

EXPANDING



ASIA PACIFIC
TRANSGENDER
NETWORK

Strengthening Trans Futures

2023 ANNUAL REPORT

REACH

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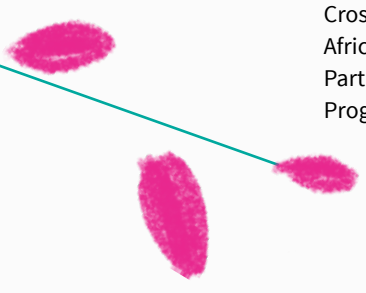




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ABOUT

We work to improve the lives of trans and gender-diverse people throughout Asia and the Pacific.



ASIA PACIFIC
TRANSGENDER
NETWORK

The Asia Pacific Transgender Network (APTN) is a trans-led organisation that engages with a range of partners across Asia and the Pacific to support, organise, and advocate for fundamental human rights, including gender identity, access to justice and legal protections, and comprehensive gender-affirming policies and healthcare. Over the course of a decade, APTN has grown to become a credible voice for transgender people in Asia and the Pacific, working to ensure that their rights and needs are represented politically, socially, culturally, and economically. The network serves as a platform for transgender people to advocate for access to health, legal gender recognition, legislative reform, social justice, and human rights and share information and strategies with one another.

APTN addresses transgender-specific issues, including vulnerability to gender-based violence, stigma and discrimination, risk of HIV infection, and health issues stemming from an almost complete lack of access to appropriate health and medical care. In this region, “transgender” or “trans” is frequently used as an umbrella term to describe people whose gender identity is different from their assigned sex at birth. It includes those who have not sought gender-affirming health services.

We are APTN.

Dear friends and supporters of APTN,

I am filled with a profound sense of in the progress my team and I have made at the Asia Pacific Transgender Network (APTN). The year 2023 has been transformative, marked by our strategic reorganisation and the expansion of our initiatives. These efforts have been aimed at advancing the rights and well-being of transgender and gender-diverse individuals across the Asia Pacific. Our interventions have been successfully implemented in 21 countries in the Asia Pacific and a total of 67 countries globally, in partnership with our global allies.

This year, we have reached a significant milestone as APTN was granted Economic and Social Council Special consultative status by the United Nations.

This status provides a significant opportunity for a platform that is aimed at fostering meaningful engagement between trans and gender-diverse constituencies in the Asia Pacific and the United Nations as an organisation and a compilation of governments. This recognition enables us to amplify our community voices on pressing human rights and injustice issues to the forefront of international attention and foster global solidarity. We are excited about the possibilities this status brings and remain committed to making a lasting positive impact on trans and gender-diverse communities in Asia and the Pacific. We recognise that this is not the only platform that is most impactful for some of the countries we worked in but is hopeful to bring gravity and bring to light the experiences of our communities.

Several key initiatives have been added to our existing approaches, recognizing that these targeted efforts are crucial for addressing the multifaceted challenges faced by our communities. Our work continues to be grounded in research, movement building, advocacy, public campaigning, and leadership development. Building on this foundation, new initiatives introduced reflect the evolving needs and aspirations of the trans and gender-diverse community.

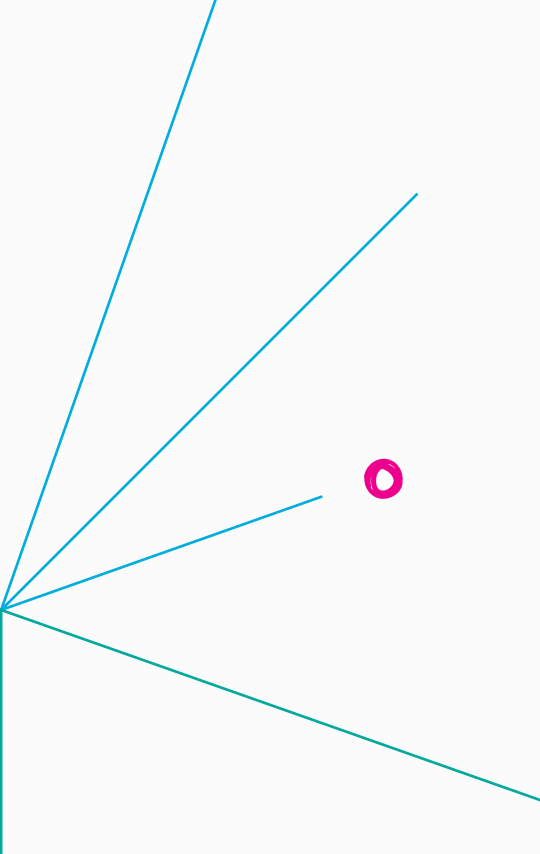
These initiatives were developed out of years of consultation with trans communities across the Asia Pacific and, more recently, in Africa. We listened to the voices of the communities we serve and those of our advisors, these insights guided the focus of our interventions and direction.

In 2023, we also witnessed increased collaboration and institutional strengthening across the Asia Pacific and beyond.



We led two major consortiums, highlighting the importance of global and regional solidarity in the fight for trans rights. These collaborations enhance our capacity to advocate for change on a larger scale and create a unified front against ongoing violence, shrinking civil society spaces, and depleting funds. The first of these consortiums was the newly formed Seven Alliance Network, comprising APCOM, APN Plus, APNSW, ICWAP, NAPUD, and Youth LEAD, along with APTN. The Seven Alliance serves as a unified, representative body for communities in all their diversities disproportionately affected by HIV/AIDS across the region. We aim to promote effective community leadership and advocate for community-led monitoring as a critical component of community-led responses. By sharing knowledge, resources, and information, our goal is to establish strong and sustainable community-led monitoring mechanisms with communities in all their diversities in the Asia Pacific.

The other consortium was the South Asia Trans Consortium, formed with our partners Blue Diamond Society, SEED, Samabhabona, Venasa Transgender Network, and Wajood, and the help of the Amplify Change grant. The Trans Thrive Project was the first project launched as part of this consortium to understand transphobic violence and advocate for necessary changes in legislation to protect trans communities in the Asia Pacific.



In our effort to foster collaborative activism, we also co-facilitated an annual meeting held by the African Trans Network to share our experience in movement organizing and ways to think about the formation of regional networks as they transitioned into a new structure for their network. A new board was elected by the end of the meeting and endorsed an action plan the network will take forward. We also shared resources and funds for the implementation of their action plan that includes a strong organization-strengthening component as part of our initiative to ensure cross-regional institutional strengthening and to uplift and support emerging networks and organizations to benefit from APTN's over 18 years of experience in movement building.

APTN's strong roots in health work can be seen as ripple effects throughout the region.

Not forgetting the progress we made since the first of-its-kind comprehensive provisions of care guidance document titled "Asia Pacific Trans Health Blueprint", we have branded all of our health initiatives named "Towards Transformative Health" (TTH). This initiative continues to use a rights-based approach to health to empower trans people to know and claim their rights and also practical guidance that health professionals can apply to be knowledgeable and supportive of trans individuals in their medical journey. The TTH initiative includes The Asia Pacific Trans Health and Rights Module, an introductory resource on trans-competent and gender-affirming healthcare for medical professionals and other healthcare workers in Asia and the Pacific, particularly those in primary care, including community-based health services. This can be accessed as a module or online course. The Trans COMP CBM, the very first community-based monitoring tool developed by and for transgender people in the Asia Pacific, with transgender people as the primary actors throughout the pilot implementation.

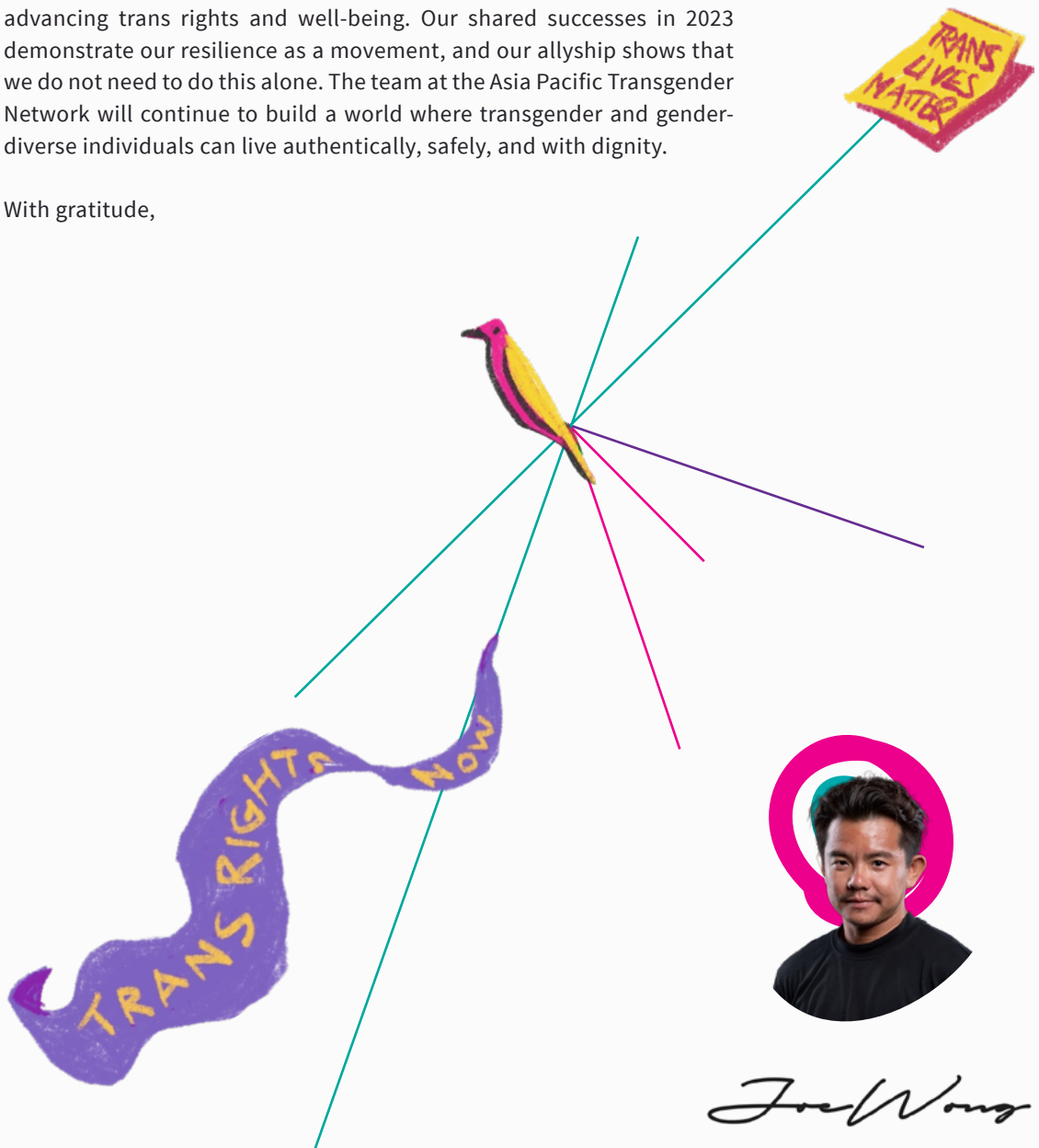


Despite the challenges we faced together with the communities, we continue to thrive. In Indonesia, security concerns related to anti-LGBT extremism heightened and affected our ability to effectively implement our health initiatives. This incident underscored the ongoing risks and the need for vigilance and resilience throughout all aspects of our work. Additionally, we continue to bridge the gaps in language accessibility to resources in the very diverse regions we work in. We now have resources for the community available in 15 languages.

As the term of our Regional Steering Committee comes to a close, I wish to extend my gratitude for the strategic direction they have provided during their service at APTN. Special thanks to our Co-Chairs, Phylesha Brown-Acton and Mitch Yusof, and our esteemed member, Chamindra Weerawardhana. Your contributions have been instrumental in guiding our efforts and advancing our mission.

We have seen this year that we are stronger when we stand together, bringing our authenticity, shared values, vision, and resources into the collective space despite the adversities our movements faced. As we move forward, we will continue to build on our work in a collaborative manner that centers around care and restorative justice as our commitment to advancing trans rights and well-being. Our shared successes in 2023 demonstrate our resilience as a movement, and our allyship shows that we do not need to do this alone. The team at the Asia Pacific Transgender Network will continue to build a world where transgender and gender-diverse individuals can live authentically, safely, and with dignity.

With gratitude,



JOE WONG
Executive Director
Asia Pacific Transgender Network

OUR VISION

A society that upholds, respects, and protects the diversity, safety, equality, and dignity of trans and gender-diverse people.



OUR MISSION

To support, organise, and advocate for comprehensive healthcare, the protection of legal, social, and human rights, and the enhancement of the well-being and quality of life of trans and gender-diverse people in Asia and the Pacific.

WHERE

The Asia Pacific is home to more than one-half of the global population. Among the world's ten most populous countries, six—China, India, Indonesia, Pakistan, Bangladesh, and Japan—are located in Asia and the Pacific. The region is diverse, and while economic and social development has led to increased life expectancy, in many countries, women and young people, including LGBTQIA+ people, remain poor, are unable to access health services and education, and experience high rates of unemployment.

The region has also seen the rise of populist authoritarian governments, with civil society experiencing increased control, censorship, and shutdowns in many countries. Human rights defenders, journalists, and academics are attacked or arrested under sedition laws and national security acts in many countries to silence dissenting voices.

Binary gender norms and systemic patriarchy continue to marginalise and deprive the most vulnerable, such as LGBTQIA+ people, of their rights, including their bodily rights.

21
COUNTRIES

South Asia

- India
- Nepal
- Pakistan
- Sri Lanka

Southeast Asia

- Indonesia
- Laos
- Malaysia
- Myanmar
- Philippines
- Singapore
- Thailand
- Timor Leste
- Vietnam

East Asia

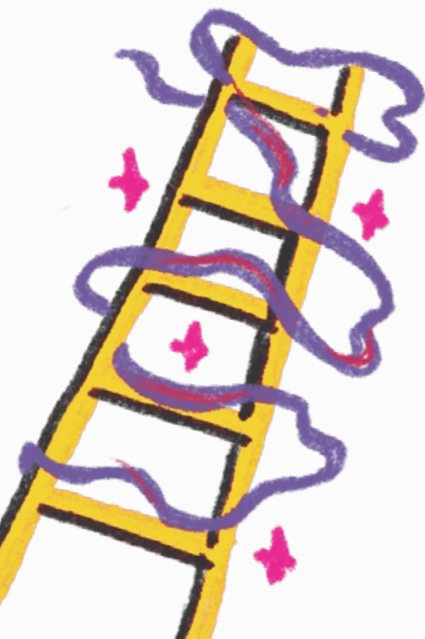
- Korea

Pacific

- Fiji
- Papua New Guinea
- New Zealand
- Samoa
- Tonga
- Vanuatu

Total Languages:

28 main languages
more than 1,000 indigenous languages



WE WORK

LOCAL

The colonial history of many countries in the Asia Pacific has often led to the erasure and marginalisation of indigenous gender identities and expressions. The Asia Pacific is incredibly diverse, with each country having its own unique history and subsequent impact on gender diversity. Recognising this diversity is essential to understanding the nuanced challenges faced by trans and gender-diverse individuals.

