

ANNUAL REPORT

We are pleased to present you the report on Spektra's work for 2023!

INTRODUCTION

The year 2023 was quite dynamic regarding respect for human rights in Montenegro. This year was once again marked by elections (presidential and parliamentary), the work of the Government, which in the technical mandate was longer than in the regular one, and numerous opportunities to react to violations of human rights and freedoms.

The year 2023 marks the decline of Montenegro in terms of the human rights of LGBTI persons, which is also recorded by the ILGA-Europe Rainbow map¹, on which Montenegro fell from 8th to 12th place. In this year, as well as in 2022, there have been numerous setbacks in the field of human rights of LGBTIQ persons, uncompleted obligations, an increased degree of discrimination and violence, as well as stagnation concerning several vital issues. The new Law on Prohibition of Discrimination has yet to be adopted. Although the Law on Life Partnership of Persons of the Same Sex was adopted on July 1, 2020, LGBTIQ persons still cannot exercise their human rights guaranteed by the given Law, but also by the Constitution of Montenegro, since the Government and the Parliament of Montenegro have not yet harmonized the legislative framework, which initially entailed the adoption **of amendments to 26 laws and 14 by-laws**. According to the Queer Montenegro organization, institutions are entirely unresponsive to requests for STIs, and there is currently no official information on the number of laws and by-laws that need to be amended so that the Law on Life Partnership of Persons of the Same Sex can be fully implemented. This situation indicates a complete absence of political will and a strong commitment of all decision-makers in Montenegro to prioritize the human rights of all citizens of Montenegro. Although we worked tirelessly until the end of 2023 to create the Draft Law on legal recognition of gender identity based on self-determination within the Working Group formed by the Ministry of Human and Minority Rights, it has not been finalized and sent to the adoption procedure. Also, work on the new Strategy for improving the quality of life of LGBTIQ persons has yet to start.

Meanwhile, we strengthened our capacity to monitor democratic processes and all risks to democracy in Montenegro. We actively worked on advocating the adoption of the Draft Law on legal recognition of gender identity on the basis of self-determination. We also worked to improve health care for transgender, gender variant, and intersex (TIGV) people, as well as society as a whole, and to further integrate the human rights of TIGV people into all activities related to gender equality. We strengthened our psycho-social support services for the TIGV community. We succeeded in growing as a team, professionalizing ourselves, and maintaining the organization to fight actively against threats to human rights and democracy.

¹ <https://www.ilga-europe.org/report/rainbow-europe-2023/>

PROGRAM FOR WORK WITH THE COMMUNITY

Over the past few years, we have noted an increase in violence and hate speech against LGBTIQ persons, as well as the persistence of existing challenges that have not yet been resolved (the Law on Legal Recognition of Gender Identity based on Self-Determination has not yet been adopted, by-laws related to the Law on Registered same-sex partnerships have not yet been adapted, the problem of lack of hormone therapy for transgender women has not yet been permanently resolved, etc.). During 2023, 7 cases of violence and discrimination were reported to the Spektra, of which 2 were reported to the competent institutions without an adequate epilogue. During the year, we provided legal assistance to a trans man during the court process of a hate crime case from 2019, when he was dragged out of his home and beaten by several attackers. **We pointed out the unnecessary length of this court process and are closely following its process and epilogue.**

Spektra responds to the challenges mentioned above by continuously strengthening its support services, such as individual consultations and peer support, self-support groups, as well as psychological workshops, which are held twice a month on average, and boxing empowerment workshops, both for self-defense and dealing with violence. as well as for coping with internalized transphobia and non-acceptance of one's own body, and are held every Saturday. In addition, we have introduced an individual psychotherapy service, which 6 people currently use.

In the past year, Spektra has implemented:

18

self-support groups for a total of 24 TIGV persons. This year, we designed the groups to focus on empowering 6 TIGV persons to improve their skills in facilitating spaces for peer support through practical work and theoretical training by Spektra. A total of **24** people attended the groups, i.e., between **4 and 12** people participated in each group, and they were held at one of two locations: the offices of Spektra or the LGBTIQ Drop-In Center in Podgorica;

654

for a total of **individual consultations** for **75** people from the TIGV community;

52

self-defense workshops for **7** people from the TIGV community who come to this activity every month;

40

psychological support workshops for **19** people from the TIGV community who come to this activity every month

individual psychotherapy for **6** TIGV persons, which is held continuously, once a week.

In addition, we organized a regional gathering of TIGV persons, "**Transposium**," in cooperation with Trans Network Balkan, in a five-day gathering for **32** regional participants. During the Transposium, the participants had the opportunity to work on strengthening regional activism through various activist workshops and through mental health workshops and self-support groups to work on strengthening the regional TIGV community.

