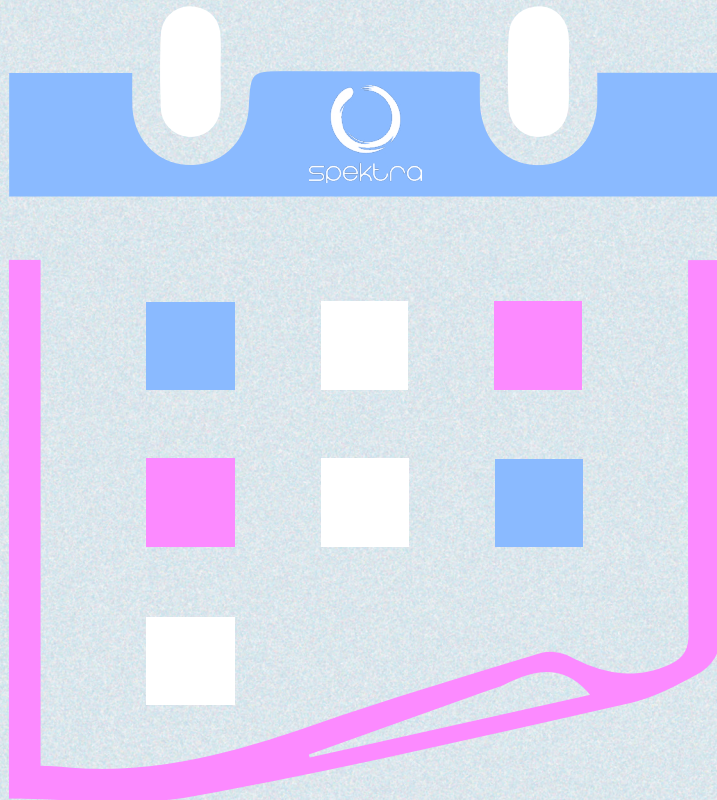


Annual report



2022

INTRODUCTION

The year in which this report was created marks the decade of negotiations of Montenegro within the EU accession process, but also the decade since the organization of the first Pride Parade. During that time, Montenegro boasted the position of “leader in the region” in respect of the human rights of LGBTIQ persons, which enabled pinkwashing¹. Despite, and perhaps thanks to, only the declarative leadership position in the region in EU integration, Montenegro very quickly came to a country where at least five women were² killed in nine months, a [debate](#) on the right to abortion was organized on the Public Service³, in which not only the opinion of the Serbian Orthodox Church was respected, but the priest Gojko Perović was one of the speakers, advocating the ban on abortion under the guise of defending democracy. Hate speech became constantly represented in the Parliament of Montenegro⁴, especially targeting women, LGBTIQ persons and persons with disabilities. The high level of tolerance and reluctance to condemn such attitudes has strengthened a violent atmosphere, in which MPs refuse to apologize for what they have said⁵.

All of the above indicates that for years the promotion of human rights and gender equality has been approached in a formalistic manner, rather than in a substantial way, which in times of global economic and social crisis is paying off.

These are just some of the challenges, which show the strengthening of anti-gender narratives, which, like in the rest of the world, have been growing stronger in Montenegro since the 90s, while very often at the same time there is a strong (re)action of the feminist movement, which is reduced to a few active, tireless and loud feminist organizations. In this context, this report not only analyzes certain segments of the state of gender equality in relation to the human rights of the TIGV community, but also serves as a presentation of the active engagement of TIGV persons to oppose the problems created by anti-gender policies by providing a personal contribution to gender equality and the struggle, not only for human rights, but for the entire democracy in Montenegro.

¹ Pinkwashing is a strategy to promote the protection of LGBT rights as evidence of liberalism and democracy, especially to deter or legitimize violence against other countries or communities. The concept was used by Sarah Schulman in 2011 in relation to the public relations of the Israeli government, and is associated with homonationalism, the exploitation of sexual minorities to justify racism and xenophobia.

<https://www.facebook.com/Queer.Montenegro/photos/a.219068491579494/2092611680891823/>

² VICTIMS OF DOMESTIC VIOLENCE ARE ROWING: The system as an accomplice in crime, Monitor, 1 July 2022, Available at:

<https://www.monitor.co.me/nizu-se-zrtve-porodicnog-nasilja-sistem-kao-saucesnik-u-zlocinu/>

³ After half a century, the right to abortion in Montenegro is being questioned, Slobodna Evropa, May 17, 2022,

available at: <https://www.slobodnaevropa.org/a/31855117.html>

⁴ Condemnations of new attacks by the Democratic Front on LGBTIQ in Montenegro, Radio Slobodna Evropa, December 23, 2021,

Available at: <https://www.slobodnaevropa.org/a/crna-gora-demokratski-front-lgbtq/31623211.html>

⁵ Vučurović: Let me be removed from the position of the President of the Board, my beliefs are more important than my position, Portal Standard, December 25, 2021,

Available at: <https://www.standard.co.me/politika/vucurovic-neka-me-smijene-sa-mjesta-predsjednika-odbora-vaznija-su-mi-uvjerenja-od-funkcije/>

In this challenging year, we have seen an increase in hate speech and cases of discrimination and violence. In addition, an attack on the home of our activist Nikola Ilić and trans activist Hana Konatar⁶ was also recorded this year. Such cases, as well as cases of attacks on the LGBTIQ Drop-in Center⁷, which happened several times⁸ during the year, made the work of activists much more difficult, and along with hate speech, strengthened the hostile atmosphere towards defenders of human rights, democracy and social justice.

We have responded to all these challenges by strengthening our social support services for the community, stronger ties with the feminist movement and other movements, collectives and individuals fighting for human rights and democracy in Montenegro, the region and Europe. We have strengthened our team, through improved knowledge and skills for fundraising, through strengthening of collective care and knowledge in the field of advocacy, activism and civic participation.

We were present and have actively supported numerous protests and struggles for human rights, reacted to numerous violations of human rights, as well as narrowing the space for the work of non-governmental organizations, and were overall alert and active with the aim of preserving the achieved progress of democracy and contribute to alternative solutions both through institutional and non-institutional channels.

Fully aware that the annual report can only show the tip of the iceberg of everything done and achieved, as well as the work and care invested towards both the community we represent and society in general, we are pleased to present the annual report of Spectra's work for the year 2022, to everyone who is interested.

