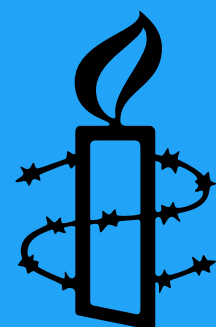


# REPORT ON CONTRIBUTIONS FOR IMPACT



**AMNESTY**  
INTERNATIONAL



# DIVERSXS PROJECT

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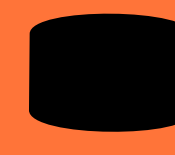
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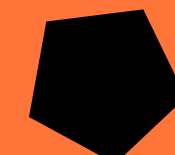
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# INTRODUCTION

At Amnesty International we describe impact as the long-term change that our work, in conjunction with many other factors, contributes to. Due to its nature, impact may take time to materialise and come to fruition. This is why our approach revolves around identifying and capturing the outcomes of our work. Outcomes are observable changes in the awareness, actions and behaviour of the actors that we engage or seek to influence. They represent the incremental steps that help us achieve impact. With the support of an external consultancy, we conducted an evaluation process that included semi-structured interviews and focus groups with various activists, family members, organizations and institutions involved, as well as online surveys and documentary analysis. This methodology has allowed us to contrast qualitative evidence to validate trends and support the conclusions presented.

It is important to consider that the present study takes place at the end of the project, which is usually a short time to measure certain effects of the intervention. For this reason, we call this study a “report on contributions for impact” because it focuses on results indicative of changes that may be reflected in the long term, based on the trends found at the time of the study. As will be seen below, in certain areas we rely on the perception of activists as we do not have yet concrete evidence of how the results will play out in the future.

In conclusion, we have verified that the project was successful in producing positive results in all dimensions, with great potential to generate long-term structural changes.

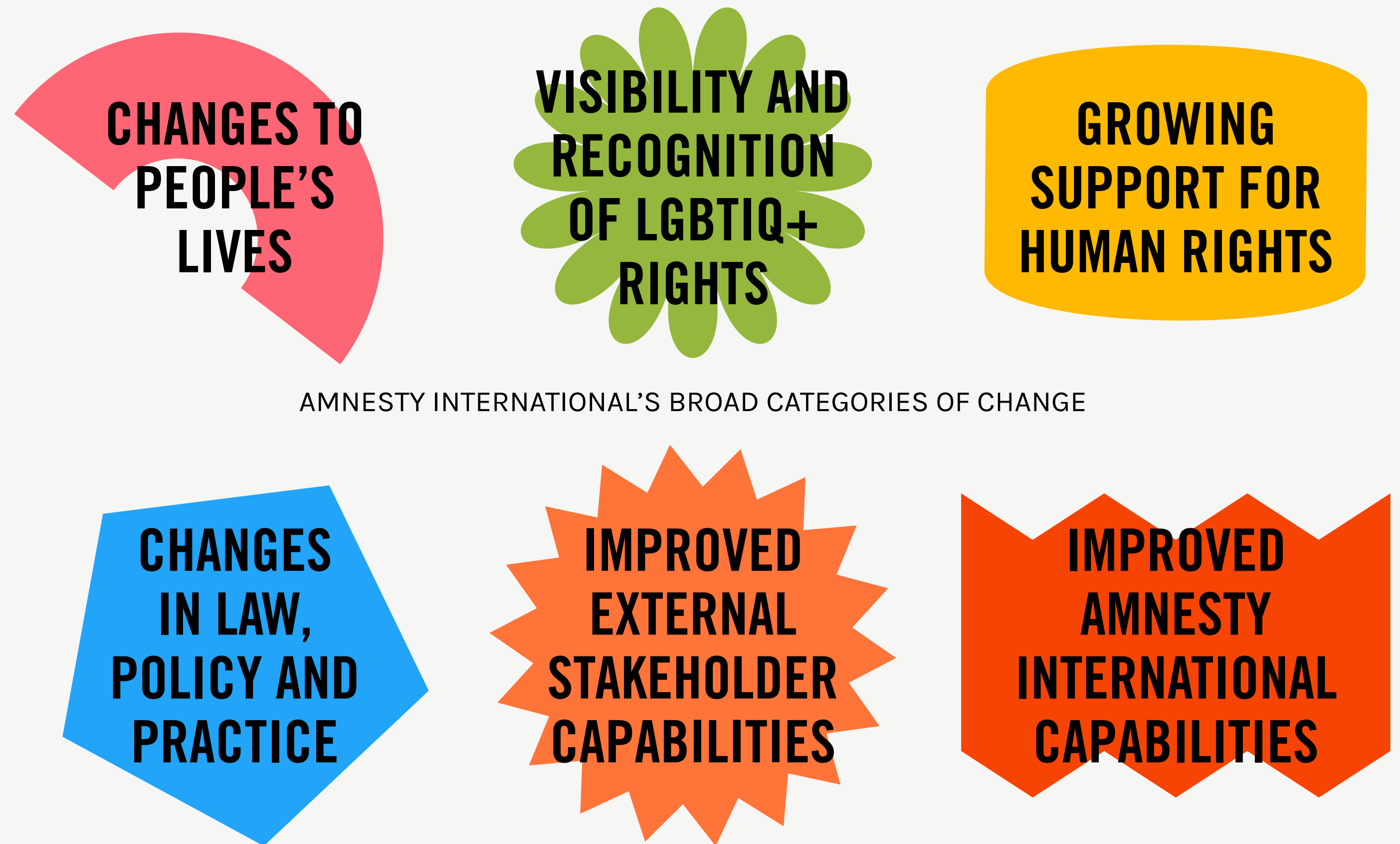


# IMPACT

To evaluate the project's impact, we adopted Amnesty International's approach. At Amnesty International we describe impact as the **long-term change** to which our work contributes, along with many other factors such as activism and each country's political and social climate. Because of its nature, it can take time for impact to be seen and come to fruition, so we focus on identifying and capturing the **outcomes** of our work. Outcomes are **observable changes** in the awareness, actions and behaviour of the actors we work with or seek to influence. They represent the incremental steps that help us achieve impact.

Outcomes can take many forms, such as civil society organizations building capacity to identify and report human rights violations or a government committing more funds to protecting victims of human rights violations. ○

To make sense of this complexity, we have broken the outcomes down into six broad categories or **areas of change** (see Figure I, Amnesty International's broad categories of change), which are further broken down into more specific indicators.



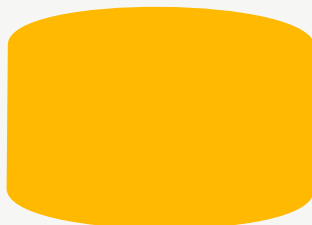
AMNESTY INTERNATIONAL'S BROAD CATEGORIES OF CHANGE





This framework was used to categorize the project’s outcomes and provide an overall evaluation of the degree to which the objectives were achieved. It should also be noted that Amnesty International’s approach to impact evaluation is one of **contribution** rather than attribution. In other words, our approach revolves around the idea that what we achieve is never the product of our project alone, but rather the outcome of many efforts on the part of our partners and others operating in the same space.

In keeping with this approach, this evaluation explores the role played by Amnesty, while also recognizing that the reported outcomes would never have been possible without the many ongoing efforts of partners, activists, civil society organizations and other actors who collaborated with Amnesty or operated in the same context as Amnesty.