We also organized a **several-day activist trans camp with members of the TIGV community** in the north of Montenegro. The camp focused on activities and workshops aimed at strengthening community capacity. In addition, we spent a lot of time together, bonded, played board games, and felt comfortable in a safe environment. The topics covered this time were feminism, psychodrama, art and creativity, mental health care, and discussions about safe space.

We organized **advocacy and communications training for the TIGV community**, which an expert from Belgrade facilitated. People from the community and Spektra activists attended the training. During the training, we covered the basics of advocacy, public advocacy, and media representation, practiced interviewing, and simulated debates against representatives of the right.



ADVOCACY PROGRAM

We continued to work in the **Working Group to draft the law on legal recognition of gender identity on the basis of self-determination** and its advocacy. Spektra had a leading role in the Working Group, which finalized the Draft in January, which should be presented to the Government and then to the Assembly for adoption in the first half of 2024. At this time, we expect to hold 3 public hearings. In October, as part of Pride Week, **we organized a public event** where we presented the essence of the draft law, and we held numerous meetings during the year where we actively advocated for the law, including a meeting with the newly elected **president**.

During the year, we worked intensively on **improving health care for TIGV persons**. We organized a roundtable for members of relevant institutions on trans-specific health care, which we realized as part of the 11th Montenegro Pride Week. The activity was implemented on the premises of the Capital City Parliament on October 19, 2023. It was attended by 32 people (members of the Clinical Center of Montenegro, various state health centers and hospitals, the Institute of Public Health, members of the Medical Committee, the Ministry of Human and Minority Rights, Ministry of Health, Ministry of Justice, various government services, Montefarm - the largest distributor of medicines in Montenegro, members of Spektra, as well as members of other relevant institutions and organizations). We had a meeting with the director of Health Care, Pharmacology, and Regulated Professions of the Ministry of Health, Radovan Nikolić, who, as a speaker, attended our panel discussion **on trans health care**, recognized the discriminatory approach of the Ministry of Health (in the case of the adoption of the Rulebook on assisted reproduction, which denied access to reproductive rights to LGBTIQ persons), as well as the failure of the Ministry to resolve the persistent issue of lack of hormone therapy. He guaranteed concrete actions to solve that problem and improve access to healthcare in primary and secondary healthcare institutions. Thanks to the cooperation with the Clinical Center of Montenegro, we managed to temporarily solve the problem of the lack of hormone therapy for trans women. Although they have procured 100 medicine boxes for them, we continue our efforts to solve the problem systemically. Since we have established an agreement with the Ministry of Health, we will continue communicating regularly about solving this problem.

We conducted the **first survey on public attitudes toward trans issues in Montenegro**, which is now used as a basis for testing and creating the most effective campaign messages. The summarized data from the report shows that we have a stable 15-20% support for TIGV people and about 30-50% of those who belong to the "moveable middle," which we can influence with our campaigns. We also conducted the first research on the violation of economic rights and economic violence experienced by IDPs in Montenegro. We will present this study in February 2024.

We continued to actively advocate for **the inclusion of trans issues in all plans, strategies, and policies on gender equality and democracy**. We continued monitoring the implementation of the national LGBTIQ strategy. We are currently contributing to its evaluation and expect to be in the Working Group to develop the new Strategy in the coming weeks. For the first time in the region, Spektra, a feminist organization led by the trans community, **in cooperation with the Center for Women's Rights, conducted election monitoring on respecting gender equality in parliamentary elections with the support of NDI Montenegro.**

We collaborated with Trans Network Balkans to create the first **Transfeminist Cookbook** - a unique and comprehensive analysis of anti-gender movements in the Balkan region and a communication guide for countering some of the most prominent narratives and arguments used by members of the anti-gender movement. The cookbook also contains **case studies of specific anti-gender narratives in three Balkan countries: Montenegro (the first such analysis in Montenegro), Serbia, and Croatia.** We continued networking with various movements, institutions, academic communities, high schools, and decision-makers.

This year, we organized several public events, including a panel discussion, "**Who owns our gender equality?**" Human rights of transgender, gender variant and intersex (TIGV) persons in Montenegro concerning gender equality and the process of accession to the European Union". We talked with the decision-makers about including issues important for TIGV persons in gender equality. We also organized **the presentation of the first research on the necessary psychosocial support programs for transgender, gender variant, and intersex victims of violence**, both of which brought together over 30 participants from different sectors (non-governmental, institutions, community). Through the public events we organized, we gathered **101** participants.

As part of this program, we conducted **8** training sessions for institutions and the civil sector, in which we dealt with advocacy and communication. We also participated as trainers in 3 trainings, discussing the human rights of LGBTIQ persons for the police, judiciary, prosecutor's office, and young people.