⁶ Activists of the LGBTIQ community: Broken door of the apartment we live in, perpetrator found, Vijesti, 1 October 2022, available at: <https://www.vijesti.me/vijesti/crna-hronika/624016/aktivsti-lgbtqi-zajednice-polomljena-vrata-od-stana-u-kojem-zivimo-pronadjeno-pocinilac>

⁷ LGBTIQ Drop in Center in Podgorica attacked, RTCG Portal, 23/7/2022, Available at: https://www.rtcg.me/vijesti/crna_hronika/371219/napadnut-lgbtqi-drop-in-centar-u-podgorici.html

⁸ Detained attackers at the LGBTIQ Drop in center: One is 14 years old, the other 16..., Portal Analitika, 21.12.2022. Available at: <https://www.portalanalitika.me/clanak/privedeni-napadaci-na-lgbtqi-drop-in-centar-jedan-ima-14-godina-drugi-16>

What are our projects?

During 2022, the Spectra Association successfully implemented **6** projects, and started the implementation of **5** more projects, which through a wide range of activities and great reach contributed to the achievement of organizational goals and positive changes in all relevant fields. In addition, Spectra received operational support from **4** donors (FRIDA, Mama Cash, International Trans Fund and Legal Empowerment Fund) during 2022, and with the above provided support from **2** more donors for 2023 (Smart Balkans and Equality Fund), which are not project-oriented, with the aim of supporting our goals and values, and the further development of the organization.



projects we finished

1

project

“The Gender diversity – the core of gender equality”

The project “**The Gender diversity - the core of gender equality**” started its implementation in 2021 and ended in 2023. It was supported by Reactor (Reactor – Research in Action), European Commission, SIDA (Swedish International Development Cooperation Agency), Albanian Women Empowerment Network (AWEN), Rights for all from BiH, Kosovo Women’s Network (KWN), Women’s Rights Center (WRC), Kvinna till Kvinna Foundation from Sweden. The budget for the project was **14,860 EUR**. The main theme of the project is the promotion of gender equality with a focus on the human rights of transgender, gender variant and intersex persons.

2

project

“The Time for TRANSforming Democracy is now”

The project “**The Time for TRANSforming Democracy is now**” was supported by ERA (ERA - Alliance for Equal Rights of LGBTI Persons), and the budget was **12,000 EUR**. The theme of the project is to support the transgender, gender variant and intersex community to actively advocate for their human rights, democracy and the EU integration process, that is, strengthening the activist capacities of the community itself and the level of their political participation.

3

project **“Empowerment of transgender, gender variant and intersex victims of violence”**

The project **“Empowerment of transgender, gender variant and intersex victims of violence”** is supported by the Ministry of Finance and Social Welfare. The budget for the project is **21,376 EUR** and it started to be implemented in 2021 with an expected duration of 12 months. The theme of the project is to improve the quality of life of transgender, gender variant and intersex people through the improvement of the capacity of the organization for the development of the only trans-specific counseling service in Montenegro, and the empowerment of victims through innovative forms of support such as psychological workshops and self-defense workshops.

4

project **“Towards Intersectional Feminism in the Balkans!”**

The project **“Towards Intersectional Feminism in the Balkans!”** was carried out in partnership with Trans Network Balkan, Association ColecTIGV from Croatia and Wave (Talas) from Serbia. The project was supported by ILGA-Europe, in the amount of 19,989 EUR. Through the project, the TransFeminist Platform was created, as a space that gathers over 70 feminists from the entire region to discuss hot feminist topics. The first trans-feminist magazine PlaTForm was launched, and a series of visits to feminist events in Montenegro, Serbia and Croatia were organized.

5

project **“Montenegro society in the sign of transgender synergy”**

The project **“Montenegro society in the sign of transgender synergy”** is supported by the Ministry of Justice, Human and Minority Rights. The budget for the project is 12,300 EUR and the project started to be implemented in 2021 with an expected duration of 12 months. The theme of the project is empowering the community of transgender, gender variant and intersex people to advocate for their own rights through raising awareness of the importance of political participation, raising awareness of the intersectional approach to gender equality and recognizing multiple discrimination in the general population, and achieving a higher level of awareness among relevant institutions and non-governmental organizations in relation to the creation and implementation of gender policies that are inclusive and intersectional.



**Projects we have started
and are continuing
during 2023**

1

projekat „TransVoices of Montenegro: Leading the way towards gender equality“

The project **“TransVoices of Montenegro: Leading the way towards gender equality”** is supported by TGEU (Transgender Europe). The budget is **\$16,000**. The project started with implementation in 2022 and ended in 2023. The main topic of this project is increasing the capacity of trans leaders in Montenegro using innovative and interactive educational methods and creating advocacy strategies.

2

projekat “Systemic TRANSition to Equality”

The project **“Systemic TRANSition to Equality”** is supported by the US Embassy in Podgorica. The budget is **\$45,500**. The project started with implementation in 2022 and will continue in 2023. The purpose of this project is to improve the status of transgender, gender variant and intersex (TIGV) people in Montenegro through a series of activities, which aim to empower the TIGV community to actively participate in political processes that concern the community. The topic is also advocacy for legal gender recognition based on self-determination and improving TIGV-specific health care through advocacy.

3

projekat “Legal recognition of gender - a step towards inclusive policies”

The project **“Legal recognition of gender - a step towards inclusive policies”** was supported by the Center for Civic Education in the amount of **31,977 EUR**. The project began with implementation in 2022, and the topic of the project is to contribute to the improvement of the quality of life of transgender, gender variant and intersex (TIGV) people in Montenegro through the adoption of the Law on Legal Gender Recognition based on Self-determination, improving the level of social acceptance of TIGV people, and strengthening the TIGV community to active participation in exercising their rights through the work of psychosocial support services.

projects we started in 2023.

1

projekat “Support, empowerment, research - systemic response to gender-based violence against TIGV persons”

The project **“Support, empowerment, research - systemic response to gender-based violence against TIGV persons”** is supported by the Ministry of Labor and Social Welfare. The budget for the project amounts to **28,240 EUR**, and the theme of the project is improving the quality of life of transgender and gender variant persons and their integration into society through empowerment, with key psycho-social services and education, through inclusion and visibility on the cultural scene of Montenegro, and improvement of the legislative framework and its implementation, as well as increasing the level of social acceptance of gender diversity.

