communities as well as stakeholders seeking to bridge the gap that exists between the general population and gender & sexual minorities (GSM).

## MISSION:

To promote co-existence in the society and inclusivity of GSM through advocacy and capacity building.

## GOAL:

To educate and engage to promote co-existence and inclusivity.

## VISION:

A society that embraces justice and diversity.

*"Our work is premised upon creating an enabling environment for our Gender and Sexual Minority members and the general population to thrive."*

## Special recognition to our supporters...



## GET IN TOUCH WITH US...

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