Here is a list of local terminologies used for transgender and gender-diverse individuals. Please note that some of these local terms may be considered derogatory by different populations of trans people.

These terminologies were identified by the participants from the **Regional Partnership Meeting: Transcending agenda on health, rights, and policy** in Asia and the Pacific in Bangkok, Thailand, in December 2019. The list is limited and relevant to the time it was documented, is not exhaustive, and does not fully capture the different and evolving identities and labels used by trans and gender-diverse people in the region.

TERMINOLOGY

SOUTH ASIA

India



Hijra, Kinnar, Jogti, Maitya, Mogha, Aravani, Mangalmukhi, Jogappa, Shivashakti

Thirunangai

Koti, Cha, Durani

Bhai (means 'brothers' and commonly used by transmen)

Tomboy, Tonna (transman)

Pakistan



Khawaja Sara, Morat, Zanan, Khusra, Hijra

Sri Lanka



Nachchi, Hijra

Nepal



Meti, Kothi, Singaru, Maruni, Fulumulu, Natuwa, Maugiya, Dhuranji, Nechani Cha, Durani

Bangladesh



Bandhu

EAST ASIA & SOUTHEAST ASIA



China

Kua xing bie (跨性别, transgender)

Xiong di (兄弟, trans men, means 'brothers')

Jie mei (姐妹, trans women, means 'sisters')



Hong Kong

Bin-sing-jan
Kwaa-sing-bit



Indonesia

Banci, Bencong, Waria, Wandu, Calalai, Calabai, Wadam, Bissu, Transpuan (transwomen)

Conci (Bugis society has 5 genders, tribal term, similar to Hijra)

Priawan, Transpria (transman)



Malaysia

Transwanita/Mak nyah (transwomen), Thirunangai - transwomen (Indian), Thiruthambi - transman (Indian)

Kua xing nan - transmen

Nonya - transwoman
Pak nyah, Pengkid - transman



Thailand

Kathoey (transwoman, also used for cisgender gay man)

Tom (transman, also used for cisgender lesbian woman)

Pumia, Pumae, Phet tee sam, Sao, Phuying praphet song (transwoman); activists have started using terminologies like Kkhon (or Phuying, Phuchaai) Plaeng phet ('a person/woman/man who has changed sex')



Myanmar

Sant kyin phet lain ket tho pyu hmu nay htaing thu; Main ma sha (transwoman - derogatory usage but widely accepted by the transwomen community)

Tomboy (preferable usage by transmen community)

Acault (transwoman)



Philippines

Transpinoy/Transpinay, FTM/MTF

Bayot, Bayog, Babyalan, Asog, Bantut, Bakla, Binabae (transwoman)

Tom, Lesboy (transmen)



Vietnam

Chuyen gioi, Chuyen doi gioi tinh, Bong lo, Bong lai cai, Dong bong, Chan ciu ciu



Singapore

Ah kua



Lao PDR

Kathoey

PACIFIC

Fiji

Vaka lewawa/ Vaka
saleawawa, BRASTOS

Papua New Guinea

Palopa

Samoa

Fa'afafine
(transwomen)

Fa'atama (transmen)

Tokelau

Fa'afafine
(transwoman)

Niue

Fakafifine

Tonga

Leti

Cook Islands

Akava'ine



CAMPAIGN

**Towards
Transformative
Health Campaign**
(Instagram Only)



18,990
reach



1,990
likes



250
shares



5,108
video
plays



197 online
course
enrolments

**Mini Campaign
#SOGIESCRightsBelonginSDGs**
(Instagram Only)



4,257
reach



598
likes



121
shares



21
comments



1,729
reel plays

ADVOCACY and CAPACITY BUILDING

**Countries Intervened
(Asia Pacific)**



**Countries Intervened
(Global)**



**Workshops/Capacity
Building and
Convenings**



**Convening
Participants**



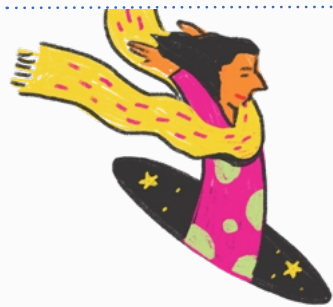
PUBLICATIONS

New Publications
in 2023

10



APTN WEBSITE



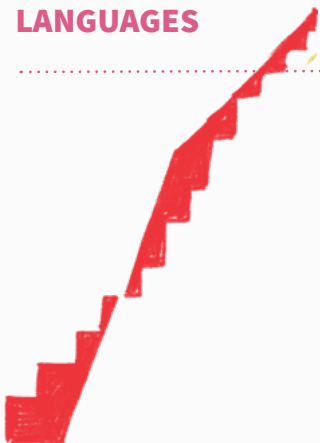
25,223

page views

2,043

Resource Views and
Downloads

LANGUAGES



15

Languages
Translated

- | | | |
|------------------|-----------|------------|
| English | Urdu | Mongolian |
| Bahasa Indonesia | Thai | Laos |
| Bahasa Malaysia | Hindi | Burmese |
| Nepali | Tamil | Tagalog |
| inhala | Tok Pisin | Vietnamese |



JANUARY



EVENT

“Reimagine Our Future: Trans and Gender Diverse Peoples Convening” in South Asia



MEETING

Partners Inception Meeting of “Amplifying Trans Leadership for Stronger Networks, Louder Voices, Transformative Change”



CAPACITY BUILDING

YouthLead x APTN: LGBTQ+ Youth Leadership Training Module



FEBRUARY



MEETING

Doing Good Index (DGI): Working Together Towards Sustainability for Thailand’s Social Sector



STATEMENT

Joint Submission of the Forging Intersectional Feminist Futures Consortium to CEDAW



PUBLICATION

Partnering with Pride: The Case for Australian Action on Equality in Our Region



MARCH



PUBLICATION

Launch of “Towards Transformative Healthcare Module” for Trans Health and Rights in the Asia Pacific



SURVEY

Community-led Monitoring Webinar Survey



CONFERENCE

Participation in Asia Regional Operational Plan 2023 Co-planning Meeting Hosted by PEPFAR



PUBLICATION

Policy Brief and Case Study: Legal Gender Recognition in Fiji



MAY



PUBLICATION
APTN Biennial Report
2020–2021



CAPACITY BUILDING
Seven Alliance Consortium
to Strengthen CLM in Asia
Through Inaugural Webinar
Series

JUNE



EVENT
APTN Shines at Bangkok
Pride March 2023



PUBLICATION
APTN Advocacy Toolkit:
Advocating for Change



MILESTONE
APTN Granted UN ECOSOC
Special Consultative Status



EVENT
Trans Activists at the UN
Raise their Voices Against
the Anti-rights Pushback

JULY



CAPACITY BUILDING
Wrap Up of the Successful
Second Phase of the Seven
Alliance Webinar Series



EVENT
APN+ Represents Seven
Alliance at the Launch of
AIDS Update 2023



IN REVIEW



AUGUST



PUBLICATION

Behind the Scenes: APTN Trans Health Video Series

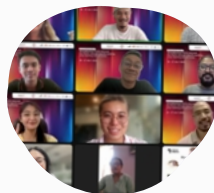


EVENT

APTN Updates: APTN's Retreat to Khao Yai



SEPTEMBER



CAPACITY BUILDING

Exploring CLM Advocacy: A Deeper Dive into Seven Alliance's Final Webinar Endeavour



CAPACITY BUILDING

APTN, Tangerine Academy, and IHRI Organise Training of Trainers Workshop for Philippines Healthcare Providers



OCTOBER



CAPACITY BUILDING

APTN and SEED Malaysia's Workshop on Trans Healthcare and Combating Conversion Therapy Practices



PUBLICATION

APTN Annual Report 2022

NOVEMBER



STATEMENT

Trans Day of Remembrance
2023 Joint Statement: We
Mourn and Call to End the
Violence



CAMPAIGN

Observing Trans Awareness
Week and Trans Day of
Remembrance 2023

DECEMBER



CAPACITY BUILDING

Transformative Capacity
Building Workshop for
Young Trans Advocates
from Across the Asia Pacific



CONFERENCE

“Revitalising the African
Trans Movement: Forging
Unity and Progress” in
African Trans Network Pre-
conference



IN REVIEW

FOSTERING INITIATIVES



PIONEERING CHANGE

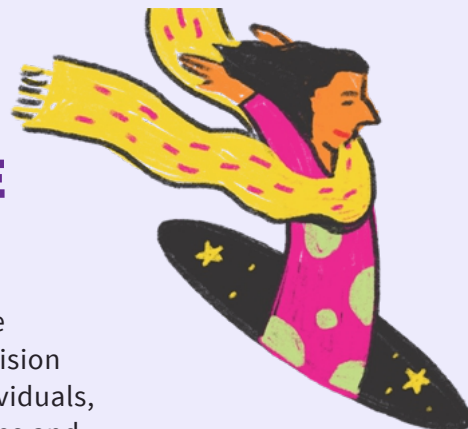
Over the years, we have sat down with trans communities, funders, advocates, organisations, and stakeholders to figure out ways to achieve a world that understands and respects the fundamental human rights of transgender and gender-diverse individuals. The initiatives here are the ongoing results of the collaboration. They are always works in progress, so we invite your voices to help shape and strengthen our efforts together.





TOWARDS TRANSFORMATIVE HEALTH (TTH)

With the overarching goal to address the systemic deficiencies in healthcare provision for transgender and gender-diverse individuals, TTH has so far created powerful resources and collaborations across the region.



ACTIVITIES		COUNTRIES INVOLVED	PARTNERS
TTH Module and Online Course	In-country Dissemination Meetings	Philippines, Thailand	EpiC Philippines, EpiC Thailand
	Translation and Expansion of the Trans Health and Rights Module	Indonesia, Laos, Tok Pisin	
	Training of Trainers		EpiC Philippines, EpiC Thailand
	Campaign Outreach and Dissemination	Thailand, Nepal, Sri Lanka	Assist Creative Labs
	Engaging Ally Healthcare Providers and Key Opinion Leaders to Promote the Module	Initial: Indonesia, Mongolia, Philippines Active: Philippines	
Trans COMP Community-based Monitoring (CBM) Tool	Technical Assistance (TA) Trip to Advocate for the CBM COMP Tool and Other TA on Request		EpiC Philippines, Philippine Professional Association for Transgender Health (PPATH), Pioneer Filipino Transgender Men Movement (PFTM), LoveYourself
	Expansion of the Geographic Sites of the Trans COMP CBM Tool	Indonesia, Cambodia, India	Jaringan Transgender Indonesia (JTID) in Indonesia, Basera Samajik Sansthan (BSS) in India, Men's Health Social Service (MHSS) in Cambodia
Health Mapping	Health Mapping Coordination	Southeast Asia, South Asia, Pacific (Samoa, Papua New Guinea, Fiji)	



TRANS HEALTH AND RIGHTS MODULE

“When APTN offered me the Trans Health and Rights Module in 2022, I was excited to give it a run. The information presented was simple, concise, and substantial, even for someone who’s a novice in GAC. What I liked most about this training module are Chapters 2, 3, and the self-reflection parts—for me, these parts of the module equip providers that aim to see healthcare from the perspective of transgender and gender-diverse people and approach their service with gender sensitivity and empathy.”

JAN DIO MIGUEL DELA CRUZ

Managing Director and Chief of Medicine
LoveYourself Inc., Philippines



Jan from LoveYourself Philippines is part of the network of health providers that we had engaged to test run our new Asia Pacific Trans Health and Rights Module for the TTH project, an initiative that had been ongoing throughout 2023. The module was created to provide medical professionals and healthcare workers operating in Asia and the Pacific with ongoing education and professional support, particularly for those in settings like primary care and community-based health services. The topics range from regional gender diversity to establishing an affirming environment, among other specific health needs of trans people, including mental and sexual/reproductive health and gender-affirming care. Upon the completion of the module, health providers like Jan will be equipped with standards of care and best practices to support trans patients safely and confidently.

ACTIVITIES LEADING TO THE DEVELOPMENT AND IMPLEMENTATION OF THE TTH MODULE

In-country dissemination meetings

In the first quarter of 2023, as part of the Technical Assistance (TA) trip to the Philippines, we collaborated with EpiC Philippines to launch the Towards Transformative Healthcare module. A launch meeting was organised, where we got the chance to present the module to healthcare professionals in the country.

In the third quarter of 2023, we organised another TA trip to the Philippines. This time, we held a four-day meeting with local stakeholders to discuss collaboration opportunities with regard to the module and strengthen relationships. To give more insights into in-country transgender service delivery, we disseminated printed copies of the module as well as the Trans COMP CBM activity report. As the year was coming to an end, together with EpiC Thailand and the Philippines, we hosted a training session for seven healthcare providers from the Philippines who were based in Bangkok. In this session, we took a closer look at the TTH module and the Trans COMP CBM report.

Translation and expansion of the Trans Health and Rights module

Our original plan was to translate the module into three languages. However, due to budget limitations and internal reprogramming, we prioritised translating the Trans Health and Rights module into Bahasa Indonesia and Tok Pisin. The translation was successfully completed in the second half of 2023. In addition, we made it a priority to design and develop the module in an online form, called e-Module, in Laos.

In the latter half of the year, we extended our efforts to disseminate the Trans Health and Rights module in its existing language (English) to ensure it reached more people and had a greater impact.

Training the trainers

In the final quarter of 2023, in collaboration with EpiC Thailand and the Philippines, we successfully organised the first training session for the Trans Health and Rights module. In the session, we trained seven medical doctors from the Philippines to enhance their capability to deliver trans-competent healthcare.

