



**VICTORY  
INSTITUTE**

# **AROUND THE WORLD**

**International Work at Victory Institute**







# A Letter from the Board Chair

**V**ictory Institute is America's first and only organization founded exclusively to elevate openly LGBTQ leaders who can advance equality at all levels of government. In the 26 years since our founding, Victory Institute has worked to train thousands of LGBTQ leaders across the country and around the globe to be effective participants in their democracies and civic institutions as well as better advocates for equality and justice.

Since 2013, our international team has worked with countries and organizations around the globe in an effort to promote strong and inclusive democracies—places such as the Balkans, Peru, Colombia, Dominican Republic, Honduras, India and South Africa. In addition to training candidates, we build local capacity by supporting partner organizations and enhancing their abilities to improve their fundraising, deliver stronger programs, and expand their networks.

In countries where the political environment is permissive, Victory Institute and our local partners have launched LGBTQ political leadership academies, provided post-training technical assistance, and published studies on political participation of LGBTQ people. Our trainees have been successful at running campaigns, being elected to public office, receiving political appointments, and becoming tireless champions of inclusivity and government accountability.

In this important and timely publication, we are delighted to share with you the voices of local partners, program participants, and other stakeholders across the globe who describe first hand and in their own words what our partnerships, collaborations, and support mean to their communities. You'll also find fascinating insights, extraordinary success stories, and challenges still remaining in the political and social climates where we work.

As someone who has spent over 25 years leading international development work, I find the results of the Victory Institute team nothing short of inspiring. I hope you, too, are uplifted by the stories of our partners and the conviction with which they share them. Now is both a time of great uncertainty for LGBTQ communities around the world, and a time of unprecedented opportunity.

Despite our own challenges, and thanks to the tireless work and tremendous sacrifices of the men and women who have led our march toward full equality, no country has as much influence internationally today on these issues as the United States. With that privileged position comes an obligation to share what we've learned, extend a supportive hand and help LGBTQ leaders in less inclusive countries carry forward their own struggles for equality and inclusion. To do any less would do an injustice to all those who led and continue to lead our work here at home. We hope you join us.

In solidarity,



John E. Tedstrom, Ph.D.  
Board Chair, Victory Institute

# About Victory Institute

Victory Institute works to increase the number of LGBTQ people in public office by providing leadership development, trainings and a professional network for LGBTQ leaders who pursue careers in the public sector around the globe.

Its signature Candidate & Campaign Trainings have helped hundreds of LGBTQ elected officials develop the skills to run for office, and its David Bohnett Leaders Fellowship provides outstanding LGBTQ elected and appointed officials with executive leadership training at the Harvard Kennedy School of Government.

Victory Institute also provides fellowships and internships on Capitol Hill for LGBTQ young people seeking careers in policy or politics, and a fellowship for LGBTQ people of color and transgender leaders interested in running for office.



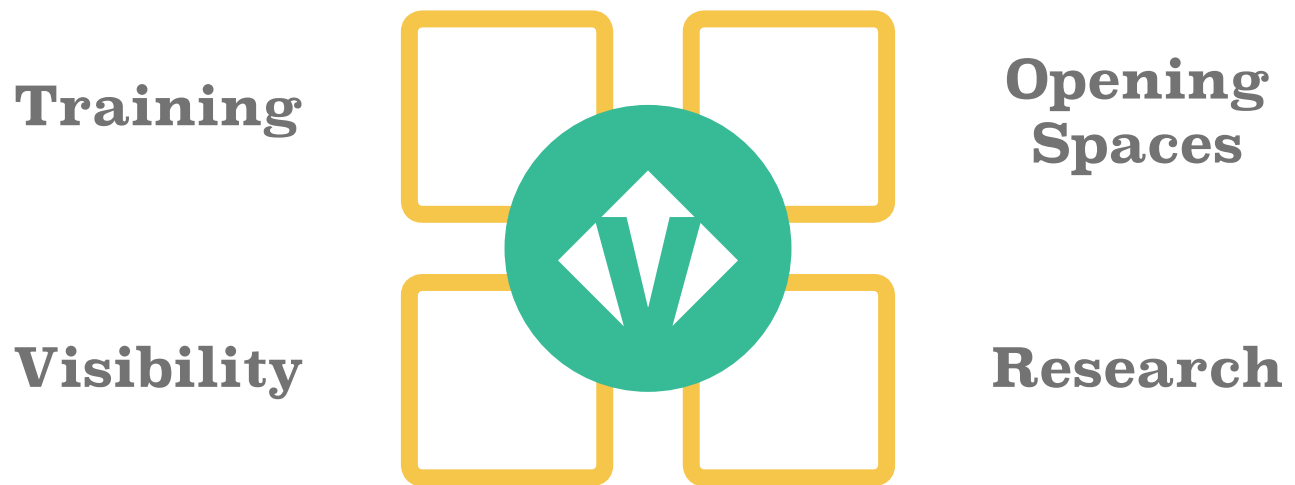
LGBTQ leaders from all over Central America attend the LGBTQ Political Leadership Academy in Honduras.