# OUTCOMES





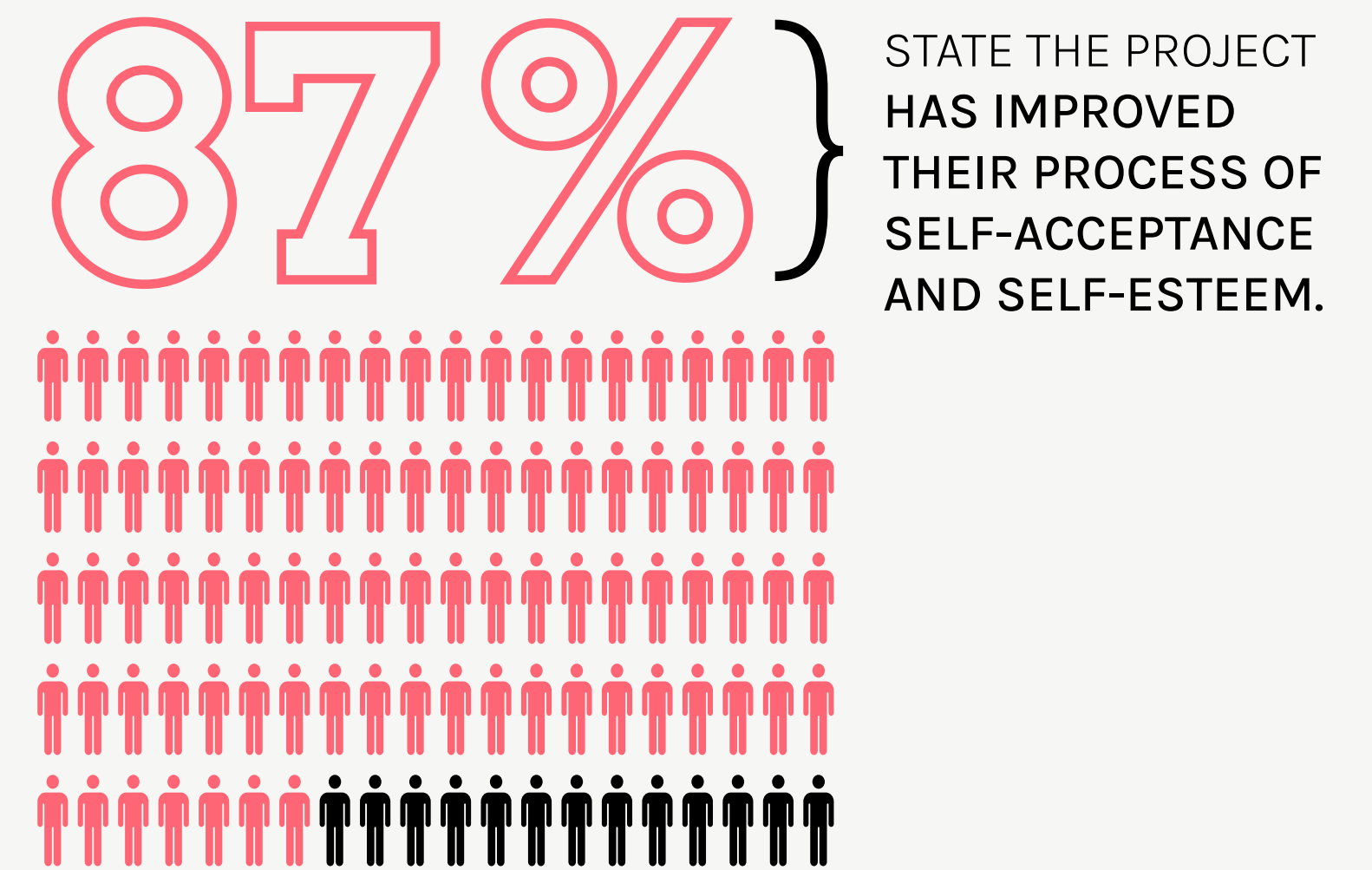
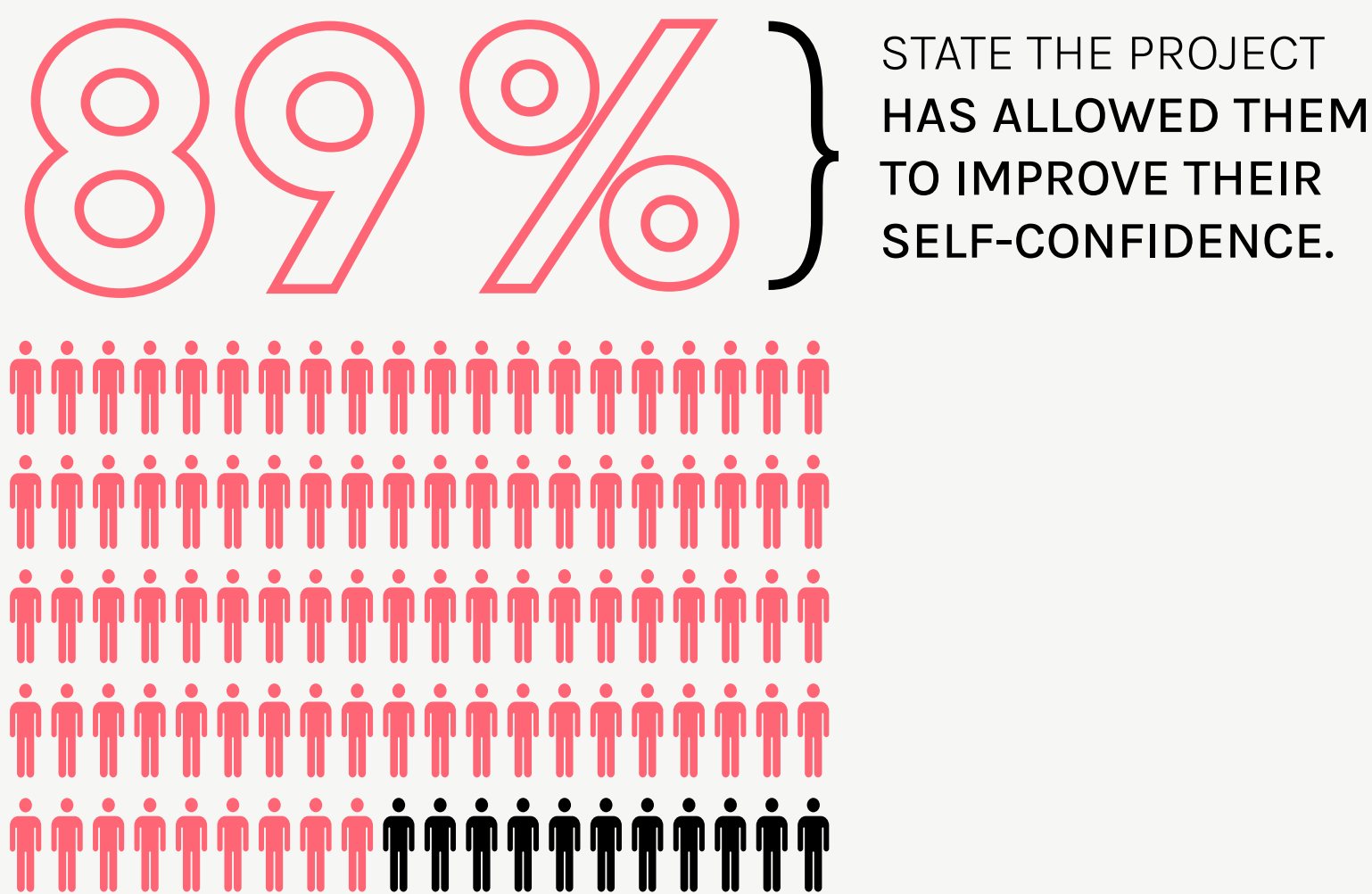
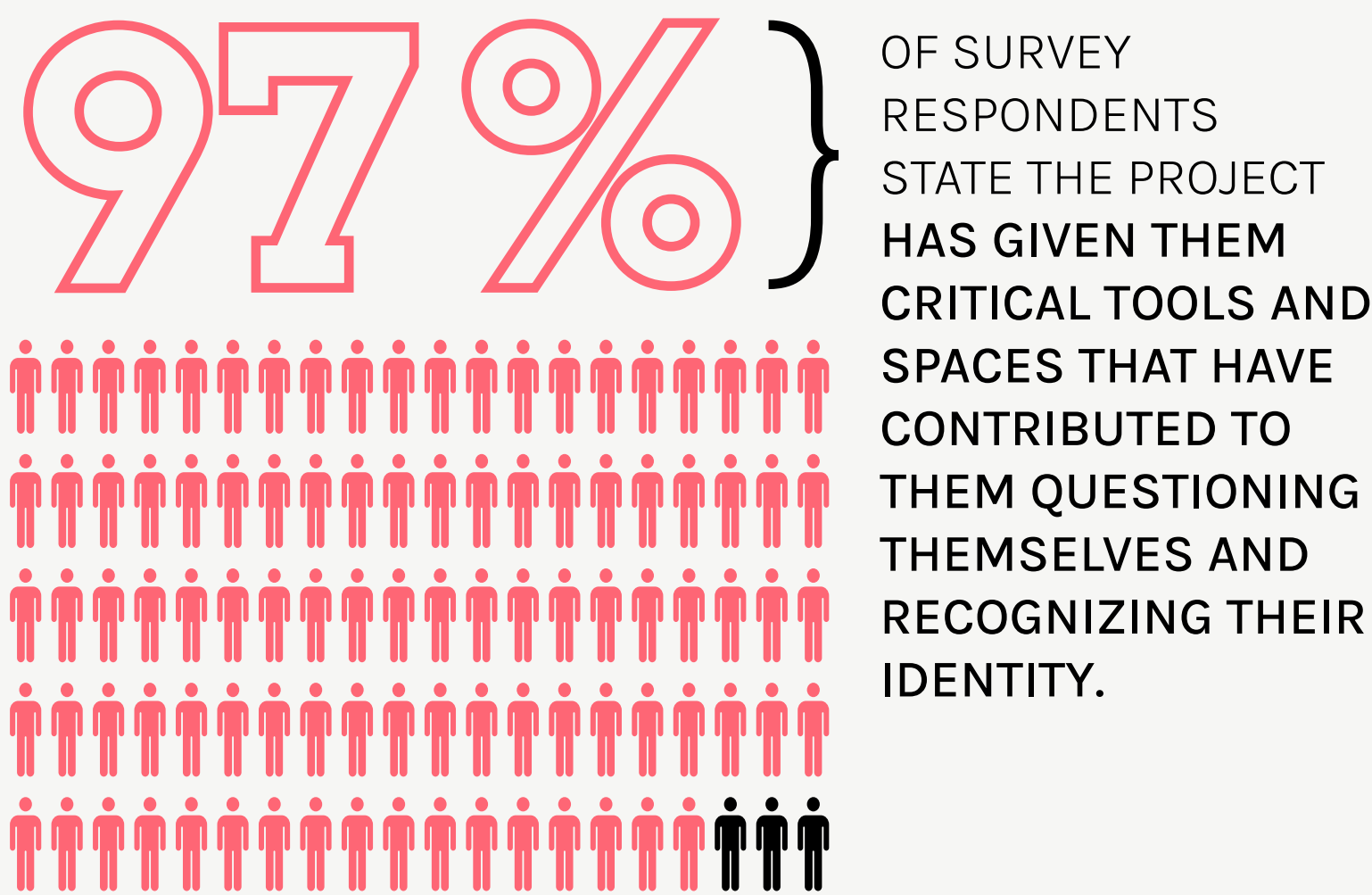
# CHANGES TO PEOPLE'S LIVES



The greatest impact we can hope to have with our initiatives is to bring about positive changes in people's lives. When it comes to human rights education projects, our main objective is to enhance the effectiveness of rights by making people more aware of their rights and providing them with tools to claim them. In this regard, the Diversxs project has gone beyond educating on LGBTIQ+ rights and has been truly transformative. Through education, it has provided young people with self-awareness, self-esteem, belonging and empowerment, which has led to a significant improvement in their quality of life. Below we outline the main outcomes in the lives of the participants.

# 1.1 SELF-ACCEPTANCE AND SELF-ESTEEM

Diversxs has served as a space of self-discovery for many LGBTIQ+ young people regarding their orientations, identities and/or gender expressions. Learning about aspects of sexual and gender diversity has enabled many participants to identify as members of the LGBTIQ+ community. Meeting others with whom they share feelings, aspirations, fears and desires has enabled young people to recognize and accept their own orientation and/or identity, as well as improve their self-esteem.



Many interviewees stated that Diversxs was the first space where they identified as diverse and where they found the courage to “come out of the closet”.