Campaign outreach and dissemination

Throughout the year, we coordinated with our creative partner, Assist Creative Labs, to develop the messaging, content, and design for the communications campaign. We faced challenges in the campaign, particularly around conveying appropriate trans messaging in multiple languages. Despite this, we were able to develop the campaign in two languages, Thai and Nepalese, with Sinhala still pending.

At the same time, to support further dissemination campaigns and for future health-related projects, APTN developed a comprehensive database of healthcare professionals, facilities, and stakeholders. From April to September 2023, 101 new clients registered for the Trans Health and Rights module, and various promotional materials were shared across APTN's and allies' online platforms. The campaign #TowardsTransformativeHealthcare was launched on Instagram.

Engaging ally healthcare providers as key opinion leaders

In order to broaden the module's reach and impact within the healthcare community, we decided to engage and leverage the influence of ally healthcare providers and key opinion leaders.

In the first quarter of the year, we finalised the selection of ambassadors and shortlisted ally healthcare providers who could promote and disseminate the Trans and Health Rights module within their networks. We had initially contracted three key opinion leaders from Indonesia, Mongolia, and the Philippines. Due to socio-political challenges, only the key opinion leaders from the Philippines, Aisia Castelo, remained active in promoting the Trans Health and Rights module.





TRANS COMP(ETENCY) COMMUNITY BASED MONITORING TOOL

The Trans COMP CBM tool is the very first community-based monitoring tool developed by and for transgender people in the Asia Pacific. It uniquely involves transgender people at every stage of its implementation, from recruiting the study team to liaising with service providers, conducting data gathering, providing technical support, analysing data, and disseminating findings. The CBM approach aims to assess the availability, accessibility, acceptability, affordability, and quality (AAAAQ) of services in use. By empowering community members to evaluate and score services they use, CBM fosters collective understanding and action, ultimately enhancing service delivery and supporting provider capacity building.

ACTIVITIES INVOLVING THE TRANS COMP CBM TOOL

Technical Assistance Trip to advocate for the Trans COMP CBM tool

In April 2023, we embarked on a three-day trip to the Philippines for strategic meetings and discussions with EpiC Philippines, Philippine Professional Association for Transgender Health (PPATH), Pioneer Filipino Transgender Men Movement (PFTM), LoveYourself, and USAID Philippines on potential collaborations involving the Trans COMP CBM tool and related modules.

This included a technical assistance (TA) trip to explore more partnerships that are focused on the Trans COMP CBM and the Trans Health and Rights module (and the larger TTH project). In addition, we engaged with other multilateral partners to introduce the Trans Health and Rights module and explore more collaborative efforts across the region.

Expansion of the geographic sites of the Trans COMP CBM tool

Initially piloted in seven countries, the Trans COMP CBM was ready to continue its expansion across diverse geographic locations in the Asia Pacific in 2023. The tool was a significant step in community-based monitoring for trans health as it was exclusively developed and led by transgender individuals.

To support this effort, APTN focused on establishing and onboarding country teams in Indonesia, India, and Cambodia in the first half of the year. Due to feasibility reasons, we unfortunately had to exclude Myanmar from the exercise. Several partners were involved, including Jaringan Transgender Indonesia (JTID) in Indonesia, Basera Samajik Sansthan (BSS) in India, and Men's Health Social Service (MHSS) in Cambodia. In the exercise, we also identified focal points in each country to train transgender data gatherers and hired translators to translate CBM tools into Bahasa and Hindi.

Training sessions were held for the three country focal points in the latter half of the year. The training involved information on the Trans COMP CBM tool, provider mapping, and data collection techniques. We experienced some challenges during this phase, as we learnt that Indonesia faced some security concerns related to anti-LGBTQIA+ extremism. This led us to reposition the project as an HIV-related initiative instead of a trans health related endeavour, for the safety of our partners.

Towards the end of the year, APTN recruited and trained four data gatherers for each country. This resulted in the successful collection of 32 scorecards per country to advance the goals of the Trans COMP CBM tool and empower transgender communities through improved healthcare services.

HEALTH MAPPING

Health mapping is an exercise initiated by APTN and partners to assess the availability, accessibility, acceptability, affordability, and quality (AAAAQ) of trans healthcare in the Asia Pacific. This process involves a thorough evaluation of the current state of transgender health services and the identification of gaps and barriers. Additionally, it includes an analysis of the legal frameworks governing transgender health to understand the extent to which these laws support or hinder access to quality healthcare for transgender individuals. Through this comprehensive approach, health mapping aims to improve trans healthcare and promote legal reforms that ensure equitable access to necessary medical services.

In 2023, we undertook a series of strategic actions to advance the health mapping project for transgender healthcare in Southeast and South Asia. This included the following:

- Conducting interactive sessions at the South Asia Convening to complete country-specific health mapping surveys aimed at informing the development of sub-regional and regional health mapping reports
- Working closely with our partners to facilitate gathering additional input for the surveys, ensuring comprehensive data collection
- Collaborating with consultants to validate data and identify gaps and inconsistencies to ensure the data accuracy of the mapping write-up
- Synthesising findings into detailed regional and sub-regional health mapping reports

These efforts hope to highlight evidence-based insights to further advocate for policy reforms and enhance healthcare access and quality for transgender communities in the Asia Pacific.



AMPLIFYING TRANS ADVOCACY



Amplify Trans Advocacy involves a programme of activities that empowers trans and gender-diverse activists, particularly the youth, across the Asia Pacific by enhancing their capacity and advocacy skills and helping them engage with a range of trans rights advocacy spaces across local, regional, and international stages, such as the United Nations (UN), to advocate for trans rights.

“The Amplify Trans Advocacy Fellowship programme was nothing short of life-changing. APTN’s commitment to fostering grassroots initiatives was evident when I was granted a seed grant to launch a campaign project. This project went on to establish the first all-nonbinary support group in Indonesia. The APTN fellowship was a catalyst for personal and professional growth, sparking a journey that has allowed me to be a part of the transformative initiatives and contribute to a more inclusive and equitable future.”

ERIK NADIR

Communication Coordinator
APTAN



ACTIVITIES	COUNTRIES INVOLVED	PARTNERS
APTN's UN Economic and Social Council (ECOSOC) status	Asia Pacific	
Input and Consultation with the UN Independent Expert on Protection Against Violence and Discrimination Based on Sexual Orientation and Gender Identity (IE SOGI)	Indonesia, India, Pakistan, Malaysia, Sri Lanka	Samabhabhona India, Jaringan Transgender Indonesia
Forging Intersectional Feminist Futures	Cambodia, Indonesia, the Philippines, India, Pakistan	Asia Pacific Network of Sex Workers (APNSW), ASEAN SOGIE Caucus (ASC), International Drug Policy Consortium (IDPC) Asia, Special Talent Exchange Programme (STEP), Asia Indigenous Peoples Pact (AIPP), Asia Pacific Refugee Rights Network (APPRN), Asian Region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA Asia)
Representing LGBTQIA+ Constituency in the Asia-Pacific Forum on Sustainable Development (APFSD) 2023		Asia Pacific Regional CSO Engagement Mechanism (APRCM)
UN Trans Advocacy Week (TAW)		East Africa Trans Health and Advocacy Network (EATHAN), Global Action for Trans Equality (GATE), ILGA World, Swedish Federation for LGBTQ Rights (RFSL), TGEU: Transgender Europe & Central Asia
JUNTES Conference	Brazil, Global	



APT UN ECOSOC STATUS

APT hit another significant milestone in 2023, when we were granted the UN ECOSOC Special consultative status. This landmark achievement marks a dramatic step forward in our mission to advance human rights and sustainable development for trans and gender-diverse communities across the Asia Pacific. This recognition will empower us to make a lasting impact on the economic, social, and environmental dimensions of our communities.

This status allows APTN and its designated in-country partners to physically enter conference rooms, interact with diplomats and UN staff, and formally participate in and make statements at exclusive UN meetings and intergovernmental discussions.

It provides a powerful platform for fostering constructive and meaningful engagement between trans and gender-diverse constituencies in the Asia Pacific and the UN as a diplomatic and political intergovernmental organisation.

This is a momentous accomplishment, signifying a new chapter in our journey towards fostering human rights and sustainable development for trans and gender-diverse communities in the Asia Pacific. We are excited about the possibilities this status brings and remain committed to making a positive difference through collaboration, advocacy, and media-driven initiatives.





INPUT AND CONSULTATION WITH THE UN IE SOGI



Earlier this year, APTN embarked on the process of engaging with the United Nations Independent Expert on protection from violence and discrimination based on sexual orientation and gender identity (IE SOGI). To enable this, we collated written submissions with our partners for the IE SOGI report on Conscience, Religion, and Freedom of Thought or Belief. The report was submitted on 15 January 2024.

In the report, APTN emphasised the need to recognise the right of trans and gender-diverse people to practice their religion without fear of exclusion, discrimination, and violence, drawing closer attention to the targeting of trans individuals under laws influenced by religious fundamentalism. APTN, in the report, drew attention to Section 377 in Malaysia and recent legal changes in Indonesia, which criminalised consensual relationships and cohabitation for trans and queer people. APTN also raised concerns about the amendments to the Transgender Persons (Protection of Rights) Act in Pakistan, deemed to threaten self-perceived gender identities and bodily autonomy.

The submission also called for the elimination of conversion therapy practices, which are widely endorsed by religious leaders and supported in countries like Indonesia, Malaysia, India, and Sri Lanka. APTN emphasised that these practices are harmful and violate human rights.

APTN also scheduled a virtual roundtable in April 2023 to consult with the IE SOGI on issues related to freedom of religion and belief. This involved partners from Indonesia, India, and Pakistan. For the initiative, we coordinated with our partners, liaised with the IE SOGI office at the UN Office of High Commissioner for Human Rights (OHCHR) to confirm their attendance, and conducted briefing sessions to prepare them for their presentations.

For the roundtable, we at APTN also prepared presentations on data and recommendations to address conversion therapy by religious institutions in the region. We hope that these collaborative efforts with IE SOGI and our regional partners will help address critical issues at the intersection of the freedom of religion and belief and gender identity and expression.



FORGING INTERSECTIONAL FEMINIST FUTURES

Between 1 April 2021 and 31 December 2023, we at APTN took part in the Forging Intersectional Feminist Futures consortium, a collaborative project of eight regional networks to fortify intersectional movement building in Asia. This initiative focused on amplifying the voices and experiences of marginalised women and tackling multiple systems of oppression to achieve systemic gender equality. The project spanned Cambodia, Indonesia, the Philippines, India, and Pakistan, with both regional and global implications.

Over a 33-month period, the project partners organised online and offline activities to accomplish the following:

- Build their collective capacities on intersectionality theory and practice
- Understand how to engage in Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) advocacy and activism from an intersectional perspective
- Facilitate capacity building and intersectional movement building among national partners in all five countries
- Reflect on their experiences of trying to apply intersectionality in advocacy and movement building, and document these practices
- Engage in strategising and advocacy planning to offer a collective and systems response to specific manifestations of gender equality
- Develop an intersectional feminist, cross-movement advocacy roadmap, addressing issues such as bodily rights, health rights, migrant rights, digital rights, decriminalisation, and decarceration

- Network and build cross-movement solidarity at a regional level and support national partners to put into practice collective and intersectional advocacy, research, or campaign actions
- Create and share knowledge from different campaigns and projects on practical ways to apply intersectionality in advocacy, movement building, and organisational practices through creative communications

The project aimed to achieve specific results such as strengthening the understanding of intersectionality among key networks, documenting best practices, and creating regional and national roadmaps for joint advocacy. Initially, activities were conducted virtually due to COVID-19, which necessitated digital advocacy training and wellness sessions to maintain well-being and interpersonal connections.

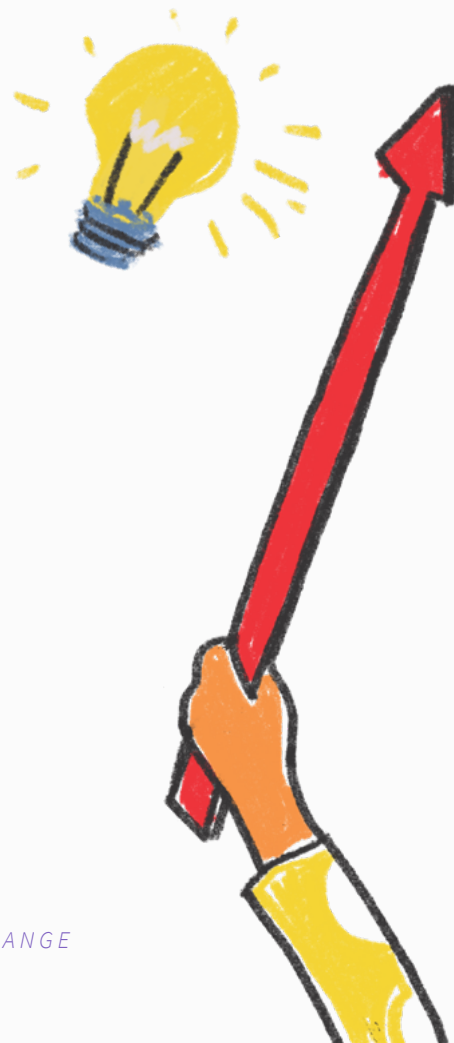
At the conclusion of the series of workshops in May 2023, APTN allocated sub-awards to various groups among the Forging International Feminist Futures (FIFF) partners in Cambodia, enabling them to pursue projects focused on amplifying intersectional feminism. The projects are described below:

- The project on **Training to Shift Mindsets and Reduce Discrimination** focuses on providing training to alter the mindset of individuals within families and communities towards the LGBTQIA+ community. The aim is to mitigate discrimination against LGBTQIA+ individuals, including entertainment workers and young women. Through education and awareness-building, the project seeks to foster understanding and acceptance within the broader community.
- The project on **Storytelling and Social Media Campaign on Domestic Violence** involves a storytelling and social media campaign to raise awareness about domestic violence against marginalised women. This includes women from various backgrounds, such as indigenous women, lesbian, bisexual, and transgender (LBT) individuals, religious women, women with disabilities, women from small ethnic groups, and sex

workers. The objective is to shed light on the critical issue of domestic violence and advocate for change through impactful storytelling and online platforms.

- The project on **Traditional Stage Play and Workshop on Sexual and Reproductive Health** focuses on utilising traditional stage plays and workshops to enhance the understanding of sexual and reproductive health among young LGBTQIA+ individuals. The project aims to improve the welfare and harmony of this demographic by providing comprehensive education and fostering an environment that supports their well-being.