2

projekat “Legal recognition of gender - a step towards equality”

The project **“Legal recognition of gender - a step towards equality”** is supported by the Ministry of Human and Minority Rights, and the estimated budget is **18,800 EUR**. The topic of the project is improving the level of awareness in local self-governments for working with transgender, gender variant and intersex people, and establishing a normative framework that regulates the legal recognition of gender in Montenegro in accordance with international standards.



Program for work with the community

During 2022, we recorded an increase in violence and hate speech against LGBTI persons, including problems and difficulties, along with existing challenges that have not yet been resolved. During 2022, **5 cases** of violence and/or discrimination were reported to the Spectra Association, of which **only one** case was reported to the competent institutions.

Spectra responded to this situation by strengthening its support services such as individual consultations and peer support, as well as self-support groups, and by introducing new innovative services such as psychological workshops, which are held on average twice a month, and boxing empowerment workshops which are held every Saturday, that are targeting empowerment regarding both self-defense and dealing with violence, as well as internalized transphobia and non-acceptance of one's own body.

SELF SUPPORT GROUP

During 2022, we held **35** self-support groups for **25** TIGV people. The group discussed the following topics: socialization and creativity, mental health as a set of habits and the power of sharing; and as part of these topics, the group also dealt with the following themes: **coming together in the community, conversations about community needs, personal abilities, individual and group strength, problem solving, opportunities, body acceptance and healthy lifestyles through recreation and sports, awareness of gender stereotypes, personal perception of the trans experience, setting boundaries, coming together in the community, oppression and oppressors, working on yourself, building relationships, movie nights, creativity, dealing with pain, toxic masculinity, gender-based violence, rights guaranteed by law, health, togetherness, solidarity, caring for yourself and others.**

INDIVIDUAL CONSULTATIONS AND PEER SUPPORT

In total, during 2022, we conducted **544** individual consultations for **27** people. Individual consultations were implemented by **2** activists.

Within this service, we implemented **33** facilitations of health services, of which support was provided for **4** new people in relation to the approach to the gender adjustment process, and thus the quality of their lives was improved; while access to health support in the field of mental health was facilitated for **4** transgender persons. Support was provided for 1 transgender person in relation to the search for accommodation, thus preventing the situation of potential homelessness in times of crisis. Support was provided for **3** trans people during employment and economic empowerment. Support was provided for **3** trans people for administrative requests (change of name/gender designation/other). Support was provided for seeking asylum/temporary residence for **6** transgender, gender variant and intersex persons. Support was provided for reporting/processing violence and/or discrimination for **7** transgender persons.

PSYCHOLOGICAL WORKSHOPS

During 2022, we implemented **16 workshops** of group psychological support for **15 TIGV persons**. There are different experiences within the TIGV community, and due to continuous discrimination and violence, a challenge that is often encountered is the difficulty in opening up and communicating with people outside the community itself. Group members had productive discussions among themselves and with the educator. In addition, the workshops deal with providing tools for self-reflection and finding mechanisms for a healthier way of functioning for members and giving them space to improve their capacities and knowledge.

SELF-DEFENSE BOXING WORKSHOPS

12 self-defense workshops were conducted for **11 TIGV persons**. The members attending the self-defense workshops were themselves victims of violence, and at the beginning of the implementation of this activity, discomfort, fear and weaker physical preparation due to physical inactivity were clearly visible. As the trainings took place continuously in the continuation of the implementation of this activity, a significant change was observed in all members of the group. Members, in addition to building their capacities, knowledge and skills of self-defense, also began to open up about their traumatic experiences, and to draw a parallel between themselves in those experiences and themselves now, after strengthening and improving their capacities.

ACTIVIST TRANS CAMP

Association Spectra organizes Activist Trans Camp continuously, every summer since 2018, for members of the transgender community.

From July 26 2022 until July 30 2022 the fifth activist trans camp was held in Žabljak, Montenegro. **12** transgender people attended the camp.

During the camp, various entertaining and educational workshops were held, such as workshops in the field of mental health led by an expert in the aforementioned field, art workshops aimed at encouraging creativity, workshops on green policies, feminist workshops, as well as the Theater of the Oppressed, which is a form of interactive theater originally created by Brazilian director and activist Augusto Boal. The value of the Theater of the Oppressed lies in the artistic power that encourages changes in reality.

An activist trans camp allows people from the transgender community to connect, strengthen their sense of solidarity, empower, and learn together about various topics of importance, and, most importantly, gives members a space for fun and socializing, which is necessary to build a caring and supportive community.

Advocacy

During 2022, we held numerous meetings, contributed to various international and national reports, issued **3** publications and organized **2** public events.

During 2022, members of the Spectra Association participated in **34** meetings with state institutions (**9**), international institutions and organizations (**18**), as well as local and regional non-governmental organizations (**7**). The all-pervasive theme of the meetings was intersectional gender equality, while some of the specific topics were the position and rights of TIGV persons in Montenegro, inclusion of TIGV persons in the gender equality agenda, health care of TIGV persons, building a strong and united movement for human rights in Montenegro, etc.

Some of the actors with whom Spectra held meetings are Kvina till Kvina, the embassy of the **United Kingdom, the embassy of the United States of America, the embassy of Sweden, the European delegation, UNICEF, NDI, the Council of Europe, the Ministry of Human and Minority Rights of Montenegro, the Directorate for Anti-Discrimination - Ministry of human and minority rights, Social Council of Montenegro, Ministry of Public Administration, Clinical Center of Montenegro, Montepharm, as well as numerous non-governmental organizations, informal groups and decision-makers.**

As a result of our advocacy activities, we are closer to gender equality that includes transgender, gender variant and intersex people, to the improvement of legal solutions that will enable legal recognition of gender based on self-determination, as well as to better health care and improved political and civic participation of transgender people in Montenegro.