Such is the case with Aslan, a 21-year-old Peruvian who, thanks to the Diversxs project, discovered that he identified as a trans man. Aslan says that he always felt different from those around him, but didn’t quite know what that meant. “There were small clues telling me that my identity wasn’t what they’d told me it was, but it was difficult to name it and it express it,” he explains.





The pandemic hit his family hard. María Amparo, Aslan's mother, sank into a deep depression; Aslan was very concerned about his mother, and also felt alone, disoriented and like he had no place to turn. When Diversxs showed up, it was like a breath of fresh air for Aslan. During the virtual workshops he found a space to share what he had been going through. Because he didn't have the economic resources to seek out psycho-emotional support, Diversxs was essential to supporting him psychologically. The in-person camp held in Lima was an excellent opportunity for Aslan to meet trans role models in his country and learn from them and their experiences. "It was the first time I'd been in contact with other trans people in the country," he recalls. Through Diversxs he shed his own stigmas and dispelled his doubts, finding himself and affirming his identity as a trans man.

***"Diversxs was the first safe place where I could say: I am a trans man, here are my pronouns".<sup>1</sup>***

For Aslan's mom, María Amparo, the project has been a very important tool for supporting them through such a difficult time. At first she was shocked to learn of Aslan's transition, but as she received psychological support and watched her son improve and become more empowered every day, she found greater peace of mind and trust in the process. "We've been supporting each other and learning together as we go; I know my role is to support, respect and give strength," says María Amparo. She is a teacher, so she has seen first hand how difficult it can be for LGBTIQ+ youth and children

.....

<sup>1</sup> Aslan's story.







to grow up in family and school environments full of bullying, prejudice and violence. “This has been a great lesson for me as a mother and a teacher; it has strengthened my commitment to educate and engage in activism,” she states.<sup>2</sup>

Aslan states that becoming more sure of and confident in himself, building his knowledge, identifying as an activist, overcoming his shyness, recognizing his skills and stepping up to lead actions and groups are the most important changes Diversxs has brought into his life. Meeting other activists has inspired him to take action: “For example I’m now creating a new project with young people in my district to combine art and activism, called ‘Chicada Diversa’; we want to re-evaluate the diversity in our community, since we are a community of migrants we should take advantage of it more.” His mother smiles in agreement: “He seems happier, more sure of himself with higher self-esteem; he’s developed a lot of leadership skills, he’s developing as a human being and that’s what’s most important to me,” says María Amparo. She continues: “For me as a person, this has increased my knowledge; I feel more empowered and the effects of that

.....

[2 Aslan’s story.](#)

carry over into the family. The project saved us from a crisis we were facing and didn’t know how to manage,” she shares.<sup>3</sup>

Liohana (Lio), a 21-year-old trans woman from Venezuela, has a similar story. Liohana has long questioned her sexual orientation and gender identity, but it was only recently that she came to identify as a trans woman, by participating in Diversxs. Lio joined the Diversxs Academy in 2021 and immersed herself completely in actions involving training, amplification and activism. That same year, learning more about sexual diversity, dysphoria and what it is to be trans led her to recognize that she wanted to express herself as and live as a woman. Her mom, Adriana, recalls that day: “One day she said to me, Mom I’m afraid, I’m really afraid. I gave her a hug and said don’t be afraid, whatever happens I’ll be with you.” That day Lio told her mom that after giving it a lot thought she’d realized that she felt more comfortable expressing herself as and living as a woman. Adriana admits that it was very difficult to process and that it has been difficult for the family to come to terms with: “This is a journey full of lessons learned and little by little we will get used to it, but I never

.....

[3 Aslan’s story.](#)





lose sight of the fact that she is my daughter, that I love her and that I will always be with her.” Taking stock of the last four years, Lio acknowledges that, although it took her three years to recognize her gender identity, the decisions surrounding her transition have happened quickly and radically: “I did everything suddenly; in the span of three months I made decisions about everything I wanted to be free and happy. I came out of the closet as a trans person, started my transition, chose activism, sought new professional paths, all at once,” Lio says.<sup>4</sup>

Participating in Diversxs has also been essential for Daniela’s self-esteem as a young, neurodivergent lesbian from Venezuela. Out of the closet at 18, Daniela felt that she lacked a safe space and welcoming community. She applied to the Diversxs Academy expecting it to be an academic course, but to her surprise the project went beyond that: “I didn’t expect to be able to meet so many other people, to feel a sense of community, the acceptance and warmth that has come with the project’s activities,” she states. Daniela shares that she felt great acceptance and openness in the group when it came to listening to her life experience,

.....

<sup>4</sup> Liohana’s story.

fears and aspirations: “I’ve become more sure of my self; I feel braver and more self-confident.” She believes that through Diversxs she has become more comfortable and capable of building relationships with others and being honest with herself, and that she also feels stronger and more aware, so she can face things that previously would have affected her greatly. Daniela also feels more emotionally stable thanks to the Diversxs community: “I’m happy because these changes are mine; I’m grateful because it changed me.” She continues: “I felt supported, especially during moments of crisis, and I also greatly appreciate that.” As an overall reflection Daniela states:

**“The project has inspired me to seek freedom; it has taught me to accept myself, embrace and love who I am”.<sup>5</sup>**

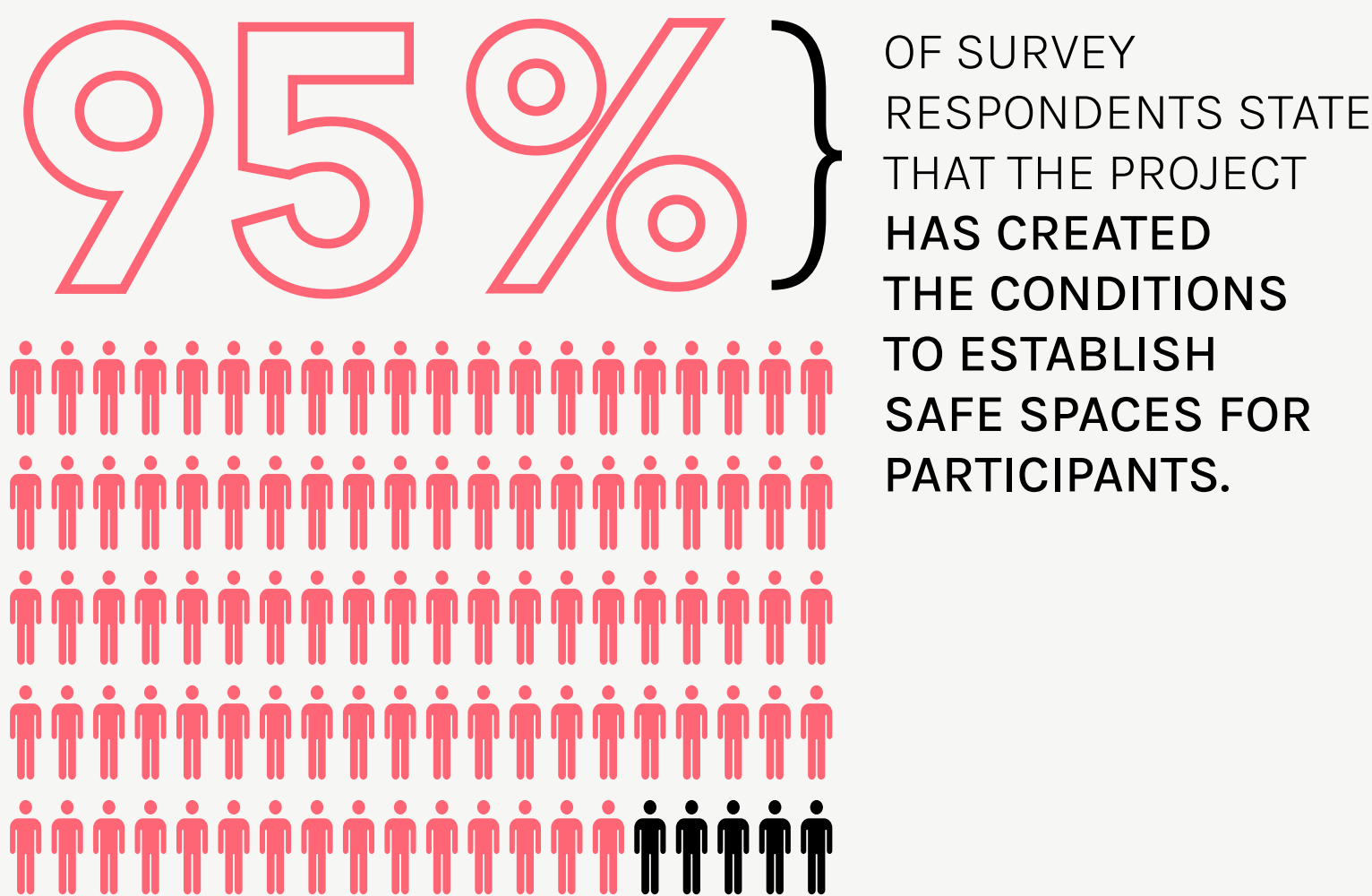
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<sup>5</sup> Daniela’s story.



# 1.2 BELONGING AND SENSE OF COMMUNITY

For many participants Diversxs has represented a safe space, i.e. a welcoming place (either physical or virtual) where young people find and are validated by recognition from their peers, and where that recognition gives them greater confidence and a sense of belonging, lifting many young people out of isolation and exclusion. The pandemic, for example, has been particularly hard for LGBTIQ+ people; they were deprived of connecting with their friends and support networks, on top of the exclusion, violence and the challenges they face in terms of access to and/or recognition of their human rights in their countries. In many cases, Diversxs has served as this support network, allowing young people to be in contact with others who were experiencing the same challenges and fears during the lockdown period.



Diversxs has facilitated many opportunities for discussion and collaboration between young people and initiatives such as Orgullo Sobre Ruedas in Peru, which, in collaboration with the organization Biciorgullo, made it possible to organize bike rides where young people participated by cycling through the cities of Lima, Iquitos and Trujillo. At the end of each ride they would hold information sessions and engage in reflection and awareness-raising dialogues to promote LGBTIQ+ rights.