The project also organised the National Workshop on Understanding Intersectionality and Intersectional Feminism in the first part of 2023. In the second quarter of the year, the project was involved in the Forging International Feminist Futures Advocacy Roadmapping Workshop, held in Phnom Penh, Cambodia.



REPRESENTING LGBTQIA+ CONSTITUENCY IN APFSD 2023

In March 2023, APTN took part in the Asia-Pacific People's Forum on Sustainable Development (APPFSD) to prepare for the 10th Asia-Pacific Forum on Sustainable Development (APFSD). The APPFSD is a platform for civil society organisations to consolidate their positions and recommendations for a regional sustainable development agenda. This participation highlights our commitment to advocating for the rights and visibility of the transgender and broader LGBTQIA+ community in the regional advocacy stage.

APFSD is a regional platform for the mid-point review of the implementation of the initiatives to achieve Sustainable Development Goals (SDGs) in the Asia Pacific. The 10th APFSD was held on 27–30 March 2023 at the United Nations Conference Centre in Bangkok and focused on accelerating the recovery from COVID-19 and fully implementing the 2030 Agenda for Sustainable Development in the Asia Pacific. The forum reviewed progress on several SDGs, including clean water and sanitation, affordable and clean energy, industry and innovation, sustainable cities, and partnerships for the goals.

APTN represented the LGBTQIA+ constituency of the APRCEM in this event, emphasising the need for inclusivity in sustainable development efforts. APTN's Senior Human Rights and Advocacy Officer, Nhuun Yodmuang, delivered a statement advocating for justice and equal rights for LGBTQIA+ individuals in the region.

“At the midpoint of achieving the SDGs, we would like to reiterate that legal, social, and cultural discrimination and criminalisation continue to persist against our communities; these systemic barriers prevent us from accessing basic necessities and public services. Speaking to the theme of APFSD this year, accelerating the COVID-19 recovery, full access to resources and services for our communities to recover from the disease cannot become a reality when 398 trans people across the region have lost their lives from transphobic murders, or the sexual orientation and gender identity of LGBTIQ people are still criminalised in at least 16 countries across the region.”

Nhuun Yodmuang

Senior Human Rights and Advocacy Officer
APTN

In addition to delivering this statement, APTN organised the “SOGIESC Rights Belong in SDG” or #SOGIESCRightsBelonginSDG campaign. To date, nine trans advocates have joined the campaign to voice their opinions on social media to assert that trans people need to be respected and their rights protected.

APTN's participation in APPFSD and APFSD 2023 emphasised that communities on the margins, such as transgender communities, must be included at the table when it comes to the issues concerning the systemic inequalities that can hinder them from achieving SDGs.

UN TRANS ADVOCACY WEEK

Every year, Trans Advocacy Week brings trans activists from around the world to engage in one of the most significant international forums: the UN.

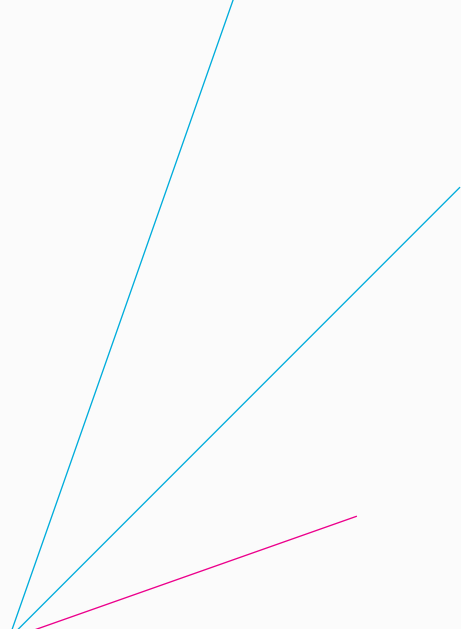
This event is an opportunity to raise awareness of the barriers and discrimination faced by trans and gender-diverse people and to promote equality, acceptance, and understanding.



The UN Trans Advocacy Week is a collective project by non-governmental organisations, offering trans activists a platform to make their voices heard on a global scale and in international human rights spaces. It is a chance to bring attention to the challenges and discrimination faced by trans and gender-diverse people and to promote equality, acceptance, and understanding. Since 2017, UN Trans Advocacy Week has been bringing trans and gender-diverse human rights defenders to Geneva, Switzerland, to take part in the UN Human Rights Council during the June-July session.

In June 2023, after several years of virtual sessions due to the pandemic, Trans Advocacy Week (TAW) returned to in-person activities. Together with partners EATHAN, GATE, ILGA World, RFSL, and TGEU: Transgender Europe & Central Asia, we at APTN co-organised the UN Trans Advocacy Week in Geneva.

We were privileged to have the event attended by 14 activists representing diverse regions, including Africa, Asia, Europe, Central Asia, and Latin America. Everyone shared their perspectives on how the anti-gender movement affects trans communities locally and how they advocate for trans rights at the Human Rights Council. During the week, the activists engaged in dialogues, delivered statements, and met with UN officials and stakeholders to discuss critical issues such as legal gender recognition and the harmful impacts of discriminatory practices like conversion therapy. The event also celebrated advancements in UN spaces, including the groundbreaking work of experts like Victor Madrigal-Borloz on sexual orientation and gender identity.



“Over the years, Trans Advocacy Week has continued to grow and radically changed the landscape of trans and gender-diverse activism at the UN. It has contributed to introducing key issues affecting our communities worldwide, including the lack of legal gender recognition and the damages done by social exclusion and ‘conversion therapies’ among many others, while also solidifying allyship with feminist and other movements. To be seen and heard at the United Nations seemed unthinkable only a few decades ago, but there’s no turning back now, and we owe this progress to the tireless work of human rights defenders worldwide, including those who participated in this Trans Advocacy Week.”

Organisers of TAW 2023

Beyond advocacy within UN spaces, Trans Advocacy Week strengthens international solidarity among activists and influences policy discussions at both national and global levels. By amplifying voices and highlighting the realities faced by trans communities worldwide, this initiative plays a crucial role in advancing human rights and fostering inclusive societies.



JUNTES CONFERENCE

In September 2023, APTN's Human Rights and Advocacy Manager, Nhuun Yodmuang, took part in a week-long convening of feminist and trans advocates and artists working in the JUNTES network in Sao Paulo, Brazil. The event created space for cross-movement conversations to strengthen efforts against the anti-gender movement. The main goal of the gathering was to examine current practices and narratives used by advocacy groups and organisations to make the solidarity between feminist and trans movements stronger while using the medium of art as a transformative tool to explore new responses and humanise debates on pressing societal issues.

At the event, Nhuun spoke at the "Experiencing the Opposition: Regional Perspectives" panel, sharing insights on the increasing trend of anti-trans opposition across Asia and global advocacy spaces. She highlighted the importance of centring decolonial, intersectional, and feminist narratives and strategies in fighting back against these challenges, highlighting APTN's work in building global and regional feminist trans movements.

Given the weighty nature of the conference topics, healing sessions for mental health and wellness were also arranged. Activity sessions included dancing, live drums, and breathing exercises to counter the effects of escalating hostility of anti-gender movements on the activists' mental and physical health.

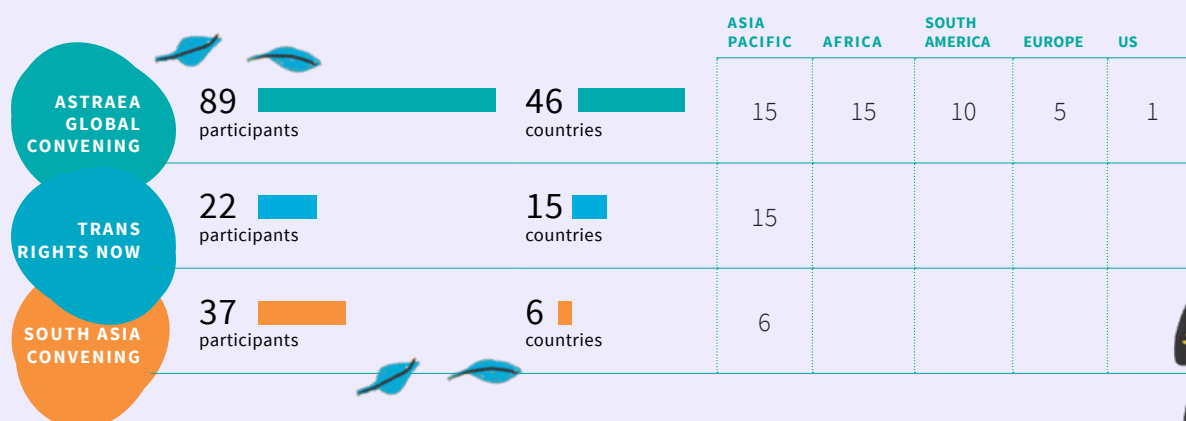
In the evenings, participants got to unwind and socialise at the Risco queer arts festival. Various artists shared their work as a way to shift narratives and create more open conversations around global issues. The festival also boasted international highlights such as the SOY exhibition, curated by Argentine author Liliana Viola, and performances by Renata Carvalho, Assucena, Ayô Tupinambá, and many others. The event was also graced by performances by DJs and musicians from across generations and cultures.



TRANS AND GENDER-DIVERSE CONVENINGS

Our convenings give trans and gender-diverse people an opportunity to network, share learnings, do capacity building, and build regional solidarity.

ACTIVITIES	COUNTRIES INVOLVED	PARTNERS
Reimagine Our Future: Trans and Gender Diverse Peoples Convening	Bangladesh, Bhutan, India, Nepal, Pakistan, Sri Lanka	Blue Diamond Society
“Trans Rights Now!”: Trans Human Rights Defenders Capacity Building Workshop	Asia Pacific	International Trans Fund, New Naratif
Local Co-host for Astraea’s 2023 Global Activist Convening in Thailand	Global	Astraea
Trans Feminist Conference Coordination in the Association of Women’s Rights in Development (AWID) Global Feminist Conference	Global (Upcoming event in December 2024)	AWID



REIMAGINE OUR FUTURE: TRANS AND GENDER DIVERSE PEOPLES CONVENING

“This is how we continue to build stronger movements within our context by encouraging and embracing cultural, political, and identity diversity.”

Joe Wong
Executive Director
APTN

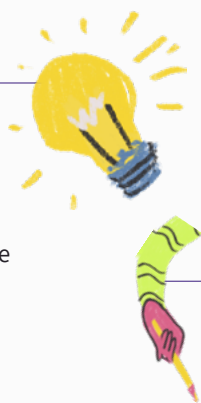


It was an honour for APTN to bring more than 40 trans and gender-diverse individuals from different South Asian countries under one roof during 16–20 January 2023 for our Reimagine Our Future: Trans and Gender Diverse Peoples Convening held in Kathmandu, Nepal. The goal of this convening was to assess the state of the trans movement and further strengthen advocacy in areas of healthcare and legal recognition and combatting hate crimes and conversion therapies.

The convening focused on capacity-strengthening needs, community-led advocacy, and bringing out specific regional issues in trans rights. Among the participants were trans human rights defenders, healthcare workers, and community-based organisations. Through this convening, we collaborated with Nepal’s Blue Diamond Society to broaden our advocacy scope, map existing networks, and inform future strategies.

DAY 1: 16 JANUARY 2023

Opening remarks were presented by the Blue Diamond Society, the National Human Rights Commission Nepal, and APTN. This was followed by an interactive session where participants shared their expectations. "Migration, Asylum and Refugee" was a plenary session that outlined challenges that trans refugees face while "Legal Gender Recognition" and "Conversion Therapy Practices & Hate Crimes in South Asia" were some key breakout sessions.



DAY 2: 17 JANUARY 2023

The day opened with the "Fundamentalism, Authoritarianism and Anti Gender Mobilisation" panel on the increase in violence against trans people. "Engagement with International and National Policy" and "Community Responses in Emergencies and Crises" were some of the breakout sessions held throughout the day. Participants also discussed movement building and accountability.

DAY 3: 18 JANUARY 2023

The day was dedicated to a workshop on trauma healing by Narrative Practices India. The evening included a solidarity dinner attended by the Norwegian Ambassador to Nepal to foster networking among participants.



DAY 4: 19 JANUARY 2023

Participants mapped the current status of trans healthcare and rights in the Asia Pacific. APTN introduced the Trans COMP CBM tool, which measures accessibility and the quality of healthcare services for trans people. A few key observations emerged: high levels of stigma, lack of knowledge about gender-affirming care, and challenges around affordability and safety. The day concluded with a discussion on the tool's implementation in various contexts.



DAY 5: 20 JANUARY 2023

The "Speaking from the Margins" panel discussed specific challenges to marginalised trans subpopulations. Breakout sessions covered advocating for gender-affirming care, sexual health needs of transmasculine individuals, and outreach strategies. Finally, participants completed the "Anger, Hope, Action" exercise, where they were tasked with envisioning a discrimination-free future and identifying collective actions to achieve that very future.



“Finding transnational solidarities and a space to collectively learn and reflect was much needed, and I believe will contribute positively to my work back at home in India.”

Avali Khare
Queer Activist
YP Foundation India



“So much passion and enthusiasm tonight at the trans and gender-diverse peoples convening! Sexual and gender diversity exists in all countries and communities. We are all born free and equal in dignity and rights.”

Torun Dramdal
Ambassador of Norway to Nepal

This five-day event not only facilitated important dialogues on the current state of trans rights in South Asia but also highlighted the specific challenges faced by trans and gender-diverse individuals in the region while serving as a platform for activists to share experiences, build networks, and find joy and strategies amidst shared struggles. The event also emphasised the importance of community-led advocacy, reinforcing the idea that trans and gender-diverse individuals must be at the forefront of every effort to secure their rights and well-being.



“TRANS RIGHTS NOW!”: TRANS HUMAN RIGHTS DEFENDERS CAPACITY BUILDING WORKSHOP

In November 2023, APTN held the “Trans Rights Now!” workshop. The event, which took place on 13–17 November, brought together passionate young activists from the Asia Pacific to help strengthen their efforts in advocating for transgender rights. It also served as a crucial platform for these advocates to enhance their understanding and strategies through a series of targeted workshops and networking opportunities.



The workshops covered a range of themes essential to trans rights advocacy:

Assessing Trans Rights Across the Asia Pacific:

Participants shared their experiences and strategies on the current condition of transgender rights in the region. This was followed by a panel of five country activists who shared the reality of being a trans human rights defender in their respective countries.