Additionally, within the framework of this program, we cooperated with the Faculty of Montenegrin Language and Literature. We held a presentation on "EU Law and Legal Gender Recognition" for students of Humanities Studies majoring in Diplomacy and International Relations at the University of Donja Gorica as part of the course "European Union Law." We participated in regional educational sessions conducted by TGEU, which aim to exchange advocacy knowledge among trans organizations.

Through the advocacy program, we contributed to various international reports, including the European Commission's report on Montenegro for 2023, the State Department report, the Amnesty International report, the ILGA- Europe Rainbow Map and Annual Review report, the TGEU Trans Index report, and actively collaborated with the international community intending to provide a realistic picture of the state of human rights in Montenegro.

We participated in the organizing committee of the Montenegrin Pride Parade and organized various events during Pride Week in cooperation with ten other organizations and institutions.

FEMINIST PROGRAM

The problem that Spektra recognizes and addresses with this program is the **lack of feminist practices and values in Montenegrin society**. The feminist program recognizes the superficial, formalistic, and heteronormative treatment of feminism and feminist principles in formal and informal education, which results in the constant treatment of feminism and gender equality as an exclusively female issue. This situation prevents a fundamental and common struggle against the patriarchal system within the capitalist oppressive system and thus enables their survival. Spektra also recognizes the importance of nurturing and strengthening feminist alliances, which is another goal of this program.

Within this program, we use different channels so that crucial feminist themes from the margins spread to the center, become all-pervading, and realize their transformative potential in creating society and how we live, work, care, and love in it.

The feminist program aims to combine feminist knowledge, artistic sensibility, and technology through creative methods and innovative approaches to work to create, expand, and redefine the spaces of feminist activity. The activities carried out within the framework of the feminist program are classified into three main categories: feminist knowledge, promotion of feminist values, cooperation, and collective action.

FEMINIST KNOWLEDGE

Activist Masterclass is a multi-month program whose implementation began at the end of 2022 and continues through its second cycle until today. The activity aims to strengthen activist capacities when it comes to any kind of feminist action through a transgenerational transfer of knowledge. Available to all interested, this program offers access to expertise not represented in formal education systems, which is local and grounded in the context where the future activists participating in the program will work. The lecturers who participated in the program are accomplished successful activists from Montenegro and the region whose work is based on feminist principles that come to life through their activities in various fields.

During the first cycle of the program, which took place in 2023, **12** lectures were held, and **55** people attended, mostly from Montenegro but also from the region.



master class



master class



master class



master class



javno zagovaranje

The education program on labor rights is a program that we launched in 2023. It also focused on providing in-depth knowledge about a given topic to a smaller group of people to ensure the learning process's quality and enable a commitment to discussions and critical reflection on the subject. The program's leader was Ivana Mihajlović, deputy general secretary of the Union of Free Trade Unions of Montenegro, and during the year, she held **5** lectures for **9** participants. The lecture focused on the history of the labor movement in the world and Montenegro.



radna prava



Gimnazija Kotor

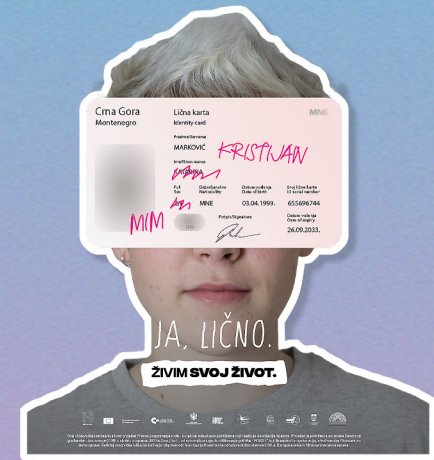
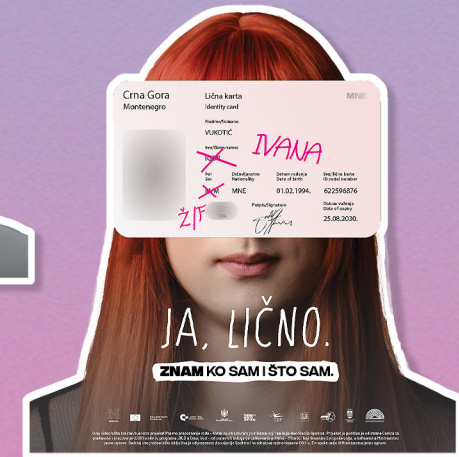
The mentoring program for public advocacy, as well as the mentoring program for working with victims of violence, were designed and implemented to allow a selected group of activists to intensively learn about the methods and practices of public advocacy for **12** months through the mentorship of one of the most successful activists in Montenegro. Mentors were Danijel Kalezić, who, among other things, successfully advocated the adoption of the Law on Registered Same-Sex Partnerships, and Maja Raičević, who mentored on work with victims of violence and is the director of one of the most successful organizations operating in this field. The group of activists consisted of **9** people, and during the year, not only lectures and practical exercises were held, but also individual consultations and counseling concerning the topics.