In Puerto Rico they organized the Character Cup, a sporting event with a focus on human rights education, where LGBTIQ+ youth built a safe, inclusive and respectful space to play sports without submitting to the violent, cis-heteronormative patterns that usually govern such spaces, and in this same context they had recreational spaces where they engaged in activities and talks about their rights.

In Venezuela, the GochiPride activism event was held in Táchira, where, in a fair-like setting, they held competitions, dances, activities and games that addressed human rights content using a play-based approach.





There is consensus among interviewees that Diversxs was an effectively inclusive project that prioritized diversity in all its aspects, colours and forms. This allowed many young people to gain broader and more inclusive perspectives and experiences, and to be more sensitive to diversity within their own communities and intersectionalities, breaking down silos.

This sense of belonging was essential for Mathías, a 21-year-old Peruvian who, thanks to the Diversxs project, came to identify as a trans man. “I’ve always felt different from everyone else,” shares Mathías. He was always aware that his likes and dislikes did not align with the sex he was assigned at birth, but he did not know exactly what that meant. When Mathías began attending university and came into contact with the Diversxs project, he began to understand that his identity really went beyond the first two letters of the LGBTIQ+ initialism: “I realized that my identity went beyond the cis-hetero norm; I began to understand that I identified more as a trans man than as bisexual or lesbian,” he reflects. About two years ago he began to make small changes to the way he dressed and to cut his hair, until beginning his hormone treatment. Each

change made him feel more real and closer to the person he truly is: a trans man.

The Diversxs project was the first place where he received information that allowed him to understand and accept himself.

**“If Diversxs hadn’t come along, I wouldn’t have been able to name what I felt about myself; I wouldn’t have been able to deal with the discomfort, anxiety and confusion I was carrying inside”.**<sup>6</sup>

.....  
<sup>6</sup> Mathias's story.

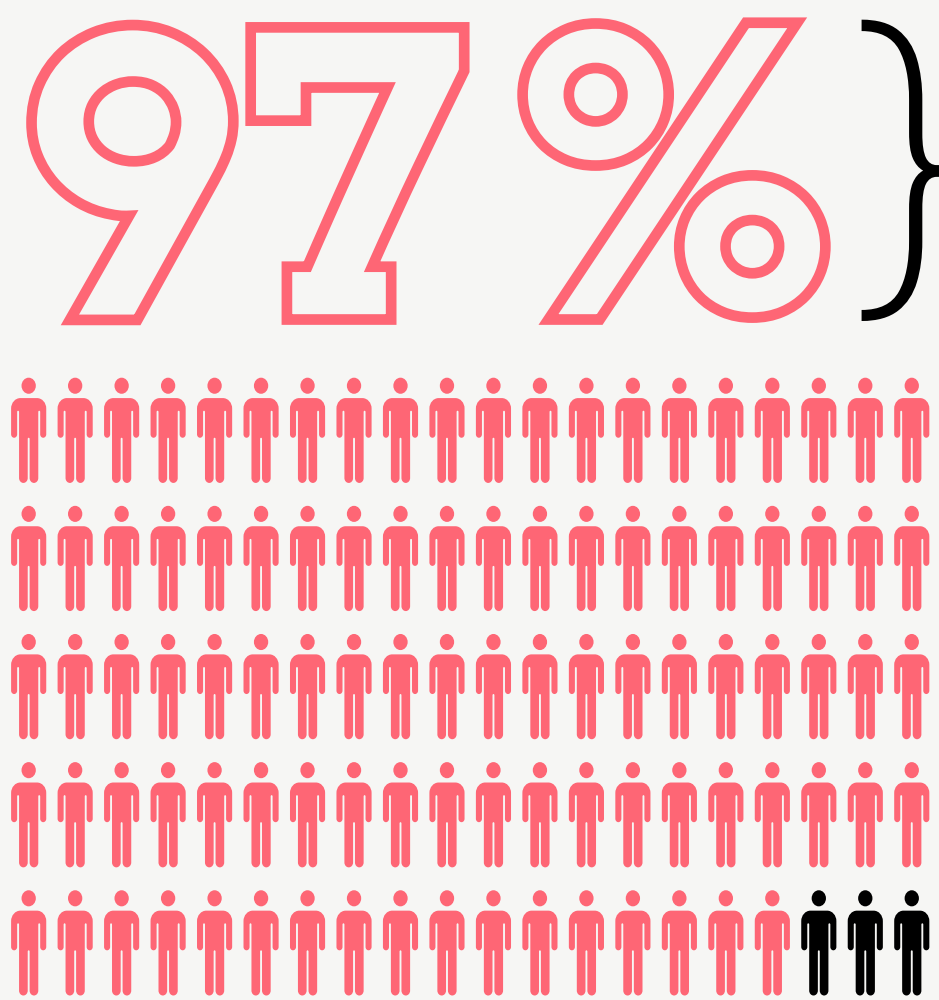
He also mentions that Diversxs helped him feel more confident and self-assured to be able to make himself visible and adopt his new name “Mathías”.

After the Diversxs training and activities he feels that he has more tools to support other trans people, and the project has led him to become a role model for other young people. “It makes me happy when people write to me on social media saying: Hi! I don’t know you, but I see that you’re a trans man and I think I feel the same way, can we talk?” he shares proudly.

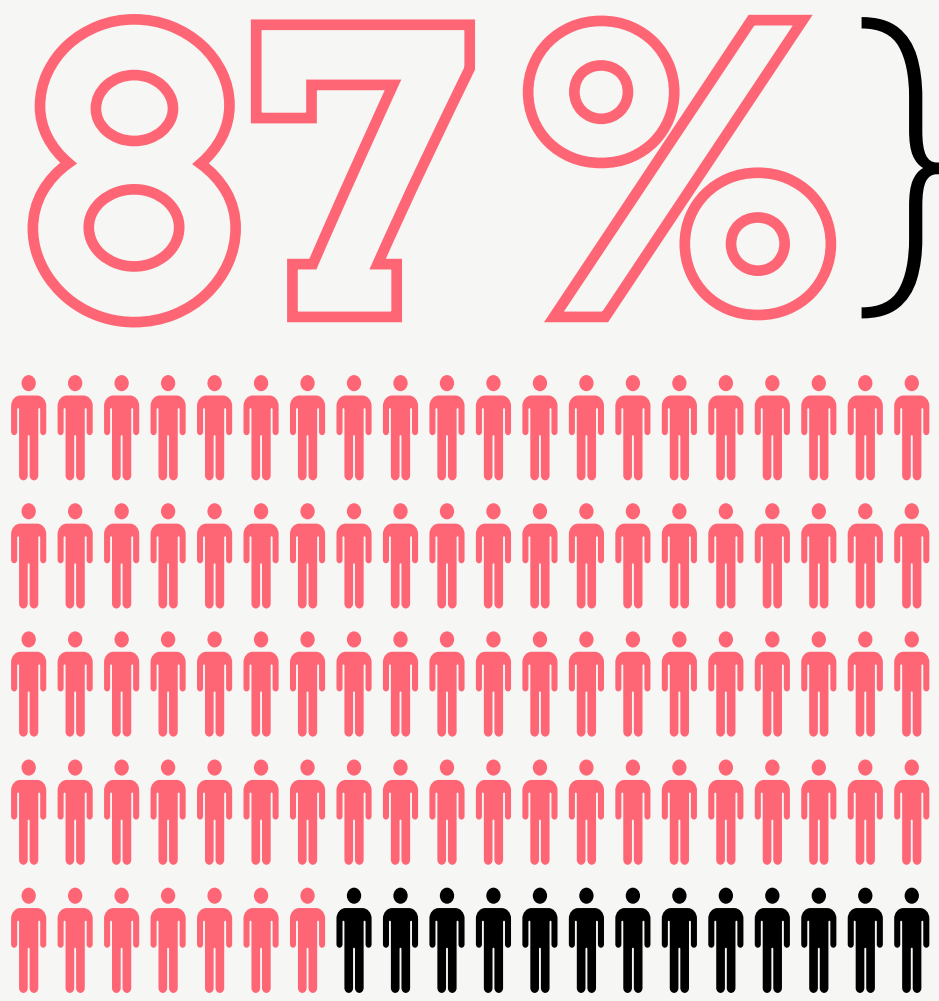


# 1.3 ACTIVISM

Diversxs offered a new vision and perspective on youth activism. The majority of people interviewed stated that they did not identify as activists before the project and that they now do. The project allowed young people to understand activism as something much closer to their realities and as something they could incorporate into their lives. In each of the countries, participants have come together to develop and promote strategies for activism and political change by partnering with existing organizations or creating new ones.



OF SURVEY RESPONDENTS SAY THAT INTERROGATING ACTIVISM AND THINKING ABOUT NEW WAYS OF ENGAGING IN IT HAS BEEN ONE OF THE MOST IMPORTANT STEPS TOWARD THEIR EMPOWERMENT ENABLED BY DIVERSXS.



FEEL THEY ARE MORE ABLE TO ENGAGE IN LGBTIQ+ ACTIVISM AFTER PARTICIPATING IN THE PROJECT.

AS A RESULT OF THE SPACES THAT HAVE OPENED UP AND THE TOOLS AND SKILLS THEY HAVE ACQUIRED OR STRENGTHENED AS PART OF THEIR INVOLVEMENT IN THE PROJECT.

The project has made it possible to galvanize activism beyond the capital cities and the hegemony of white cis-gay men, boosting activism in the provinces and other territories. It created a platform for activism for more excluded groups such as the trans, non-binary, bisexual and intersex communities. A good example of this is the community of trans women in the Peruvian Amazon who formed a collective to fight for their rights, the first of its kind in the region.