Navigating International Advocacy Spaces:

These sessions put forward the role of regional and international platforms, including those of the UN Human Rights Mechanism and the Commission on the Status of Women. Experts like Umyra Ahmad from AWID and Omair Paul from ILGA Asia facilitated these sessions on optimally engaging with and using these platforms to advance trans rights.

Mental Health and Well-being:

The workshop prioritised participants' well-being through daily yoga and relaxation sessions. There was space at a retreat for activists to engage in internal reflection and deep listening practices that could help nurture mental health.

Harnessing the Power of Storytelling:

Led by Bonni Rambatan of New Naratif, this session was on how personal stories play a role in advocacy. The workshop equipped participants with knowledge on crafting compelling narratives that can drive change.

Fundraising and Grant Efforts:

Participants gained insights on effective techniques for fundraising and grant writing that support initiatives advancing the rights of trans people, thanks to experts such as Mauro Cabral Grinspan from the Global Philanthropic Project.



In addition to supporting a growing network of strong activists who can significantly impact the fight for transgender rights, participants mentioned how the “Trans Rights Now!” workshop offered them a sense of hope, solidarity, and empowerment. Along with newfound knowledge, it was hoped that these activists return to their communities even more inspired to effect positive change.

LOCAL CO-HOST FOR ASTRAEA'S 2023 GLOBAL ACTIVIST CONVENING IN THAILAND

In June 2023, APTN teamed up with the Astraea Foundation to host the largest-ever Global Activist Convening in Khao Lak, Thailand. As a local co-host, we helped organise the three-day event, which brought together 97 participants from 45 countries. This was a momentous gathering for LGBTQ activists from all over the world, focused on collaboration, trust-building, and solidarity within the global movement against anti-gender opposition.

The convening's thematic focus covered critical areas like “Mapping our Cosmos,” “Collective Resistance & Transformations,” and “Collaborations & Strategising,” aimed at deepening participants' knowledge and strengthening transnational connections.



The convening offered on-site translations in Kannada, Serbian, French, Spanish, and English to ensure language justice and accessibility for participants from across regions.

Key objectives included the following:

- Engaging with anti-gender research
- Deepening exchange and solidarity
- Fostering transnational collaboration
- Enabling transnational collective dreaming

The event also prioritised healing, rest, and wellness, recognising these as integral to sustainable activism.

Four foundational pillars guided the convening, which marked Astraea and APTN's commitment to empowering grassroots movements on their own terms and challenging traditional philanthropic models.

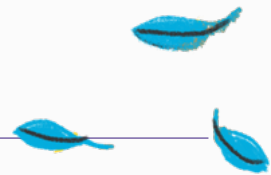
DECOLONISATION AND SHIFTING THE POWER DYNAMICS

Recognising that partners should define their own strategies of change, the convening was centred on shifting power to grantee partners to advance their agendas in a way that aligns with their unique contexts and experiences.



HEALING JUSTICE

The convening acknowledged and addressed the generational trauma caused by systemic violence and oppression. Ancestral healing practices were welcomed, and new, inclusive strategies were built to support healing and transformation.



COLLABORATION AND CO-CREATION

The convening leveraged the power within the complex relationships and opportunities for solidarity between partners, fostering an environment of collaboration and co-creation.



CRITICAL REFLECTION ON RESOURCES AND PHILANTHROPY

As a philanthropic actor, Astraea recognised the complexities surrounding resources and power dynamics. The convening sought to imagine and create pathways for resourcing movements within a decolonial praxis, challenging the paradoxes of philanthropy.



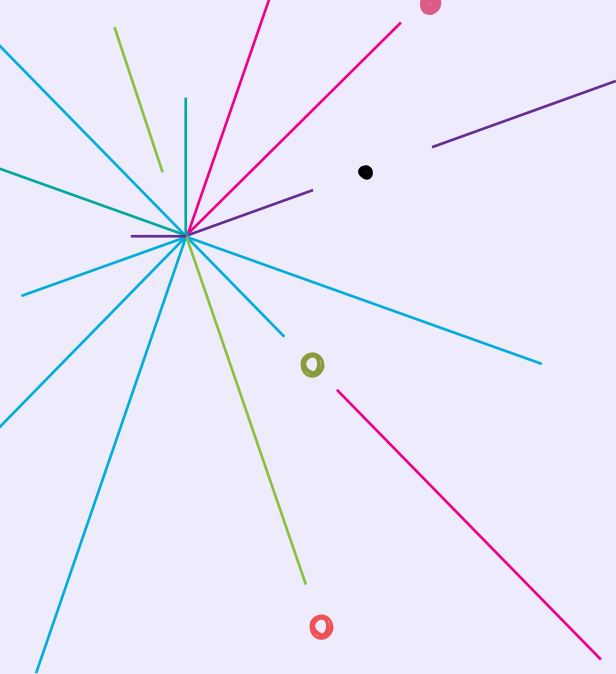
The Astraea Global Activist Convening, hosted by APTN, marked a significant milestone in global movement building for LGBTQ activists. By creating a space for collaboration and activism, it strengthened the ties between grantee partners and strategic allies, paving the way for impactful change and collective progress.

TRANS FEMINIST CONFERENCE COORDINATION IN THE AWID GLOBAL FEMINIST CONFERENCE

APTN is currently in the process of organising a Working Group to host the Trans Feminist Pre-Forum leading up to the AWID Global Feminist Conference on 2–5 December 2024.

Recent efforts include coordination meetings with the AWID team and making a roster of Working Group trans or gender-diverse members around the world. The next steps will be the finalisation of the Working Group membership, outreach efforts, and an induction call to kick off collaborative efforts.





TRANS THRIVE PROJECT

The main purpose of this project is to address the significant data gaps surrounding transphobic incidents in the Asia Pacific to advocate for better legislation and policies and provide better support to survivors.

ACTIVITIES	COUNTRIES INVOLVED	PARTNERS
Trans Thrive Project Coordination	India, Sri Lanka, Nepal, Pakistan, and Malaysia	AmplifyChange, Blue Diamond Society, Pertubuhan Pembangunan Kebajikan dan Persekitaran Positif Malaysia (SEED), Samabhabona, Venasa Transgender Network, Wajood
Trans Healthcare and Anti-Conversion Therapy Workshop in Malaysia	Malaysia	SEED






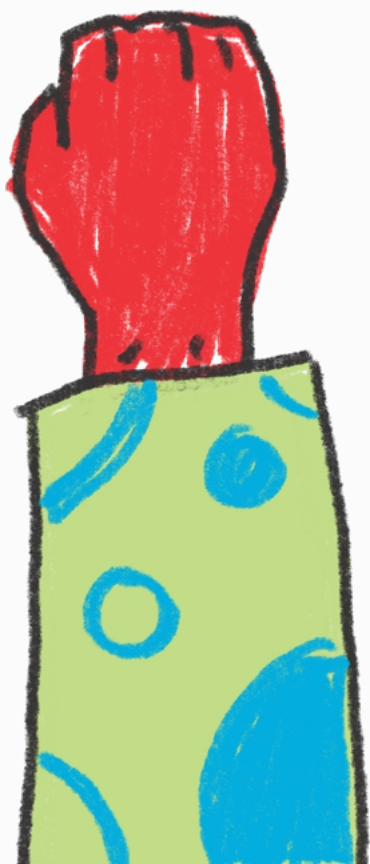
TRANS THRIVE PROJECT COORDINATION

Together with our partners, we at APTN launched the Trans Thrive Project on the Transgender Day of Visibility (TDOV) to address transphobic violence in the Asia Pacific. This initiative includes a multilingual survey in ten languages to collect data on transphobic violence, providing a platform for transgender individuals to report incidents and share their experiences. Key intervention programs were conducted in India, Sri Lanka, Nepal, Pakistan, and Malaysia. The project also boasts a powerful social media campaign to promote inclusivity and support for transgender communities.

The Trans Thrive Project is a year-long, transformative project in 2023, designed to create a more just, equitable, and inclusive world for transgender people.



By amplifying transgender voices, advocating for legislative reforms, and promoting wider societal change, the project addresses the very roots of transphobia and reimagines a future where every individual, regardless of their gender identity, can live free from discrimination and violence.



The Trans Thrive Project aims to



Understand

Analyse

Breakdown

Review



Advocate

Provide

ACTIVITIES LEADING TO THE DEVELOPMENT AND IMPLEMENTATION OF THE TRANS THRIVE PROJECT

Survey launch and initial efforts

In the first quarter of the year, we worked on launching a self-reporting survey of incidents of hate crimes and other forms of violence, alongside national documentation processes and awareness campaigns on the impact of hate crime and conversion therapy. Key highlights for the reporting period included a successful inception meeting in Nepal, where APTN presented the AmplifyChange project and facilitated sessions on communications campaigns, hate crime monitoring, advocacy fellowships, and financial management.

Continued development and coordination

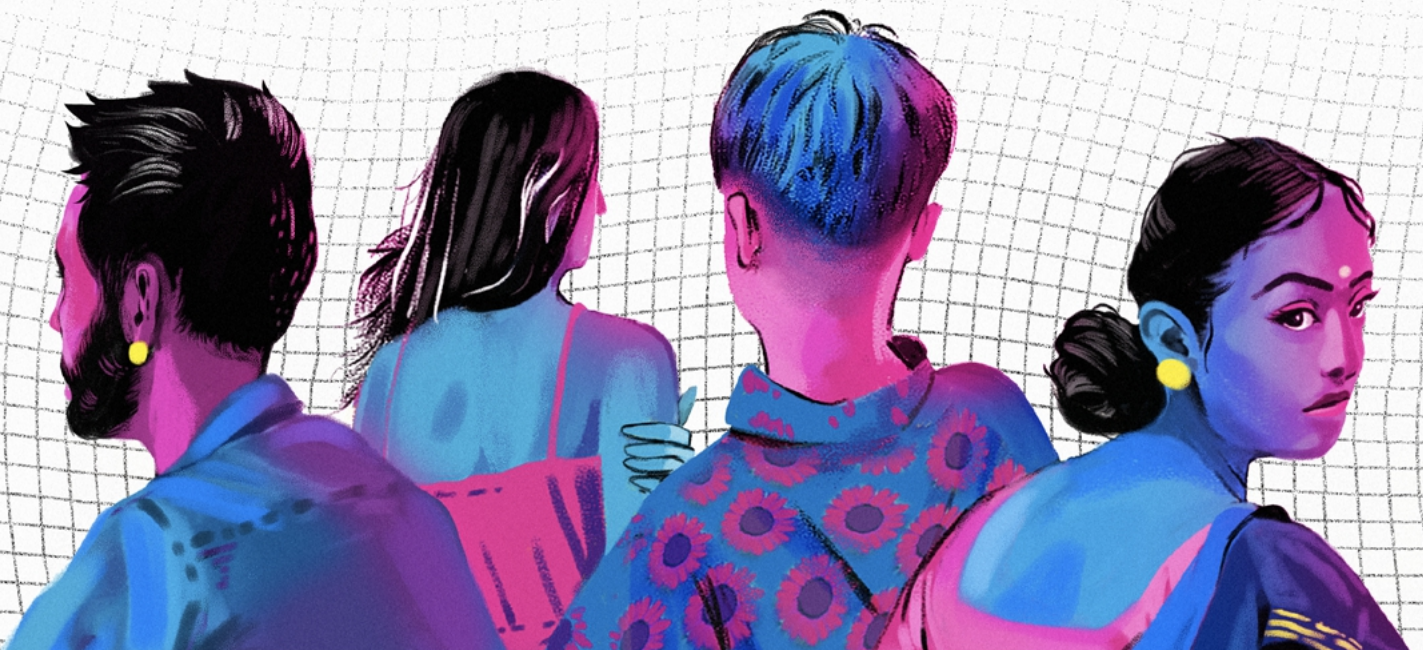
We continued our efforts in the second quarter of the year with the self-reporting survey and developed comprehensive guidelines. At this time, our focus remained on documenting and raising awareness about hate crimes and conversion therapy through ongoing coordination with the Project Officer and our Executive Director.

Official website launch

By the fourth quarter of the year, we were geared up in preparation for the official launch of the Trans Thrive Project website (<https://transthrive.weareaptn.org>). Through a series of online campaigns, we finalised and disseminated hate crime and violence monitoring tools.

Moving forward, we plan to track the stories of transphobic hate crimes submitted through the survey and coordinate with AmplifyChange in-country partners to mobilise these submissions effectively.

The Trans Thrive Project website was launched on the Trans Day of Visibility on 1 April 2024.



TRANS HEALTHCARE AND ANTI-CONVERSION THERAPY WORKSHOP IN MALAYSIA

In October 2023, APTN collaborated with the SEED Foundation in Malaysia to hold a three-day workshop on trans healthcare and the efforts to combat conversion therapy practices. The workshop gave participants a crash course in making trans people feel welcome in medical facilities, assisting in transitioning patients, and combatting conversion therapy practices in Malaysia.

The workshop began with SEED representatives Nisha Ayub and Mitch Yusof highlighting Malaysia's queer and trans history, noting early acceptance and the availability of gender affirmation surgeries, and contrasting this with recent religion-driven criminalisation. APTN's Executive Director, Joe Wong, introduced our online trans health module for medical practitioners.

Medical professionals, including Dr Fiera, Dr Suba, Dr Shireen, Dr Shaleen, and Dr Narul Aida, discussed creating welcoming clinics, respecting preferred pronouns, using inclusive forms, and addressing sexual and reproductive health and HIV prevention. They also covered the medical transitioning process, including hormone treatments and surgeries. On the final day, Nhuun Yodmuang and Nicha Rongram detailed the history and effects of conversion therapy in Malaysia, and Chu Thanh Ha introduced APTN's Hate Crime Monitoring Tool. Participants engaged in community consultations to strategise on combating conversion therapy, grouped as "medical," "legal," and "members of the community."

The Trans Healthcare and Anti-Conversion Therapy workshop was successfully concluded, leaving participants highly motivated and equipped with new knowledge and alliances that will help their continuous advocacy for trans rights. It empowered participants with critical knowledge and strategies for advancing trans rights in the face of massive challenges and opposition across the globe.





TRANSGENDER MEDIA ALLIANCE IN THE ASIA PACIFIC

Building alliances in the media is key to advocating for trans and gender-diverse issues and redefining the narrative about trans people.