# International Program

Victory Institute's International Program aims to increase the participation of LGBTQ people in the democratic and civic institutions of their country to advance equality across the world. The international work prioritizes the expertise and knowledge of our local partners, to ensure a nuanced understanding of the cultural, social and political context of each country. Currently the International Program has projects in Colombia, the Dominican Republic, Honduras, India, South Africa, Peru and the Balkans, and has been critical to assisting LGBTQ people in becoming game-changing elected or appointed leaders.

The international work of Victory Institute includes four pillars: training, opening spaces, visibility, and research.



## **Training**

Train LGBTQ leaders working to build a more inclusive democracy.



## **Opening Spaces**

Collaborate with political parties and state institutions to increase the participation of the LGBTQ population in their democratic systems.



## **Visibility**

Raise public awareness and influence public opinion on LGBTQ representation within democratic institutions, in order to change people's hearts and minds.



## **Research**

Conduct research to demonstrate the positive effects of LGBTQ inclusivity in democratic institutions.





# The Balkans

With 58 percent of the population in the Western Balkans considering homosexuality a sickness, Victory Institute partnered with LABRIS in Serbia, OMSA in Albania, and Subversive Front in Macedonia, to collaborate with the local LGBTQ movement to increase acceptance and inclusion of LGBTQ people through civic engagement and political participation.



Starting with a Political Leadership Academy in 2014, we trained LGBTQ leaders from the region, organized a conference on political participation, held several public events with political parties, mobilized LGBTQ citizens to vote, and published research papers on discrimination and political participation.

## Our Partners: LABRIS, OMSA, and Subversive Front

In Serbia, Victory Institute partnered with LABRIS, one of the Balkans' oldest LGBTQ rights organizations. In addition, we worked with OMSA in Albania and Subversive Front in Macedonia, two of the youngest and most active LGBTQ groups in their respective countries.

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*Victory Institute's involvement in Serbia has raised awareness of political participation being a viable route towards LGBTQ equality. We are now seeing a rise in LGBTQ people being involved in the political process and demanding participation as their civic right.*

Jelena Vasiljevic / Program Coordinator, LABRIS

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## Participant Profile:

### Antonio Mihajlov

Antonio is one of the most active and vocal LGBTQ leaders in Macedonia. One of the participants in the first LGBTQ Political Academy in the Balkans, he co-founded Subversive Front, an LGBTQ group he currently leads. He is also a pioneer in the region for his work on increasing LGBTQ civic engagement. In coordination with Victory Institute, he is engaging political parties through constant dialogue, and worked to mobilize the LGBTQ vote through a 'Vote for Equality' campaign and national conference in the lead up to the 2016 Macedonian election.

Antonio Mihajlov, trainee from Macedonia and Director of Subversive Front.

*“My experience with the Victory Institute program exceeded all expectations—creating a learning environment on LGBTQ political participation and leadership in a familiar context. The program facilitated a process of personal and professional development through delivering knowledge, skills and tools on how to become an LGBTQ leader.”*

—Antonio Mihajlov





**(1)** Lesbian political leadership panel at the regional conference in the Balkans (September 2015). **(2)** Participants at the 'Democracy for All' regional conference in the Balkans (September 2015).