The focus of our advocacy activities is based on 3 goals:

- 1. Improvement of the legislative framework that will enable legal recognition of gender based on self-determination**
- 2. Improving health care for transgender people**
- 3. Inclusion of transgender, gender variant and intersex people in issues of gender equality, democracy and civil and political participation**

Improvement of the legislative framework that will enable legal recognition of gender based on self-determination

In March 2022, Spectra became a member of the **Working Group** for drafting the **Law on Legal Gender Recognition Based on Self-Determination**, which was created by the Ministry of Human and Minority Rights. In July, Spectra organized a [seminar](#) for the Working Group with the support of the Council of Europe and the European Union delegation in Montenegro, where the Minister of Human and Minority Rights Fatmir Đeka, the ambassador of the European Union delegation in Montenegro, Cristina Oana Popa, and Evgenia Giakomopolou, head of the Council of Europe office in Montenegro, spoke. In December, with the support of the Council of Europe and in partnership with the Ministry of Human and Minority Rights, we organized a two-day meeting of the Working Group, where we created the first draft of the Law.

Improving health care for transgender people

During 2022, we were actively engaged in trying to solve the shortage of the hormone estradiol, which is needed by both transgender and non-transgender women. In relation to that, we had several meetings with representatives of the Clinical Center of Montenegro and Montepfarm. At these meetings, we addressed the problem of the shortage of estradiol hormone therapy for transgender women, as well as the mapping of doctors who can work with transgender people within the Clinical Center of Montenegro. In addition, we sent requests for meetings to the Health Insurance Fund, as well as to the Ministry of Health, which were not answered. We reacted publicly, independently and with the "Equal" Coalition, which gathers 37 non-governmental organizations, demanding the Ministry of Health to solve the problem of the shortage of hormone therapy, however, the competent ministry remained inactive on the said issue.

Inclusion of transgender, gender variant and intersex people in issues of gender equality, democracy and civil and political participation

During 2022, after we contributed to the first inclusion of transgender, gender variant and intersex people in the Gender Equality Strategy for the period 2021-2025, **Spectra was engaged in the further involvement of TIGV persons in issues of gender equality. We achieved this goal through numerous meetings, public events and contributions to national and international reports.**

Participation in public events

During 2022, members of the Spectra Association spoke at numerous events, the most significant of which were:

- From February 25 to 27, 2022, Marija Jovanović and Ksenija Gospić participated in the **“DAH” [“breath”]** theater festival in Belgrade, having the opportunity to speak about the active role of TIGV persons in art and gender equality, as well as the importance of including TIGV topics in socially engaged art.
- On June 25, 2022, Marija Jovanović and Nikola Ilić spoke at the panel discussion **“Meeting with young people - connected in diversity”** attended by young members of political parties from Montenegro, organized by RYCO - Regional Youth Cooperation Office, at which had the opportunity to speak on a number of topics, including an intersectional approach to gender equality and the importance of including the TIGV community in all relevant issues related to political participation, not just those related to their gender identity.
- On October 1, 2022, Jovan Ulićević moderated the panel **“Together in the fight for democracy - Trans communities, governments and political movements”** in the Council of the TGEU, at which the following spoke: Szabolcs Schmidt, EU Commission, Marc Angel, EUP LGBTI Intergroup, Giovanna Rincon, Executive Director of Acceptess-T and Lenny Emson, TGEU/Kiev Pride.
- On October 7, 2022, Jovan Ulićević spoke at the panel **“10 years of the Montenegrin Pride Parade”**, which was organized by the Office for “LGBTI Persons in the Capital”.
- On October 20 and 21, 2022, Jovan Ulićević held **training** with the NGO Juventas on the topic of gender equality for employees of the EU delegation.
- On December 2, 2022, Jovan Ulićević spoke at a conference organized by the regional LGBTI organization ERA, on the panel **“Review of the impact of anti-gender movements on access to legal protection of transgender, non-binary and intersex people”**.
- On December 15 and 16, 2022, Jovan Ulićević held **lectures** during training for social workers in the Municipality of Podgorica, Health Center, organized by the Capital City.
- On December 26, 2022, Jovan Ulićević spoke at the conference **“LBTQ women and gender politics in the EU accession process”** organized by Queer Montenegro.

Contribution to national and international reports

During 2022, we contributed to various national and international reports, thanks to which the state of human rights of transgender, gender variant and intersex persons and gender equality was documented. In relation to that, the reports we contributed to are:

- Regular semi-annual and annual report to the **Protector of Human Rights and Freedoms on the state of human rights**
- Report on the implementation of the **Action Plan for 2021 of the Strategy for Improving the Quality of Life of LGBTI Persons in Montenegro** for the period 2019-2023
- Annual report of **ILGA-Europe and Transgender Europe** with the aim of creating a **Rainbow Map and evaluating Montenegro's progress in respect of the human rights of LGBTIQ persons**
- Report of the **European Commission on Montenegro for 2021 and 2022, in the field of gender equality and human rights of LGBTIQ persons**
- Report of the **State Department on Montenegro for 2021 and 2022 in the field of gender equality and human rights of LGBTIQ persons**
- **NGO Report for CEDAW**, together with the Women's Rights Center and the Association of Youth with Disabilities

In addition to the aforementioned reports, we actively participated in the development of the Action Plan for 2022, the Strategy for Improving the Quality of Life of LGBTI persons in Montenegro for the period 2019-2023, and in the consultations regarding the development of the Operational Plan for Open Public Administration, which was created by the Ministry of Public administration in partnership with the National Democratic Institute. We also contributed to the inclusion of TIGV persons in the National Plan for the Implementation of the

Publications we published:

We have created informative material in the form of a brochure entitled **[“Short guide on intersectional approach to gender equality: Montenegrin transgender community in the focus of gender equality”](#)**. The guide was written in relation to relevant data on the needs of the transgender community in Montenegro, and in accordance with the positions and principles of the European Union on how to solve issues of importance to the transgender community. These two components were combined, so that the primary target group for which the brochure was created - decision makers - would have the opportunity to look at issues of importance for the transgender community through these prisms. The guide was written by Spectra’s team in consultation not only with the latest research, but also with the TIGV community in Montenegro itself, while external collaborators were hired for design, folding, preparation for printing, and printing. The guide was distributed to decision-makers with clear demands of the transgender community, and key issues in relation to which their engagement is needed. Also, the guide was distributed to partner organizations, with the aim of providing a comprehensive and brief overview of the most important topics for the transgender community in Montenegro, i.e. so that the members of those organizations would be able to adequately present topics of importance to the transgender community, when it is necessary within the field they deal with. In addition, the distribution of the brochure will continue in the coming period in accordance with Spectra’s activities.