The youth education program in secondary schools included **10** workshops on gender, sex, and gender expression and an activity called "Living Library," during which workshop participants had the opportunity to talk with transgender people to reduce prejudice against them. **184** students attended the workshops from five secondary schools in four Montenegrin municipalities: Kolašin, Podgorica, Kotor, and Cetinje.

PROMOTION OF FEMINIST VALUES

During 2023, we created **8** campaigns advocating for the right to self-determination, including **one successful media campaign**.

The campaign **"Me, personally."** was broadcast on the national TV program for seven days, three times a day, which ensured a reach to almost the entire population of Montenegro. The reception of a campaign always implies many different reactions. Still, negative comments and responses were minimal regarding this campaign, which speaks of a high-quality and relevant way of conveying values and principles. Still, it can also indicate slight changes in how the general Montenegrin public perceives these issues. This campaign is one of 10 that we conducted during 2023.



510 183

Total reach
(number of users who
have seen the content)

8

Number of campaigns
placed on social media

The campaign "**Our rights are your obligation**" was created to raise awareness among decision-makers about the importance of integrating the rights of trans, intersex, and gender-variant people into the human rights agenda that Montenegro is implementing in the EU integration process. According to the Meta Business Suite platform, the campaign's reach (number of users who saw the content) is **39,642**.

With the "**#ZatoMiJeVažno**" campaign during Pride Month in June, we encouraged community members to think and share the prevailing ideas, feelings, and values that bind them to Pride Month. The campaign was launched on the International Pride Day of LGBTIQ persons, and it was conceived as a process of reflection on the past period and setting future goals, specifically through connecting the described values with the right to self-determination. Six trans people participated in the campaign, but the question was addressed to the community in general. The campaign was implemented through social media, including Instagram, Facebook, and X. Total organic reach (number of users who saw the content) of the campaign on these platforms is, according to Meta Business Suite and X, **4,458 people**.

With the campaign on the eve of Suicide Prevention Week, we emphasized that, as a community in which we strive to help and lend a hand to each other, we too have our limits and depend on the actions of state authorities, whose duty it is to provide conditions for a quality and dignified life. We especially emphasized the importance of the right to self-determination, which provingly prolongs and saves the lives of trans people. According to the Meta Business Suite platform, the reach (number of users who saw the content) of the campaign is **1,513**.

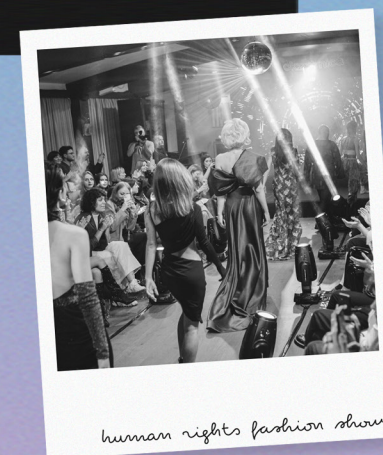
With a campaign on the eve of **Transgender Awareness Week** in November, we illuminated the stories of 5 historically prominent trans personalities, intending to educate the public and dispel the myth that transgender identities are "a product of modern times." According to the Meta Business Suite platform, the campaign's reach (number of users who saw the content) is **2,568**.

"**Self-determination is freedom**" is the slogan of the campaign, which aimed to show and promote different expressions of freedom from the point of view of members of the queer community through the use of art, fashion, public speaking, and performance. The photos used in this campaign were taken during the "Human Rights Fashion Show" event. According to the Meta Business Suite platform, the reach (number of users who saw the content) of the campaign is **3,206**.

With the campaign "**Me, personally.**" we pointed out that transgender people in Montenegro are subjected to inhumane demands to exercise fundamental human rights, which culminate in forced sterilization, and that the Law on Legal Recognition of Gender Identity Based on Self-Determination, if adopted, will guarantee the protection of this fundamental human right. According to the Ads Manager platform, the reach (number of users who saw the content) of the campaign is **272,997**.

"**Self-determination is a call to freedom**" is the slogan of the campaign, which aims to highlight the path to freedom and the right to decide on our own lives without restrictions imposed by society or the state. According to the Ads Manager and Meta Business Suite platforms, the campaign's reach (the number of users who saw the content) is **183,945**.

Through a video project documenting the process of organization and realization of the **Human Rights Fashion Show**, multimedia shows, and narratives of personal experiences of community members, we managed to focus attention on everyone who contributed to the event and express our gratitude for the finalization of one of the most significant events of the year and the opening of Pride Week. According to the Meta Business Suite platform, the reach (number of users who saw the content) of the campaign is **1,854**.