Among the main activities and initiatives carried out, we want to highlight the involvement of Diversxs activists in Amnesty International’s global campaign Write for Rights in Paraguay, which mobilizes thousands of people around the world to take ac-





tion on high-profile cases for the defence of human rights. The 2022-2023 edition of Write for Rights included the case of Yren and Mariana, two trans women who are part of Diversxs Paraguay and who, through their stories, seek to shine a light on the need to guarantee the legal recognition of trans identities through name change. Diversxs activists organized informative talks, activist actions such as marches and stickering and activities to collect signatures in support of Yren and Mariana's case. In Puerto Rico, the Mural Vejigante Combativo was an activist action carried out by a group of young people in the city of Ponce in response to the homophobic statements that came out of city hall.

In Peru, activism activities such as workshops, talks and picnics allowed people to share their experiences on issues of activism and self-care and strengthened networks among the project's young people, while activism actions such as mural painting events, photography exhibitions and photo and painting

workshops brought about increased awareness of calls from activists and local organizations for the approval of a gender identity law in the country, as well as a law recognizing marriage equality.

On a personal level, Liohana believes that her time with Diversxs has been essential to affirming her identity and role as an activist: "It's been so wonderful being a part of the dialogue between activists ranging from 18 to 60 years old, learning about the history of activism and realizing that we're inheriting a huge responsibility as a new generation of activists." Adriana, her mother, shares that she is very proud to see Lio growing as a person and an activist: "Just recently I went to a meeting where Lio gave a speech; I was full of pride and several people came up to me to commend me for being a supportive mother." She adds: "I never thought I'd have an activist daughter who fights for her voice to be heard and to support others. I think it's marvellous, and I know that Lio will go far."



Looking to the future, Lio states:

**“Activism is my main focus; I can make activism compatible with my other activities and from there I can have an influence on and raise awareness, little by little, among others”.<sup>7</sup>**

Activism also played a very important role in the life of Ariel, a young gay man from Paraguay. In 2022, after learning of his HIV diagnosis, which led to a time of great physical and emotional fragility, Ariel heard about the Diversxs project and signed up. In the Diversxs community he not only found a safe space, but

.....  
<sup>7</sup> Liohana's story.

was also able to make friends that went beyond activism to assist and support him on a personal level, people who were with him during difficult times both within and outside of Diversxs. “So from there little by little I began regaining control of my life,”<sup>8</sup>, Ariel shares. Over the course of a year, Diversxs helped him become more optimistic and confident in telling his life story as a form of activism and a way to raise awareness around the LGBTIQ+ community and also in his place of work.

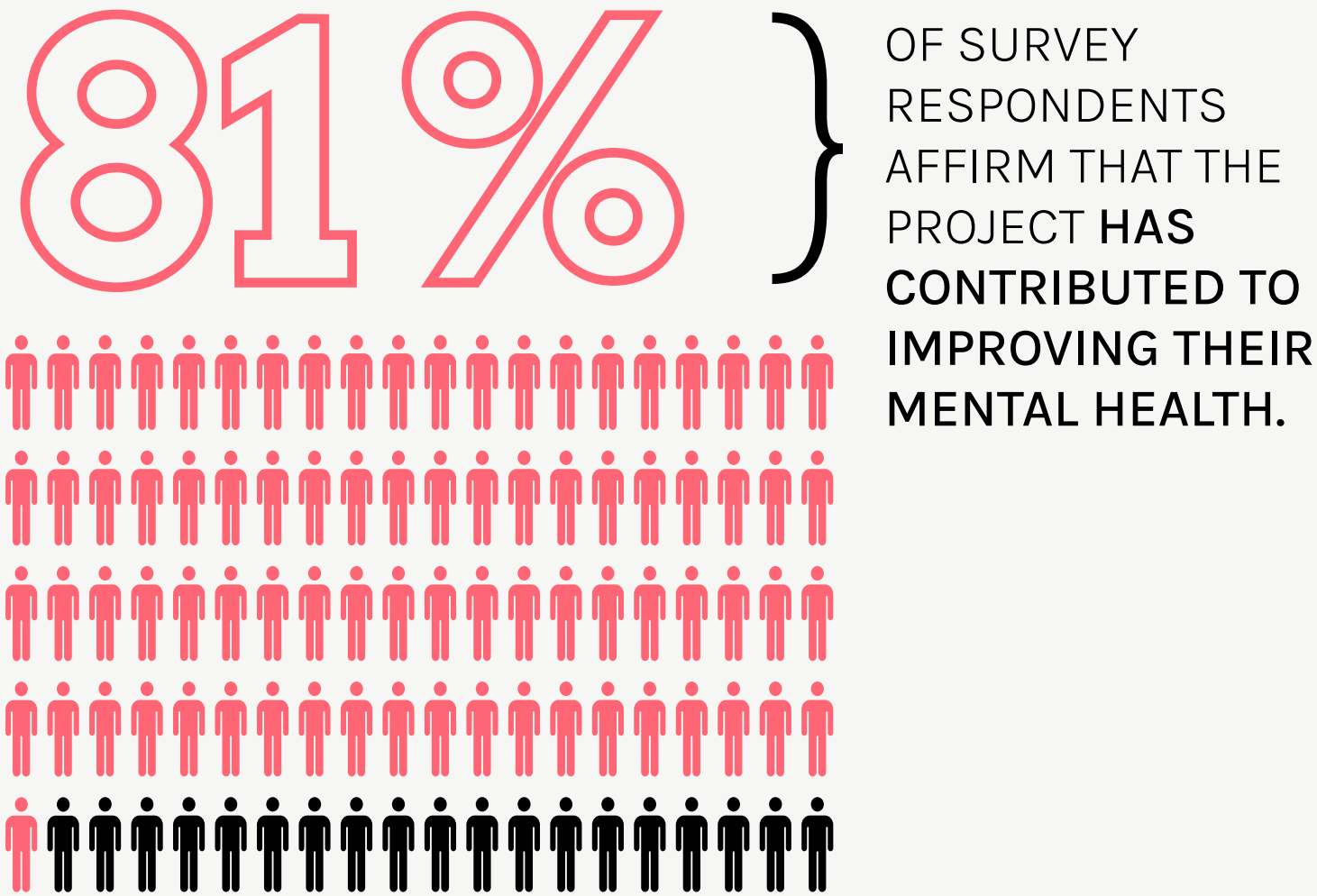
Through his story, Ariel has touched people's lives, removing barriers and prejudices against the LGBTIQ+ community and people living with HIV. “That is my activism; just as Diversxs helped me, I can help others and share my story by showing that I am a real person.” Being able to count on the love and support of other young people has been crucial for Ariel, and he is committed to being that support system and place of comfort for others facing difficult realities.

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<sup>8</sup> Ariel's story.

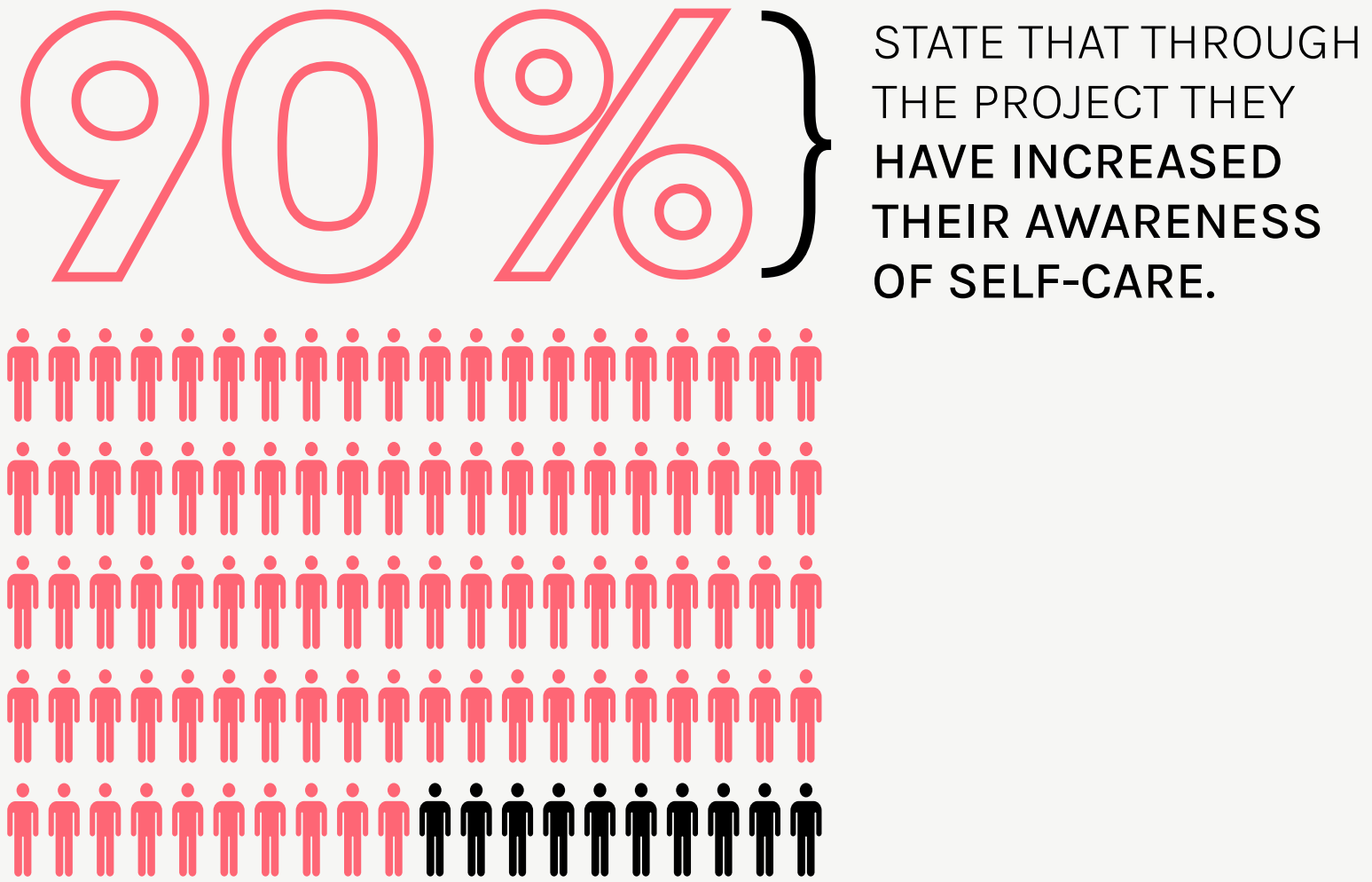




# 1.4 MENTAL HEALTH



All of the aforementioned aspects have also contributed significantly to the improvements in participants’ mental health. Self-acceptance, a sense of community, having a space free from judgement and rejection, and the way that activism has infused strength into the life purpose and plans of many young people have all been decisive factors that helped them move through their processes of self-discovery with greater confidence and deal with isolation and lockdowns with greater peace of mind, as well as provided them with the tools to further their processes of self-affirmation and recognition.