The report **[“Whose is our gender equality”](#)** is the first report on gender equality with a special focus on the human rights of transgender, gender variant and intersex (TIGV) people, written by transgender, gender variant, non-binary and gender queer people themselves. The report covers the period from 2020 to 2022, while also taking into account events

from the period when transfeminist activity was in its infancy. This report comes at a politically important moment for the feminist movement, gender equality, and the TIGV community itself, that is, in a period when anti-gender movements around the world, but also in the region, are igniting, gaining momentum, and attacking human rights and gender equality in a coordinated manner, with significant resources and a strong infrastructure, using them to gain and/or retain their political power. Although, still not at its peak, there are no shortage of anti-gender movement strategies in Montenegro, which have produced results around the world, regressing democracy, and bringing right-wing, clerical currents to positions of power, which instrumentalize the violation of the human rights of women and LGBTIQ persons for both political and material profit.

As every year, we have created an **[Analysis on media reporting on transgender, gender variant and intersex people for the year 2021](#)**. We presented the analysis of media reporting at an event attended by over 20 people, including representatives of the media, institutions and civil society, as well as members of the trans community. The promotion was covered by the media, and the news about it was shared by a total of 7 media outlets. The analysis notes the decline of media interest in gender equality topics involving transgender people, as well as the appearance of sensational news about trans people for the first time in many years.

We have started the **first research on violence and discrimination of TIGV persons, and the needs of the TIGV community for psycho-social support services**, which we will present during 2023.



Reactions and presence in the media

In the period of 2022, Spectra records 14 responses. The largest number of reactions related to attacks on the premises of the Drop In LGBTIQ Center, which was attacked twice in 2022 (on [July 23](#) and on [December 21](#)), and reactions with the EQUALY Coalition, which related to the work of government officials and institutions of Montenegrin government, namely: calling the Ministry of Health to solve the [problem of the shortage of hormone therapy with estradiol](#), which has not been solved even after 5 years of active advocacy by the Spectra Association, [the appointment of lawyer Velibor Marković](#), known for his [homophobic and misogynistic hate speech](#), as a member of the Commission, which was supposed to examine the conformity of the provisions of the Basic Agreement between the State of Montenegro and the Serbian Orthodox Church with the legal order of Montenegro. In connection with the Agreement, Spectra also issued a statement via social networks, in which it [called on the Prime Minister, members of the Government, its President](#), and members of the Montenegrin Parliament to act carefully and not make decisions that would slow down Montenegro's path to the European Union.

Also, Spectra, together with other non-governmental organizations, [demanded from the Government of Montenegro the immediate initiation of proceedings regarding the violation of the rights of women and children](#), and public attacks on professionals who work to protect victims of violence against women and children. We note the reactions regarding two isolated cases of hate crimes, which were committed against Montenegrin civil and LGBT activists, i.e. the death threats addressed to [Danijel Kalezić](#) on the eve of last year's Pride, and [the physical attack on our activist Nikola Ilić and his partner, activist Hana Konatar](#). Spectra [condemned the statement of the Deputy Prime Minister Vladimir Joković](#), with which he insulted all citizens who are unable and/or have no desire to become parents.

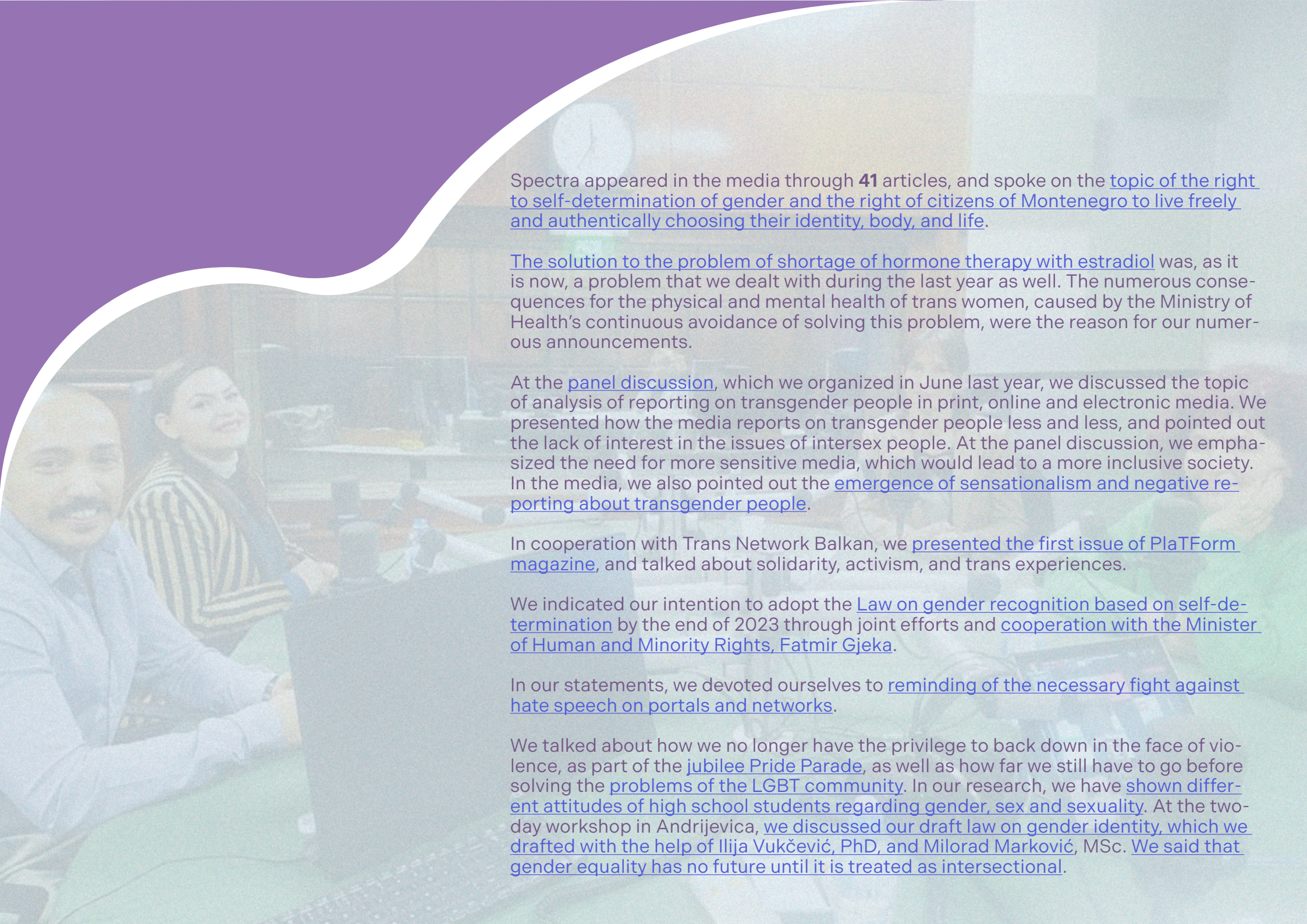
Regarding the current events in the region, Spectra expressed its support to the organizers and participants of the [Euro Pride parade in Belgrade](#), reacting to last year's decision of the Ministry of Internal Affairs of Serbia to ban the march. After the Pride Parade in Podgorica, Spectra [reacted to the dangerous hate policy of the Serbian Orthodox Church](#), which, before the parade itself, was the catalyst for many hate crimes committed against the Serbian LGBT community. At the very beginning of Russian aggression towards Ukraine, Spectra [expressed solidarity with its citizens and called on followers to provide assistance](#).