We had the opportunity to complement the opening ceremony of **Pride Week 2023** with two live campaigns.

These campaigns include a multimedia artistic-activist performance of the LGBTIQ community, the first of its kind, and it was held in three segments: an audio-visual review of the history of different types of parades, a **dramatic performance by LGBTIQ activists** and **the presentation of a fashion show by a young queer student of fashion design**. The event had more than 150 visitors. The event was followed by a **live broadcast** via Spektra's Instagram profile, which has been viewed a total of **1,939** times since the day of publication. More than **25** people from our target groups participated in organizing and implementing the event. The fact that the event occurred in one of the most relevant public places in the center of our capital - Podgorica - is fundamental.



REACTIONS

In 2023, we recorded **40** responses and press releases. Compared to 2022, which had **14** reactions and announcements, we were more active in the public space and fought louder for Montenegrin society. In the past year, Spektra activists were present at least **80** times in the media.

1. In January of this year, Spektra, together with the NGO organization Queer Montenegro, Juventas, and the Association "Stana", **invited the Council, the editorial board, and the director of Radio Television of Montenegro to reconsider the decision to broadcast the show "The City I Love"**, authored by Matija Milačić, which is known to the public for misogynistic and homophobic statements, and thereby sent a message that RTCG must not be a media that promotes and normalizes conservative and radical right-wing policies.

2. Together with the Coalition for the Rights of LGBTIQ Persons "Ravnopravno", Spektra **strongly condemned the attack of the Prime Minister of Montenegro on the Association "Parents"**, an organization that has been working for years to improve the position of parents and children in Montenegro, and called on the Prime Minister to refrain from harmful statements, stop labeling NGOs doing their work, and demonstrate responsibility in creating a favorable environment for the work of non-governmental organizations. On this occasion, we were guests on the "Great Debate" show on Television E.

3. In March, Spektra once again highlighted the problem of the shortage of hormone therapy in the Clinical Center of Montenegro for trans women and all other women who need therapy, but thereby also recorded temporary progress in solving the shortage of hormone therapy for one year, after long-term advocacy for solving this problem.

4. By participating in the March 8 march, organized by the Women's Rights Center, Spektra sent a message that we are marching for autonomy, feminist tradition, and empowerment against patriarchal oppression, gender-based violence, violence in general, and violations of basic human rights.

5. Together with the NGO group, Spektra reacted to the statement of the Montenegrin musician Antoni Pušić, in which he denies responsibility after sexually harassing the editor of the TV show "Dnevnic", Lejla Kašić.

6. Due to **the attack on members of the LGBT community of Banja Luka**, Spektra expressed support for the community and activists and emphasized the importance of perseverance and joint struggle, which will not stop as long as there is violence, inequality, and injustice.

7. On the International Transgender Visibility Day (TDOV), **Spektra emphasized the importance of persistence in the fight for appropriate health care** and the abolition of the unethical practice of sterilization, as well as against hate speech, violence, and institutional discrimination.

8. In May, Spektra expressed its **support for the psychologist and psychotherapist Petar Marković**, who became the target of cyber violence, offensive speech, and comments that incite hatred due to guest appearances on TV shows.

9. With the **Collation "Equally"**, Spektra sent a message that, bearing in mind the gravity of this and all the other cases that were pointed out earlier, as well as the possible consequences of hate speech, the organizations expect an immediate reaction from the institutions and provide support to Petar Marković and everyone who are exposed to violence in the public and private sphere.

10. Celebrating **May 1, Labor Day**, Spektra pointed out that the workers' struggle is a common one and that only through such a struggle can we talk about our own financial, cognitive, and physical autonomy, in which no one has to compromise parts of their integrity, health or identity to survive.

11. On May 9, **the Day of Victory over Fascism and the Day of Europe**, Spektra emphasized that the anti-fascist struggle is inclusive for all communities and implies a free, just, and dignified life for all people.

12. **May 12 also marked the release of the ILGA Europe Rainbow map**, on which Montenegro recorded a worrying but also expected drop in the ranking list. Spektra pointed out the reasons for this decline and the necessary steps to solve the mentioned problems.

13. Montenegro's position on the Rainbow map was particularly highlighted on May 17, the International Day against Homophobia, Biphobia, and Transphobia. **Spektra reminded that legal solutions must not be a dead letter on a page** but must accompany the systemic emancipation of the entire society.

14. Along with the NGO group, Spektra reacted to **inappropriate, misogynistic, and offensive reporting on MPs from the GP URA** by the Montenegrin media portal "Aktuelno".

15. During May, Spektra, together with the Women's Rights Center, **monitored women's participation in electoral lists** and reminded all political subjects that they are obliged to respect the Law on the Election of Councilors and Members of Parliament, which foresees special measures for women's participation in political processes in Montenegro.