## Program Highlights in the Balkans

- Held first regional conference on LGBTQ political participation in Belgrade in 2015;
- Led LGBTQ Political Leadership Academy, the first training for civic engagement of LGBTQ people in the region;
- Program participant appointed head of the Advisory Committee on LGBTQ issues to the Government of Kosovo;
- Conducted regional polling on voting and social attitudes of general population and LGBTQ community towards LGBTQ issues; and
- Published a research paper on LGBTQ political participation in the Balkans.

## Participant Profile:

### Agim Margilaj

Agim was a participant in our first LGBTQ Political Academy in the Balkans. Since the training, he was appointed to the Advisory Committee on LGBTQ issues to the Government of Kosovo, and subsequently appointed president of the Committee. Agim is currently working at the Center for Social Group Development, an LGBTQ rights organization based in Kosovo where he manages the Center's programs and serves as the spokesperson for the organization.



Agim Margilaj, trainee from Kosovo and former appointed official.

*"The training provided me with a much clearer vision of approaching LGBTQ equality through a political engagement spectrum. The training helped polish my communication skills to better highlight the issues of the LGBTQ community in the Balkans regions for different audiences, and organize fruitful discussions and debates."*

—Agim Margilaj



# Colombia



Over the last five years, Colombia has dramatically improved LGBTQ political participation, making it the most inclusive in Latin America. Building upon a vibrant LGBTQ civic engagement environment, Victory Institute partnered with Caribe Afirmativo to provide LGBTQ leaders with the necessary tools to run successfully and engage in their democracy.

After several Candidate & Campaign Trainings, a voter education campaign for LGBTQ citizens during the last three electoral cycles, debates with candidates on LGBTQ issues, and a continued dialogue with political parties, real advancements are being made. Twenty-three percent of people trained during the last election cycle ran for office, and Colombia recently elected its first openly gay mayor, Julián Bedoya. However, the country is currently experiencing a socially conservative backlash, leaving questions as to whether the progress will backslide.

## Participant Profile:

Julián Bedoya

Julián is currently the Mayor of Toro and the only openly LGBTQ mayor in the country. Julian attended several Victory Institute trainings in the past few years, helping him acquire the skills necessary to run a successful campaign as an openly LGBTQ candidate. Since taking office, he has been outspoken on equality and passed a mandate aimed at reducing discrimination against LGBTQ people in Toro.

*“Victory Institute’s innovative work opened a panorama of opportunities despite the continuous struggle faced by my LGBTQ population. It opened up spaces for exchange of experiences with other leaders, knowledge of processes, and created opportunities for regional meetings.”*

—Julián Bedoya

Julián Bedoya becomes Colombia's first openly gay mayor in 2015

## Our Partner: Caribe Afirmativo

Founded in 2009, Caribe Afirmativo is one of the strongest LGBTQ organizations in Colombia and the most prominent in the Caribbean region. The organization played a key role during the Peace Agreement process, attending several meetings with government officials and the two main guerrilla movements. It documents and monitors human rights violations, conducts research, leads a political participation monitoring body, and works on the intersection of racism and anti-LGBTQ sentiment. Caribe Afirmativo is at the forefront of work on race, sexual diversity and peace.

*“Victory Institute’s arrival in Colombia has encouraged the movement to think of political and democratic participation as a cohesive group. Parties now understand the importance of political participation of LGBTQ people. Victory Institute understands the need for follow-up processes, and is committed to financial and technical support.”*

—Wilson Castañeda / Director, Caribe Afirmativo





## Participant Profile:

Carolina Giraldo

Carolina attended our Candidate & Campaign Training and was subsequently elected a City Councilor in Pereira—making her the first openly LGBTQ person elected in her city. She is at the forefront of the anticorruption movement in her community, after revelations of a series of mismanagement scandals by the current local administration.