“Without Diversxs, I definitely wouldn’t be alive anymore”<sup>9</sup>, states Ariel, who joined the project after experiencing a lengthy period of depression. Similarly, Aslan states that Diversxs was a key part of his process of overcoming depression, because the project allowed him to be in contact with other people with whom he identified.<sup>10</sup>

Many interviewees have stated that Diversxs has been a safe space where they were able to express their fears and aspirations, share experiences and give each other strength at critical moments, especially during the pandemic lockdown period. An interviewee from Venezuela says that the weekly virtual Diversxs gathering was the best part of his week, which motivated him and gave him the energy to keep going.

For this report, due to time and resource constraints, we do not have an in-depth psychological study, which would require the work of a specialized health professional. However, we believe that there is sufficient evidence recorded in the personal stories, conversations and surveys to say that the project has had a significant positive impact on young people’s

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<sup>9</sup> Ariel’s story.

<sup>10</sup> Aslan’s story.

mental health by providing positive narratives about LGBTIQ+ people, creating personal bonds and networks of support, offering a safe space for diversity and broadening young people’s view of their own capabilities.







# 1.5

## SOCIOECONOMIC IMPACT

One of the questions we asked in this study was: to what extent has the project contributed to improving the socio-economic conditions of the participants? Our intention was to understand what effects the project may have had in this area. It is important to bear in mind that this study is being conducted at the conclusion of the project, which is a very short period of time for analysing this type of outcome. However, we thought that by asking this question we could find evidence that might confirm this hypothesis in the longer term.

This is confirmed by the story of young people who are taking on leadership roles in their countries, working in civil society organizations, reshaping their careers to move into more political spaces, and who are present in new social spaces.

Such is the case of Camila, a trans woman from Paraguay. Camila wasn't able to finish her secondary studies until age 37, after spending 20 years out of school due to exclusion based on her gender identity. After all that time working informal jobs, once she made contact with Diversxs, Camila began to actively work with the project and, because of her commitment, she was invited to lead the regional coordination of the project in Paraguay.

At first, Camila doubted that she was prepared to take on the job, but a fellow activist convinced her. Camila became the project's regional coordinator in 2022, and through her work has proven to not only have an immense aptitude for management, but also to be an enormous source of inspiration, affection and support for the new generations of activists from Ciudad del Este. For Camila, it has been very satisfying to receive social recognition as an LGBTIQ+ and human rights defender, since trans women were long excluded from spaces created by social or women's organizations, a situation that has now changed: "Now we often get invited by feminist organizations and other organizations to training activities, to give workshops or hold advocacy activities."<sup>11</sup>

.....

<sup>11</sup> [Camila's story.](#)





# VISIBILITY AND RECOGNITION OF LGBTIQ+ RIGHTS







Diversxs has been instrumental in shaping positive narratives and positioning LGBTIQ+ rights as human rights in the project's four countries.

58%



BELIEVE THAT THE PROJECT HAS CONTRIBUTED SIGNIFICANTLY TO AN OPENNESS TO DIALOGUE IN THEIR FAMILY CIRCLE AND AMONG FRIENDS, CO-WORKERS OR PEERS TO LEARN ABOUT DIVERSITY TOPICS.

55%



BELIEVE THAT IN THEIR CIRCLE THERE IS INCREASED TOLERANCE AROUND ISSUES RELATED TO SEXUAL DIVERSITY.

In addition to the fact that the project included action plans and specific activities that allowed key issues to be addressed and disseminated in local and regional LGBTIQ+ agendas in collaboration with activists, organizations working on LGBTIQ+ rights, families and educational institutions, many of these activities were implemented, organically and on the initiative of the project leaders themselves, through intersectional approaches with other human rights agendas. This is how Diversxs was able to involve other key actors and partners from other movements and groups working on gender, indigenous, anti-racism and neurodivergent agendas, among others.







Through empowerment and tools for self-affirmation, Diversxs projected a positive image of the LGBTIQ+ people who came to take up more space in the media, on social platforms and in public spaces.

85%

OF SURVEY RESPONDENTS BELIEVE THAT DIVERSXS HAS INCREASED THE VISIBILITY AND RECOGNITION OF LGBTIQ+ RIGHTS AMONG THEIR FRIENDS,



THIS VISIBILITY, ASSOCIATED WITH POSITIVE NARRATIVES, IS KEY TO REDUCING SOCIAL STIGMA.

76%

BELIEVE THERE WAS AN INCREASE IN VISIBILITY ON SOCIAL MEDIA.



61%

BELIEVE THERE WAS AN INCREASE WITHIN THEIR FAMILIES.







70%



OF SURVEY  
RESPONDENTS  
BELIEVE THAT THE  
PROJECT HAS  
CONTRIBUTED  
TO REDUCING  
STIGMA AND  
DISCRIMINATION  
AGAINST LGBTIQ+  
PEOPLE.

There is consensus among interviewees regarding the significant growth in the numbers of LGBTIQ+ youth present in local media and on the internet, and taking action in public spaces, since the start of Diversxs. This is true of Mathías, who created an Instagram account to talk about his transition process and receives many messages from young people who are going through the same process and looking for role models.<sup>12</sup>

When the project was transitioned to a virtual model, something very important occurred: this change allowed for the decentralization of activities and increased the visibility of new role models for young people living out-

.....  
<sup>12</sup> Mathías's story.

side of capital cities and who are members of communities facing even more exclusion; this was also true for young people living outside the four countries, including the activists who participated from countries such as Colombia, Mexico, Honduras, Guatemala and Argentina, among others. Activists who graduated from Diversxs held countless activities in cities located in the interior of their countries. These included pride marches, picnics and arts events in public spaces, such as wall painting in Ponce, Puerto Rico, bicycle rides with the BiciOrgullo initiative in Trujillo and Cusco, Peru, marches and activism activities in the Alto Paraná and Amambay departments in Paraguay, and mural creation and marches in cities such as Táchira, Mérida and Barinas in Venezuela.

IT IS IMPORTANT TO CONSIDER THE FACT THAT EDUCATING AND TRAINING ACTIVISTS HAS A RIPPLE EFFECT. BY TRAINING 615 ACTIVISTS IN THE FOUR PROJECT COUNTRIES WE RECOGNIZE THAT THESE YOUNG PEOPLE WILL CONTINUE TO INFLUENCE AND EDUCATE THEIR COMMUNITIES BY PROMOTING GREATER OPENNESS AND KNOWLEDGE ABOUT HUMAN RIGHTS.



# GROWING SUPPORT FOR HUMAN RIGHTS

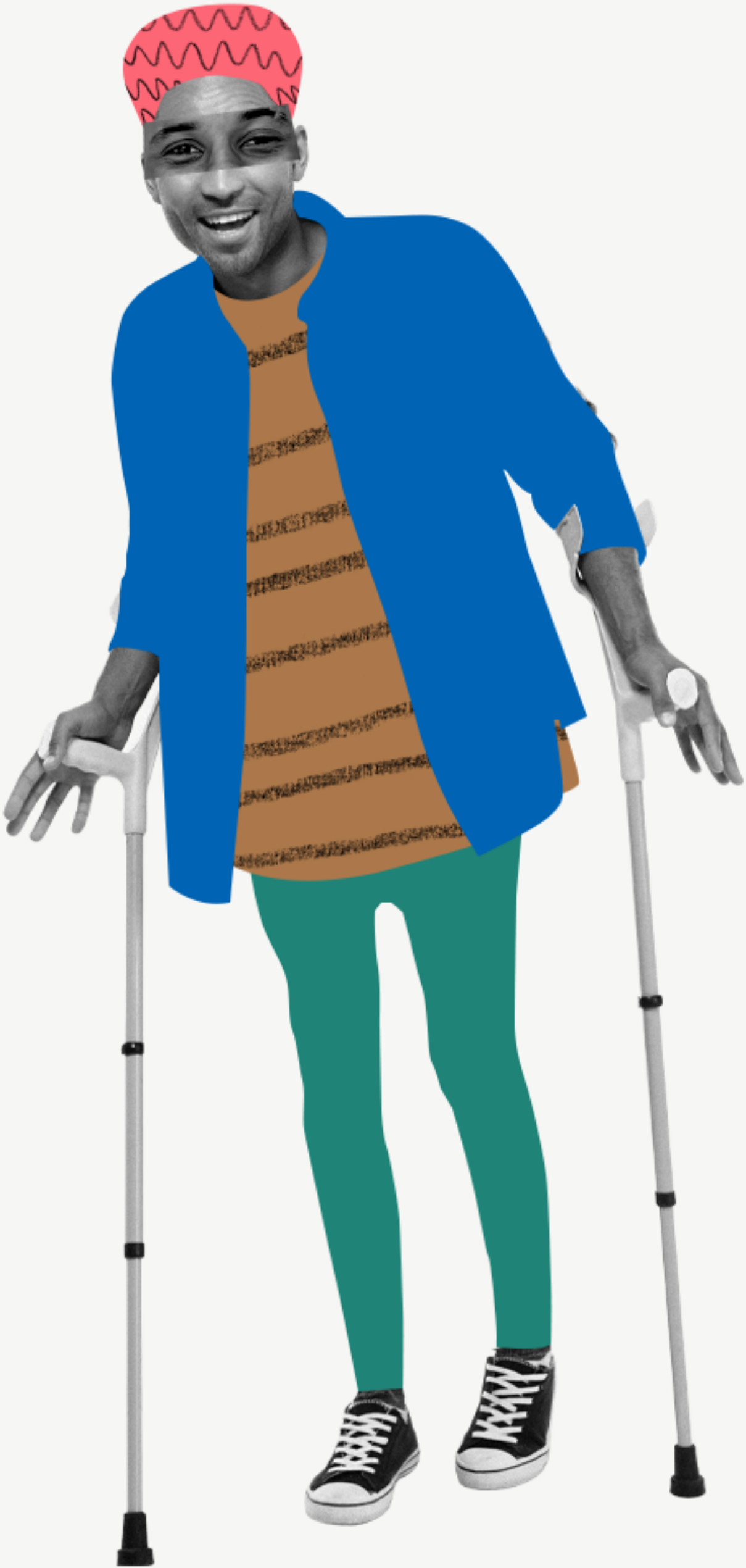




+90%



OF SURVEY RESPONDENTS BELIEVE THAT THE PEOPLE AROUND THEM (FAMILY, FRIENDS, CO-WORKERS, PEERS) ARE MORE TOLERANT AND OPEN TO TALKING AND LEARNING ABOUT DIVERSITY ISSUES.