16. After analyzing the composition of the six election lists, **the WRC and Spektra drew attention** to the State Election Commission's lack of transparency and the need for the election lists of the election process participants to be automatically published on the website.

17. Continuing with the monitoring and publication of information on the representation of women on the electoral lists, **it was established that only one woman is at the head of 15 electoral lists** and that the State Election Commission sent back three electoral lists for revision to eliminate deficiencies related to non-compliance with quotas for the less represented gender. Monitoring proves that special attention should be paid to the representation of women from marginalized groups, including Roma women, women with disabilities, LGBTIQ women, as well as others whose voices are insufficiently heard on the public and political scene.

18. Also, **WRC and Spektra reacted to the presence of the current director of the House of Pupils and Students, Goran Kiković**, on the electoral list of the New Serbian Democracy, who is suspected of domestic violence.

19. Spektra also reacted to the **continuous discrediting and intimidation of non-governmental organizations and sectors** along with the group of NGOs.

20. **Spektra drew attention to the fact that the case of violence against a transgender man**, which happened more than three and a half years ago, is still being monitored and that the final satisfaction of justice is expected.

21. **Spektra also reacted to the hate speech of a fan group in Podgorica**, which glorified the genocide in Srebrenica, saying that this is not the image of Montenegro that we are striving for but goes against the collective values of mutual respect and compassion, and stressed the importance of responding by the competent institutions. **After this reaction, we were a guest on the show "24 sata" on Television E.**

22. Together with the group of NGOs, **Spektra reacted to the re-election of the RTCG director**, stating that it was an example of the defeat of the rule of law and that the council members who participated in the vote should resign.

23. As a result of the renewed attack on the psychologist Petar Marković, **Spektra emphasized its explicit support for Petar**, as well as for all those who suffer violence and consequently lose trust in society and institutions.

24. Along with the non-governmental organizations Juventas, Queer Montenegro, and the Apartment Association, Spektra stated that the **LGBTIQ community needs solutions, not protocol meetings**, and refused to attend the meeting requested by the Minister for Human and Minority Rights Fatmir Đeka on June 15. The organizations believe that the scheduling of that meeting, allegedly on the occasion of LGBTIQ pride month, is an attempt at manipulation and a sloppy move aimed at covering up a long period of harmful stagnation concerning the human rights of LGBTIQ people.

25. On July 11, **on the day of commemoration of 28 years since the genocide in Srebrenica**, Spektra pointed out that it is crucial to express remembrance, apology, and responsibility in practice, not only in words, since even today, despite endless calls for abolition and sanctions all forms of harmful practices of relativization and denial of genocide, often witnesses to a different reality.

26. Along with a group of fourteen non-governmental organizations, **Spektra strongly condemned the public memorial service and the participation of representatives of Nikšić municipality authorities** in the memorial service organized by the Serbian Orthodox Church (SPC) for collaborator Dragoljub "Draža" Mihailović, the commander of the Chetnik forces during World War II, who led the operation ethnic cleansing of Muslims, especially in the area of Bijelo Polje, Pljevlja, and the surrounding area.

27. Spektra expressed its **support for the Center for Civic Education and its executive director, Daliborka Uljarević**, following former Prime Minister Dritan Abazović's unfounded accusations.

28. In the Women's Rights Center and Spektra's announcement, we pointed out that "we can do better than 17," alluding to the 17 seats in the Assembly for 313,793 women in Montenegro. It was pointed out that **nothing less than 40 seats in the Assembly is democracy** and that we can and must do better.

39. Together with 22 non-governmental organizations, Spektra appealed to the Acting Supreme State Prosecutor, Tatjana Begović, to **investigate the decision of State Prosecutor Snežana Šišević** to initiate misdemeanor proceedings against its author, Boban Batrićević, historian and professor at the Faculty of Montenegrin Language and Literature (FCJK), due to the column "Torokanje po Metodologiju i Đakonikiju" published on the Antena M portal.

40. Marking **the day of the fight against fascism, anti-Semitism, and xenophobia**, Spektra emphasized that now, more than ever, we must remember this day and everything it represents and that fascism is not an isolated incident in history, but that racist, fascist, and neo-Nazi movements on the rise, highlighting several present examples in our region, and the right to self-determination as an essential tool in the fight against them.