In 2022, Spectra, according to MetaBusiness Insights, records a total Facebook reach of 91,428, higher by 55.4% than the same period in 2021 on that social network, followed by 1,622 followers, and an Instagram reach of 101,162, higher by 104.5% from the same period in 2021 on that social network, where the account has 1,511 followers. The [asocijacija.spektra.org](#) website records 7,348 views, and 3,988 visitors. During 2022, we have also opened a [Twitter](#) and Tik Tok account. According to Twitter Analytics, a Tweet Impression of 42,811 was achieved in the period from April to January 2023, and the account currently has 130 followers.

In 2022, Spectra highlights the absence of texts and content that focus not only on the transgender/intersex identity of persons, but also deal with other aspects of personality. One of the problems is the lack of initiative to write and publish texts that emphasize the importance of trans activism for the general population and society as a whole, since this type of activism leads to a better society for everyone, to a society without violence and discrimination on any basis, therefore not only towards a more tolerant society but towards a society that celebrates diversity.

The reason why the mentioned problems most often occur is the lack of information of journalists, and in order to overcome this problem, activist organizations that deal with the protection and promotion of the rights of transgender people are trying to provide enough relevant information through various projects.





Spectra appeared in the media through **41** articles, and spoke on the [topic of the right to self-determination of gender and the right of citizens of Montenegro to live freely and authentically choosing their identity, body, and life](#).

[The solution to the problem of shortage of hormone therapy with estradiol](#) was, as it is now, a problem that we dealt with during the last year as well. The numerous consequences for the physical and mental health of trans women, caused by the Ministry of Health's continuous avoidance of solving this problem, were the reason for our numerous announcements.

At the [panel discussion](#), which we organized in June last year, we discussed the topic of analysis of reporting on transgender people in print, online and electronic media. We presented how the media reports on transgender people less and less, and pointed out the lack of interest in the issues of intersex people. At the panel discussion, we emphasized the need for more sensitive media, which would lead to a more inclusive society. In the media, we also pointed out the [emergence of sensationalism and negative reporting about transgender people](#).

In cooperation with Trans Network Balkan, we [presented the first issue of PlaTForm magazine](#), and talked about solidarity, activism, and trans experiences.

We indicated our intention to adopt the [Law on gender recognition based on self-determination](#) by the end of 2023 through joint efforts and [cooperation with the Minister of Human and Minority Rights, Fatmir Gjeka](#).

In our statements, we devoted ourselves to [reminding of the necessary fight against hate speech on portals and networks](#).

We talked about how we no longer have the privilege to back down in the face of violence, as part of the [jubilee Pride Parade](#), as well as how far we still have to go before solving the [problems of the LGBT community](#). In our research, we have [shown different attitudes of high school students regarding gender, sex and sexuality](#). At the two-day workshop in Andrijevica, [we discussed our draft law on gender identity, which we drafted with the help of Ilija Vukčević, PhD, and Milorad Marković, MSc. We said that gender equality has no future until it is treated as intersectional](#).

Feminist program

The problem that Spectra recognizes and addresses with this program is the insufficient presence of feminist policies and values in everyday practices and among the general population. In addition, the feminist program recognizes the superficial, formalistic, and heteronormative treatment of feminism and feminist principles in formal and a good part of informal education, which results in the constant treatment of feminism and gender equality as an exclusively female issue. This situation prevents social rebellion against the patriarchal regime, within the capitalist oppressive system, and therefore enables its survival. In addition, Spectra recognizes the importance of feminist alliance, as well as nurturing and strengthening it, which is one of the goals of this program.

Within this program, we use different channels, so that key feminist themes from the margins spread to the center, become pervasive, and realize their potential to transform the way we create societies, how we live, work, care, and love in them.

The feminist program aims to, through the use of creative methods and innovative approaches to work, **combine feminist knowledge, artistic sensibility, and technology in order to create, expand, and redefine spaces for feminist action.**

The activities carried out within the framework of the feminist program are classified into **4** main categories: campaigns, education, empowerment, and cooperation.





**campaigns
we've run**

Intersectional Gender Equality Awareness Campaign for the General Population: Why Pride?