78%



THINK THAT THE PEOPLE AROUND THEM HAVE BECOME ALLIES FOR INITIATIVES REGARDING PROTECTION AND CARE.

Diversxs has led to 181 new partnerships with social, academic and public actors in the four countries. These partnerships were important for strengthening new leadership and building out new LGBTIQ+ youth movements. The annex attached to this report contains an infographic of the map of actors.<sup>13</sup>

**Diversxs was directly responsible for facilitating the creation of**

27 } NEW ORGANIZATIONS/ INITIATIVES FOR THE DEFENCE OF HUMAN RIGHTS:

6 IN PERU / 8 IN VENEZUELA / 9 IN PARAGUAY / 4 IN A VIRTUAL FORMAT.

As we can see, Diversxs has strengthened the social fabric in the four target countries by increasing the number of activists, social organizations and supporters in the human rights movement.

.....  
<sup>13</sup> Map of actors.



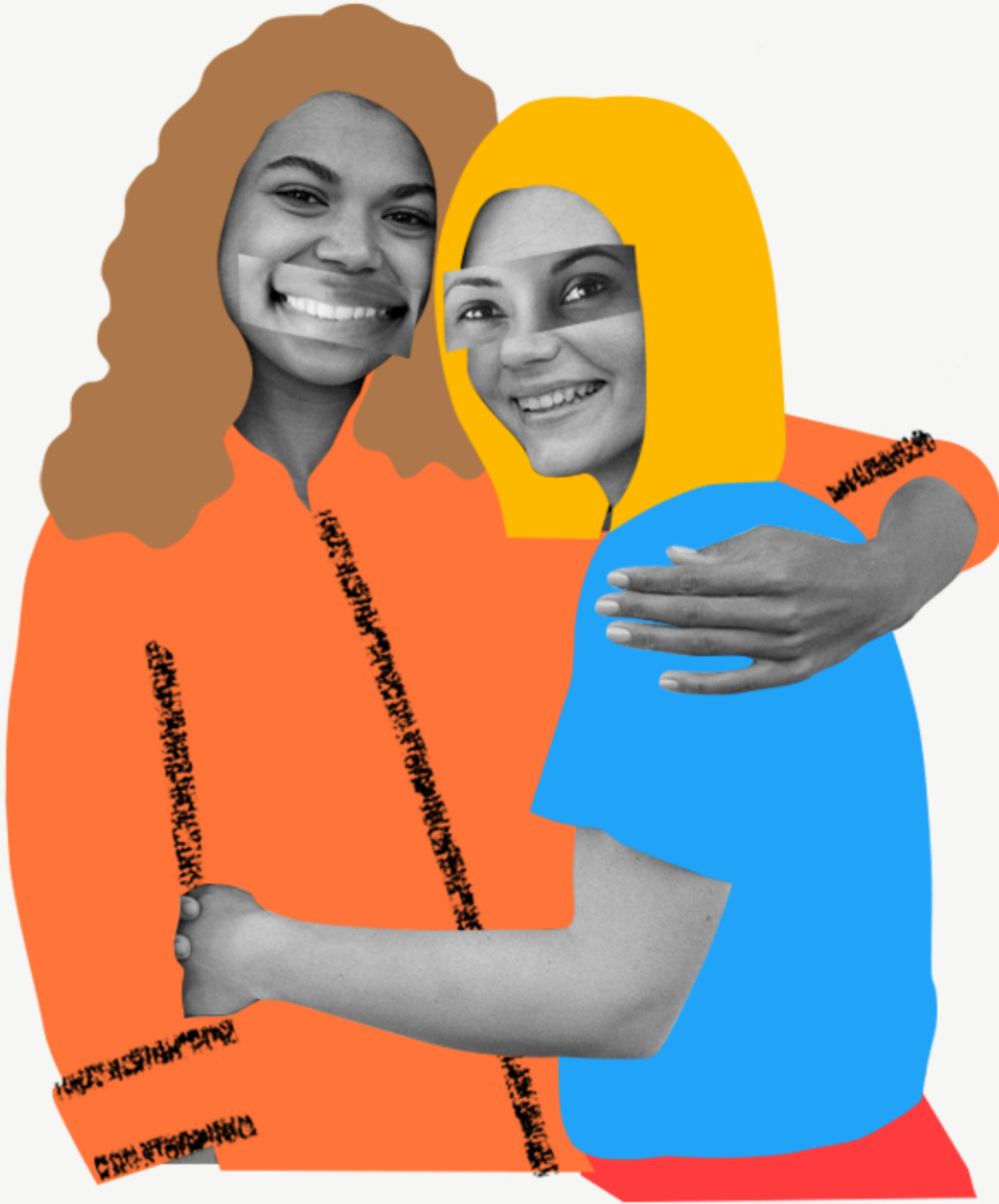
# CHANGES IN LAW, POLICY AND PRACTICE





As previously mentioned, we believe that the time period used to evaluate the impact of the project in terms of laws, policies and practices is relatively short. It is also important to note that we are speaking within a broader context that is quite adverse to the rights of LGBTIQ+ people in the region. In Venezuela, for example, the severe political and human rights crisis has exacerbated social inequities, leaving historically excluded populations, including LGBTIQ+ people, further behind. Paraguay and Peru are simultaneously experiencing a wave of political conservatism that fuels hate speech and aggravates cases of violence and discrimination against LGBTIQ+ people, thus hindering progress in the recognition of their rights. The situation in Peru has become more acute in the last year as a result of the serious social and political crisis that has indirectly led to the rise of anti-rights political leaders.

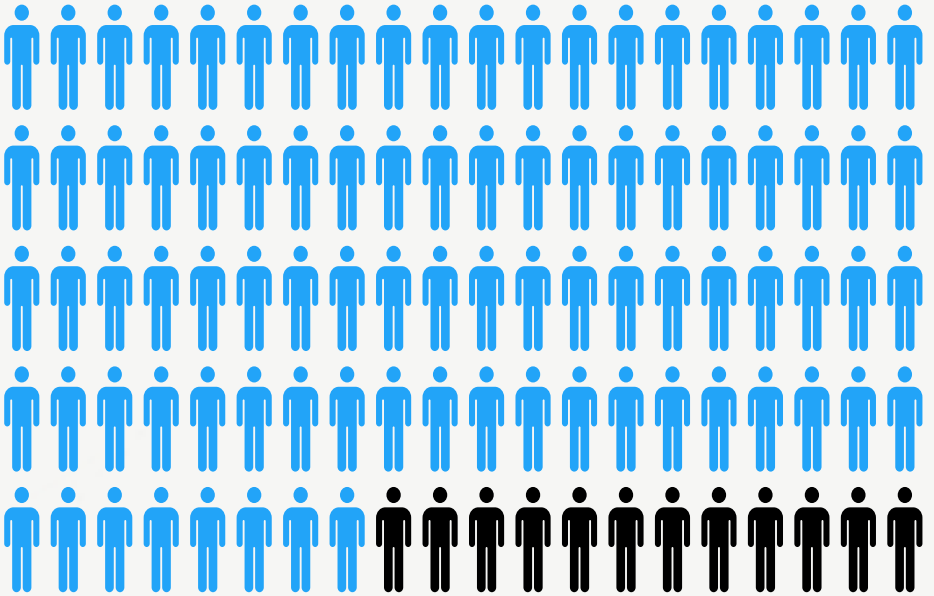
However, despite this unfavourable context, the project has managed to bring about some significant changes in this area, beginning with the strengthening of activism and the capacity for advocacy among the young people who have entered institutional spaces where they can give voice to their demands for the advancement of recognition and equality.



On the specific issue of advocacy,

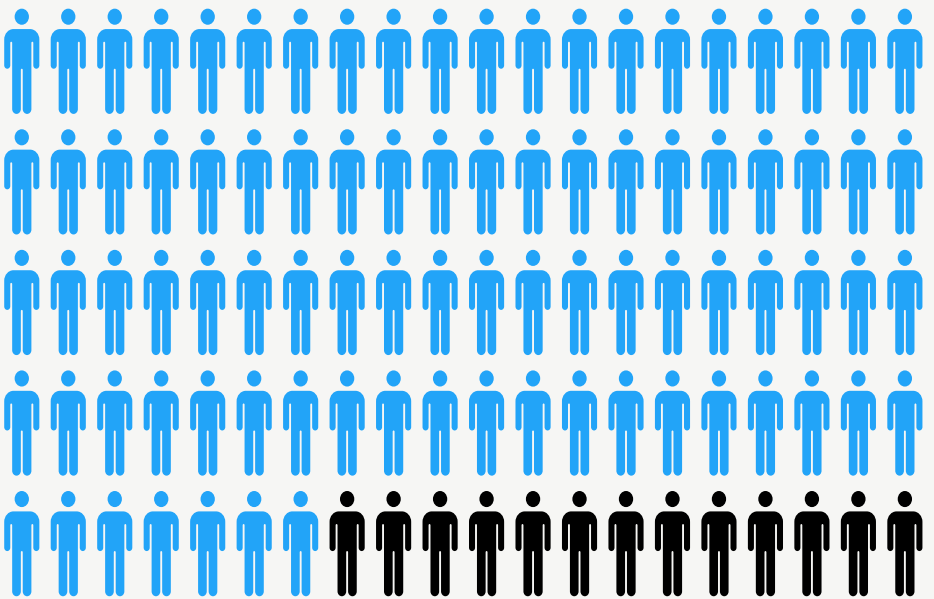
88%

OF SURVEY RESPONDENTS STATE THAT THEY HAVE STRENGTHENED THEIR POLITICAL ADVOCACY SKILLS AND KNOWLEDGE.