*“Victory Institute’s program gave me the tools to carry out an effective electoral campaign. I ran for the first time, and I won my campaign, because Victory Institute prepared me with the best techniques and skills. LGBTQ people are the most underrepresented in politics and Victory Institute should continue this work.”*

—Carolina Giraldo



## Program Highlights in Colombia

- Trained 104 leaders at our Candidate & Campaign Trainings: 24 ran for office and four were elected;
- Program trainee Julián Bedoya elected as first openly LGBTQ mayor in Colombia;
- Held debates on LGBTQ issues with candidates in 10 cities during the 2014-2015 election cycle;
- Trained candidates’ key staff on inclusion and diversity in 10 cities;
- Organized a voter education campaign called ‘Vote for Equality’ during the 2014-2015 electoral cycle;
- Published a guide for candidates on how to be LGBTQ-inclusive; and
- Published research on LGBTQ political participation with recommendations for political parties.

(1) Newly LGBTQ elected officials and past candidates from Colombia participate in a training together. (2) Carolina Giraldo, trainee and City Councilor in Pereira, Colombia. (3) Participants of the LGBTQ candidate training in Colombia.





# Dominican Republic

Two openly LGBTQ Victory Institute trainees ran for office in 2016, a sign that the Dominican Republic is leading the fight for inclusion and diversity in the Caribbean. Yet intense struggles remain, with terrifyingly high levels of violence against trans women, and 83 percent of the population saying homosexuality is morally wrong.

Victory Institute is working with Diversidad Dominicana to increase the number of LGBTQ leaders engaging in the democratic system and participating in politics. Providing the tools necessary to achieve those objectives is the cornerstone of Victory Institute's work in the country, along with engaging political parties to adopt more inclusive policies and platforms.

## Our Partner: Diversidad Dominicana

Diversidad Dominicana is a young and diverse organization that aims to further social acceptance and secure equal rights for LGBTQ Dominicans. It successfully brought several attacks on LGBTQ equality to the attention of national and international human rights mechanisms, and furthered engagement with political parties.

*"The collaboration with Victory Institute has helped increase the participation of LGBTQ people in the country and has brought the importance of political parties to the attention of our program trainees. Victory Institute has also helped in the growth of the organization by introducing us to new funding and other forms of support."*

—Rosanna Marzán / Director of Diversidad Dominicana



Then US Ambassador to the Dominican Republic, James "Wally" Brewster, meets training participants.

## Participant Profile:

### Deivis Ventura

Deivis Ventura participated in the 2015 Candidate & Campaign training—learning how to run a successful campaign as an LGBTQ candidate. The following year he ran for Congress—one of two openly LGBTQ people running that year and the first time LGBTQ candidates ran for office in the Dominican Republic.

*"Victory Institute and Diversidad's training was particularly helpful in understanding political strategy design and general tactics of political campaigning. It provided us with the very essential tools of public speaking, advocacy strategies and designing your campaign messages."*

—Deivis Ventura



Deivis Ventura ran for a seat in Congress as an openly gay candidate in 2016.



Dominican Minister of Women's Affairs, Janet Camilo, speaks at the 2017 regional conference.

## Program Highlights in the Dominican Republic

- Two openly LGBTQ Victory Institute trainees ran for office in 2016, the first time in Dominican history;
- Organized the first LGBTQ Political Leadership Academy in the Dominican Republic with six modules over a period of nine months; and
- Hosted the third ‘Meeting of LGBTQ Political Leadership in Latin America and the Caribbean’ conference, with over 350 participants and elected officials from more than 30 countries.

## Participant Profile:

### Yimbert Telemín

Yimbert Telemín attended our first LGBTQ Political Leadership Academy and ran for city council in the city of La Romana. As an LGBTQ activist, he has been a leading voice—writing for several online media outlets and leading the organization Voluntariado LGTB Dominicano in Santo Domingo. Together with Deivis, he was one of the first two openly LGBTQ people to run for office in the Dominican Republic in 2016.



*“Personally, I think Victory Institute and Diversidad’s LGBTQ Political Leadership School not only helped me to improve my political knowledge, but it taught me more than I anticipated. The training was excellent, providing both technical and fundraising skills. It is the first time in the history of the Dominican Republic that a training space has been created for LGBTQ politicians.”*

—Yimbert Telemín

Yimbert Telemín ran for City Council in the city of La Romana.