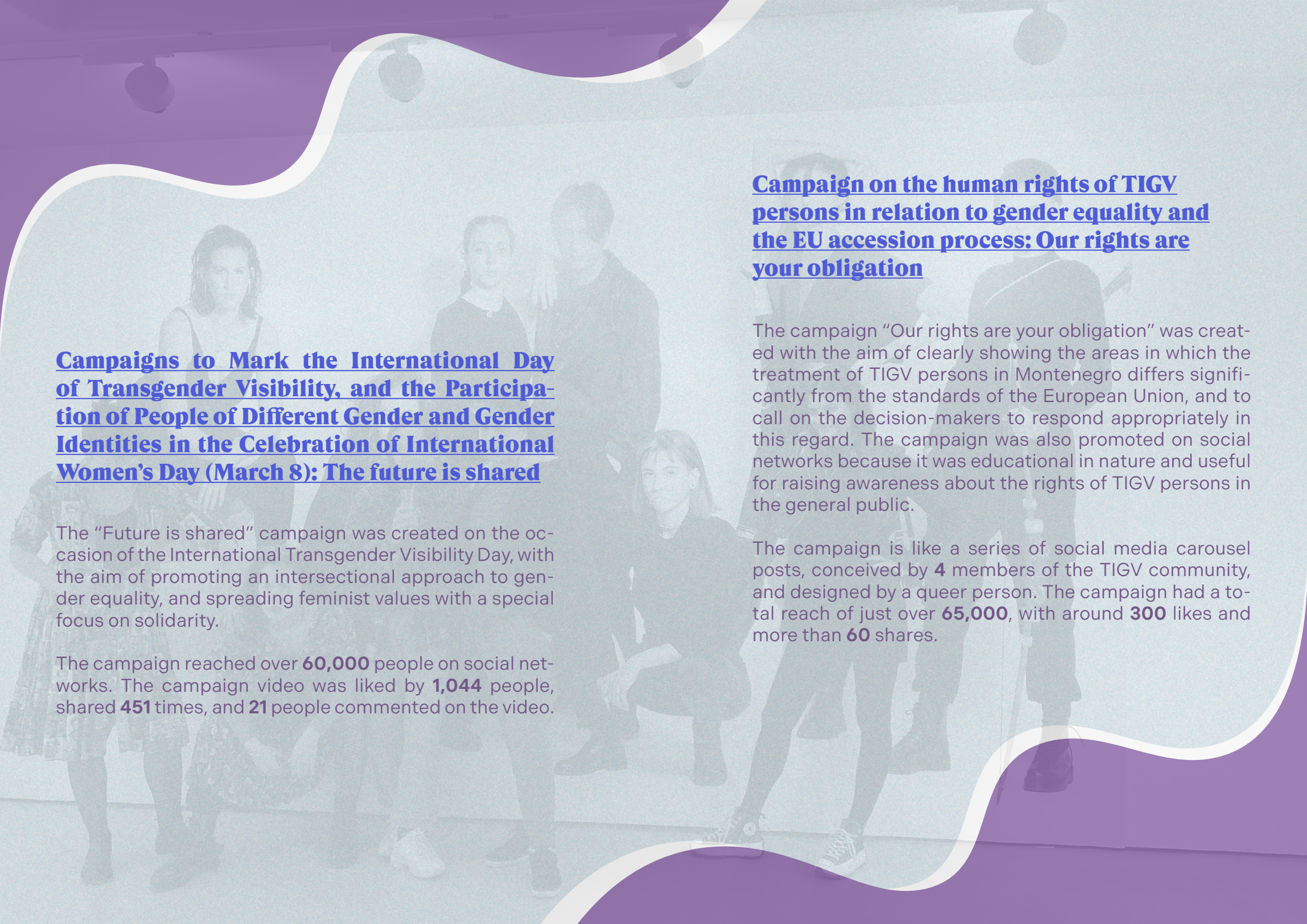
The campaign "Why Pride?" was created to, through the promotion of the Pride Parade, raise the level of awareness of intersectional gender equality. **7** TIGV people participated in the creation of the campaign narrative, and the campaign consists of **16** videos with messages related to this topic.

The campaign achieved a total reach of **85,328** on social networks.

Campaign to empower TIGV persons for political participation: No can do!

The campaign "No can do!" was created with the aim of achieving a higher level of information about their own rights and the importance of political participation among transgender, gender variant, and intersex people, as well as with the aim of empowering them for political participation.

The campaign achieved a total reach of **32,259** people on social networks, among them several hundred transgender people, who follow the social networks of the Spectra Association. Self-adhesive stickers, which were created as part of the campaign, were printed in **600** pieces and distributed at various public events organized by the Spectra Association or its partner organizations, as well as at the Tenth Pride Parade held in Podgorica.



Campaigns to Mark the International Day of Transgender Visibility, and the Participation of People of Different Gender and Gender Identities in the Celebration of International Women's Day (March 8): The future is shared

The "Future is shared" campaign was created on the occasion of the International Transgender Visibility Day, with the aim of promoting an intersectional approach to gender equality, and spreading feminist values with a special focus on solidarity.

The campaign reached over **60,000** people on social networks. The campaign video was liked by **1,044** people, shared **451** times, and **21** people commented on the video.

Campaign on the human rights of TIGV persons in relation to gender equality and the EU accession process: Our rights are your obligation

The campaign "Our rights are your obligation" was created with the aim of clearly showing the areas in which the treatment of TIGV persons in Montenegro differs significantly from the standards of the European Union, and to call on the decision-makers to respond appropriately in this regard. The campaign was also promoted on social networks because it was educational in nature and useful for raising awareness about the rights of TIGV persons in the general public.

The campaign is like a series of social media carousel posts, conceived by **4** members of the TIGV community, and designed by a queer person. The campaign had a total reach of just over **65,000**, with around **300** likes and more than **60** shares.

Education

Within the segment of work related to education, the Spectra Association started implementing a one-year program called **“Activist MASTERCLASS”** in 2022. The program is designed to give young people, especially transgender, gender variant and intersex activists, the opportunity to learn about creating campaigns, activism in digital spaces, the basics of feminism, principles of care, the use of performance art in activism, and numerous other topics. The program includes lecturers - successful and recognized activists from Montenegro, and **26** people applied for participation in 2022. We will continue the activity in 2023, and we plan to keep this activity as a regular activity within the feminist program.

We organized a workshop for **5** TIGV persons on the use of performance art for activist purposes in cooperation with the NGO Škart from Tivat.