ACTIVITIES	COUNTRIES INVOLVED	PARTNERS
Audience Development Report		
Trans Thrive Project Campaign	India, Pakistan, Sri Lanka, Nepal, Malaysia	AmplifyChange, Blue Diamond Society, Pertubuhan Pembangunan Kebajikan dan Persekitaran Positif Malaysia (SEED), Samabhabona, Venasa Transgender Network, Wajood
Trans Health and Rights Module Campaign Engagement (Instagram)	Philippines, Thailand, Indonesia, Laos, Nepal, Sri Lanka	
Trans Rights Belong in SDGs: Mini Campaign on TDOV	Asia Pacific	

AUDIENCE DEVELOPMENT REPORT

WEBSITE



25,223

Webpage Views



2,043

Total Resource Downloads

2,803

Followers (all time)



1,918

Total Shares



88,141

Total Reach

821

Total Saves



25,581

Total Reel Plays

INSTAGRAM

9,783

Total Likes



148

Total Comments



24.9K

Followers (all time)



85

Total Comments



279

Total Shares



FACEBOOK



119,600

Total Reach

1,820

Total Likes





TWITTER



32,182

Total Impressions



2,277

Followers

LINKEDIN



23,115

Total Reach



2,048

Followers

MAILCHIMP



878

Subscribers

▲ 27% increase



TRANS THRIVE PROJECT CAMPAIGN

As part of the campaign strategy for the Trans Thrive Program, the APTN Communications team prepared key messages to encourage trans people to speak up about the hate crimes surrounding their communities. We also produced a video titled “Stories From Friends,” where we invited activists from Indonesia, the Philippines, India, and Nepal to talk about their experiences with transphobic hate crimes. A survey was launched in December 2023 as an effort to inform our community partners about the issues at hand and gather insights on their feedback and experiences.



Survey Participants

TOTAL: 89



Completed

35

Incomplete

54

Content

TOTAL ENGAGEMENTS
(LIKES, SHARES, ETC)
ON ALL PLATFORMS: 581

315

Intro to Trans
Thrive Project

168

Tips for
Survivors

98

Guidelines for documenting
transphobic incidents

TRANS HEALTH AND RIGHTS MODULE CAMPAIGN ENGAGEMENT (INSTAGRAM)

APTN's Towards Transformative Healthcare: Asia Pacific Trans Health and Rights Module is an introductory resource on trans-competent and gender-affirming healthcare for medical professionals and other healthcare workers in the Asia Pacific, particularly those in primary care, including community-based health services.

In 2023, APTN launched the **#TowardsTransformativeHealthcare** **#TheDoctorisInclusive** campaign on Instagram. For this campaign, we developed a comprehensive database of healthcare professionals, facilities, and stakeholders. We also engaged ally healthcare providers and key opinion leaders to spread the message as widely as possible.



197
enrolments

Stats for
#TowardsTransformativeHealthcare
campaign on Instagram



18,990
reach



250
shares



31
posts



1,990
likes



150
saves



26
comments



5,108
reel plays

TRANS RIGHTS BELONG IN SDGS: MINI CAMPAIGN ON TDOV

Following our intervention at the APFSD, APTN launched a mini campaign in conjunction with the events around TDOV to focus on how trans rights should be included in the conversation and initiatives surrounding SDGs.

Using the hashtag **#SOGIESCRightsBelonginSDGs**, the week-long campaign aimed to raise awareness of sexual orientation, gender identity & expression, and sex characteristics (SOGIESC) issues within the sustainable development context. For the campaign, seven activists from the Asia Pacific shared their experiences and contexts, which were subsequently amplified on several social media platforms. These insights provide valuable input for decision-makers and advocates working together to integrate SOGIESC issues into sustainable development mechanisms.

Stats for #SOGIESCRightsBelonginSDGs on Instagram



4,257
reach



121
shares



1,729
reel plays



598
likes



21
comments



9
posts



SMALL GRANTS AND SEED GRANTS

These grants are devised to support various transgender organisations and help them reach their goals.

ACTIVITIES	COUNTRIES INVOLVED	PARTNERS
Subgrant to It's T Time Vietnam	Vietnam	It's T Time
Subgrant to TWEET Foundation	India	TWEET Foundation

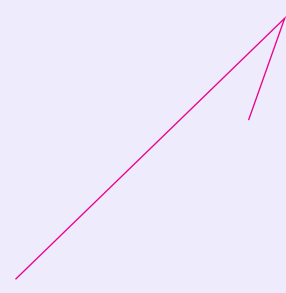
SUBGRANT TO IT'S T TIME VIETNAM

The 2023 subgrant to It's T Time Vietnam focused on consultation for the current legislation on legal gender recognition (LGR) in Vietnam. The subgrant supported efforts to generate community awareness on self-identification-based LGR, prepare testimonial submission guides for LGR registration, and conduct consultations with the drafting committee on these issues. Key actions included reviewing the concept note, activity plan, and budget, and coordinating a sub-award agreement between It's T Time and APTN. This was followed by efforts to ensure that deliverables—such as the end-of-project report and financial report—were completed in a timely manner.

SUBGRANT TO TWEET FOUNDATION

In June 2023, APTN provided a subgrant to the TWEET Foundation to fund their ongoing “Our Health Matters” research project, which focuses on transmasculine healthcare in India, led by a transmasculine steering committee. The committee includes researchers from Drexel University Dornsife School of Public Health in Philadelphia, USA, and the Population Council in New Delhi, India, as well as project partners from the TWEET Foundation and the Transmen Collective. The research investigates the experiences of transmasculine individuals in society, particularly in healthcare, emphasising the importance of legal gender recognition, access to healthcare, family and community acceptance, and their effect on mental health and overall well-being.

To help disseminate the research findings and strengthen their advocacy, APTN provided additional funding to the TWEET Foundation for video production, including scripting, narrative creation, and editing support. The subgrant also included commissioned illustrations, which allowed the Foundation to engage a transmasculine artist from India to complete the visual aid for the report. APTN also extended support in creating infographics to promote the research and increase its reach and impact.



GOVERNANCE *AND* OPERATIONS



IN
ACTION

We at APTN
continuously
strive to uphold the
highest standards of
workplace conduct
and governance.



Our latest initiatives
reflect our ongoing
commitment to
transparency,
integrity, and
accountability.





INTERNAL POLICY INITIATIVES

SAFEGUARDING POLICY TRAINING

In September 2023, APTN partnered with FHI 360 (formerly Family Health International) to conduct a training session on safeguarding policies. This training addressed systems and practices to prevent harm to vulnerable groups in development work and humanitarian assistance. It focused on protecting these populations, recognising and reporting abuse, and implementing effective safeguarding practices.

Drawing on FHI 360's expertise, the training emphasised designing safe programs, protecting staff and participants from harm, including sexual abuse, exploitation, and harassment, and ensuring compliance with minimum standards and international policies. This initiative aims to equip our staff with the skills to maintain high safety standards and reiterate our commitment to a safe environment for all stakeholders.

REVIEW OF MANAGEMENT POLICIES WITH ALLEN & OVERY AND NORTON ROSE, AND PARTNERSHIP WITH TRUSTLAW

In 2023, as part of an exercise to ensure our operations are in compliance with relevant regulations, APTN engaged in a verification process with law firms Allen & Overy and Norton Rose. The firms reviewed our policies and procedures and also provided invaluable legal advice to help us navigate legal complexities and mitigate risks. We are grateful for Allen & Overy and Norton Rose's pro bono work focused on enhancing data policy, whistleblower policy, and copyright policy, which helped fortify APTN's organisational framework for more operational efficiency.

The second quarter of the year saw us formalising agreements with both firms. This marked the beginning of efforts to develop and refine our organisational policies. The expertise provided by these firms ensured our policies were comprehensive, legally sound, and aligned with best practices, essential for safeguarding our organisation and maintaining compliance with legal requirements.

ENHANCING GOVERNANCE WITH TRUSTLAW

In the third quarter of 2023, we made a decision to review our organisational policies with Trustlaw to further enhance our governance framework and ensure a sturdy legal foundation. We are grateful for Trustlaw's network of legal professionals who helped ensure our policies reflect best practices in the nonprofit sector.

In addition to reviewing organisational policies, APTN solicited Trustlaw's support to develop and refine several critical policies in response to donor demands.



DEVELOPMENT PROGRAMME (DPRO) PROJECT MANAGEMENT TRAINING

In 2023, as part of our commitment to enhance organisational capacity, we partnered with Humentum to organise strategic training initiatives. Humentum has a track record of comprehensive training programmes and we were keen to ensure that our staff has access to high-calibre professional training opportunities.

ANTI-FRAUD AND CORRUPTION POLICY:

This policy will outline the measures and procedures we have in place to prevent, detect, and address fraud and corruption within our organisation. It is crucial for maintaining transparency and accountability in our financial and operational activities.

ANTI-MONEY LAUNDERING POLICY:

We require a robust policy to prevent and detect money laundering activities. This policy will establish guidelines for monitoring financial transactions and reporting suspicious activities to the relevant authorities.

RISK MANAGEMENT POLICY: We aim to develop a comprehensive risk management policy that identifies, assesses, and mitigates risks across all areas of our operations. This policy will help us proactively manage potential threats and enhance organisational resilience.

SAFEGUARDING POLICY: These policies include measures to ensure child protection, human trafficking prevention, and protection from sexual exploitation and abuse (PSEA).

These programmes were all evaluated meticulously to suit our organisational and staff development goals and needs. APTN's partnership with Humentum's DPro highlights yet again our commitment to continually assess and foster efficiency in project management and organisational leadership. safety standards and reiterate our commitment to a safe environment for all stakeholders.



ADVOCACY PARTNERSHIPS

AUSTRALIA'S DEPARTMENT OF FOREIGN AFFAIRS AND TRADE (DFAT) FUNDING ADVOCACY

In the first quarter of 2023, as part of Australia's DFAT Funding Advocacy, APTN engaged in preparation meetings in time for the Pre-donor Conference at Sydney World Pride. Learning from this valuable experience, we plan to continue to advocate for DFAT funding by maintaining engagements with its Global Philanthropy Project (GPP) and the Asia Working Group to ensure meaningful participation in the upcoming conferences and continuing support for DFAT initiatives.

As a result of this funding advocacy, we were proud to introduce the report, "Partnering with Pride: The Case for Australian Action on Equality in Our Region," which calls for Australia to assume a more meaningful leadership role in advocating for the inclusion of people with diverse SOGIESC in both foreign policy and development cooperation. The report also highlights the urgent need for change when it comes to individuals with diverse SOGIESC, especially when they often face socioeconomic inequalities due to institutionalised criminalisation and social stigma.

"The most effective way for Australia to demonstrate its commitment to sustainable and inclusive development for SOGIESC communities is by partnering with and supporting SOGIESC civil society in Asia and the Pacific. This includes strengthening existing mechanisms for supporting civil society as outlined in the recommendations. Nothing about us without us."

—An excerpt from the report, "Partnering with Pride: The Case for Australian Action on Equality in Our Region"



INTERNAL AND EXTERNAL TOOLS INTEGRATION

APTN ONLINE DONATIONS PAGE DEVELOPMENT

In 2023, APTN made major improvements to the digital donation infrastructure to streamline and secure the means of donations. We registered with Stripe, a financial infrastructure platform famous for its user-friendly features and ease of integration. This decision was made following PayPal Thailand's discontinuation of services for non-governmental organisations (NGOs), which made it crucial to enhance the digital donation platforms to cater to a wide range of global users.

To further simplify donation processes and enable seamless and secure mobile donations, we implemented a QR code system provided by our banks.

This process has significantly reduced the time and effort required for the entry of bank details, encouraging more spontaneous contributions, and, in turn, amplifying our fundraising efforts.

Alternative payment platforms

APTN's efforts to streamline donations hit a roadblock when we learnt that Stripe was ineligible to process NGO registrations. This drove us to explore alternative payment platforms. We engaged with platforms such as Givecloud, Savesafe, Weboon, Siampay, 2C2P, and Pay Solutions. Each platform was assessed for its ease of integration, transaction fees, donor experience, and support quality. Our goal was to diversify payment options to be able to receive and manage donations effectively.

In the latter part of the year, we started to test the 2C2P payment gateway integration through a WordPress plugin. At the same time, we also initiated discussions with Give2Asia to expand our donor outreach across Asia while also conducting an assessment on new platforms to meet organisational and regulatory standards.

PLATFORMS IN ASSESSMENT FOR STREAMLINING THE DONATIONS PROCESS

PAYMENT PLATFORMS		QR CODE INTEGRATION	
STRIPE: Financial infrastructure platform for streamlining APTN's online donation process		QR CODE SYSTEM PROVIDED BY A BANK: Implemented for seamless and secure mobile donations in Thailand	
GIVECLOUD, SAVESAFE, WEBOON, SIAMPAY, AND PAY SOLUTIONS: Alternative platforms explored for donation processing			
PAYMENT GATEWAYS		PHILANTHROPIC PARTNERSHIP	
2C2P: Verification and integration for higher security and user-friendly transaction processing		GIVE2ASIA: Engagement to expand donor reach across Asia	

MONDAY.COM IMPLEMENTATION

In an effort to enhance project management efficiency and team collaboration, APTN embarked on a strategic integration of the Monday.com platform, which is a versatile project management tool designed to help teams plan, track, and manage their work efficiently through a highly customisable interface. At APTN, we use [Monday.com](https://monday.com) extensively across various departments to enhance project management and operational efficiency.

The Monday.com integration happened in a few phases, across quarters:

FIRST QUARTER (Q1 2023): PROJECT INTEGRATION

Focus: Handling increased account requests and expanding support infrastructure

Actions:

- Adding new support staff and developing support protocols
- Organising detailed training materials and sessions for all users
- Addressing issues with Integromat integration through dedicated support



SECOND QUARTER (Q2 2023): CATEGORIES REVIEW

Focus: Aligning project categories with organisational needs

Actions:

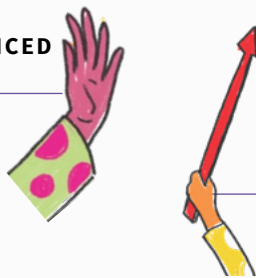
- Conducting a comprehensive review of project categories
- Consulting with stakeholders to tailor categories for enhanced project tracking

THIRD QUARTER (Q3 2023): ADVANCED TRAINING AND CUSTOMISATION

Focus: Advancing staff integration and enhancing project management capabilities

Actions:

- Providing comprehensive training sessions on platform features
- Tailoring functionalities to support specific departmental workflows



FOURTH QUARTER (Q4 2023): ENHANCED INTEGRATION AND EFFICIENCY

Focus: Integrating platform features for program and advocacy departments

Actions:

- Adding comprehensive donor lists and improving data accessibility
- Implementing filters for streamlined project management and reporting
- Conducting training and providing ongoing support for new features



DEVELOPMENT OF TWO CONSORTIUMS

SEVEN ALLIANCE CONSORTIUMS

In 2023, the Seven Alliance Consortium was established with support from UNAIDS, RCF, and the Global Fund. The consortium comprised seven organisations in the area of health and rights for key populations and people living with HIV in the Asia Pacific.