# Honduras



Anti-LGBTQ violence is commonplace in Honduras—where many LGBTQ activists face threats and have even been killed. At the same time, LGBTQ Hondurans are determined to participate in politics and secure a better and more inclusive country, with 89 percent saying they will vote in the 2017 elections.

Victory Institute has partnered with the local organization SOMOS CDC since 2015—organizing the second ‘Meeting of LGBTQ Political Leadership in the Latin America and the Caribbean’ conference, with more than 350 leaders and elected officials from 24 countries. We also held the first Central American LGBTQ Political Leadership Academy in Honduras, conducted research on LGBTQ political participation, and worked closely with political parties to increase their understanding of the needs of the LGBTQ population.

## Participant Profile:

### Rihanna Ferrera

Rihanna is the Director of Asociación Cozumel Trans, an organization advocating for the equality of trans people in Honduras. She attended our Central American LGBTQ Political Leadership Academy—receiving trainings on personal safety and communication—and is currently a candidate for Congress running to represent the Capital District.

*“Victory Institute’s training helped me think about possibilities of political engagement. The training on communication, creating a candidate profile and navigating threats helped me to keep on track with my messaging, and hearing all the out-LGBTQ leaders from the LAC region ensured me that this was possible.”*

—Rihanna Ferrera

Rihanna Ferrera Sanchez ran for Congress to represent the Capital District.

## Our Partner: SOMOS CDC

SOMOS CDC works to improve the quality of life of LGBTQ citizens by developing programs that support access to education, employment, health services, human rights and security. SOMOS CDC has more than nine years of experience planning, implementing, monitoring and evaluating projects and is one of the most respected LGBTQ groups in the country.

*“This partnership has significantly increased the participation of LGBTQ people in political and democratic processes in Honduras. Partnering with Victory Institute has taught us how to work with people from diverse backgrounds, and helped us strengthen organizationally through technical support.”*

—Alex Sorto / Executive Director, SOMOS CDC





Over 350 LGBTQ leaders attend the Latin America and Caribbean regional conference in Tegucigalpa, Honduras (October 2016).

## Participant Profile:

### Kendra Stefani Jordany

Kendra works for a nonprofit in San Pedro Sula as Community Educator on sexual and reproductive health issues, and leads the Communications Department. She attended our Personal Safety and Communications trainings in Honduras and the Meeting of LGBTQ Leadership in Latin America and the Caribbean.

*“Victory and SOMOS trainings on increasing more LGBTQ people in politics has helped me with my own leadership and skills-building. The trainings have something for everyone who wants to advocate for LGBTQ rights.”*

—Kendra Stefani Jordany



Kendra Stefani Jordany ran for a seat in the Central American Parliament as an openly trans woman.

## Program Highlights in Honduras

- Nine openly LGBTQ leaders ran for office in 2017, all of them trained by Victory Institute;
- Held the ‘Meeting of LGBTQ Political Leadership in Latin America and the Caribbean’ conference in 2015, attended by more than 350 leaders and elected officials from 24 countries;
- Hosted the first Central American LGBTQ Political Leadership Academy with three modules across six months and participants from five countries;
- Trained political parties in Honduras on how to be inclusive of LGBTQ issues;
- Published research on LGBTQ political participation, with recommendations for political parties; and
- Organized a voter education campaign called ‘Vote for Equality’ during the 2017 electoral cycle.

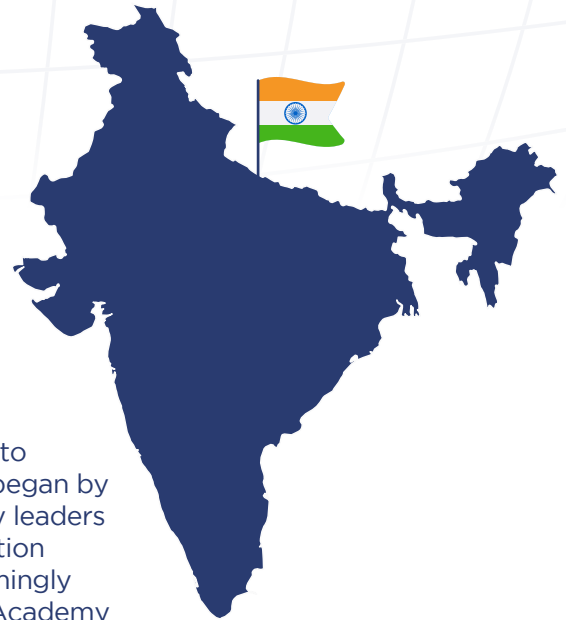




# India

India, the world's largest democracy, still criminalizes consensual sex between two adults of the same gender, and LGBTQ people face enormous levels of inequality and violence. Yet the trans community in India is extremely active and politically engaged—and the country has an out trans mayor and a trans judge.