In the field of empowerment within this segment of work, the Spectra Association started implementing a mentoring program in 2022, which, through meetings with an experienced and successful activist for the rights of LGBT persons, provides knowledge and tools to young activists. Mentoring sessions are held on a monthly basis, and **7** TIGV persons participate in them.

education in which we participated

During the reporting period, the capacities of the Spectra Association were improved through the following activities:

- Two members attended the training **“Gender equality within the process of accession to the European Union”**, organized by the Women’s Rights Center.
- Two members attended the panel discussion **“We have no time for hatred - how to improve regulation and self-regulation in Montenegro, in order to prevent the spread of hate speech and misinformation”**, organized by the Media Institute.
- Five members attended a **workshop** on the use of performance art for activist purposes, organized by the Spectra Association in cooperation with the NGO Škart from Tivat.
- Three members attended the five-day **Anti-Fascist School**, organized by the Rosa Luxemburg Foundation in Croatia.
- One member attended the seven-day **strategic planning** of the regional LGBTIQ association ERA - Equal rights association, of which the Spectra Association is a member, held in Serbia.
- One member attended a two-week **International Training on Gender-Based Violence**, organized by Kvina till Kvina and the Swedish Police Service.
- Two members participated in **EuroPride activities** held in Belgrade.
- Two members attended the training **“Combating the anti-gender movements”**, which was organized by ILGA Europe during September.
- Two members attended the **training** for Project Management financed from EU funds, held on November 28 and 29, 2022, at the Palmon Bay Hotel in Herceg Novi, organized by the Center for Civic Education.
- One member attended the training **“Monitoring the work of public institutions and policies, writing practical policy proposals”**, held on December 8 and 9, 2022, at Hotel Philia in Podgorica, organized by the Center for Civic Education.
- One member attended the training **“Strengthening the visibility of supported projects and public advocacy campaigns”**, held on December 22, 2022, at the Cue Hotel in Podgorica, organized by the Center for Civic Education.

Feminist cooperation and solidarity

The tenth Montenegrin Pride Parade, i.e. Montenegro Pride, was organized on October 8, 2022, in Podgorica, under the slogan **“No more but”**. The parade, and [a week of content before the parade](#), is organized by LGBTIQ Association Queer Montenegro in cooperation with NGO Juventas, Association Spectra, Association Stana, NGO Art Attack, Biza Festival and LGBTIQ Office.

During 2022, we also supported the **“March 8” March**, a protest for women’s rights and feminist values, organized by the Women’s Rights Center.

We regularly participated in the work of the **“Equaly”** Coalition, which was formed with the aim of connecting as many non-governmental organizations as possible, which primarily advocate for the human rights of LGBTIQ persons, but also broader issues of gender equality. The coalition has over 40 members, including the Spectra Association. During 2022, through the Coalition, we responded to numerous violations of human rights, principles of democracy, and the rule of law.

We actively participated in the **seven-day strategic planning of the regional LGBTIQ association ERA — Equal rights association**, of which the Spectra Association is a member, which was held in Serbia. Through our representative, and vice president of the board, we participated in the Transgender Europe Steering Committee.





Spectra's development

team strengthening

During 2022, we increased our team, which numbered **7** people, which is **4** people more than in 2021. During 2022, our team are, and continue to be:

- **Jovan Ulićević, executive director**
- **Marija Jovanović, coordinator of the feminist program**
- **Nikola Ilić, coordinator of the community empowerment program**
- **Ksenija Gospić, financial manager (previously volunteer, then communications officer)**
- **Danijela Nikić, office manager (previously intern)**
- **Miica Prelevic, intern, psychologist and researcher**
- **Milva Milić, intern, graphic designer**

Additionally, from 2022, **Spectra has its own offices and community space for the first time.**

During 2022, Spectra's team underwent numerous trainings, which improved our knowledge and skills for activism, by participating in the following activities:

- Two members attended the training "Gender equality within the process of accession to the European Union", organized by the Women's Rights Center.
- Two members attended the panel discussion "We have no time for hatred - how to improve regulation and self-regulation in Montenegro in order to prevent the spread of hate speech and misinformation", organized by the Media Institute.
- Three members attended the five-day Anti-Fascist School, organized by the Rosa Luxemburg Foundation in Croatia.
- One member attended a two-week International Training on Gender-Based Violence, organized by Kvina till Kvina and the Swedish Police Service.
- Two members attended the training "Combating the anti-gender movements", which was organized by ILGA Europe during September.
- Two members attended the Training for Project Management financed from EU funds, which was organized by the Center for Civic Education.
- One member attended the training "Monitoring the work of public institutions and policies, writing practical policy proposals", which was organized by the Center for Civic Education.
- One member attended the training "Strengthening the visibility of supported projects and public advocacy campaigns", which was organized by the Center for Civic Education.

budget and finance

Year	Budget	Percentage (increase/decrease)
2022	94 007	10,36%
2021	85 179	-16,67%
2020	102 214	79,52%
2019	59 938	436,24%
2018	10 618	
2017	0	

Donators

2022

- Ministry of Human and Minority Rights
- Ministry of Finance, Labor and Social Welfare
- Center for Civic Education
- Council of Europe
- Embassy of the United States of America
- FRIDA Young Feminist Fund
- Mama Cash
- Legal Empowerment Fund
- International Trans Fund
- LGBTI Equal Rights Association for Western Balkans and Turkey
- Reactor - Research in action
- Transgender Europe TGEU

2021

- The International Lesbian, Gay, Bisexual, Trans and Intersex Association - ILGA
- FRIDA - Young Feminist Fund
- Ministry of Human and Minority Rights
- Ministry of Culture
- European Instrument for Democracy and Human Rights EIDHR 2019

2020

- The International Lesbian, Gay, Bisexual, Trans and Intersex Association - ILGA
- Stonewall Community Foundation
- Embassy of the United States of America
- Ministry of Culture
- Media Institute of Montenegro
- Regional Youth Cooperation Office (RYCO)
- The Eurasian Key Population Health Network (EKHN)
- Ministry of Justice, Human and Minority Rights
- FRIDA - Young Feminist Fund

2019

- Trag Foundation
- Stonewall Community Foundation
- Ministry of Human and Minority Rights
- NGO Juventas
- Fund for active citizenship - FACT
- The Eurasian Key Population Health Network (EKHN)
- Media Institute
- European Union
- FRIDA - Young Feminist Fund

2018

- Planet Romeo
- Transgender Europe TGEU
- FRIDA - Young Feminist Fund



Ministarstvo rada
i socijalnog
staranja



Ministarstvo ljudskih
i manjinskih
prava



 Norway



Ministarstvo
javne uprave