APTN had the privilege of being a part of this consortium along with the Asia Pacific Coalition on Male Sexual Health (APCOM), the Asia Pacific Network of People Living with HIV/AIDS (APN+), APNSW, the International Community of Women Living with HIV Asia Pacific (ICW-AP), the regional network of Asian People who use Drugs (NAPUD), and YouthLead. The goal was to strengthen community-led monitoring (CLM) at regional and national levels, which, in turn, would improve health services through cross-learning, advocacy, and capacity building. Throughout the year, the Seven Alliance Consortium organised several key activities, including a webinar series aimed at advancing CLM initiatives.

LEARNING ABOUT CLM FUNDAMENTALS AND LIVED REALITIES

The first two webinars took place on 15 and 16 May. The first session, “Knowing the Basics About CLM,” delivered an in-depth understanding to participants about CLM concepts, principles, and steps on its implementation. Notable presenters at the event included Midnight Poonkasetwattana from APCOM and Michela Polesana from UNAIDS, outlining the importance of CLM in capturing community experiences and working together with decision-makers.

In the second webinar, “Breaking Barriers: Community-Led Monitoring (CLM) Realities on the Ground,” community leaders and activists shared real-life experiences in implementing CLM as well as challenges to and strategies for successful CLM projects. Participants learnt how these initiatives need to be community-driven and the importance of knowledge exchange. Interactive sessions enabled participants to understand each other’s priorities and learn from the different experiences brought forward in the webinar to contribute toward effective and sustainable mechanisms of CLM.

FURTHER EXPLORING CLM ADVOCACY

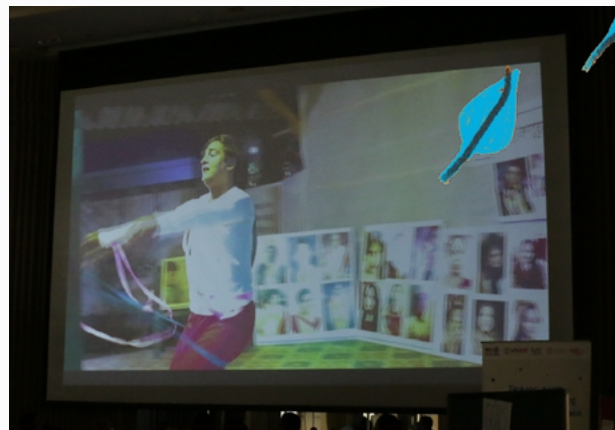
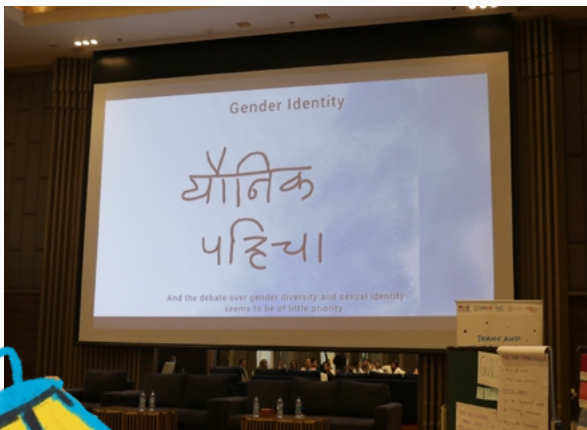
The consortium organised two more webinars in July 2023. The first webinar, “Advocacy within the Context of CLM,” outlined key advocacy steps to secure stakeholder support for CLM. During this session, Dom Kemps of UNAIDS shared his insights, while community leaders from Bhutan, Cambodia, and Papua New Guinea talked about their experiences and strategies. The second webinar, “The Significance of Community-led Monitoring (CLM) in Advancing Advocacy and Fostering Demand,” drew together youth engagement in CLM. This included a moderated panel discussion on the roles and challenges of young advocates involved in the process of CLM, with representatives from different youth-led organisations shedding light on their views and recommendations.



SOUTH ASIA TRANS CONSORTIUM

In 2023, together with our partners Blue Diamond Society, SEED, Samabhabona, Venasa Transgender Network, and Wajood, we at APTN formed the South Asia Trans Consortia with the help of the Amplify Change grant. The first project launched through this consortium was the Trans Thrive Project to understand transphobic violence and advocate for better legislation to protect trans communities in the Asia Pacific.

This initiative included a multilingual survey in ten languages to collect data on transphobic violence, providing a platform for transgender individuals to report incidents and share their experiences. The key intervention programs had been carried out in India, Sri Lanka, Nepal, Pakistan, and Malaysia. The project also boasted powerful social media campaigns to promote inclusivity and support for transgender communities.





RETREAT AND EVENTS

APTN RETREAT IN KHAO YAI, THAILAND

In August 2023, APTN organised a five-day staff well-being retreat in Khao Yai, led by Ouyporn Khuankaew (a Buddhist feminist activist who has been a workshop facilitator on feminist counselling, sexuality, anti-oppression, peacebuilding, and nonviolent direct action since 1995) and her apprentice Walra Peepathum. This retreat focused on healing processes, mindfulness, communication, and well-being. Set against the peaceful backdrop of Khao Yai, the retreat provided just the right setting for personal growth and relaxation.



DEEP LISTENING WORKSHOPS AND APPRECIATING NATURE

A key component of the retreat was deep listening workshops. Staff engaged in active listening exercises to foster empathy and improve communication skills. The retreat also included deep relaxation sessions led by Walra, who introduced techniques such as deep breathing, progressive muscle relaxation, and visualisation to help manage stress.

AWARENESS OF NEGATIVE EMOTIONS AND ACKNOWLEDGEMENT

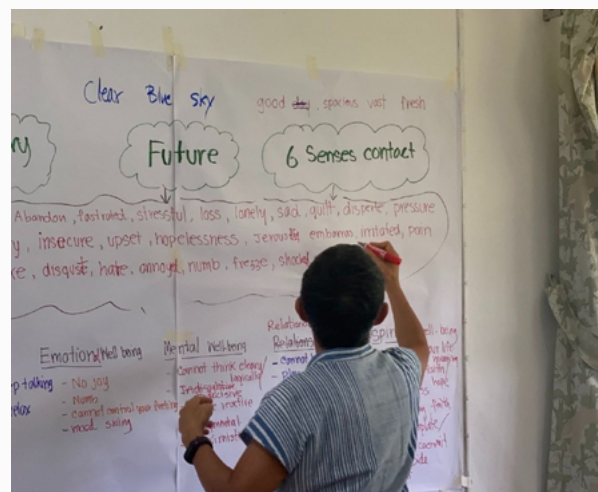
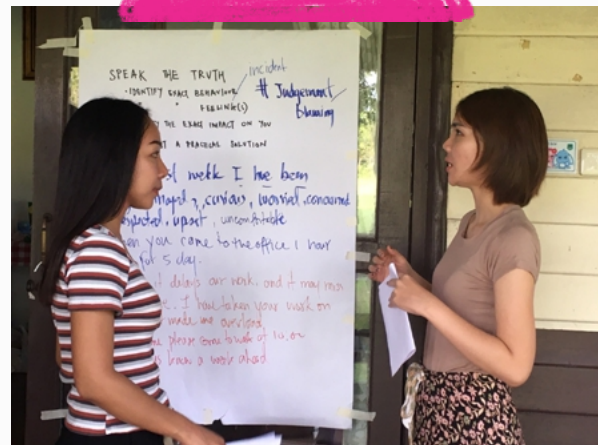
Ouyporn helped staff navigate negative emotions in the retreat. They learnt to identify, acknowledge, and process these emotions. In strength acknowledgement exercises, team members learnt to recognise and celebrate their individual strengths, boosting their self-confidence and resilience.

PERSONAL AND ORGANISATIONAL VISIONS OF WELL-BEING

In the retreat, participants mapped out their personal and organisational visions of well-being. Guided by Ouyporn and Walra, they set tangible goals encompassing physical, mental, and emotional well-being. This process included creating 'trees' that outlined their foundations, support systems, goals, dreams, and achievements.



Participants returned from the retreat with newfound clarity and a deepened sense of purpose. The skills, such as deep listening and emotional awareness, enhanced teamwork and collaboration within the organisation. Furthermore, the bonds formed during the retreat fostered a stronger sense of community, contributing to a more positive and supportive workplace culture. All in all, the retreat equipped the APTN team with practical tools for maintaining balance and well-being in their demanding everyday work environments as trans human rights defenders.



CROSS-REGIONAL INSTITUTIONAL STRENGTHENING IN AFRICA

On 27–28 November 2023, APTN and the African Trans Network (ATN) gathered for the Revitalising the African Trans Movement: Forging Unity and Progress pre-conference event. The event was held to reassess and strengthen ATN’s relevance by gathering diverse voices from among Africa’s trans activists, ensuring their active participation through relationships grounded in trust and transparency.

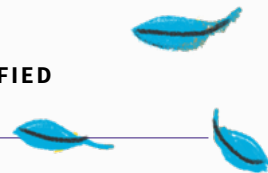
DAY 1: CELEBRATING PROGRESS AND NAVIGATING CHALLENGES



On the first day, we celebrated the milestones of the African trans movement with sessions such as “Reflecting on Achievements” and “Acknowledging Setbacks.” Participants were invited to honour their progress and openly discuss challenges as opportunities for learning and growth. The day concluded with a collaborative envisioning of a unified future.

Initially called the Pan-African Task Force, ATN emerged from the pre-conference with useful tools to strategise solutions for the challenges faced by trans communities in Africa. ATN comprises activists from East, West, and Southern Africa who aim to develop a clear roadmap for the trans movement and emphasise the need for inclusive representation and collaboration across the continent.

DAY 2: FORGING A UNIFIED PATH FORWARD



On the second day, we wove together diverse experiences and identities in the “Envisioning a Pan-African Future” session. In “Exchanging Strategies for Progress,” participants shared effective strategies to create a repository of wisdom for activists. The final session, “Charting the Course Ahead,” distilled the collective vision into more actionable steps, turning it into a roadmap for a future centred on unity and progress.

APTN LEADING THE STRATEGY EXCHANGE SESSION



Joe Wong, APTN’s Executive Director, led the discussions in this session. Drawing from APTN’s 14-year evolution, Joe highlighted the importance of skills assessments for governance members and advocated for less stringent donor requirements to prioritise organisational strengthening.

At the convening, participants also expressed interest in APTN's health initiatives and advocacy efforts. In group discussions, they posed questions and shared practices that can contribute to movement building. They also deliberated on the components of ATN's governance, such as terms of reference, structure, and terms of service. Additionally, they explored the process of electing an ATN steering committee or board and sustaining conversations beyond the consultation.

The two-day consultation marked a significant milestone for APTN and the ATN as it embarked on a journey to strengthen its structures. The meeting's emphasis on learning from other successful regional networks, such as APTN, demonstrated a forward-looking approach. As the ATN charts its course toward a more cohesive and impactful future, it does so with a renewed sense of purpose, guided by lessons learned, challenges acknowledged, and a shared commitment to creating positive change for the transgender community in Africa.

PARTICIPATION IN THE DIGITAL TRANSFORMATION PROGRAM

In 2023, APTN was actively involved with the APAC Digital Transformation Forum as part of a key program sponsored by Google and the Asian Development Bank, led by Info Exchange. The program invested substantial resources in building digital capacity across a group of NGOs in the Asia Pacific, aimed at driving organisational innovation and efficiencies through digital measures. By participating in this forum, we aimed to gain insights and best practices that can be applied to our own digital initiatives, enhancing our operational efficiency and impact. The forum also provides a platform to connect with other organisations and experts, fostering collaboration and knowledge exchange.



Throughout the year, we conducted a thorough digital assessment using the Digital Capability Assessment Process (DCAP) tool from Info Exchange to evaluate our organisational digital capabilities, IT infrastructure, and technological health. This resulted in actionable insights and strategic roadmaps that can further guide us in our digital transformation efforts. Towards the end of the year, we participated in the APAC Digital Transformation webinars, where we exchanged knowledge on digital innovation, donor management, and impact measurement. The experience significantly contributed to our digital strategy, helping us optimise our processes and amplify our impact.