- 1** https://www.instagram.com/p/CnUmxxnLGDb/?img_index=1
- 2** <https://www.instagram.com/p/Cn9nkkKrpQk/>
- 3** https://www.instagram.com/p/CpiVd5loskj/?img_index=1
- 4** https://www.instagram.com/p/CpkZDBxKrPA/?img_index=1
- 5** <https://www.hracion.org/2023/03/14/reagovanje-na-saopštenje-ramba-amadeusa-iskreno-a-pogresno/>
- 6** https://www.instagram.com/p/Cql7_gmqEhs/?img_index=1
- 7** https://www.instagram.com/p/CqeES_UIBJm/?img_index=1
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- 12** <http://zumiraj.me/crna-gora-pala-na-ilga-rainbow-mapi-sa-8-na-12-mjesto/zum/zoom/zumiranje/zom/>
- 13** <https://www.portalanalitika.me/clanak/spektra-borba-protiv-diskriminacije-zlocina-motivisanih-mrznjom-je-gradanska-duznost-i-obave-za-svih-nas>
- 14** <https://www.instagram.com/p/CscCRZpL3WO/>
- 15** <https://www.vijesti.me/amp/656726/czp-i-spektra-dik-da-ne-potvrdi-liste-koje-krse-zakonske-kvote-za-zene>
- 16** https://www.instagram.com/p/Csa8vM8LiHd/?img_index=4
- 17** <https://www.vijesti.me/vijesti/politika/658237/zena-na-ce-lu-samo-jedne-od-15-izbornih-lista>
- 18** https://www.instagram.com/p/Cs3kQNB06bP/?img_index=1
- 19** <http://prcentar.me/clanak/grupa-nvo-aktuelna-i-svaka-naredna-vlada-da-odustane-od-pokuaja-zastraivanja-i-vrijeanja-nvo-sektora/2329>
- 20** <https://rtcg.me/vijesti/drustvo/433944/tri-i-po-godine-bez-presude-za-prebijanje-transrodnog-muskarca.html>
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OUR GROWTH AND DEVELOPMENT

During the year 2023, **Spektra's team attended training meetings in which we improved our knowledge and skills for activism** by participating in the following activities:

- One member attended the training "Improving transparency to suppress hidden influences" organized by the National Democratic Institute (NDI).
- One member attended the training "International training program on gender-based violence" organized by Kvinna till Kvinna and the Swedish police.
- One member attended the "Anti-gender Narratives" training organized by Transgender Europe (TGEU).
- One member attended the "International Training Program on Gender-Based Violence" organized by Kvinna till Kvinna and the Swedish police.
- Two members attended the EEAC meeting on advocacy and fundraising organized by TGEU.
- Two members attended the training for psychologists organized by NGO Juventas.

ABOUT OUR PROJECTS

During 2023, Spectra successfully **implemented 5 projects** and **started implementing another project**, which will continue with implementation in 2024. Through a wide range of activities and an extensive reach, all projects contributed to achieving organizational goals and positive changes in all relevant fields. Additionally, Spectra had **operational support from 6 donors** (FRIDA, International Trans Fund, Legal Empowerment Fund, Mama Cash, Smart Balkans, and Equality Fund) during 2023, whose financial support is not project-oriented but aims to support our goals and values and further development of the organization.

PROJECTS WE HAVE REALIZED

- The project "**Legal gender recognition - a step towards inclusive policies**" began its implementation in November 2022 and ended in December 2023. Association Spectra independently implemented a project that is part of the larger project "CSOs in Montenegro - from basic services to policy formulation - M'Base" implemented by the Center for Civic Education, in partnership with the Friedrich Ebert Foundation, the NGO Center for the Protection and Study of Birds of Montenegro and the NGO Politikon network in cooperation with the Ministry of Public Administration, Digital Society, and Media, as well as the Office for European Integration of the Government of Montenegro. The European Commission financially supports the project through the EU Delegation in Montenegro. The general goal of the project was to contribute to the improvement of the quality of life of transgender, gender variant, and intersex (TIGV) people in Montenegro, and the project budget was **31,977 euros**.

- The project "**Legal gender recognition - a step towards equality**" began its implementation in December 2022 and ended in February 2024. Spectra independently implemented a project as part of a competition for funding NGOs conducted by the Ministry of Human and Minority Rights of Montenegro. The general goal of the project was to contribute to the improvement of the quality of life of transgender, gender variant, and intersex people by providing support to the process of creation, adoption, and implementation of the Law on legal gender recognition based on self-determination, and strengthening the capacity and empowerment of the TIGV community to stand up for its rights, with a particular focus on self-determination and labor rights, and the project budget was **18,800 euros**.

- The project "**Support, empowerment, research - systemic response to gender-based violence against persons with disabilities**" began its implementation in December 2022 and ended in February 2024. Spektra independently implemented a project that was carried out within the competition for financing NGOs conducted by the Ministry of Labor and Social Welfare. The general goal of the project was to contribute to the improvement of the systemic response to gender-based violence against transgender, gender variant, and intersex persons, especially TIGV women, and the project budget was **28 240 euros**.