Victory Institute has partnered with Solidarity Foundation since 2016 to increase the democratic participation of LGBTQ people in India. We began by hosting seven community meetings with LGBTQ activists, community leaders and advocates to understand whether they viewed political participation as an effective tool for achieving LGBTQ equality. After an overwhelmingly positive response, we launched the first LGBTQ Political Leadership Academy in the country. Planting the seed of political participation, these leaders received extensive training on leadership skills and building political and civic engagement.



## Our Partner: Solidarity Foundation

Solidarity Foundation is a young foundation based in Bangalore that provides support to sex workers and sexual minorities by offering fellowships and grants. Their goal is to achieve a just society where people can live with dignity and freedom, regardless of their gender identity, sexual orientation or occupation as sex workers. Solidarity serves as a bridge between resources, ideas, and knowledge.

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*Working with Victory Institute has helped us increase knowledge of political systems and structures among LGBTQ people. Victory Institute and Solidarity planned and implemented activities together and Victory Institute already had training tools from the experience, so it felt like a true partnership. This partnership has also helped Solidarity Foundation by opening up new spaces and funding opportunities.*

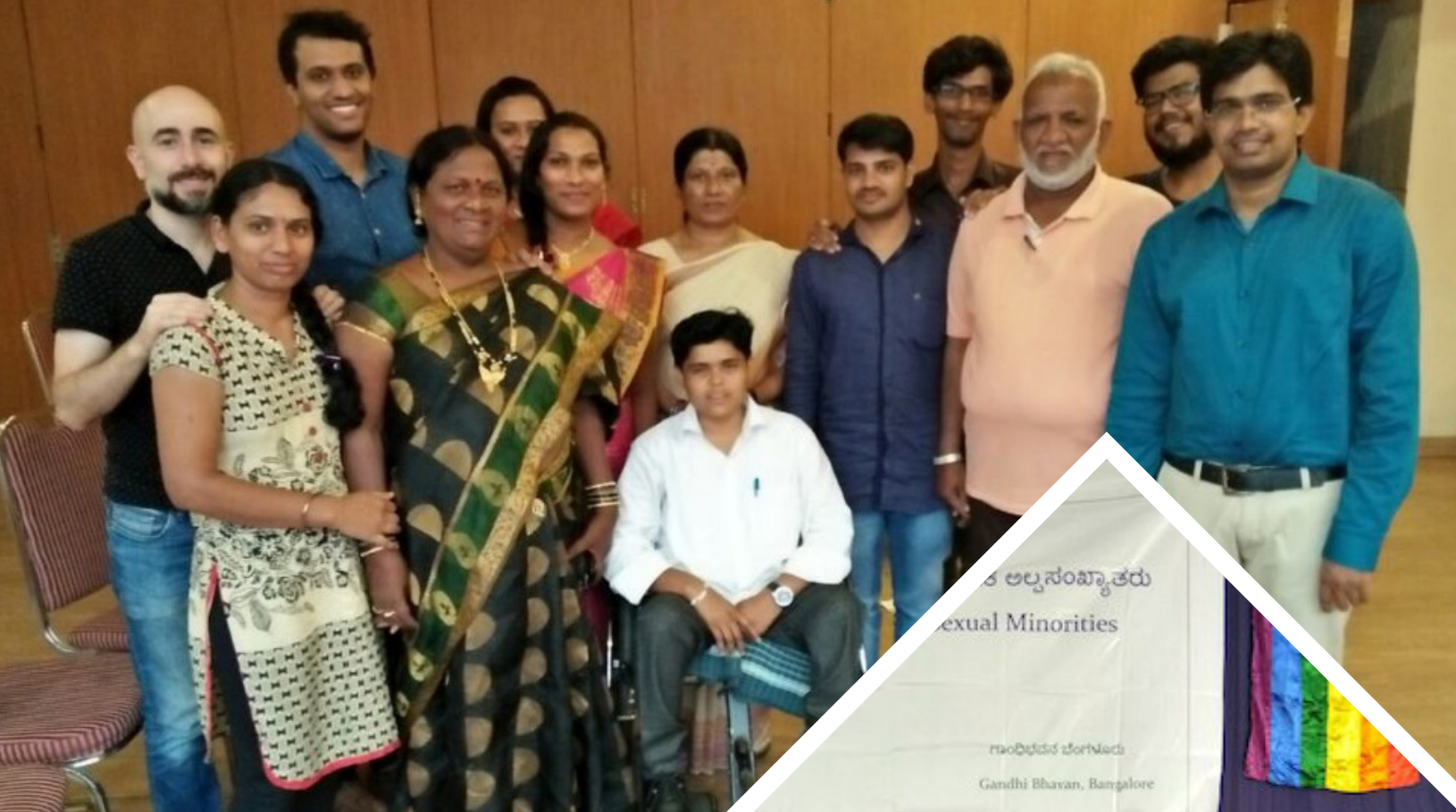
Shubha Chacko / Director, Solidarity Foundation