OUR
PEOPLE

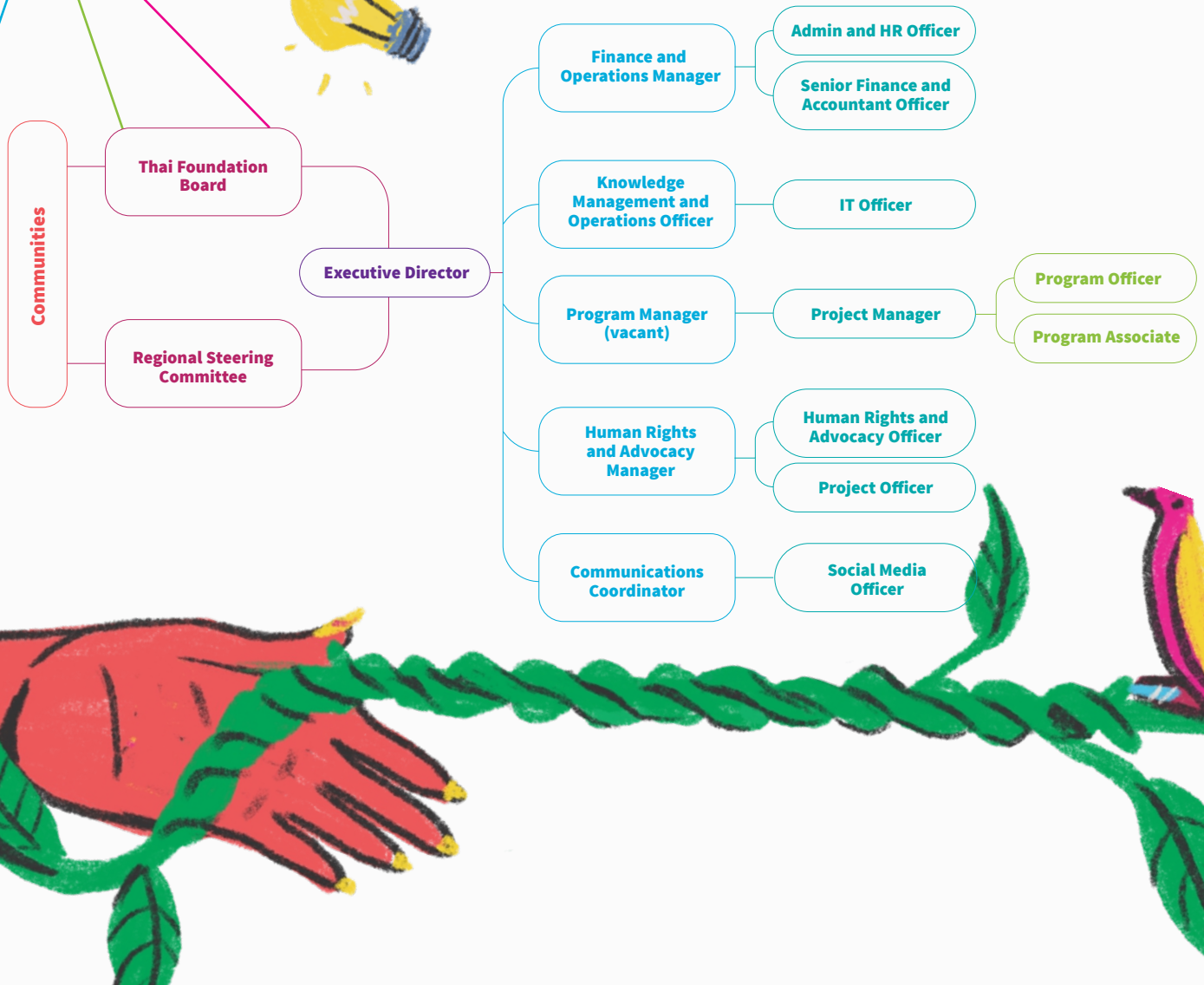


OUR
POWER

We recognise how crucial it is to develop more meaningful hiring and human resource practices in the organisation, one that celebrates the unique experiences of transgender and gender-diverse individuals.



ORGANOGRAM OF APTN IN 2023



As part of ongoing efforts and a broader commitment to empower transgender communities in the region and better respond to the diverse challenges, APTN recognises the need to ensure that our own organisational structure keeps evolving. Initially focused on health initiatives, APTN has now expanded its scope to include human rights advocacy and public campaigning. This shift aims to support the diverse needs of transgender organisations in the region.

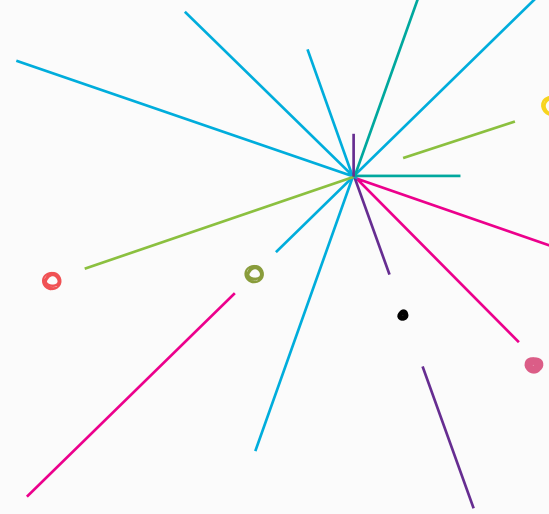
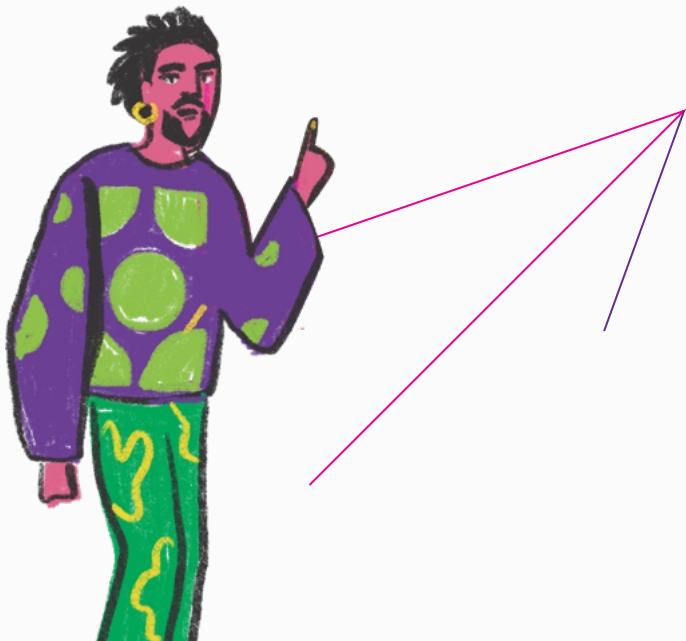
At a strategic level, APTN as a regional organisation is set to become a technical provider that focuses on movement-building capacities. This will entail developing consortiums to strengthen cooperation between movements across the region. To support this goal and better manage our diverse and growing portfolio of programmes, we expanded the team to include more specialised roles.

NEW HIRES AND RECRUITMENT

OPERATIONS MANAGEMENT: INTRODUCTION OF A FINANCE AND OPERATIONS MANAGER ROLE

In 2023, we were pleased to announce that APTN was hiring a Finance and Operations Manager. This new role represents a shift from the previous position, Finance Admin and HR, which was primarily focused on ensuring support for the Executive Director.

This strategic decision is part of an effort to strengthen our operational structure, where the Finance and Operations Manager will work in close liaison with the Executive Director. The person in the position will ensure that all functions within the organisation work smoothly in alignment with our goals. They will also provide central coordination so that all organisational financial processes are streamlined and efficiencies are improved. It is hoped that the role will lead to more cohesion, integration, and effectiveness of APTN's financial workflow.



WELCOMING ARRA YEE AS OUR NEW SOCIAL MEDIA OFFICER AT APTN

In August 2023, we were delighted to welcome Arra Yee as our new Social Media Officer. Arra joins us on a part-time and remote basis. It is hoped that APTN will benefit from Arra's presence, skills, and expertise as she instils a fresh perspective into our social media strategies.

THE COMMITMENT TO HIRE DIVERSE

It was quite a journey! The process consisted of 3 key stages: CV screening, a written test to assess candidates' skills and competencies, and an interview.

The Social Media Officer position drew applications from 33 individuals, representing a diverse range of gender identities and geographical locations, including India, Indonesia, Kenya, Malaysia, Myanmar, Pakistan, the Philippines, Portugal, Singapore, Sri Lanka, and Thailand. The applicants included 9 transgender individuals and 2 non-binary individuals. This diversity reflects APTN's ongoing commitment to inclusivity and representation in hiring practices.

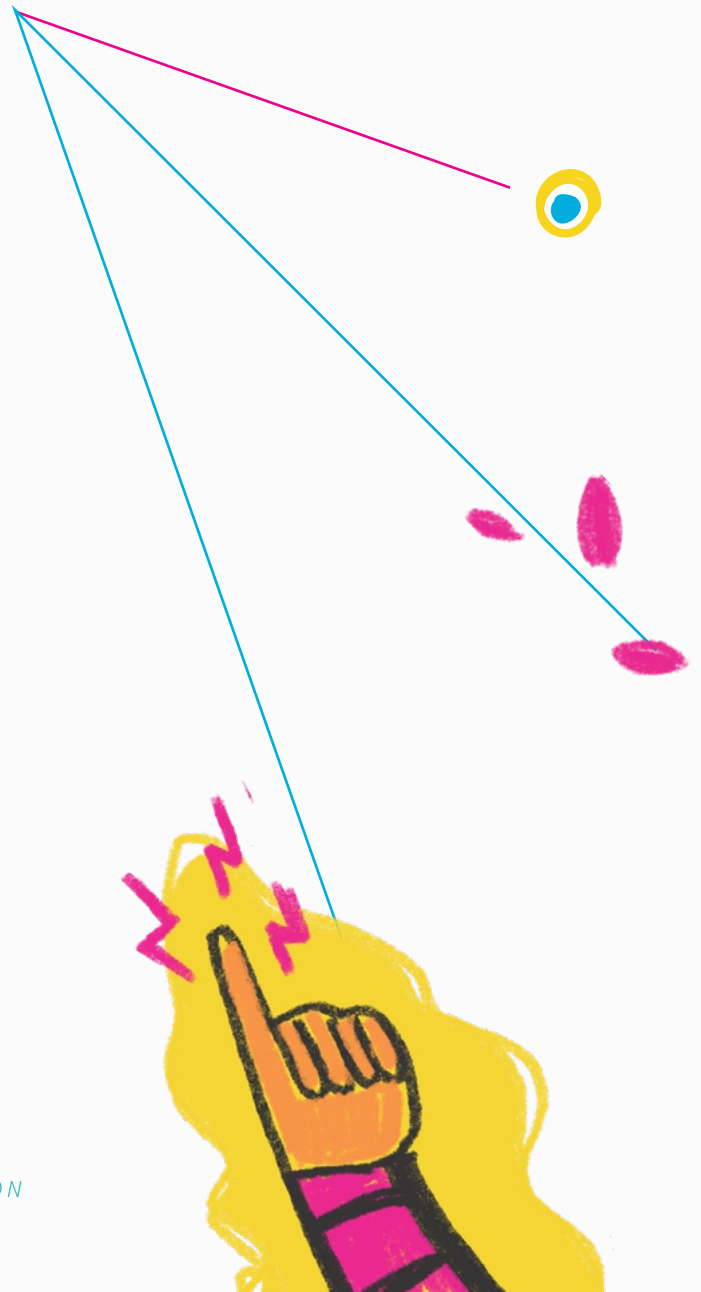
IN PROCESS: HUMAN RIGHTS RESEARCH AND ADVOCACY OFFICER RECRUITMENT

APTN is currently in the process of recruiting a Human Rights Research and Advocacy Officer (HRAM). As of the time of writing this report, we have received 85 applications for the position. The recruitment team is diligently reviewing each application based on criteria such as educational qualifications, relevant work experience, and demonstrated commitment to human rights advocacy. The objective is to identify candidates who are not only qualified but also possess the potential to contribute effectively to the organisation's goals.

The applicants for this position come from a wide range of countries, including Bangladesh, Brazil, Cambodia, Canada, China, India, Indonesia, Kenya, Lesotho, Malaysia, Myanmar, Nepal, Pakistan, the Philippines, and Thailand, highlighting the global interest in APTN's mission. The diversity of the candidates shows the widespread recognition of APTN's work and the importance of human rights advocacy in the Asia Pacific and beyond.

HR AND ADMINISTRATION OFFICER RECRUITMENT

With over 80 applications received, we have successfully assessed every applicant for the HR and Administration Officer role at APTN. To ensure the candidates fit our organisational culture, we underwent a rigorous process of evaluating every applicant's qualifications and experience. Following this, we held interviews for the position and finally found a candidate who fit our requirements. The two final interviews were concluded recently, and we are happy to onboard the new HR and Administration Officer soon.



GOVERNANCE



Regional Steering Committee (RSC)

The RSC provides vision and strategic direction to APTN. The RSC is composed of representatives from across the region.

Thai Foundation Board (TFB)

The TFB oversees the fiscal and legal responsibilities of the APTN Foundation.

Advisory Committee (AC)

The AC comprises people deeply involved in trans and gender-diverse work. AC members offer important insights and guidance to APTN's programmatic work.



Secretariat

Headquartered in Bangkok, Thailand, the APTN Secretariat runs the organisation's day-to-day operations under the leadership of an Executive Director. Together with the various committees, the Secretariat implements the strategic plan; supplies technical and logistical support; delivers capacity building, technical assistance, and training; and develops and maintains a database of knowledge products and tools for its country partners and trans and gender-diverse people.



AND ORGANISATIONAL STRUCTURE

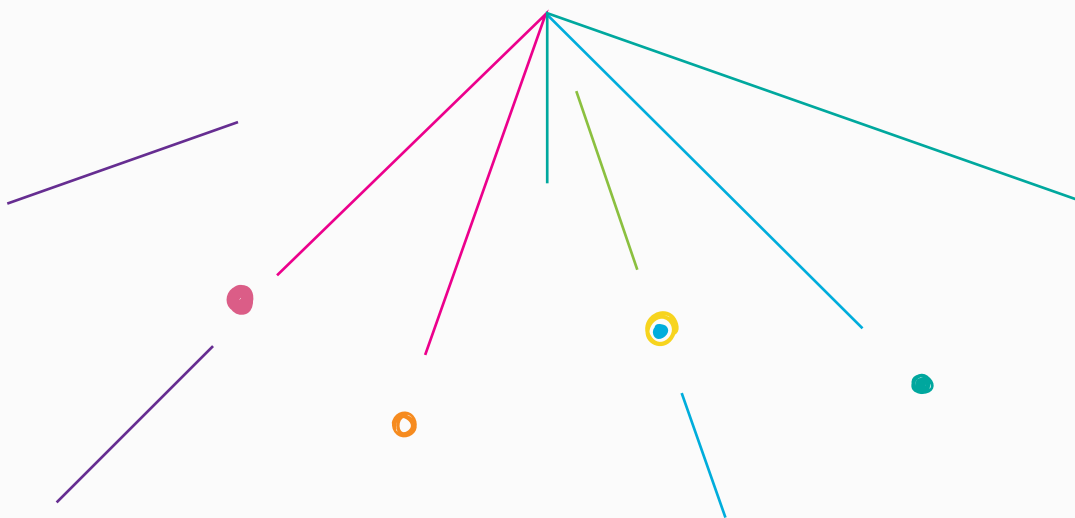


	BAHT	USD
● Personnel	13,362,256	363,751
● Occupancy	1,536,196	41,819
● Communications	443,446	12,072
● Travel, Conference, Workshop, and Events	23,963,517	652,342
● Equipment and Supplies	418,777	11,400
● Professional Services	5,506,892	149,910
● Subgrants	2,748,306	74,815
● Other Expenses	1,157,306	31,505
● Depreciation Charges	484,806	13,198

Total Expenditures

49,621,502

1,350,811



Expanding Reach Strengthening Trans Future



Contributors are listed in alphabetical order by last name.

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With thanks to:

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ASIA PACIFIC
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