- The project "**Will there be women at the party?: Gender mainstreaming of the parliamentary election 2023**" began its implementation in May 2023 and ended in July 2023. Association Spektra was a partner organization on the project with the Center for Women's Rights, while the National Democratic Institute financially supported it. The main goal of the project was to strengthen the gender perspective of the parliamentary elections in 2023 in Montenegro, and the project budget was **10 000 euros**.

- The "**Systematic TRANSITION to Equality**" project was implemented in October 2022 and ended in December 2023. The general goal of this project was to improve the status of TIGV persons in Montenegro through the empowerment of the community in active participation in political processes that concern it, advocacy of the Law on Legal Recognition of Gender Identity based on self-determination, and improvement of TIGV-specific health care through advocacy. The project budget was **\$45,500**.

PROJECTS WE STARTED

- The project "**TransVoices of Montenegro: Leading the way towards gender equality: Second chapter**" began in March 2023 and will end in May 2024. Association Spektra independently implemented a project supported by Transgender Europe. The project's general goal is to contribute to the level of participation of TIGV people in activism through empowerment and education, and the project budget is **\$18,000**.

- The project "**The power of equality - building the capacity of the TIGV community to end gender-based violence**" began its implementation in August 2023 and will end in August 2024. The general goal of the project was to provide a multidimensional response to gender-based violence against persons with disabilities through the improvement of psycho-social support, empowerment of victims of violence, and improvement of the systemic treatment of persons with disabilities, and the budget of the project was **31,552 euros**.

OPERATIONAL SUPPORT TO OUR WORK

Smart Balkans organization supported our work through a donation of operating funds of 30,000 euros for 2 years, starting in January 2023 and ending in December 2024. The grant's goal is to strengthen the organization's capacity for planning its development, strategy, and external communication.

Mama Cash organization supported our work through a donation of operating funds of 25,000 euros for one year, starting in November 2022 and ending in November 2023. The grant's goal was to cover the organization's operating costs during this period.

The Frida organization, which has supported Spektra's work since its foundation, this year supported our work through a donation of operating funds and a grant for strengthening the organization's capacity, totaling \$16,000 for 2 years, beginning in November 2021 and ending in November 2023.

Equality Fund supported our work by donating operating funds of 119,739 CAD for 2 years, starting in February 2023 and ending in January 2025. The goals of the grant include contributing to the creation of state policies and agendas that include the needs and rights of TIGV persons, strengthening support services, facilitating access to resources for TIGV persons, creating changes in social narratives when it comes to intersectional gender equality, and strengthening the movement for gender equality and encouraging practices of collective and individual care.

Legal Empowerment Fund organization supported our work through a donation of operating funds of \$20,000 for 2 years, starting in June 2022 and ending in June 2024. The grant aims to support Spektra's work toward reducing systemic discrimination by learning about, using, and shaping laws.

International Trans Fund organization supported our work by donating operating funds of \$24,000 from August 2022 to February 2023. The grant's goal was to support Spektra's work in the fight against gender-based violence through building a solid and visible movement, public lobbying, education, and the inclusion of TIGV persons in creating policies that ensure their unity.

BUDGET AND FINANCE

YEAR	BUDGET	PERCENTAGE (increase/decrease)
2023	245 546	161.20%
2022	94 007	10.36%
2021	85 179	-16.67%
2020	102 214	79.52%
2019	56 938	436.24%
2018	10 618	
2017	0	

2023

- Ministry of Human and Minority Rights
- Ministry of Labor and Social Welfare
- The Center for Civic Education (in partnership with the Friedrich Ebert Foundation, the NGO Center for the Protection and Study of Birds of Montenegro, and the NGO Politikon Network and in cooperation with the Ministry of Public Administration of Digital Society and Media and the Office for European Integration of the Government of Montenegro. The project is financially supported by the European Commission and the EU delegation in Montenegro.)
- Embassy of the United States of America
- FRIDA Young Feminist Fund
- Mama Cash
- Legal Empowerment Fund
- International Trans Fund
- FRIDA - Young Feminist Fund
- Equality Fund
- Smart Balkans

2022

- Ministry of Human and Minority Rights
- Ministry of Finance, Labor and Social Welfare
- The Center for Civic Education (in partnership with the Friedrich Ebert Foundation, the NGO Center for the Protection and Study of Birds of Montenegro, and the NGO Politikon Network and in cooperation with the Ministry of Public Administration of Digital Society and Media and the Office for European Integration of the Government of Montenegro. The project is financially supported by the European Commission and the EU delegation in Montenegro.)
- 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

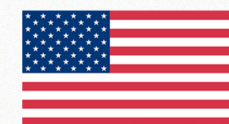
2019

- 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

OUR DONORS



Ovaj projekat finansira
Evropska unija