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LGBTQ leaders and activists at community meetings in Telangana, India





Participants of the LGBTQ Political Leadership Academy in India.

## Program Highlights in India

- Held first LGBTQ Political Leadership Academy in the country;
- Organized the first high-level civil society forum in Bengaluru with members of most national and state political parties; and
- Held first meeting of LGBTQ leaders and politicians in the Hyderabad City Council.



Trainees organize a civil society forum with activists and political party representatives in Bangalore (2017).



# Peru



Eighty percent of Peruvians do not believe the rights of LGBTQ people are respected and 55 percent specifically state that LGBTQ people's right to participate in politics is disregarded. Despite this climate, Peru has two openly gay members of Congress, which has helped shine a light on the challenges that LGBTQ citizens face in the country, including high levels of violence.

Victory Institute has been working with Center for the Promotion and Defense of Sexual and Reproductive Rights (PROMSEX) in Peru since 2014 to support LGBTQ leaders who want to run for office and have a voice in their democracy. We organized two editions of the 'Empodera' LGBTQ Political Leadership Academy and the first 'Meeting of LGBTQ Political Leadership in Latin America and the Caribbean' conference, with participants and elected officials from 28 countries.

## Participant Profile:

Pilar Rojas

Pilar, a feminist and lesbian activist, works to increase access to the rights of vulnerable populations in her country. Pilar attended our 'Empodera' LGBTQ Political Leadership Academy, and then began working with the Electoral Tribunal, where she coauthored the first state-sponsored report on LGBTQ political participation in Peru.

*"Victory Institute played a vital role in bringing political participation of LGBTQ people to the agenda. The trainings were vital in teaching skills of communicating with public institutions and working with political parties and public institutions to put LGBTQ rights on the agenda."*

—Pilar Rojas

Pilar Rojas has worked with the Electoral Tribunal to publish research on LGBTQ political participation in Peru.

## Our Partner: PROMSEX

PROMSEX is a Peruvian feminist non-governmental organization seeking to increasing access to sexual and reproductive health, justice and human security through advocacy, knowledge-generation and alliance-building with other civil society organizations.

*"The work on political participation would not have been possible without Victory Institute's contribution to the partnership, and these actions have favored the participation of a greater number of LGBTQ candidates in the Peruvian elections."*

—Alberto Hidalgo & George Hale / PROMSEX



Candidates discuss their equality platforms during a candidate debate in Lima (2015).



Participants listen attentively at the LGBTQ Political Leadership Academy in Lima (2014).