87%

STATE THAT THE SKILLS AND KNOWLEDGE ACQUIRED THROUGH DIVERSXS HAVE IMPROVED THEIR CAPACITY FOR PLANNING AND EXECUTING POLITICAL ADVOCACY ACTIVITIES.



This is certainly a significant example of a change in social practice that has the potential to change power structures and reinvigorate public debates with fresh ideas.





There is a noteworthy emergence of a new generation of activists who see calling for rights as an instrument of struggle and who are beginning to demand entry into new spaces, access to services, name change rights, decent treatment, etc.

As Gladys, Diversxs coordinator in Venezuela, emphasizes: “The project has had an important impact in terms of the mobilization of a new generation of young activists and human rights defenders who, in turn, have come together to create NGOs and civil associations with the aim of creating spaces for training, activism and public policy advocacy to achieve the demands of the LGBTIQ+ population”.

These mobilizations have led to important connections, for example, meetings with the Ombudsperson’s Office and the Public Prosecutor’s Office in Venezuela in which activists brought demands such as the recognition of the identity of transgender people, legislation against hate crimes, reparations for victims and relatives of victims of violence, marriage equality and laws to prevent bullying in schools on the grounds of orientation, gender expression and gender identity.

In Puerto Rico, Diversxs activists have contributed to the drafting of a Bill of Rights for the LGBTIQ+ Community, a proposed law for the defence of the community that is currently pending in the Puerto Rican Congress. Another extremely important achievement was the approval of a diversity and gender identity protocol at the University of Puerto Rico, spearheaded by Diversxs activists.

In Peru, there is relative progress in the direction of human rights education with the Proyecto Escuelas Amigas—a branch of Diversxs—which aims to train education professionals on topics of diversity, inclusion and LGBTIQ+ rights in order to combat bullying. Escuelas Amigas was introduced in six schools and implemented by Diversxs graduates.

In legal terms, the biggest highlight is the Name Change Project (Proyecto Cambio de Nombre) for trans people in Paraguay, an initiative of Amnesty Paraguay and Casa Diversas, a trans people’s group in Paraguay in which Diversxs activists participate. The Name Change project built a strategic partnership between the Human Rights Coordinator of Paraguay (CODEHUPY), the Asociación Panambi de personas Trans (Travestis, Transexuales y Transgéneros) and the Paraguayan





Ministry of Public Defence to provide legal representation for five of the 10 name change cases brought by trans people in the country. Currently, the 10 cases are still in process before the Paraguayan judiciary, and two of them have been taken to the United Nations Human Rights Committee.

In 2022-2023 the global Amnesty campaign Write for Rights included the case of Yren and Mariana, two trans women who are part of Diversxs Paraguay and who, through their stories, seek to shine a light on the need to guarantee legal recognition for trans identities through name change. Diversxs activists organized informative talks, activist actions such as marches and stickering and activities to collect signatures in support of Yren and Mariana's case.

In light of the broader context in the countries mentioned, these small examples can be considered major advances in LGBTIQ+ rights. In general terms, we believe that the Diversxs project's greatest contribution is the strengthening of the social fabric, of activism, and of advocacy, which opens doors for a new social and political agenda arising from the reclaiming of activism.





# IMPROVED EXTERNAL STAKEHOLDER CAPABILITIES







One of the areas of impact is the evaluation of how our project has built capacity for the external actors with whom we work. In this case, we must consider two main groups as priority actors for the Diversxs project: human rights activists and organizations.

With regard to the first group, we believe that the project has had a significant positive impact by enabling the training of 615 youth activists on strategic issues, including creative and innovative methodologies for advocacy, which resulted in the forging of a new generation of activists who have seen LGBTIQ+ rights as a point of entry into activism and are now working on different human rights issues in their countries.

As shown in the online survey,



As Ricarde, a non-binary activist from Puerto Rico, observes, Diversxs has not only been helpful for self-discovery, but also for recognizing and strengthening life skills and giving them a new purpose and application: “It has helped me to better connect with the communities we work with, by striving to be more involved in the struggles for rights, not only for the queer community, but also within the broader political context of the country.” Ricarde also adds that: “Diversxs has inspired me to learn more about and get involved in other struggles as an LGBT+ activist such as anti-racism, anti-capi-



talism and the environment; I want to offer an LGBT perspective to those struggles”.<sup>14</sup>

When it comes to social organizations, we can see that the project has made a significant contribution by developing new activists who are joining existing organizations or creating new organizations. These activists bring new life to organizations and add new forms of activism, new strategies and new perspectives regarding current human rights issues and challenges. In addition, local organizations are strengthened through the sharing of experiences and lessons around activism techniques already established by Amnesty International. As the Name Change Project in Paraguay demonstrates, Amnesty’s capacity for advocacy and collaboration, in conjunction with the demands of transgender people, was fundamental in pushing forward a project that is extremely relevant to advancing LGBTIQ+ rights in the country.

.....  
<sup>14</sup> Ricarde’s story.





# IMPROVED AMNESTY INTERNATIONAL CAPABILITIES







If on the one hand the human rights movement in the countries is strengthened by Amnesty International's contributions, our capabilities are also strengthened by this exchange. Amnesty is emerging from the project as a stronger movement thanks to at least three indicators: new partnerships and networks in the countries in question, growth in the number of youth leaders and activists, and increased diversity.

It is undeniable that Diversxs has allowed for greater collaboration and connection between the sections and the International Secretariat and grassroots organizations in the four countries. This is demonstrated by the graphic of partnerships with external actors presented above in item three<sup>15</sup>.

As indicated, Diversxs has trained 615 activists who are now part of the Amnesty network. Many of these young people are already involved in activism, volunteer work and formal work with Amnesty sections.

Lastly, we believe that one of the most important contributions Diversxs has made to the movement is **DIVERSITY**. Among the main ways the project has impacted the organization, we perceive the following:

- **the AI activist member base in the project countries is more diverse;**
- **AI boards of directors in the four countries are more diverse, with a diverse set of individuals holding leadership positions;**
- **the sections are more committed to supporting the LGBTIQ+ agenda in the countries in question, particularly regarding issues related to trans people and education;**
- **AI is better positioned as a leading organization in and ally to the LGBTIQ+ movement.**

Diversxs strengthens Amnesty's identity in the Americas as a young, diverse and plural movement ready to tackle the human rights challenges in our region.

.....

<sup>15</sup> Infographic item three.



# CONCLUSION

At the conclusion of this evaluation process, we have observed that Diversxs has produced valuable contributions for impacts in the region. At the level of personal change, the project has been responsible for improving the self-acceptance and self-esteem of LGBTIQ+ youth, providing them with a sense of belonging and community, giving them a purpose through activism and providing crucial psychological support to improve their mental health.

Externally, we observed that the target communities saw an increase in visibility and recognition of LGBTIQ+ rights, as well as increased support for human rights both generally and in various environments in which

Diversxs youth participated: family, friends, co-workers and peers. The project has been directly responsible for facilitating the creation of **27 new human rights organizations/initiatives** in the four countries, which has strengthened partnerships, broadened the scope of the project and established collaborative efforts for the development of activities.

In terms of laws and public policies, we have seen some important advances and prominent examples, such as the adoption of materials for work with schools and universities. This occurred with the Diversity Protocol that has been adopted at the University of Puerto Rico and the Pedagogical Guide for teachers on sexual diversity and the prevention of bullying

targeting the LGBTIQ+ community, which has been implemented in some schools in Peru. Additionally, it is important to highlight the visibility brought by the legal project regarding name changes for transgender people in Paraguay.

Through Diversxs we have also been able to help build the capacity of external actors, training 615 activists who are strengthening the work of civil society in their countries. Lastly, Amnesty is emerging from this project as stronger organization due to the broadening and diversification of its base and the expansion of its platform and collaborative network in the region.



At the end of this process we have observed some key lessons for the success of Human Rights Education projects focused on sexual and gender diversity:

**1.**

Diversity and intersectionality, across their entire spectrum, are fundamental to the success of LGBTIQ+ projects. The grassroots work and connection between Amnesty International sections and the movements in each country played a very important role in convening and attracting the most diverse spectrum of diversity, which allowed for the creation of a welcoming and stimulating space for young people.

**2.**

Decentralization, in part enabled by the virtual format of trainings, was instrumental in bringing the project to areas outside capitals or large cities. This is extremely important considering the context of the LGBTIQ+ community in Latin America, which is highly marginalized outside of the large urban centres.

**3.**

The projects aimed at empowering youth should seek to be understood as safe spaces for learning and trying things out, rather than as a model or rigid structure of activities and outcomes. Projects must be adaptable to their context so that young people can come up with their own ideas of what to work on.

**4.**

Grassroots education and horizontal and participatory processes as strategies have been key to ensuring youth involvement, leadership and ownership throughout the entire project cycle. This has made it possible to implement a project that is more relevant to the needs of young people and to reduce the risk of imposing biased adult and euro-centric views on youth activism.

**5.**

Incorporating the topic of self-care and mental health is essential to processes of empowerment and activism. Likewise, a risk management and protection approach must be incorporated to a greater extent; activism should be encouraged and also tools should be provided for individual and organizational protection.