## Program Highlights in Peru

- Organized the first ever regional conference on political participation—the ‘Meeting of LGBTQ Political Leadership in Latin America and the Caribbean’—in 2014, with participants and elected officials from 28 countries;
- Five Victory Institute trainees ran for office in 2014;
- Organized two editions of the ‘Empodera’ LGBTQ Political Leadership Academy;
- A trainee became the first trans woman to be elected in Peru in 2014; and
- High-level candidates signed a commitment document for LGBTQ equality after civil society forums during the 2014 and 2015 elections.

## Participant Profile:

### Luisa Revilla

Luisa is a City Councilor in Trujillo and the first trans elected official in Peru. She was a participant in our ‘Empodera’ LGBTQ Political Leadership Academy, and after the training decided to run for office. Since winning elected office she has worked tirelessly for her constituents and the rights of LGBTQ people in her city.

*“Victory Institute’s trainings helped me create networks and support systems from different countries. It gave a fresh look at political strategies and how to negotiate with institutions in Peru. With support from the training, I was able to lobby for a Gender Identity Act to support trans people.”*

—Luisa Revilla



Luisa Revilla was elected as the first openly trans City Councilor in Trujillo, Peru in 2014.



# South Africa

South Africa is among the countries with the most comprehensive protections for LGBTQ people, with a constitutional clause banning discrimination based on sexual orientation. At the same time, 72 percent of the general population still considers same-sex sexual activity morally wrong.

Victory Institute partnered with Triangle Project to help breach the gap identified by local activists, supporting and training a new wave of LGBTQ leaders who are politically active and engaged with their communities. These leaders will serve as ambassadors in their communities to change people's hearts and minds and create a true shift in social attitudes towards LGBTQ equality.



## Our Partner: Triangle Project

Triangle Project is a non-profit human rights organization offering professional services to ensure the full realization of constitutional and human rights for LGBTQ persons, their partners and families. Based in Cape Town, Triangle is one of the oldest LGBTQ organizations on the African continent.

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*The program with Victory Institute has garnered much public attention because historically, there has been such little engagement with politics. Even the major parties have no clue if they have LGBTQ people within party structures or not, so there's a lot of opportunities for growth. Also, working with Victory Institute has opened opportunities for new funding and networks for Triangle.*

Matthew Clayton / Triangle Project

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## Participant Profile:

Mpho Buntse

Mpho attended our LGBTQ Political Leadership Learning Institute in Cape Town, which helped him acquire skills to advocate for an institutionalized structure to secure LGBTQ participation and representation within the country's main party, the African National Congress (ANC). Mpho is a human rights activist, founder of the Simon Nkoli Memorial Lecture, and active member of the ANC.

*“The LGBTQ Political Leadership Learning Institute was an incredible platform that shaped my political career and motivated me to start a national political movement driven by LGBTQ activists.”*

—Mpho Buntse

Mpho Buntse works to institutionalize LGBTQ structures within the country's main party, the African National Congress (ANC).







Participants work on group presentations during the LGBTQ Political Leadership Academy in Cape Town, South Africa.

## Participant Profile:

Thozama Njobe

Thozama attended our LGBTQ Political Leadership Learning Institute in Cape Town, during which she developed the leadership abilities to gain the position of National Radio Monitoring Coordinator in the Democratic Alliance (DA) political party. Thozama has previous experience with Statistics South Africa, the national statistical service of South Africa's government, and is passionate about using equal representation and participation as a tool to advance human rights.

*"This program has provided substantive content for organizing in the LGBTQAQ+ space. Not only did I find ways to truly break barriers within the political landscape of South Africa, I found a network of people who have relentless commitment to drive the political agenda in South Africa to benefit marginalized queer bodies."*

—Thozama Njobe



Thozama Njobe gained the position of National Radio Monitoring Coordinator with the political party, Democratic Alliance (DA).



Mosiuoa Lekota, leader of the political party Congress of the People (COPE), meets training participants.

## Our Impact in South Africa

- Hosted the first class of the LGBTQ Political Leadership Academy;
- Organized the first high-level civil society forum with political parties and LGBTQ leaders;
- A trainee led the historic effort to increase institutionalized LGBTQ representation in South Africa's main political party, the African National Congress (ANC); and
- A trainee obtained a position within the Democratic Alliance (DA) party to monitor equal representation of marginalized communities in their media releases.





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